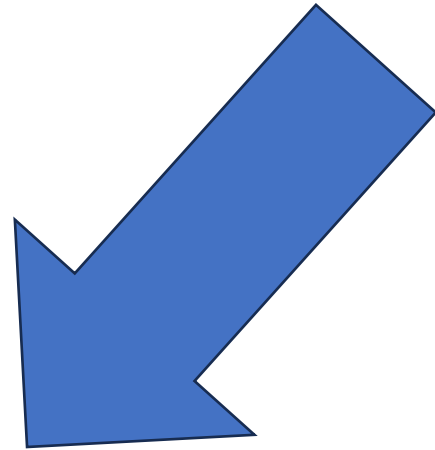




**Pikes Peak
Habitat
for Humanity®**

**BOARD OF DIRECTORS
Bi-Monthly Meeting**

FY 24-6: June 3, 2024



**Please note new location at
Grace & St. Stephen's Episcopal Church
601 N. Tejon Street in Room 211**

Go to the flagpole doors (accessed from south lawn) and then go up the stairs to room 211. If you need elevator access, go to the accessible door on the Tejon and Monument street side and make a right towards the elevator.

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.

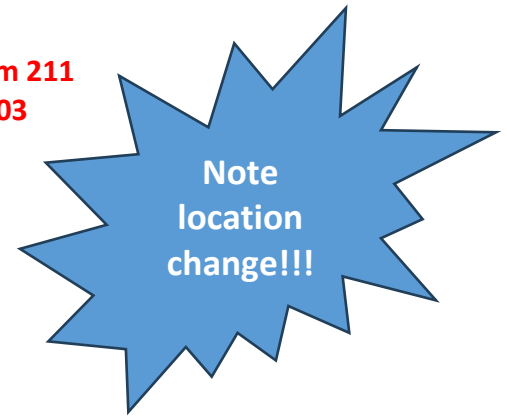


Our Core Principles

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
PPHFH BOARD OF DIRECTORS
Grace & St. Stephen's Episcopal Church, Room 211
601 N Tejon St, Colorado Springs, CO 80903

also offered virtually via [Zoom](#)
June 3, 2024 at 5:45 p.m.



CALL TO ORDER: Joe DesJardin

OPENING DEVOTIONS: Tim Trowbridge

PRESENTATION OF 2024 HOMEOWNER IMPACT STUDY: Ashley Peacock, UCCS graduate student*

INTRODUCTION OF NEW CHIEF OPERATING OFFICER: Terry Anderson

INTRODUCTION OF BOARD CANDIDATES: Jeff Ader, Feda Jodeh, and Stephanie Sparks*

ITEMS FOR DISCUSSION AND/OR VOTE:

- Approval of April 1, 2024 Meeting Minutes*
- Vote on board candidates (nominees leave the room)
 - Jeff Ader
 - Feda Jodeh
 - Stephanie Sparks
- Vote on slate of officers for Executive Committee
 - Eric Stolp, President
 - Joe DesJardin, Vice President
 - Rob Giunta, Treasurer
 - Tim Trowbridge, Secretary
- Presentation and vote to approve FY25 budget*
- Vote on approval of ReStore Gift Card Policy (approved by Finance Committee in March)*
- Rising Moon update*
- Discussion of FY23-25 Strategic Plan Update, as requested*
- Discussion of CEO, Staff, and Committee Report, as requested*
- Current financials/investments overview, as requested*

PRESENTATION OF PLAQUES TO OUTGOING BOARD MEMBERS: Jay Carlson, Peter Hiltz, Ryan Mohling, Ryan Panariso

FOR YOUR INFORMATION

- More than a charitable donation... it's a strategic **Corporate Social Responsibility Partnership Program!*** Partnership is at the heart of Pikes Peak Habitat's work, and partnerships with local businesses and organizations offer an opportunity to go beyond traditional check writing. Through community engagement and volunteerism, a partnership with Pikes Peak Habitat creates a powerful testimonial for a company's corporate social responsibility (CSR) program and helps spread the word about an organization's exemplary efforts throughout the community. Read about the various homeownership partnership, program, and event opportunities in the Appendix.
- Application cycle totals, from which six families will be selected:
 - 88 total applications
 - 39 met initial qualifying factors (credit, income limit and Debt to Income)
 - 6 veteran applications; out of these 6, 4 met initial qualifying factors

* Supporting documentation can be found in the Appendix

Items for Discussion/Vote

CONFIDENTIAL

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

Date: 4/1/2024

Board Members	Present?	Staff and Guests	Present?
Jay Carlson	Y	STAFF:	
Joe DesJardin, <i>Vice President</i>	Y	Kris Lewis, <i>CEO</i>	Y
Rob Giunta, <i>Treasurer</i>	Y	Karla Probert, <i>Executive Assistant</i>	Y
Paul Hasty	Zoom	Chloe Henry, <i>FIA Program Manager</i>	Y
Peter Hilts	Zoom	Stacey Burns, <i>CPO</i>	
Ryan Mohling	Y		
Janna Mulder, <i>Secretary</i>	Y		
Ryan Panariso	Absent		
Eric Stolp, <i>President</i>	Y	Bernadette, <i>future homeowner</i>	Y
Tim Trowbridge	Y		
Tye Tutt	Absent		
Candy Vandenberg	Y		
Bill Wall	Y		
David Warner	Y		

CALL TO ORDER: Meeting of the PPHFH Board of Directors was called to order at 5:45pm by Mr. Eric Stolp, president.

OPENING PRAYER & DEVOTION: Rob Giunta led the opening devotion.

INTRODUCTION OF FUTURE HOMEOWNER: Future homeowner, Bernadette, joined at the beginning of the meeting. She provided a brief self-introduction about her family and their excitement for the new house. Each board member introduced themselves.

APPROVAL OF MINUTES: Motion made and seconded, and it was unanimously passed, to approve the 2/5/23 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: Two Signature Policy, Records Retention and Destruction Policy, and Information Technology Policy.

Mr. Joe DesJardin presented an update on the “Rising Moon” neighborhood (formerly known as, the “Morning Sun” neighborhood). He reported that plans are moving along. Planning shows 41 lots.

CONFIDENTIAL

Ms. Kris Lewis shared about Habitat International Affiliate National Conference and the workshops. Mr. Tim Trowbridge, who also attended, shared about his positive experience at the conference.

Ms. Chloe Henry, Faith in Action Program Manager, shared about the Faith in Action committee and the comradery, shared vision, and cooperation. She also shared about the FIA members' involvement in their specific faith congregations and how they were all welcomed by PPHFH. Extensive discussion followed regarding three new committee members joining the board for the upcoming board rotation. A motion a was made and passed unanimously to approve all three candidates moving forward to being elected to the upcoming board.

CLOSING STATEMENTS:

Mr. Stolp asked if there were any questions regarding the CEO, Staff and Committee Report. Being none, the meeting was adjourned by Mr. Stolp at 6:48 pm.

ReStore's Gift Card(s)

Objective: To establish a consistent procedure for ReStore's gift card(s).

1. Every month per the POS report(s) journal entry(ies) will be made to record any gift card activation(s) and purchase(s).
2. A monthly journal entry will be recorded to write off the balance of the gift card accrual on the balance sheet, leaving a 12-month balance only.
 - Example: January 2023 a journal entry is recorded to write off the balance between January 2021 – 2022 and leaving the balance between January 2022 – January 2023.
3. All gift cards purchases/transactions will be honored including the gift cards that are older than one (1) year.

Approved by Finance Committee:
Approved by the Board of Directors on:
Approved by Finance Committee:

02/27/2023
04/03/2023
03/18/2024

RISING MOON STATUS REPORT
May 20, 2024

The Preliminary Plan will be submitted to El Paso County by the end of month, which is about 4 months behind schedule. The attached plan is for 41 – single family residential lots; minimum size is 5000 sf. The project schedule has been elongated by 6 months to reflect a slow start and coincide with Habitat fiscal year goals. The attached schedule shows the final design will be completed in FY-25 and development in FY-26. Home building will proceed in FY-27 and is expected to build out in 4 years.



MORNING SUN I
PLAT BOOK A-6, PG 179

N00°35'08"W 822.98'

MORNING SUN I
PLAT BOOK A-6, PG 179

PEACEFUL MEADOW STREET
(60' PUBLIC ROW)

TRACT B
N89°24'52"E x 478.48'

TRACT A
PROP. FULL SPECTRUM
DETENTION FACILITY

UTILITY &
ACCESS BASEMENT
REC. NO. 208068221

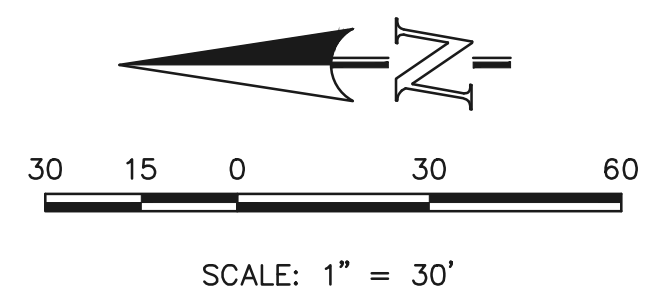
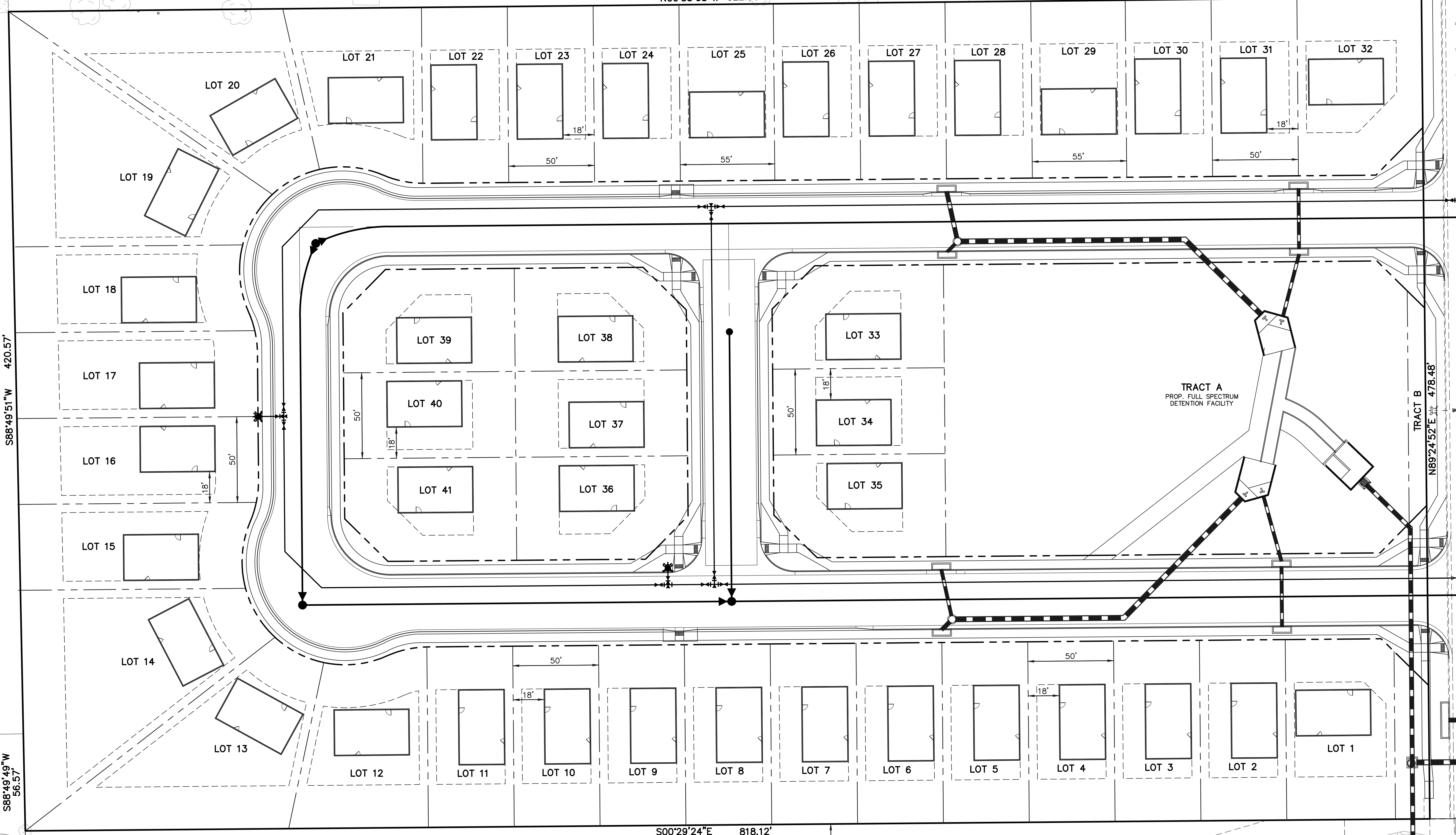
S00°29'24"E 818.12'

S88°49'51"W 420.57'

S88°49'49"W
56.57'

CUCHARS RANCH
FILING NO. 2
REC. NO. 21773165

CUCHARS RANCH
FILING NO. 1
REC. NO. 210713014



CLASSIC CONSULTING
SM

HABITAT FOR HUMANITY AT MEADOWWORKS
HOUSE FIT EXHIBIT

DESIGNED BY	SCALE	DATE	03/19/24
DRAWN BY	(H) 1" = 30'	SHEET	1 OF 1
CHECKED BY	(V) 1" = N/A	JOB NO.	2506.03

619 N. Cascade Avenue, Suite 200
Colorado Springs, Colorado 80903
(719) 785-0790
(719) 785-0799 (Fax)

N:\202603\DRAWINGS\EXHIBITS\HOUSE FIT EXHIBIT.dwg, 3/19/2024, 3:20:56 PM, 1/1

2024-06-30 Rising Moon - Project Schedule

ID	Task Name	Duration	Start	Finish	2023				2024				2025				2026				2027				2028				2029				2030				2031
					Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1	Acquisition (9.0 ac)	301 days	Wed 11/30/22	Wed 1/24/24																																	
13	Preliminary Plan (lots)	362 days	Thu 8/24/23	Fri 1/10/25																																	
14	EPC Early Assistance	0 days	Thu 8/24/23	Thu 8/24/23																																	
15	Preliminary Design	92 days	Thu 1/25/24	Fri 5/31/24																																	
16	County Review x 3	120 days	Mon 6/3/24	Fri 11/15/24																																	
17	Public Hearings	40 days	Mon 11/18/24	Fri 1/10/25																																	
18	Early Grading	200 days	Mon 7/29/24	Fri 5/2/25																																	
19	Design & Reports	40 days	Mon 7/29/24	Fri 9/20/24																																	
20	County Review x 3	120 days	Mon 9/23/24	Fri 3/7/25																																	
21	Approval	40 days	Mon 3/10/25	Fri 5/2/25																																	
22	Final Plat (lots)	240 days	Mon 11/18/24	Fri 10/17/25																																	
23	Final Design	40 days	Mon 11/18/24	Fri 1/10/25																																	
24	County Review x 3	120 days	Mon 1/13/25	Fri 6/27/25																																	
25	Public Hearings	40 days	Mon 6/30/25	Fri 8/22/25																																	
26	Plat Recordation	0 days	Fri 10/17/25	Fri 10/17/25																																	
27	Site Development (lots)	930 days	Mon 6/2/25	Fri 12/22/28																																	
28	Erosion Control	20 days	Mon 6/2/25	Fri 6/27/25																																	
29	Grading	20 days	Mon 6/30/25	Fri 7/25/25																																	
30	Water/Sewer/Storm	60 days	Mon 7/28/25	Fri 10/17/25																																	
31	Water Quality Pond	20 days	Mon 10/20/25	Fri 11/14/25																																	
32	Dry Utilities	60 days	Mon 11/17/25	Fri 2/6/26																																	
33	Curb & Gutter	20 days	Mon 2/9/26	Fri 3/6/26																																	
34	Base Course	20 days	Mon 3/9/26	Fri 4/3/26																																	
35	Pavement	20 days	Mon 4/6/26	Fri 5/1/26																																	
36	Sidewalks	20 days	Mon 5/4/26	Fri 5/29/26																																	
37	Amenities	20 days	Mon 6/1/26	Fri 6/26/26																																	
38	Record Drawings	130 days	Mon 6/29/26	Fri 12/25/26																																	
39	Warranty Period	520 days	Mon 12/28/26	Fri 12/22/28																																	
40	Vertical Construction	1043 days	Wed 7/1/26	Fri 6/28/30																																	
41	FY 27 Home Build	261 days	Wed 7/1/26	Wed 6/30/27																																	
42	FY 28 Home Build	262 days	Thu 7/1/27	Fri 6/30/28																																	
43	FY 29 Home Build	260 days	Mon 7/3/28	Fri 6/29/29																																	
44	FY30 Home Build	260 days	Mon 7/2/29	Fri 6/28/30																																	

Task		Project Summary		Manual Task		Start-only		Deadline	
Split		Inactive Task		Duration-only		Finish-only		Progress	
Milestone		Inactive Milestone		Manual Summary Rollup		External Tasks		Manual Progress	
Summary		Inactive Summary		Manual Summary		External Milestone		Slippage	

FY24

		Total Budget	Jul '23 - Apr 24	Remaining Budget
Ordinary Income/Expense				
Income				
MS - Total Income		0.00	0.00	0.00
Gross Profit		0.00	0.00	0.00
Expense				
MS - Item Expense (0.00)	Entitlement	352,000.00	38,309.50	313,690.50
MS - Item Expense (0.01)	Acquisition	10,000.00	11,720.75	-1,720.75
MS - Item Expense (1.02)	Site Work	2,420,000.00		2,420,000.00
MS - Item Expense (1.25)	Tap Fees	1,486,320.00		1,486,320.00
				0.00
Net Ordinary Income		4,268,320.00	50,030.25	4,218,289.75
Net Income		-4,268,320.00	-50,030.25	-4,218,289.75



41 lots

The Ridge at Sand Creek (80915)

Galley Road

Kingscote Drive

Beauport Drive

Babcock Road

Bidwell Drive

Lot30 – 1/22/22
Dion 2BR
908 Bidwell Dr

Lot29 – 3/27/22
Andino 2BR
900 Bidwell Dr

Lot28 – 9/24/22
Jones 2BR
892 Bidwell Dr

Lot27 – 2/25/23
Reyes 3BR
884 Bidwell Dr

Lot26 – 4/29/23
Allen 3BR
876 Bidwell Dr

TRACT E
3,595 SqFt

Lot13 – 11/4/23
Pacheco 3BR
860 Bidwell Dr

Lot12 – 2/24/24
Howard 2BR
852 Bidwell Dr

Lot11 – 04/27/24
Robinson 3BR
844 Bidwell Dr

Lot10 – 6/22/24
Cummings 2BR
836 Bidwell Dr

Lot9 – 6/22/24
Ocasio/Cabrera
828 Bidwell Dr

Lot8 - 9/21/24
Benson 3BR
820 Bidwell Dr

Lot7 – 11/9/24
Torrez/Gonzales
812 Bidwell Dr

Lot1
12/14/24
Aguirre 3BR
805 Bidwell Dr

Lot2
2/22/25
Sifuentes 3BR
813 Bidwell Dr

Lot25
6/25/21
Lizarraga 3BR
5305 Kingscote

Lot24
8/26/22
Tierney 3BR
5313 Kingscote

Lot23
12/6/22
Ngaba 3BR
5321 Kingscote

Lot22
4/29/23
Herrera 4BR
5329 Kingscote

Lot21
12/9/23
Ramos 4BR
5337 Kingscote

Lot17
10/27/21
Mung/Niang (4BR)
5304 Beauport

Lot18
10/27/21
Collins (4BR)
5314 Beauport

Lot19
4/26/25
Dillard (5BR)
5324 Beauport

Lot20
TBD
FY26
5334 Beauport

TRACT F
85,240 SqFt

Lot14
TBD
FY26
5303 Beauport

Lot15
TBD
FY26
5313 Beauport

Lot16
TBD
FY26
5323 Beauport

Trailer Mini Storage

Lot6 - TBD
FY26
845 Bidwell Dr

Lot5 - TBD
FY26
837 Bidwell Dr

Lot4 – 6/21/25
Cordova 2BR
829 Bidwell Dr

Lot3 – 5/31/25
Coffey 2BR
821 Bidwell Dr

HOUSE COMPLETION LEGEND

FY21

FY 22

FY23

FY24

FY25

FY26 (6 remaining available lots)

Dated: 05/16/24

Q4 Strategic Plan Update

Prepared for Board of Directors

June 3, 2024

Board Goal #1 -- Open a Third ReStore in 2025

- The ReStore Committee determined that a physical, separate Restore #3 was not realistic to be achieved by the end of the current Strategic Plan. This was based on the numbers produced by the two existing stores not exceeding expectations as anticipated.
- The ReStore Committee examined the viability of an eCommerce initiative in lieu of bricks and mortar. This was launched in the Spring of 2023.
- For a variety of reasons, eCommerce has failed to thrive and will only break even this fiscal year.
- ReStore and Finance Committees have determined that eCommerce continues to hold promise of turning a solid profit and will be relaunched in FY25 after completion of review and revision of business plan, staffing restructure, and other measures.

Board Goal #2 -- Increase the number of families served through implementation and expansion of an Aging in Place Home Repair program, expand the Critical and Brush with Kindness programs, and strengthening of homeowner services

- Outreach has been established with groups such as Silver Key, Mt. Carmel Veterans Service Center, Energy Resource Center, Colorado Springs Utilities, and the CAPABLE program in addition others.
- Our Home Repair Project Manager has been in place for two years and helped us to build the program to over 75 repairs in FY24. In support of these increase repairs, we have also brought on two Home Repair Project Supervisors and purchased a dedicated utility trailer.
- Twenty home preservations for Aging in Place have been completed.
- A Home Depot Veteran Repair Critical Home has been accomplished.
- County-wide impact has been expanded with 1 repair has been done in Manitou and one in Fountain, but due to workforce limitations and ongoing need in Colorado Springs, most repairs remain focused in the metro area.
- We have built a very strong relationship with Brothers Redevelopment, Colorado Springs Utilities, and Silver Key.
- A business plan is being finalized for a proposed “fee for service” home repair program.

Board Goal #3 -- Strengthen and Expand Donor Relations

- A planned giving program has not been created nor implemented at this time. A full-time Planned Giving Officer staff position has been approved and is currently being recruited. Some printed materials have been created in support of this program, but full development of collateral awaits the new Planned Giving Officer’s input.

- The Strategic Partnerships team lacks the capacity to create and implement a signature fundraising event at this time.
- The Global Village program shut down due to C-19 pandemic has prevented trips from taking place. With the recent relaxation of travel embargos in support of Global Village trips, plans are afoot to begin this tactic over the next 18 months, likely to be led by Kris Lewis and Tim Trowbridge who are actively working on training and certification through HFHI.
- A domestic Thrivent/Pikes Peak Habitat Disaster Relief Build in Medford, Oregon will be held in October. Staff leader training and certification have been completed, a Pikes Peak Habitat webpage has been launched, and recruitment of participants is in process.

Goal #4 -- Grow capacity to serve the most vulnerable globally and local families earning 30-80% AMI including stabilize annual home construction at 7 to 8 homes per year (2 permits/quarter)

- Acquired Rising Moon development in 3rd quarter of FY 24 with the anticipation of building 41 homes.
- Our construction superintendent has done an excellent job of finding vendors that work well within our timeframes, but more importantly donate portions or even all of their labor/product to our endeavors. We have also done a great deal of research and implementation to make the homes more energy efficient, such as using split heating/cooling systems eliminating the need and expense of gas; increasing the values on our windows, conducting blower tests to ensure proper insulation, and having several of our homes energy star certified.
- We have retained one construction supervisor in a little over two years but based on our current building rate have not seen the need for five full time staff. We will be increasing to 3.5 FTEs in FY25.
- We use prefabricated trusses and cabinets from partners at the prison system, whom we also attempted sourcing prefabricated panels. The panels were heavy and required special (expensive to rent) equipment to install, and taking away the framing opportunity from our key volunteers caused several of them so speak up with concerns and frustrations, so we have discontinued that at this time. We did also explore modular homes but were not sure the quality would meet our standards at this time.
- Research and determination of feasibility to launch construction warehouse for internal and community programs to expand housing construction has not been conducted.

Goal #5 -- Strengthen and Expand Advocacy

- Specific staff member has been assigned to coordinate advocacy efforts and designated as "Advocacy Ambassador"
- Advocacy Committee business plan and committee description were created and approved by the board. Committee members have been recruited and the first meetings have been held.
- Pikes Peak Habitat is an active member of the Habitat for Humanity Colorado Advocacy Committee and member of the HFHI Policy and Advocacy Professionals Group.
- In FY24, we have met with state senators and representatives for direct advocacy in conjunction with HFHC to advance specific legislation (Construction Defect Right to

Remedy, for example) as well meeting with federal Representatives' and Senators' offices under the auspices of HFHI Government Relations and Advocacy. We have also worked directly with the Governor's office, participating in Gov. Polis' recent "bill signing" event.

- Pikes Peak Habitat is partnering with Southern Colorado Women's Chamber as a member of their Public Policy Committee and is now working closely with Colorado Springs Chamber & EDC to help advance housing related legislation at the state level.
- Development of specific advocacy goals, tactics, and measurables for FY25 have been created.
- Working directly with the offices of Senators Bennet and Hickenlooper to secure funding for the \$1.5M Metro District fees for Rising Moon through FY25 Congressionally Directed Spending. The first hurdle has been cleared as both senators passed through our application to the Transportation, Housing and Urban Development Subcommittee.

Goal #6 -- Grow Organizational Capacity of PPHFH (continuation of existing board-approved goal)

- The Strategic Partnerships teams' tactic to "continue strengthening the development of strategic corporate relationships; maintaining existing and developing new individual supporters" has forward momentum though at a slower pace than originally envisioned. Full staff capacity should enable an increased pace of development of these relationships.

Financials & Related Reports

FY 2024 Operations Dashboard

April 2024

Current Profit and Loss Highlights

Current Net Income (Loss)	\$	(119,020)
YTD Income (Loss)	\$	62,554



Board of Directors

Balance Sheet Summary

Finance Committee Notes

ASSETS		
Current Assets		
Checking/Savings	\$	1,983,571
Investment Cash/Equivalents		12,868
Investment Securities		1,457,505
Accounts Receivable		88,788
Other Current Assets		2,298,977
Total Current Assets	\$	5,841,708
Fixed Assets	\$	5,799,147
Other Assets		2,753,935
TOTAL ASSETS	\$	14,394,790
LIABILITIES & EQUITY		
Liabilities		
Total Current Liabilities	\$	548,285
Long Term Liabilities		3,365,714
Total Liabilities	\$	3,913,999
Total Equity		10,480,791
TOTAL LIABILITIES & EQUITY	\$	14,394,790

Current net income (loss):
 April was a negative month
 RS's NI YTD is .97% of the YTD budget
 Total contributions received YTD is 1.26% of the YTD budget and grants received YTD is 1.56% of the YTD budget
 Investment account had a negative impact on the revenue for the month
 YTD net income is solid

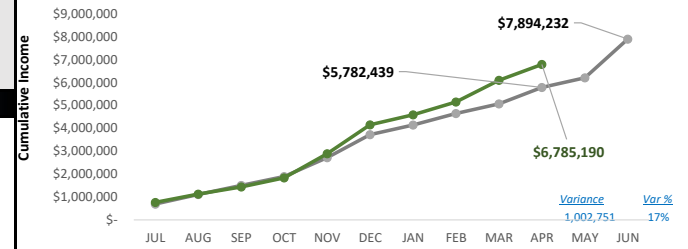
Pending Major Disbursements

Operations	\$	1,983,571	57%
Short Term	\$	224,761	7%
Long Term	\$	1,245,612	36%
Total	\$	3,453,943	

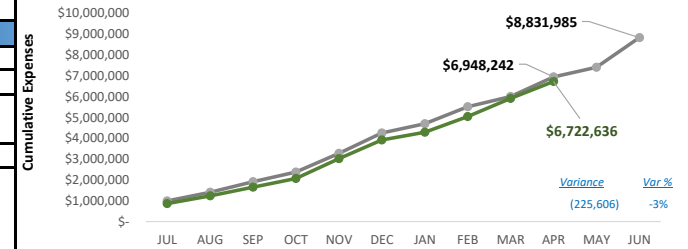
Item	May-24	Jun-24	Jul-24
Total	-	-	-

→ 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	\$ 20,780	\$ 15,200	\$ 5,580	37%
Bequest	\$ -	\$ -	\$ -	-
Corps	\$ 6,626	\$ 20,000	\$ (13,374)	-67%
Grants	\$ 35,000	\$ 53,500	\$ (18,500)	-35%
Other	\$ 6,071	\$ 1,072	\$ 4,999	466%
Total	\$ 68,477	\$ 89,772	\$ (21,295)	-24%

YTD Donation Performance

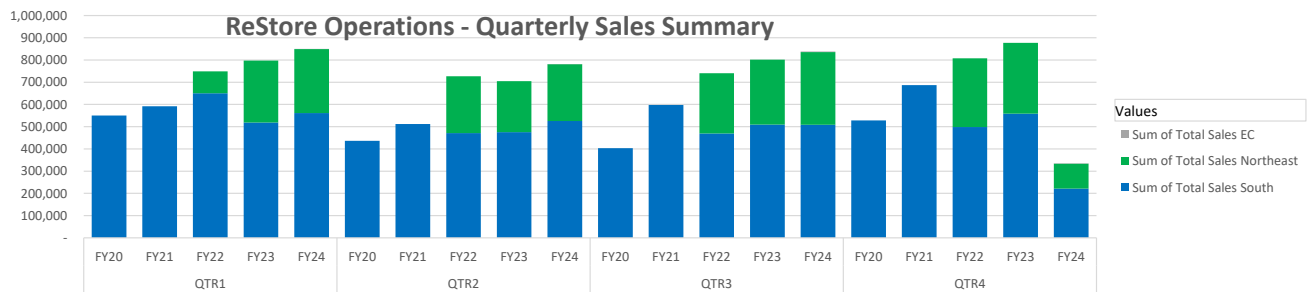
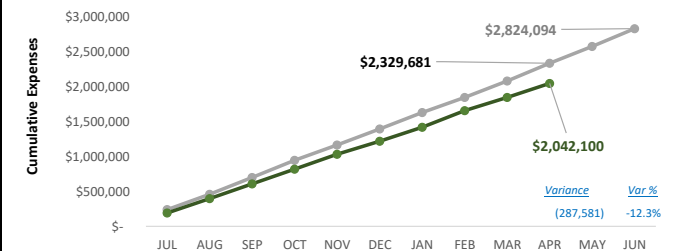
FY 2024	Actual	Budget	Variance	Var %
Indiv	\$ 454,548	\$ 347,300	\$ 107,248	31%
Bequest	\$ 80,000	\$ -	\$ 80,000	100%
Corps	\$ 78,059	\$ 135,500	\$ (57,441)	-42%
Grants	\$ 504,784	\$ 324,500	\$ 180,284	56%
Other	\$ 18,572	\$ 18,754	\$ (182)	-1%
Total	\$ 1,135,963	\$ 826,054	\$ 309,909	38%



ReStore Ops YTD Income Performance



ReStore Ops YTD Expense Performance

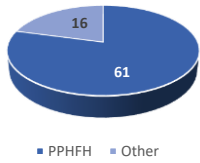


Homeowner Services

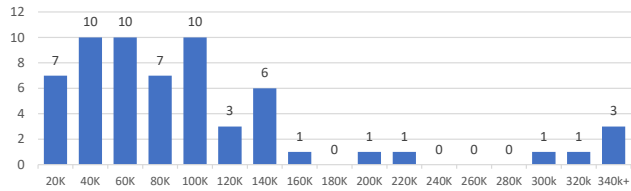
Total Active Mortgages: 77

Total Portfolio Value: \$5,566,176

Loans Serviced



61 Active PPHFH Mortgages



Delinquency Report

Current Status ▲

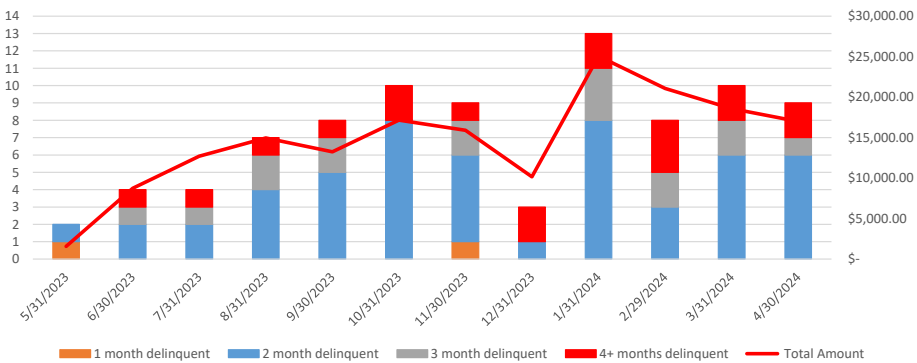
▲ Healthy

▲ Needs Attention

▲ Major Problem

MONTHS DELINQUENT	# Loans	\$Amt	% portfolio at risk
Less than 1 month behind	0	\$ -	0.00%
<i>Last month</i>	0	\$0.00	0.00%
1 month behind	0	\$ -	0.00%
2 months behind	6	\$ 7,770.70	9.84%
3 months behind	1	\$ 3,104.25	1.64%
4+ months behind	2	\$ 6,110.68	3.28%
Total	9	\$ 16,985.63	14.75%
<i>Last month</i>	10	\$ 18,580.58	16.67%
<i>April 2023</i>	2	\$ 1,877.55	2.41%

Number & Dollar Amount of Delinquencies

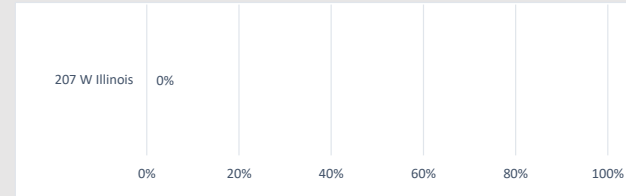


Construction

Active Building Progress

Micah's View

Fountain, CO



% Site Completion

3 Home Site

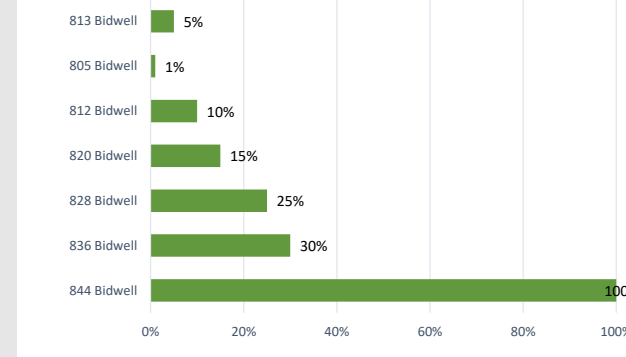
Micah's View



66%

The Ridge at Sand Creek

Colorado Springs, CO



30 Home Site

Sand Creek



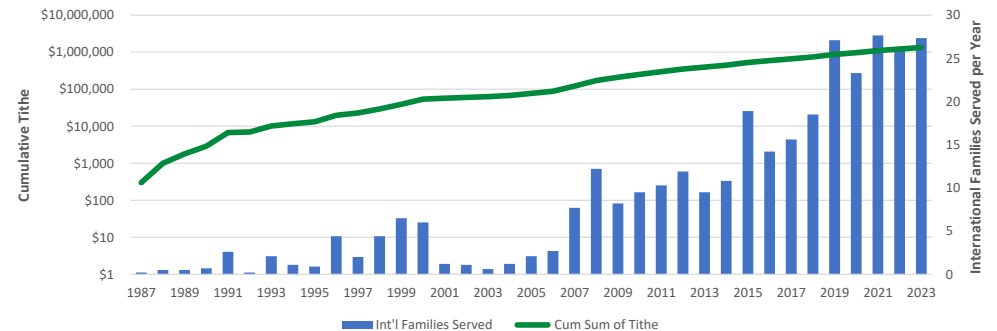
50%

Repair Program

Repair Category	Budgeted Applicants	In Process	Complete
Critical/Home Repairs	44	3	29
Capable	25	8	32

Affiliate Tithe Impact

Tithe History and Impact



Pikes Peak Habitat for Humanity FY25 Preliminary P&L Budget Highlights

Revenue:

Previous year comparison analysis was done, current expense, and anticipated sales increases are included in the FY25 budget calculation for the RS's.

Strategic Partnerships individual contributions and corporate plan includes Adopt-A-Day's, year-end campaign(s), NL's, individual monthly contributors, and various event sponsorships.

FY25 grants include an increase from HFHCO, Myron Stratton, and HOME Funds.

Sale of five mortgages through Habitat Colorado's program at discount less than 2%. Which will still be within the policy.

Monthly interest and dividends continues to fluctuate with the market and interest rates.

Expenses/CIP:

Construction, repair, wages/benefits, and insurance(s) continue to be the largest budget line items.

In FY25 closing on seven constructed homes, and pulling permits/starting construction on eight additional lots.

FY25 cost of materials for home construction are projected to be in the same range as FY24.

Repair program continues to be steady at 50 projects in FY25 vs 69 in FY24, decrease is due to the capable program ending.

New position included in this budget consists of: construction/repair runner.

All positions across the affiliate have been reviewed for necessity and positive impact for current stabilization and future growth. All positions in the FY25 budget are determined necessary. Removing lower level positions will harm director level as all directors and managers are working more than 40 hours per week consistently to keep current projects on line and launching future projects, such as planned giving and expanded social media, accounting to support two stores. As of June 2020 the outsourcing of loan servicing continues to support HOS's.

Potential Risks & plans to address shortfalls:

Any revenue or donations that don't come in as planned, due to unforeseen circumstances, then all expenses and homes being built will be reviewed by the directors to create an alternative plan to stay within the approved budget.

Selling 75% of the FY25 mortgages to address pitfalls arising from donation shortfalls or continued escalating construction costs.

Pikes Peak Habitat for Humanity FY25 Preliminary Budget General Information

Budget Highlight Points

FY25 closing on seven homes.

Pulling eight permits and starting construction on eight additional lots.

FY25 includes one new hire position.

FY25 Repair Program projects of 50 vs 69 in FY24.

Five loan mortgage sales to offset land, CIP and repair expenses.

Compensation/benefits/taxes increase of 8% from FY24.

Rising Moon cash expenses are also included in FY25 budget.

What is the estimated value of the 5 mortgages to be sold?

mortgage TBD @ \$250,000

mortgage TBD @ \$250,000

mortgage TBD @ \$250,000

mortgage TBD @ \$250,000

mortgage TBD @ \$250,000

Note: this line item are loan/mortgages that will be sold & cash that will be received from the loan/mortgage sale(s).

What is the average construction cost per home?

FY25 average cost to build a 3-bedroom home with a 1-car garage at Sand Creek is at \$315,000.

(note: includes the appraised value of \$70k/developed lot and the \$25,000/lot development fee)

Estimated sales price per home:

September @ \$352,544

November @ \$227,328

December @ \$201,576

February @ \$176,172

April @ \$379,000

May @ \$252,948

June @ \$287,028

Estimated average repair cost per home:

Repair cost per home is estimated between \$5,000 - \$10,000 pending on the necessary repairs.

(grants and various partnerships will offset some of these expenses, and being subsidized by loan sale until fee for service is established and growing).

ReStore Northeast Loan:

Both P&I payments are included in the FY25 budget. Interest rate is 3.98%.

Pikes Peak Habitat for Humanity
P&L - FY25 Budget Summary
 For Fiscal Year Ending June 30, 2025

	Admin	Strategic Partnerships	Mortgage Activity	ReStore South	ReStore Northeast	ReStore eCommerce	Programs	FY25 Total	FY24 Budget Total	FY24 Yr End Projection	Budget Variance Notes
Revenue											
Contributions		611,529.00						611,529.00	571,554.00	698,700.00	FY25 increase is due to an increase in appeals, campaigns, and sponsorships.
Grants		925,500.00						925,500.00	781,750.00	681,800.00	FY25 increase is due to government, HHFCO funding, and applying for additional grants.
ReStore				2,408,991.40	1,293,513.60	67,000.00		3,769,505.00	3,594,477.71	3,446,800.00	FY25 increase is based off of the results of previous year(s) analysis's.
In-Kind							159,150.00	159,150.00	133,150.00	174,700.00	FY25 increase is due to more reasonable GIK ask.
Home Mortgage Activity			2,563,436.00					2,563,436.00	2,668,400.00	2,636,700.00	FY25 decrease is based off the estimated sales price per home.
Other		95,000.00	27,000.00				25,250.00	147,250.00	144,900.00	244,041.29	FY25 no budget value change to note (market rates/rebates).
Total Revenue/Cash Inflow	-	1,632,029.00	2,590,436.00	2,408,991.40	1,293,513.60	67,000.00	184,400.00	8,176,370.00	7,894,231.71	7,882,741.29	
Expense											
Cost of Homes Sold							2,060,000.00	2,060,000.00	1,950,000.00	1,947,099.06	FY25 minimal increase in cost and closing on seven homes.
Mortgage Activity			1,298,921.43				-	1,298,921.43	1,296,369.77	1,285,557.25	FY25 no budget value change to note.
Compensation/Benefits/Contract Labor	657,699.80	582,450.00		1,090,200.00	342,900.00	52,100.00	632,910.00	3,358,259.80	3,126,912.02	2,624,550.00	FY25 increase for wages and benefits is 8%.
Professional Development/Conf's/Mileage/Advocacy	35,947.00	29,800.00		17,710.00	10,400.00	1,800.00	29,150.00	124,807.00	143,665.44	108,600.00	FY25 decrease is due to staff not attending as many professional development opportunities as they did in FY24.
Fundraising/Advertising/Printing/Bank Fees	2,275.00	86,670.00		88,940.70	50,500.00	13,225.00	5,400.00	247,010.70	223,836.21	215,300.00	FY25 is increase is mainly in bank fees (more credit card transactions).
Noncapital Program Costs	18,000.00	-	-	67,433.00	29,994.52	2,350.00	550,595.00	668,372.52	635,940.30	555,000.00	FY25 increase is due to the general program(s) needs.
Insurance	33,878.51	31,955.00		101,620.00	55,782.00		47,082.00	270,317.51	237,038.98	229,473.75	FY25 budget covers the annual increase of the yearly insurance for liability/E&O/auto and workers comp.
Loan Interest					124,098.30			124,098.30	125,277.85	126,610.46	FY25 decrease is based off of the amortization schedule.
Occupancy - Building/Supplies/Postage/Professional Fees	29,675.00	59,632.80		253,222.60	62,440.00	8,820.00	36,380.00	450,170.40	377,729.33	292,900.00	FY25 is increase is mainly for ReStore lot clean up.
/Subscriptions/Memberships	13,659.99	17,800.00		32,200.00	1,400.00		16,500.00	81,559.99	78,389.35	80,300.00	FY25 increase is due to yearly membership renewals and fees.
(Bldg./Equip./Vehicle/ Software)				52,965.84	145,804.44			13,627.52	212,397.80	211,977.16	FY25 no budget value change to note.
Professional Services (Audit/Legal/Payroll)	46,325.00							46,325.00	43,045.00	48,620.00	FY25 budget covers the annual increase for these services.
Purchased Goods/Consignment				196,000.00	82,000.00			278,000.00	261,803.55	252,714.00	FY25 increase is steady with FY24 year-end cost of goods sold.
Tithe							138,000.00	138,000.00	120,000.00	145,000.00	FY25 budget includes titling on increased unrestricted income.
Total Expense/Cash Outflow	837,460.30	808,307.80	1,298,921.43	1,900,292.14	905,319.26	78,295.00	3,529,644.52	9,358,240.45	8,831,984.96	8,125,441.52	
Net Gain/(Loss)	(837,460.30)	823,721.20	1,291,514.57	508,699.26	388,194.34	(11,295.00)	(3,345,244.52)	(1,181,870.45)	(937,753.25)	(242,700.23)	

Pikes Peak Habitat for Humanity
CASH - FY25 Budget Summary
For Fiscal Year Ending June 30, 2025

Revenue	FY25 Budget Total	FY24 Budget Total	FY24 Year-end Projection	Budget Variance Notes
Contributions	611,529.00	571,554.00	730,197.46	FY25 increase in appeals, campaigns, monthly contributions, and sponsorships.
Grants	925,500.00	781,750.00	681,784.00	FY25 increase is due to government, HFHCO funding, and applying for additional grants.
ReStores (South/Northeast/e-Commerce)	3,769,505.00	3,594,237.71	3,446,761.80	FY25 increase is based off of the results of previous year(s) analysis's.
Other	92,250.00	144,900.00	156,445.94	FY25 decrease is due to restructuring some areas of programs (CAPABLE/Fee for Service).
Loan Sale(s)	1,150,000.00	1,000,000.00	821,067.30	FY25 increase is due to additional loan sales (five vs four) with higher principal balance(s).
Homeowner Prin Mthly Transfer/Payoffs	301,000.00	378,600.00	296,546.86	FY25 decrease is due to fewer homeowner(s) selling their homes.

Total Revenue/Cash Inflow	6,849,784.00	6,471,041.71	6,132,803.36
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Expense	FY25 Budget Total	FY24 Budget Total	FY24 Year-end Projection	Budget Variance Notes
Compensation/Benefits/Contract Labor/VISTA	3,358,259.80	3,126,912.02	2,624,550.00	FY25 increase for wages and benefits is 8%.
Professional Development/Conferences/ Mileage/Advocacy	124,807.00	143,665.44	108,600.00	FY25 decrease is due to staff not attending as many professional development opportunities as they did in FY24.
Fundraising/Advertising/Printing/Bank Fees	247,010.70	223,836.21	215,300.00	FY25 is increase is mainly in bank fees (more credit card transactions).
Noncapital Program Costs	668,372.52	635,940.30	555,000.00	FY25 increase is due to the general program(s) needs.
Insurance	270,317.51	237,038.98	229,473.75	FY25 budget covers the annual increase of the yearly insurance for liability/E&O/auto and workers comp.
Loan Interest	124,098.30	125,277.85	126,610.46	FY25 decrease is based off of the amortization schedule.
Occupancy - Building/Supplies/Postage/ Admin/IT	444,960.18	377,729.33	292,900.00	FY25 increase is mainly for ReStore lot clean up.
Professional Fees/Subscriptions/Memberships	81,559.99	78,389.35	80,300.00	FY25 increase is due to yearly membership renewals and fees.
Professional Services (Audit/Legal/Payroll)	46,325.00	32,245.00	48,620.00	FY25 budget covers the annual increase for these services.
Inventory Purchased Goods/Consignment	92,000.00	225,000.00	228,139.18	FY25 decrease is based off of the results of FY24 purchasing trends and analysis.
Tithe	138,000.00	120,000.00	145,000.00	FY25 budget includes tithing on increased unrestricted income.
Loan Principal Pmts	68,000.00	62,050.67	66,685.93	FY25 budget is the amount due from the amortization schedule.

Pikes Peak Habitat for Humanity
CASH - FY25 Budget Summary
For Fiscal Year Ending June 30, 2025

Revenue	FY25 Budget Total	FY24 Budget Total	FY24 Year-end Projection	Budget Variance Notes
Construction in Progress (CIP)	1,132,000.00	1,437,760.56	1,265,176.66	FY25 budget calculation is based off of the cost of the seven homes closing this year.
Rising Moon	2,872,320.00		89,800.00	FY25 land development.
Total Expense/Cash Outflow	9,668,031.00	6,825,845.71	6,076,155.98	
Net Cash Inflow	<u>(2,818,247.00)</u>	<u>(354,804.00)</u>	<u>56,647.38</u>	

4/30/2023 Balance Sheet Cash
4/30/2023 Balance Sheet Investment
4/30/2023 Balance Sheet Ending Cash

1,983,570.84
<u>1,470,372.30</u>
<u><u>3,453,943.14</u></u>

Staff and Committee Reports

CEO, Staff, & Committee Reports

June 3, 2024

OFFICE OF THE CEO REPORT

- Pikes Peak Habitat has applied for appropriations from FY25 Congressionally Directed Spending (formerly called “earmarks”) through the offices of Senators Bennet and Hickenlooper to cover the \$1.5M Metro District fee for Rising Moon. We were notified this week that our application passed the first threshold by earning the support of both Senators, each of whom have submitted our request for consideration with the Senate Transportation Housing and Urban Development (THUD) Subcommittee. There are still a number of hurdles to clear and we are not likely to know until November at the earliest if we will be awarded the funding. The Subcommittee will review all the projects submitted around the country, check for eligibility and scope, and determine what requested projects will be included in a draft bill. From there, the bill will have to pass either individually or in a funding package and be reconciled with any bill passed by the House of Representatives.
- Hiring and onboarding new Chief Operating Officer, Terry Anderson
- Extensive logistical planning, training, and outreach for Thrivent/Pikes Peak Habitat Disaster Build in Medford, OR
- PPHFH Leadership Retreat to launch creation of FY26-29 Strategic Plan as well as Balanced Scorecard for FY25, capacity planning, organizational structure review and revision, succession planning, and professional development, among other topics
- Volunteer Appreciation Event held on April 18th at which 160 people, a record, were in attendance
- FY25 budget planning, review, and revision
- HFHI Global Village training and certification
- Team Up Interfaith video series training presentation to local community partners
- Continued and concentrated focus on land acquisition to include investigating and reviewing specific opportunities with Olive Real Estate Group, for example
- Advocacy Committee has held first two meetings

STRATEGIC PARTNERSHIPS REPORT

Communications:

- Publicizing the HM King Abdullah II World Interfaith Harmony Award and leveraging that to promote our interfaith programs.
- The Thrivent/Pikes Peak Habitat disaster relief trip to Oregon is now open to applications from community members and staff. We are promoting this opportunity through a dedicated [webpage](#), an e-signature, social media, and a homepage link.
- There is a Colorado law requiring that Pikes Peak Habitat have a plan in place by July 1 to ensure our website is increasingly inclusive and accessible. The communications team is working with HFHC to balance requirements of the law with style and content guidelines, as well as pursuing training and education specific to Web Content and Accessibility Guidelines.
- Updating the staff pages on the website and showcasing the separate teams. This stemmed from a request to showcase credentials for fundraisers to potential donors and sponsors, so accordingly, the [fundraising team page](#) is now live. Working on a team-by-team basis to update the others.
- Launching the “Read with Us! Pikes Peak Habitat for Humanity Book Club” within the next few months. The plan is to meet online one evening a month and to hold Lunch and Learn monthly discussions with staff who choose to attend

- Beginning FY24 Year in Review publication: Conducting interviews and photo shoots and starting the storyboarding and layout process.
- News coverage:
 - [Veteran Gets a New Roof Thanks to Pikes Peak Habitat for Humanity Home Repair Program](#) (KRDO, May 21)
 - [Colorado's First Rotary Epic Day of Service](#) (KXRM, May 19)
 - KRDO sent a reporter to the ground blessing on April 27; he interviewed both Kris and future homeowner Isxel on camera. We don't have a link for the piece, however.
 - [Investing in Our Community: Habitat for Humanity: Affordable Homes for the Region's Workforce](#) (Colorado Springs Lifestyle Magazine, April issue)

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:

- Home is the Key drive brought in \$2,364.36 through pinups at the ReStore in the month of April
- The Earth Day Donation Drive brought in:
 - RSS 239 items donated (24 more than last year)
 - RSNE 330 items (80 more than last year)
 - Truck 49 items (first year tracking truck donations for this appeal)
- The Post up for Veterans fundraiser did not take off how we would have liked. We had 1 donation toward a stud and one toward a block that will be decorated and used in the construction of the Veterans Build home. In addition, Mountain Country 107.3 FM radio station has promoted the fundraiser and has gathered signatures on a stud provided by Pikes Peak Habitat. This stud will also be included in the Veteran build. PPHFH staff will determine if this is something we want to try again in the future or not.
- Received call notes from 9 board members for the Donor Thank-A-Thon. The remaining donor calls will be made by PPHFH staff members.
- 14 new donors between 3/16 - 5/15
- Average gift between 3/16 - 5/15: \$503.18 (this does not include grants)
- We now accept PayPal as a form of payment on our donation forms.
- We are now utilizing Flickr as a photo sharing platform. Our profile link is <https://www.flickr.com/photos/200648966@N08/>

Faith:

April

- Pikes Peak Habitat receiving applications for the Thrivent/Habitat disaster relief trip to Medford, OR in Oct. 2024.
 - applications still being accepted for any interested board members and/or general community members
- Easter cards sent out to community partners
- Apostles & IBU Subcommittee meetings held
- Team Up Video Training Series Info Night held for interested community members
 - Supplemental Guide and 8-part video series training materials available for any interested community partners

May

- 4th IBU kickoff event hosted with future IBU homeowner Isxel speaking
- FIA program manager attended Interfaith America's Emerging Interfaith leaders conference May 17-18 in Chicago
- Jordanian embassy confirmed that Eric Stolp, Kris, and Chloe will be attending the WIHW ceremony in Washington D.C. on Tuesday July 16th. The Jordanian Ambassador will conduct the ceremony and Pikes Peak Habitat will receive a certificate and silver medal. Additional meetings with national TEAM UP partner organizations and legislative officials are also being set up.
- Apostles & IBU Subcommittee meetings held
- Friday May 24th FIAPM's last full day in office- starting remotely for the summer Monday June 3.
- Pikes Peak Habitat is actively interviewing candidates to fill the Faith in Action Program Manager position

Grants:

Recent grants awarded:

- Colorado Springs Utilities, \$20,000 for Homeownership Program
- Walmart, \$5,500 for Homeownership Program
- American Family Insurance, \$2,500 Adopt-A-Day through HFHI
- Wells Fargo Builds, \$15,000 to support construction of one home through HFHI
- Federal Home Loan Bank grant via HFHC, \$20,000 down payment assistance for 844 Bidwell Dr
- Colorado Division of Housing grant via HFHC, \$40,000 for reimbursement of construction costs for 852 Bidwell Dr (three more applications are in progress for the next three homes)

Other items to note:

- Owens Corning Roof Deployment Program awarded PPHFH roof replacement materials for a local veteran in partnership with Just Roofs and Gutters who provided the labor
- Pikes Peak Habitat ReStores are now recognized with BBB profiles separate from the business office

Volunteerism:

April 2024 Construction/Repair Totals

Total Unique Volunteers: 207

Total Hours: 2,261.71

Total Groups: 14 total group shifts

April 2024 ReStore Totals Combined

Total Unique Volunteers: 261

Total Hours: 2,607.92

Total Groups: 9 total group shifts

April 2024 Overall Volunteer Totals

Total Unique Volunteers: 463

Total Hours: 4,869.63

May 1 - 18, 2024, Construction/Repair Totals

Total Unique Volunteers: 252

Total Hours: 2,182.95

Total Groups: 18 total groups

May 1 - 18, 2024, ReStore Totals Combined

Total Unique Volunteers: 212

Total Hours: 1,666.33

Total Groups: 5 total group shifts

May 1 - 18, 2024, Overall Volunteer Totals

Total Unique Volunteers: 457

Total Hours: 3,849.28

PROGRAMS REPORT

Construction:

Construction Site Update

- 844 Bidwell –dedicated 4/27, good turnout, snowy/raining day
- 836 and 828 Bidwell – dedications planned for 07/13
- 820 Bidwell – work progressing with dedication planned for 9/21
- 812 Bidwell – floor completed, wall framing scheduled in June, anticipated dedication 11/9
- 805 Bidwell - permits pulled, foundation footers, walls, drainage & radon trenching being built by Red Man Pours, anticipated dedication 12/14
- 813 Bidwell - ground breaking held on 4/27, permits pulled, foundation footers, walls, drainage & radon trenching being built by Red Man Pours, anticipated dedication 2/22/25

General Site Update

- Purchased 169 panels of temp fencing, which will save us almost \$900/mo
- Purchased shipping container & stopped renting one from MobileMini, saving \$200/mo
- Purchased & installed dash cams for Construction & Repair Program vehicles
- A volunteer from the Colorado School for the Deaf & Blind has begun volunteering on the construction site

CSU Deconstruction Project

Pikes Peak Habitat has been invited to remove ReStore sellable materials from a Colorado Springs Utilities site. The site consists of 3 commercial buildings and 2 residential buildings. Construction will be handling the deconstruction & ReStore will be hauling the items to the stores. A shipping container will be purchased & brought onsite to be used as storage for materials/tools. The container will then be brought to Sand Creek to replace the last container we've been renting. Estimated profit to PPHFH is approximately \$10K.

Staff

- A new site supervisor was hired in March. He had been a volunteer w/ PPHFH since 2016
- Gary Blake has retired after 14 years, his last day was 4/27
- A “runner” or “go-fur” position will be created in FY25, which will be shared between Construction & Repairs. This position will be responsible for picking up & delivering materials, tools, equipment, etc., and running errands for both departments. When not needed, they will be working onsite, freeing up time for Construction Superintendent and Home Repair Project Manager

Recent Donations

- Roofing installs have been donated by:
 - Colorado Preferred Roofing for 836 Bidwell

- Rampart Roofing for 828 Bidwell
- Rampart Roofing for 812 Bidwell
- Old World Roofing for 805 Bidwell
- Roofing materials donated by GAF for the above houses
- Electrical labor (rough & trim out) has been donated for the last 6 houses:
 - 5 houses by Electrical Services of Colorado
 - 1 house by Gaddie Electric

Critical Home Repairs:

- As of May 22, 2024 75 repair projects have been completed: 35 Critical Home Repairs, 36 CAPABLE Projects, and 2 restore projects and 2 deconstruction projects. We have exceeded the FY Budget of 69 repairs!
- Continuing work with Silver Key to serve the elderly in our community, including attending Silver Key Summit event. Pursuing relationships with several organizations to further partnership possibilities in advertising and collaboration of services offered to the elderly.
- Purchased a utility trailer to help haul materials to the jobsites.
- We have reported on the Home Depot Grants and the Myron Stratton Grant. Myron Stratton Grant Information provided in the report: We have completed 13 projects under the Myron Stratton grant as of the end of April with 3 others in process. The average age of these homeowners was 70 years old with a range from 52 to 84 years old. The average cost of repair was \$7,433. per home

Homeowner Services:

- Application Cycle totals:
 - 88 total applications
 - 39 met initial qualifying factors (credit, income limit and Debt to Income)
 - 6 veteran applications. out of these 6, 4 met initial qualifying factors
- First Family Selection Committee for this application cycle will be held in early June

ReStores:

- E-Commerce;
 - New Business Plan almost complete with updated staff model.
 - In talks with potential candidate for the new E-Comm/Procurement Manager role.
 - E-Comm sales are currently covering the limited expenses in the interim.
- Clothing Recycle;
 - Our first pick-up of 16 full bins yielded a little over \$800.
 - The pace of donations is steadily increasing as the word spreads about our program.
 - We are back up to 10 full bins in approx. 75% of the time it took previously.
- Sales at ReStores;
 - Sales (RSS and RSNE combined)
 - April 2024 -\$4,700 vs. budget.
 - YTD +\$95,041 vs. budget.
 - Net Profit (RSS and RSNE combined)
 - April 2024. +\$24,532 vs. budget.
 - YTD. +\$256,747 vs. budget.

- RSS – this team has continued to thrive after the change of leadership halfway into the year, and has exceeded their sales goal 8 of the past 10 months and is looking to finish the year strong.
- RSNE – despite having a difficult year with staff absences and multiple months missing their sales goals have still managed to make up the years deficit and is poised to make their goal for the year.
- The focus for both stores is to capitalize on seasonal opportunities, placing emphasis on outdoor, landscape, lawn and garden and summer related items to push sales to the end of the fiscal year and beyond.

Calendar of Events

COMING EVENTS:

LEGEND:
Required
Requested
Suggested
Informational

JUNE, 2024

- **Monday, June 3, 5:45 p.m.:** PPHFH Board Meeting

JULY, 2024

- **Saturday, July 13:** Fund for Humanity **Ground Blessing** (Tonya) at 9:00 a.m. followed by two **home dedications** one at 09:30 a.m. for Fund for Humanity (Janice) and then the **home dedication** of Maverick Build (formerly Kum & Go) -- Ida, Alexander, and Lucia-- at 10:30 a.m. at The Ridge at Sand Creek.
- **Saturday, July 13:** "Post up for Veterans" open house from 12-2 p.m. Come to see the donated and decorated stud and block in the framework of the Veteran Build on behalf of Damian and Trinady and their daughters.

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. Ent Headquarters (11550 Ent Pkwy., Colorado Springs, CO 80921). Breakfast and lunch will be provided.
- **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

Appendix



**Pikes Peak
Habitat
for Humanity®**

**OUTCOMES FOR
PIKES PEAK
HABITAT FOR HUMANITY
HOMEOWNERS**

A RESEARCH PROJECT BY ASHLEY PEACOCK
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College of
Public Service

UNIVERSITY OF COLORADO
COLORADO SPRINGS

ACKNOWLEDGMENTS:

Dr. Robin Kempf, Dr. Jessica Berrett, Karla Probert



INTRODUCTION

This research project examines outcomes for Pikes Peak Habitat for Humanity (Pikes Peak Habitat) homeowners on six key performance indicators (KPIs), shown in Figure 1 below. Literature indicates that homeownership and housing stability are key factors in improving outcomes and overall happiness for low-income households in these six areas.

Prior to this study, Pikes Peak Habitat had not collected data for measuring its organizational impact in El Paso County. Therefore, a survey was conducted through SurveyMonkey for Pikes Peak Habitat homeowners to share how homeownership has impacted their lives.



Figure 1. Six KPIs for measuring outcomes



“ MY FAMILY SPENDS MUCH MORE TIME TOGETHER AND I HAVE A PLACE TO RETIRE AND CONTINUE TO RAISE MY GRANDCHILDREN. BEING A HABITAT HOMEOWNER IS A TRUE BLESSING TO OUR FAMILY. ”

LITERATURE REVIEW

Literature over the past forty years has demonstrated that there are several benefits that individuals and families gain by owning a home, including **increased overall life satisfaction, accumulation of wealth through home equity, the creation of social capital through neighborhood and community building, improved overall physical health, and improved outcomes for children.**^(5,11,12,19,21,23)

FINANCIAL STABILITY & WEALTH BUILDING

Homeownership is often beyond the reach of low-income households because of two key requirements: savings required for a down payment and healthy credit scores.^(5,11,15,17,22) Poor financial literacy may impact a household's ability to save, and repairing a poor credit score can take a significant amount of time and effort.^(5,15,22) **High housing costs** exacerbate these issues, with some families spending more than half of their income on housing.^(4,11) This barrier to entry is concerning, considering that **homeownership can be a key method of building wealth for low-income families.**⁽²²⁾

While homeownership itself does not directly translate to wealth building and financial stability, it does clearly provide low-income families the **opportunity to grow wealth**, especially if financial stability is supported through additional means.^(5,15,22) A key tactic of Habitat has been to require classes in financial literacy, aligning with their philosophy of teaching self-sufficiency.^(11,14,19) **Many Habitat homeowners have credited the organization with providing the opportunity to learn and develop these critical skills as a way of improving their lives overall.**⁽¹⁹⁾

EDUCATIONAL OUTCOMES

Housing instability is a key factor in poor educational outcomes for children, as **forced moves disrupt the continuity of education.**⁽²⁴⁾

Removing this instability through homeownership is often cited as critical in improving children's outcomes on a variety of scales, including educational outcomes, physical and psychosocial health, the likelihood of continuing education, improved safety, and overall happiness.^(1,5,20,24)

Additionally, when parents' outcomes improve through homeownership, they are able to **provide more attentive care to their children**, help their children become homeowners in the future, and pass on critical skills such as financial literacy and home repair and maintenance.^(5,11,19,20)

HEALTH OUTCOMES

Housing stability is also linked to improved health outcomes, often understood to be a result of improvement in overall housing conditions, especially when examining low-income housing.

One out of every seven affordable housing units may be physically inadequate, and families in poor housing, especially those with children, may be more likely to have a disability, mental illness, or behavioral issues.^(11,24)

Many of the common issues found in low-income housing can be linked to poorer health outcomes.⁽¹⁶⁾ Some of these issues include burns due to a lack of working fire alarms, the prevalence of lead-based paint (a known cause of significant cognitive decline in children) in older buildings, allergens in unclean carpets, mold growth from moisture build-up with lack of sufficient airflow, and the

prevalence of disease-carrying rodents and the pesticides used to eliminate them.⁽¹⁶⁾

Low-income families are also more likely to forego the long-term benefits of health care and health insurance to address short-term financial needs, with housing instability creating more difficulty in finding and maintaining health care providers.^(16,24) **Eliminating the added stress of housing instability removes a key stressor** that allows these households to focus on and solve other issues.

NEIGHBORHOOD & HOME STABILITY

Neighborhood and home stability assesses both residential stability and neighborhood conditions, such as overall safety, access, and environment at the community level. **Housing instability among**

low-income families and unsafe neighborhoods can cause and exacerbate many of the issues

discussed here, including financial instability, lack of access, disruption to education, job loss, and health issues caused by stress and anxiety.^(4,24)

These issues can compound with an added financial burden when looking for new housing, difficulty finding work, and impacted credit scores, which can create barriers to employment.^(4,24)

“ MY CHILDREN ARE DOING WELL IN THEIR SCHOOL. THEY HAVE MADE LOTS OF FRIENDS. **SOME OF MY KIDS WENT FROM STAYING INSIDE TO GOING OUT WITH FRIENDS AND BEING MORE SOCIAL.** ”

Long-term, stable, and affordable housing can be key to mitigating these issues.^(1,5,21,24)

Additionally, Habitat's model for sweat equity creates interconnected neighbors who help one another; several independent program evaluations of Habitat have demonstrated that **Habitat homeowners report feeling safer and happier, with increased access and opportunity.**^(12,14,19,20)

CIVIC & SOCIAL ENGAGEMENT

Homeownership is often associated with increased social capital, community engagement, and civic participation; this seems especially true for Habitat homes.^(3,5,11,12,14,19,20,21) **Homeowners may have an increased personal stake in their homes** compared to rental units, leading them to socialize more with their neighbors, engage with the local community, and participate in political matters that affect their livelihoods and property.^(5,11,12,14,19,21)

Habitat's sweat equity requirement may be an additional contributor to this increased sense of community, since **every homeowner is actively working to build not just their own homes but the homes of their neighbors.**^(14,19,20) Additionally, many Habitat homeowners share similar backgrounds and identities, leading to a sense of camaraderie and partnership in the neighborhood.⁽¹²⁾

EMPLOYMENT OPPORTUNITIES

There is evidence of a strong link between housing instability and job loss, and a somewhat weaker but significant relationship of the inverse.^(4,24) **Sudden and forced loss of housing can often lead to missed or late work, longer commutes, difficulty finding childcare, depression, physical health issues, and sometimes homelessness, all of which increase the chances of losing one's job.**⁽⁴⁾ Job loss linked to housing instability can exacerbate financial hardship, with significant and enduring loss in earnings, damaged credit scores, and difficulty finding work.^(4,24)

There does appear to be a complicated relationship between homeownership and unemployment, with some agreement that unemployment rates are higher among homeowners.^(5,23) This is often linked to the notion that homeowners have less mobility when searching for work because of the higher transaction costs of moving.^(5,23) Conversely, being faced with a mortgage payment may be a significant incentive to find work.⁽²³⁾ It is unclear how much this relationship is affected by differences in characteristics of renters compared to homeowners.



“

HAVING YOUR OWN HOME
MAKES YOU FEEL A LOT
STRONGER... IT JUST
MAKES IT EASIER KNOWING
THAT YOU HAVE A HOME
AND NO ONE CAN TAKE
THAT AWAY FROM YOU.

”



“ WE HAVE SUPPORT FROM OUR COMMUNITY AND NEIGHBORS THAT WE WOULD NOT HAVE IN OUR PRIOR HOME. ”

BENEFITS OF HOMEOWNERSHIP

While there has been a demonstrated correlation between homeownership and the varying metrics being examined in this research, **many of these metrics are complex and not easily measured independent of confounding variables.**

For example, although homeownership may be positively correlated with better school performance, it is unclear whether that is a direct result of homeownership and not of the attributes and skills of homeowners compared to renters, such as financial stability and a sense of personal responsibility.^(5,11,19) In fact, one study suggests that there is no link between homeownership and benefits conferred to children if the statistical model controls for variables such as mobility, wealth, dwelling type, and vehicle ownership.⁽²⁾

Also, while there is evidence that homeowners have better health outcomes than renters, this could be due to a variety of related factors, such as

the fact that homeowners tend to have more wealth to spend on health care and can afford to repair or mitigate potential harmful situations in their homes.^(5,16) The benefit of health outcomes can also be offset as many low-income families may end up purchasing older homes with the same health and safety issues that plagued them when they were renters.⁽¹¹⁾

Despite this complexity, it is clear that differences exist between homeowners and renters and that **individuals' and families' conditions improve overall when provided safe, stable, and affordable housing.**^(5,11,12,19,21) When compared to renters, homeowners, and especially Habitat homeowners, are more likely to report **overall satisfaction and happiness, improved health outcomes, improved educational outcomes, greater sense of community, and improved ability to manage finances and accumulate wealth.**^(5,11,12,14,15,19,20,21)



METHODS

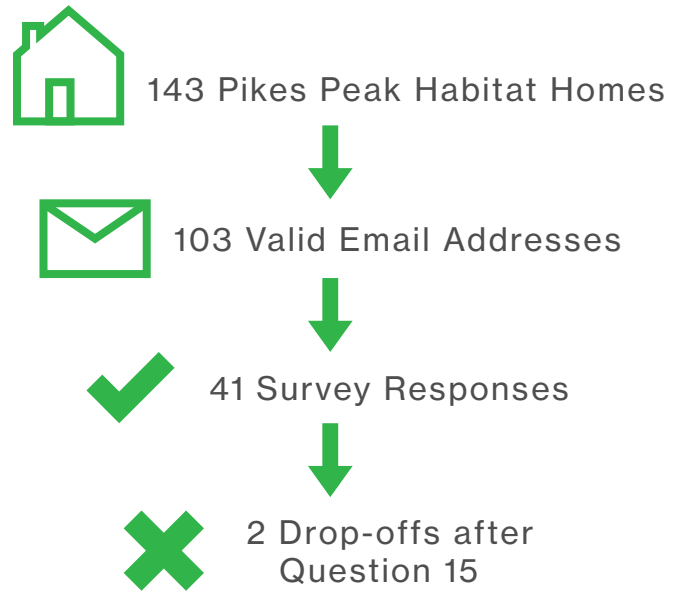
A survey was conducted through SurveyMonkey, using the email addresses of Pikes Peak Habitat Homeowners.

Question logic was used to reduce unnecessary questions and overall survey response time; however, some of the logic failed to execute, causing some respondents to answer questions not relevant to them. These responses were removed from the data set.

Because there is no pre-test data to which we can compare this data, homeowners were asked **how long they had lived in their home** to set a reference for time, with answers including:

- Less than 1 year
- 1 to 3 years
- 4 to 5 years
- 6 to 7 years
- 8 to 10 years
- 11 to 15 years
- 16 to 20 years
- More than 21 years

SAMPLE



\$25 AMAZON GIFT CARD INCENTIVE

A copy of the survey can be found in Appendix A.

In order to provide a better framework for respondents, questions were framed with the language:

- “Since becoming a homeowner...”
- “Since moving into your home...”
- “Compared to my previous home, my current Habitat home...”

The survey measured **six metrics, each with additional sub-metrics**, as outlined in Figure 2 below.

Some of these metrics, such as physical health and safety, can be difficult to measure as more abstract concepts. As such, there is a potential error of assuming causation due to confounding variables that cannot be controlled for in the scope of this research design.

Therefore, the survey collected **self-reported perceptions of changes in outcomes**, often through the use of Likert scales measuring either from “much worse” to “much better” or “strongly disagree” to “strongly agree.”



Figure 2. 6 KPIs for measuring outcomes, each with additional sub-metrics.

DESCRIPTIVE STATISTICS

Questions were grouped by the six KPIs and analyzed for overall trends. Because of the small sample, responses with Likert scales were condensed into negative, neutral, and positive responses.

For each KPI, answers were combined to provide an overall assessment of how respondents rated their outcomes. For example, responses to all six sub-questions within question 16 on financial wellbeing were combined and reported as either negative, neutral, or positive overall.

INFERENTIAL STATISTICS

Because of the small sample size, Fisher's exact test was conducted to determine statistical analysis, since it requires between 5-10 variables in at least one of the cells.

The independent variable (IV), length of time homeowners had lived in their homes, was split into two categories:

- 7 years or fewer
- 8 or more years

This IV was analyzed against 11 dependent variables (DVs):

- Rating of their house as a place to live,
- Rating of their neighborhood as a place to live,
- Stability of their living situation,
- Whether their lives had become better or worse,
- Voting engagement,
- Physical health improvement,
- Financial improvement over the last five years,
- Whether they could have owned a home without Habitat,
- Their children's overall performance in school,
- Whether they pursued additional education, and
- Their job security.

ETHICAL ISSUES

Because this survey functioned as a program evaluation, and the researcher did not have access to identifying information, IRB approval was not needed. Nevertheless, respondents were assured:

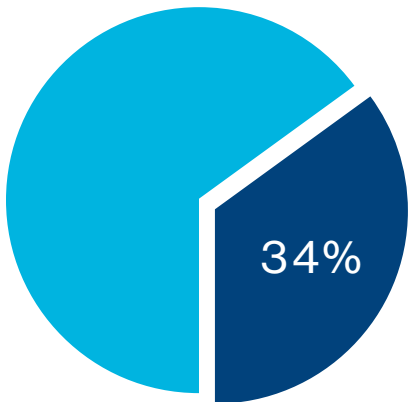
- Their data would remain confidential and unlinked to them,
- Their interactions with or services received from Pikes Peak Habitat would not be impacted, and
- That their data would be securely stored and protected.

Because Pikes Peak Habitat intends to later conduct longitudinal studies, survey respondents were asked to provide their names. This information was de-identified by Pikes Peak Habitat before being sent to the researcher, and the researcher never had access to any email addresses of the respondents.

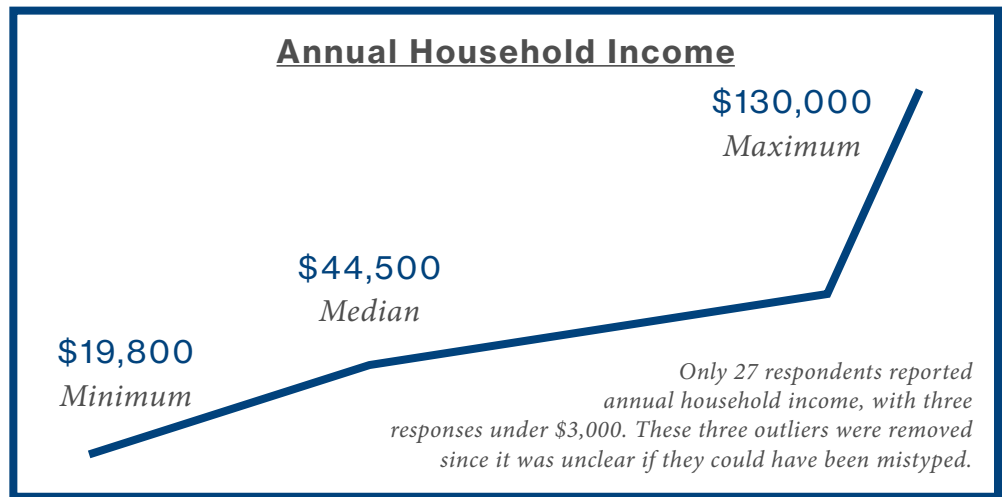
LIMITATIONS

- Because responses were not anonymous, homeowners may have reported more favorable outcomes than actually experienced.
- The data set is small and cannot account for confounding variables which may impact outcomes.
- Due to the small sample size, this analysis relies heavily on descriptive statistics. Thus we cannot directly measure the relationships between variables, and caution should be applied when interpreting these findings.
- The survey was conducted in El Paso County at a single point in time and provides limited data. Without pre-test data, we cannot make a clear comparison between outcomes before and after, and responses must rely on respondents' self-interpretation of changes over time.
- This study was conducted only four years after the start of the COVID-19 pandemic, and without pre-test data, it is unclear how much the financial, social, and health impacts of the pandemic may have affected outcomes. This study cannot control for those factors.

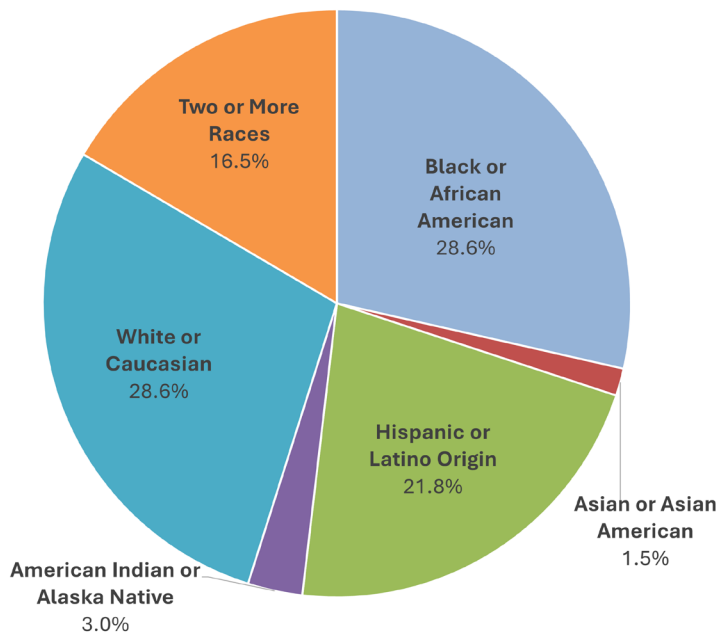
34% Are First-time Homeowners



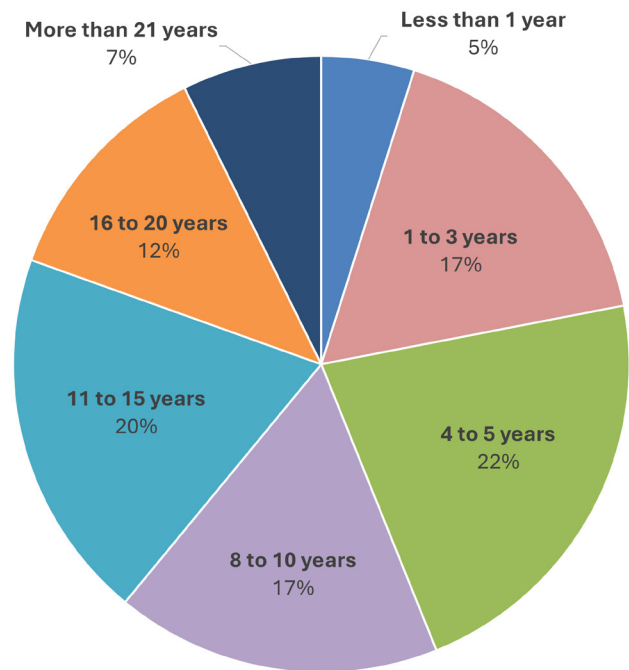
Annual Household Income



Race & Ethnicity of Households



Length of Time in Home



INFERENCE STATISTICS

Inferential statistics were limited. Of the 11 dependent variables measured over a length of time, only “I feel more stable in my living situation” was statistically significant ($p=.07$). None of the other variables were statistically significant, meaning that whether respondents were recent or long-standing Habitat homeowners, it had no effect on their responses for those ten variables. It is important again to note the limitations of this inferential analysis due to the small sample size.

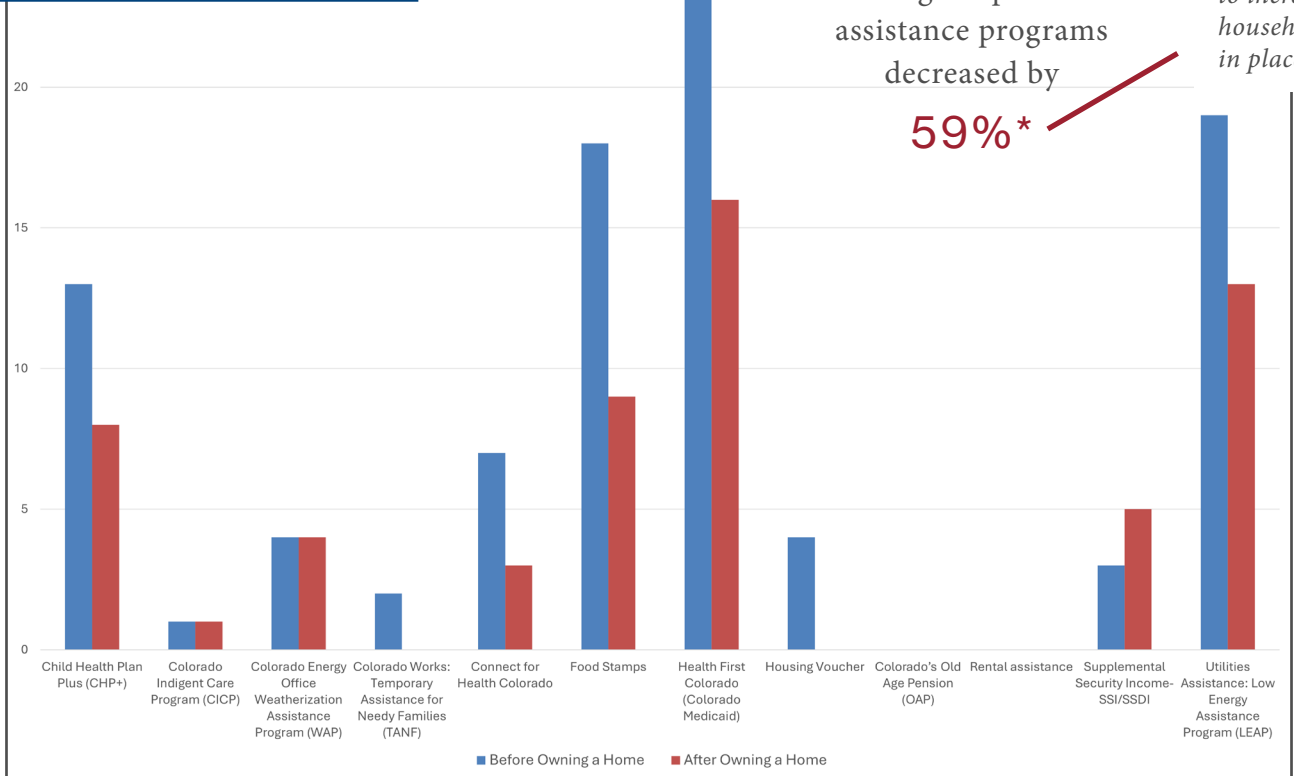
FINANCIAL STABILITY & WEALTH BUILDING

Since becoming a homeowner...

- 90% said it was important to save money
- 82% reported better financial security since becoming a homeowner
- 77% agreed that their ability to build credit had improved
- 72% agreed their ability to pay bills had improved
- 69% agreed their ability to save money had improved
- 67% felt financially better than 5 years ago
- 67% agreed that their ability to manage debt had improved
- 63% agreed that their ability to stick to a budget had improved
- 59% had little difficulty paying bills on time
- 59% felt more able to cover unexpected expenses than before they owned a home
- 54% reported they worry about covering unexpected expenses
- 41% agreed they were able to build wealth through homeownership

Of the 11 respondents whose adult children owned homes, only one was able to help provide financial assistance for the purchase

Public Assistance Usage

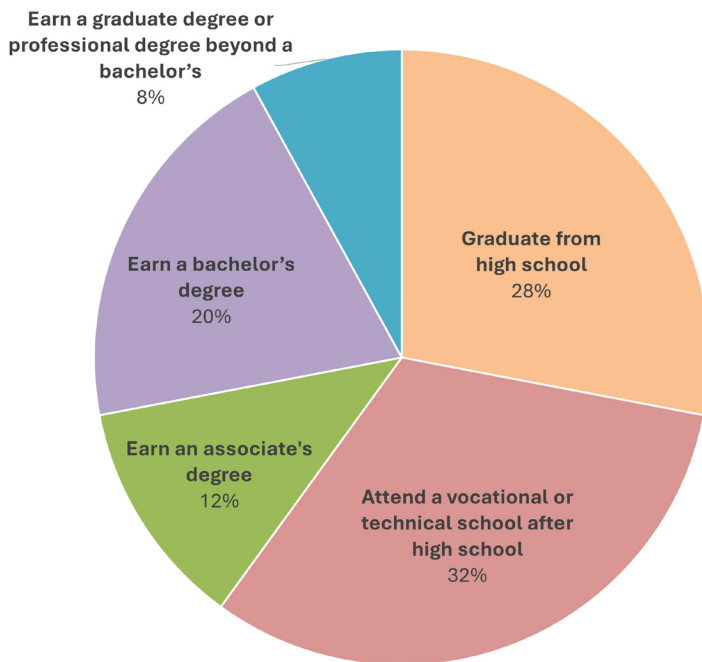


EDUCATIONAL OUTCOMES

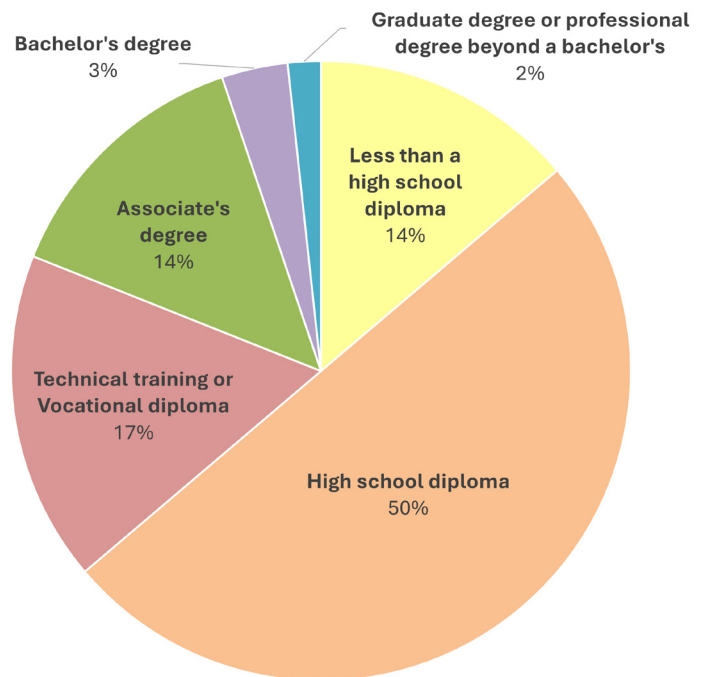
Since becoming a homeowner...

- 85% felt better about their ability to support post-secondary education for their children
- 77% felt better about their children's future
- 77% felt better about their children's overall confidence
- 58% reported that their children's attendance had improved
- 58% felt satisfied with the quality of schools in their neighborhood
- 54% felt that their children's grades had improved
- 51% agreed that their Habitat home provided better educational opportunities
- 47% reported pursuing additional education after becoming a homeowner
- 36% were able to provide financial support for their children who pursued post-secondary educations (8 of 22)

Expectations for Underage Children's Educational Outcomes



Actual Educational Outcomes for Adult Children



HEALTH OUTCOMES

Since becoming a homeowner...

- 71% agreed they had better access to outdoor space
- 64% felt less stressed
- 61% felt their mental health had improved
- 59% felt they could age in place in their homes
- 55% felt their physical health had improved
- 46% agreed they could afford to buy food
- 41% agreed they could afford their prescriptions
- 32% agreed they could more easily afford healthcare

BEING A HABITAT HOMEOWNER HAS TREMENDOUSLY LESSENED THE STRESS AND THE WORRIES OF STABILITY AND BEING COMFORTABLE IN OUR ENVIRONMENT... I HAVE LESS ANXIETY, AND HEALTH PROBLEMS HAVE IMPROVED IN A MATTER OF FEW MONTHS OF BEING IN OUR HOME.

NEIGHBORHOOD & HOME STABILITY

Since becoming a homeowner...

- 88% felt more stable in their living situation
- 78% felt more pride in their neighborhood
- 73% felt safer in their current *home* than where they were before
- 66% felt their home provided a cleaner and healthier environment
- 63% rated their *home as a place to live* as 8+ (on a scale of 1-10)
- 59% reported not worrying about their long-term ability to stay in their homes
- 56% felt safer in their current *neighborhood* than where they were before
- 56% felt their current homes were more affordable to repair
- 49% rated their *neighborhood as a place to live* as 8+ (on a scale of 1-10)
- 46% felt their current homes were easier to repair

“ MY KIDS INTERACT WITH EACH OTHER MORE NOW THAN THEY USED TO... THERE'S A SENSE OF RELIEF THAT'S IN OUR HOME AND IN THEIR LIVES. ”

CIVIC & SOCIAL ENGAGEMENT

Since becoming a homeowner...

- 66% felt they spent more time as a *family*
- 61% volunteered more in the community
- 56% felt they spent more time with *friends and extended family*
- 54% engaged more with religious organizations
- 51% felt they participated about the same in community events
- 46% engaged more with neighborhood or community groups
- 41% felt they voted more in local, state, or federal elections

EMPLOYMENT OPPORTUNITIES

Since becoming a homeowner...

- 68% work full-time
- 58% felt better about their job prospects
- 56% felt better about their ability to commute to work
- 53% felt better about their ability to progress in their career
- 47% felt better about their job security

46% worked in healthcare

17% worked in education, training, or library

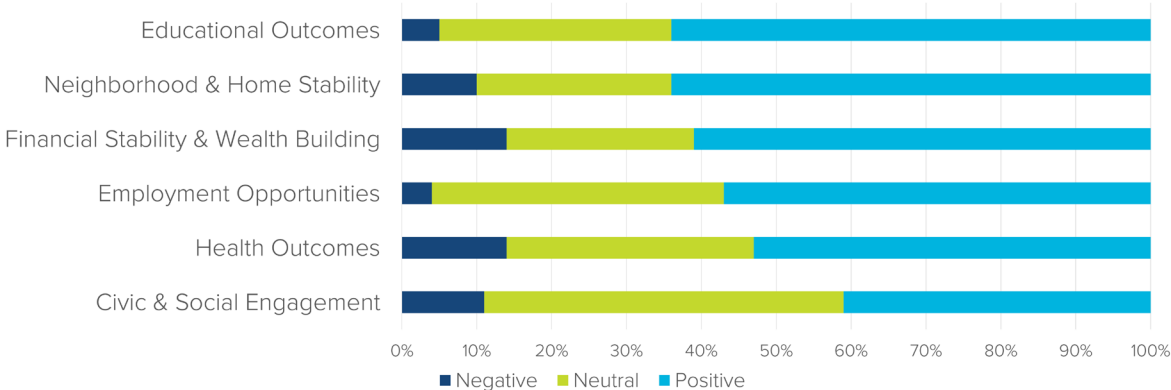
(of 35 people reporting)

OVERALL

93% said their lives had become better overall since becoming homeowners

77% said they would not have been able to own a home without Habitat

RESPONSES FOR ALL METRICS





RECOMMENDATIONS

Becoming a homeowner has improved the lives of Pikes Peak Habitat homeowners overall. Regardless of their responses in specific KPIs, **93% of respondents felt that their lives were better since becoming homeowners**, a finding that mirrors larger longitudinal studies. ^(15,19,20,21) To address specific homeowner needs, it may be salient to target specific programming, for example:

SURVEY RESPONSE	RECOMMENDATION
Difficulty paying bills on time (41%)	Focus financial literacy courses specifically on how to allocate funds on a schedule, limit spending on a budget, and build an emergency fund.
Worry about unexpected expenses (46%)	
Difficulties affording healthcare (68%), prescriptions (58%), and/or food (54%)	Investigate whether income, stability, access, or availability impacted usage of public assistance, and how increasing usage may improve health outcomes.
Public assistance programs for healthcare decreased by 33%	
Dissatisfaction with educational opportunities (49%)	Consider neighborhood characteristics when choosing where to purchase land for neighborhoods. Options for affordable land may be more available in lower-income areas that experience the same negative factors that homeowners reported before owning a home.
Neighborhood does not feel safer (44%)	
Neighborhood as a place to live rated less than 7 out of 10 (51%)	
Homes were not easy to repair (54%)	Evaluate home repair program for improvements.
Civic & Social Engagement was low (59%)	Investigate how sweat equity specifically impacts engagement.

RECOMMENDATIONS FOR FUTURE STUDY

The scope of this study was broad in its assessment and could benefit from more specific analyses on certain metrics:

- 1** First and foremost, longitudinal studies with pre- and post-test data would better illustrate how specific outcomes changed over time, as they would be measured at those specific moments in time, rather than retrospectively. Pikes Peak Habitat would be better able to draw links between Habitat homeownership and the outcomes measured. **If a longitudinal study is not feasible, a simple pre- and post-test survey, at a minimum, would allow for direct comparison.**
- 2** Second, although education and employment were two areas of priority for Pikes Peak Habitat, the scope of this study limited the depth of analysis. This survey focused broadly on households, so a specific study on each person's educational and employment experiences could be illuminating. Since Pikes Peak Habitat is interested in pursuing workforce housing for educators, it may be beneficial to conduct **additional studies examining educators, comparing to the demographics of Habitat homeowners, and determining whether those educators may benefit from Habitat homeownership.**
- 3** Third, while there was limited qualitative data received through this survey, analyzing those responses was outside of the scope of this survey. Pikes Peak Habitat, as a non-profit organization that relies heavily on pathos, would benefit from the **value of storytelling that qualitative data provides.** Conducting in-person interviews with a handful of homeowners could provide insightful data on the impact of Habitat homeownership.
- 4** Finally, this study only examined current annual incomes for households. Pikes Peak Habitat collects income data and public assistance usage as part of its application process. Should Pikes Peak Habitat wish to conduct pre- and post-test comparisons, another researcher could compare the identified responses within this survey against application material. Additionally, Pikes Peak Habitat could examine **how these income ranges compare to similar non-Habitat neighborhoods based on geographic/demographic backgrounds.**

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APPENDIX A

Survey Questions and Associated Metrics

The six KPIs and their submetrics are listed here:

1. Financial Stability & Wealth Building
 - a. Improvements in financial health measured via changes in the Financial Health Network’s FinHealth Score
 - b. Ease of making routine repairs within the home and reduction in utility and landscaping costs
 - c. Changes in public benefits usage
 - d. Wealth building through homeownership
2. Educational Outcomes
 - a. Pursuit of additional education and training by adults
 - b. Financial ability to pursue higher education.
 - c. For households with children and/or young people of school age:
 - i. Change in attendance and course performance
 - ii. Change in school quality
3. Health Outcomes
 - a. Improvements in self-reported general physical and mental health
 - b. Ability to access and pay for medical insurance and care
 - c. Elimination of unsafe and unhealthy housing or other home repair issues
 - d. Ability to age in place safely and comfortably
4. Neighborhood & Home Stability
 - a. Residential stability
 - b. Self-reported comparison of prior neighborhood to current Habitat neighborhood in terms of:
 - i. Education
 - ii. Safety
 - iii. Transportation
 - iv. Food access
 - v. Environment
5. Civic & Social Engagement
 - a. Increase in civic and social engagement (voting, community building, etc.)
 - b. Ability to spend more time with friends and family
 - c. Increased sense of community
6. Employment Opportunities
 - a. Ability to stay employed.
 - b. Increased job prospects
 - c. Improved job security
 - d. Ability to progress in career path
 - e. Manageable commute

TABLE A1. About Your Household: “The following questions will ask you about your household.”

QUESTION	ANSWER
1. What is the name of the person filling out this survey? <i>As a reminder, this survey is confidential, and none of your answers will impact your interaction or the services you receive from Habitat. Findings from this study will be summarized for all survey participants.</i>	Open
2. Are you the first in your family to own a home (i.e., first-generation homeowners)	Yes No
3. Including yourself, how many total people (including all adults and children) permanently live in your home? <i>“Permanently” is defined as AT LEAST HALF THE YEAR.</i>	Open
4. What are the ages of each person in your household? <i>(Answers open for up to 8 people)</i>	Open
5. What are the genders of each individual in your household? <i>(Answers open for up to 8 people)</i>	<ul style="list-style-type: none"> • Male • Female • Non-binary • Other
6. Please select racial or ethnic groups for each person living in your household. <i>(Select all that apply) (Answers open for up to 8 people)</i>	<ul style="list-style-type: none"> • American Indian or Alaska Native • Asian or Asian American • Black or African American • Hispanic or Latino Origin • Native Hawaiian or Pacific Islander • White or Caucasian

TABLE A2. Home and Neighborhood: “The following questions will ask you about your perspectives on home and neighborhood.”

QUESTION	SUB-QUESTION	ANSWER	METRIC
7. What neighborhood do you live in?		<ul style="list-style-type: none"> Country Living Cucharras Homes Dale Street Dawn Break Loop Maxwell Micah's View Mill Street Preuss Road Ridge at Sand Creek Stetson Hills Woodmen Vistas Independent Lot 	N/A
8. How long have you lived in your home?		<ul style="list-style-type: none"> Less than 1 year 1 to 3 years 4 to 5 years 6 to 7 years 8 to 10 years 11 to 15 years 16 to 20 years More than 21 years 	4.a Also a key metric to determine outcomes over time
9. On a scale from 1 to 10, how would you rate your... (Choose one for each statement)	... House as a place to live?	1 to 10	4
	... Neighborhood as a place to live?		4
10. How do you feel about the following statements? (Choose one for each statement)	My neighborhood is safer than the neighborhood where I lived before moving into my home.	<ul style="list-style-type: none"> Strongly Disagree Disagree Neutral Agree Strongly Agree 	4.b.ii
	I take more pride in my neighborhood now that I own a home.		4.b; 5
	I worry about my long-term ability to stay in my home.		4.a
	I feel that I could grow old comfortably in my home.		3.d; 4.a
	My household income limits my family from moving.		4.d
	I feel more stable in my living situation than I did prior to moving into my home.		4.d
11. How do you feel about the following statements? (Choose one for each statement) Compared to my previous home, my current Habitat home...	... provides better educational opportunities for my child(ren).	<ul style="list-style-type: none"> Strongly Disagree Disagree Neutral Agree Strongly Agree 	2.c.ii, 4.b.i
	... makes me feel safer.		4.b.ii
	... has better access to transportation.		4.b.iii
	... provides better access to food.		3; 4.b.iv
	... provides a cleaner and healthier environment.		3; 4.b.v
	... makes me feel more stable about my housing situation.		4.d
	... is affordable to maintain and repair.		1.b; 3.c
	... is easy to maintain and repair.		1.b; 3.c

TABLE A3. Social Connectedness: “The following questions ask you how being a homeowner made a difference on your social experiences and community connections.”

QUESTION	SUB-QUESTION	ANSWER	METRIC
12. Since becoming a homeowner, are the lives of you and your family members better or worse?		<ul style="list-style-type: none"> Much Worse Somewhat Worse There Was No Change Somewhat Better Much Better Don't Know 	None specifically
13. How do you feel about the following statements? (Choose one for each statement) Since becoming a homeowner...	... we are able to spend more quality time as a family.	<ul style="list-style-type: none"> Strongly Disagree Disagree Neutral Agree Strongly Agree 	5.b
	... we are able to spend more quality time with friends and extended family.		5.b
	... we participate in community events such as sporting/music events more often.		5.a; 5.c
	... we engage with church or other religious organizations more often.		5.a; 5.c
	... we volunteer in the community more often.		5.a; 5.c
	... we vote in local, state, and federal elections more often.		5.a; 5.c
	... we engage in neighborhood or community groups more often.		5.a; 5.c
	... is easy to maintain and repair.		1.b; 3.c

TABLE A4. Health and Wellbeing: “The following questions will ask you to describe your health and well-being.”

QUESTION	SUB-QUESTION	ANSWER	METRIC
14. How do you feel about the following statements? (Choose one for each statement) Since becoming a homeowner...	My family can more easily afford healthcare.	<ul style="list-style-type: none"> Strongly Disagree Disagree Neutral Agree Strongly Agree 	3.b
	My family can more easily afford to buy food.		3.b; 4.b.iv
	My family feels less stressed.		3.a; 3.b
	My family's overall mental health has improved.		3.a
	My family's overall physical health has improved.		3.a
	My family can afford the medical prescriptions we need.		3.b
	My family has better access to outdoor space for exercise or enjoyment.		3.a; 4.b.v
15. How has being a homeowner impacted the health and well-being of you and your family?		Open	3

TABLE A5. Financial Wellbeing: “The following questions will ask about financial well-being.”

QUESTION	SUB-QUESTION	ANSWER	METRIC
16. How do you feel about the following statements? (Choose one for each statement)	We feel we are financially better off now than we were five years ago.	<ul style="list-style-type: none"> Strongly Disagree Disagree Neutral Agree Strongly Agree 	1
	We seem to have little or no problem paying our bills on time.		1.a
	We worry about how we would cover a large unexpected bill (for home, auto repairs, etc.).		1.a
	In our family, we feel it is important to save for the future.		1.a
	I could not have owned my home without help from Habitat for Humanity.		1.d; 4.d
	My family has been able to build wealth because of owning a home.		1.d
17. Since moving into your home, how would you rate... (Choose one for each statement)	... your financial security?	<ul style="list-style-type: none"> Much Worse A Little Worse About the Same Somewhat Better Much Better Don't Know 	1
	... your ability to pay bills on time?		1.a
	... your ability to save money?		1.a
	... your ability to stick to your household budget?		1.a
	... your ability to pay for unexpected expenses?		1.a
	... your ability to manage debt?		1.a
	... your ability to build credit?		1.a
18. What is your total annual household income before taxes? Please include money from jobs or other earnings, pensions, interest, social security, child support, and so on for all wage-earners living permanently in the home. “Permanently” is defined as AT LEAST HALF THE YEAR.		• Open	1; 1.d

TABLE A6. Public Assistance: “The following questions ask about the types of public assistance services you use or have used.”

QUESTION	ANSWER	METRIC
19. Please check any assistance you may have received from the following sources BEFORE moving into your Habitat home. (Select all that apply)	<ul style="list-style-type: none"> Child Health Plan Plus (CHP+) Colorado Indigent Care Program (CICP) Colorado Energy Office Weatherization Assistance Program (WAP) Colorado Works: Temporary Assistance for Needy Families (TANF) Connect for Health Colorado Food Stamps Health First Colorado (Colorado Medicaid) Housing Voucher Colorado's Old Age Pension (OAP) Rental assistance Supplemental Security Income- SSI/SSDI Utilities Assistance: Low Energy Assistance Program (LEAP) Other (please specify) None of the above 	1.c
20. Please check any assistance you are CURRENTLY receiving now that you are in your Habitat home. (Select all that apply)		1.c

TABLE A7. Youth Education: “The following questions ask about children under the age of 18 who are living in your home.”

QUESTION	SUB-QUESTION	ANSWER	METRIC
21. Do you have children under the age of 18 who are permanently living in your home? Permanently” is defined as AT LEAST HALF THE SCHOOL YEAR.		<ul style="list-style-type: none"> Yes No 	N/A
22. How many children under 18 are permanently living in your home?		• Open	N/A
23. Overall, would you say your child(ren) is doing better, worse, or about the same in school since moving into your home?		<ul style="list-style-type: none"> Worse About the Same Better 	2.c.i
24. Since moving into your home, do you feel... (Select one for each question)	...Better or worse about your child(ren)'s future?	<ul style="list-style-type: none"> A Little Worse About the Same Somewhat Better Much Better Don't Know 	2.c.i
	...Better or worse about your ability to support your child(ren)'s education after high school?		2.c.i
	...That your child(ren)'s grades in school are better or worse?		2.c.i
	...That your child(ren)'s overall confidence has become better or worse?		2.c.i
	...That your child(ren)'s regular attendance at school is better or worse?		5.a; 5.c
25. Rate your satisfaction with the quality of schools in your area that your child(ren) attends.		<ul style="list-style-type: none"> Very Unsatisfied Unsatisfied Neutral Satisfied Very Satisfied 	2.c.ii
26. Overall, how far do you expect your child(ren) to go in their education?		<ul style="list-style-type: none"> Complete less than a high school diploma Graduate from high school Attend a vocational or technical school after high school Earn an associate's degree Earn a bachelor's degree Earn a graduate degree or professional degree beyond a bachelor's 	2

TABLE A8. Adult Children: “The following questions will ask you about **ADULT** children living with you currently (or who have lived with you in the past) in your home.”

QUESTION	ANSWER	METRIC
27. Do you have any ADULT children (ages 18 or older) who are currently living and/or used to live in your Habitat home on a permanent basis? “Permanent” is defined as AT LEAST HALF THE YEAR.	<ul style="list-style-type: none"> • Yes • No 	N/A
28. How many of your ADULT children currently own a home of their own?	<ul style="list-style-type: none"> • Open 	1.d
29. Did you financially contribute to the purchase of your child(ren)’s home(s), either by helping with the down payment or co-signing on a loan?	<ul style="list-style-type: none"> • Yes • No • Not applicable 	1.d
30. What is the highest level of education your adult children have completed? (Answers open for up to 8 people)	<ul style="list-style-type: none"> • Less than a high school diploma • High school diploma • Technical training or Vocational diploma • Associate’s degree • Bachelor’s degree • Graduate degree or professional degree beyond a bachelor’s 	2.a
31. Were you able to financially contribute to your children’s education beyond high school?	<ul style="list-style-type: none"> • Yes • No • Not applicable 	1; 2.a; 2.b

TABLE A9. Homeowner Education: “Please answer the following question about your education.”

QUESTION	ANSWER	METRIC
32. Before becoming a homeowner, what was the highest level of education you had completed?	<ul style="list-style-type: none"> • Less than a high school diploma • High school diploma • GED • Technical training or Vocational diploma • Associate’s degree • Bachelor’s degree • Graduate degree or professional degree beyond a bachelor’s 	2.a
33. Since moving into your home, have you pursued or completed additional education?	<ul style="list-style-type: none"> • Yes • No 	2.a
34. Since moving into your home, what is the highest level of additional education you have completed?	<ul style="list-style-type: none"> • High school diploma • GED • Some college (less than 2 years) • Technical training or Vocational diploma • Associate’s degree • Bachelor’s degree • Graduate degree or professional degree beyond a bachelor’s 	2.a

TABLE A10. Employment Status: “This section will focus on your employment status and perspectives.”

QUESTION	SUB-QUESTION	ANSWER	METRIC
35. Which of the following best describes your CURRENT employment status?		<ul style="list-style-type: none"> • Disabled or unable to work • Employed full-time for pay or income • Employed part-time for pay or income • Full-time student • Not employed, looking for work • Not employed, NOT looking for work • Retired • Self-employed • Stay at home parent • Other (Please specify) 	6.a
36. What industry do you work in currently?		<ul style="list-style-type: none"> • Architecture or Engineering • Entertainment, Sport, or Media • Business, Finance, or Insurance • Building and Ground Cleaning or Maintenance • Community or Social Services • Computers or Mathematical Occupations • Construction • Farming, Fishing, or Forestry • Food Preparation or Food Service • Education, Training, or Library • Healthcare • Installation, Maintenance, and Repair • Legal • Management • Mining, Quarrying, and Oil and Gas Extraction • Office Administrative Support • Personal Care or Service • Production or Manufacturing • Protective Service • Sales or Retail • Science or Research • Transportation or Warehousing • Other (Please specify) 	6
37. Since moving into your home, do you feel... (Select one for each question)	... Better or worse about your job prospects?	<ul style="list-style-type: none"> • Much Worse 	6.b
	... Better or worse about your ability to progress in your career?	<ul style="list-style-type: none"> • A Little Worse • About the Same 	6.d
	... Better or worse about your job security?	<ul style="list-style-type: none"> • Somewhat Better 	6.c
	... Better or worse about your ability to commute to work?	<ul style="list-style-type: none"> • Much Better • Don’t Know 	6.e

TABLE A11. Co-owner Information: “This section will cover information about any co-owners for your home. “Co-owner” is defined as anyone else on the mortgage or deed of your home.”

QUESTION	ANSWER	METRIC
38. Do you have a co-owner on your home? “Co-owner” is defined as anyone else on the mortgage or deed of your home.	<ul style="list-style-type: none"> • Yes • No 	N/A
39. Which of the following best describes your co-owner’s CURRENT employment status?	<ul style="list-style-type: none"> • Disabled or unable to work • Employed full-time for pay or income • Employed part-time for pay or income • Full-time student • Not employed, looking for work • Not employed, NOT looking for work • Retired • Self-employed • Stay at home parent • Other (Please specify) 	6.a
40. What industry does your co-owner work in currently?	<ul style="list-style-type: none"> • Architecture or Engineering • Entertainment, Sport, or Media • Business, Finance, or Insurance • Building and Ground Cleaning or Maintenance • Community or Social Services • Computers or Mathematical Occupations • Construction • Farming, Fishing, or Forestry • Food Preparation or Food Service • Education, Training, or Library • Healthcare • Installation, Maintenance, and Repair • Legal • Management • Mining, Quarrying, and Oil and Gas Extraction • Office Administrative Support • Personal Care or Service • Production or Manufacturing • Protective Service • Sales or Retail • Science or Research • Transportation or Warehousing • Other (Please specify) 	6
41. Before becoming a homeowner, what was the highest level of education your co-owner had completed?	<ul style="list-style-type: none"> • Less than a high school diploma • High school diploma • GED • Technical training or Vocational diploma • Associate’s degree • Bachelor’s degree • Graduate degree or professional degree beyond a bachelor’s 	2.a
42. Since moving into your home, has your co-owner pursued or completed additional education?	<ul style="list-style-type: none"> • Yes • No 	2.a
43. Since moving into your home, what is the highest level of additional education your co-owner has completed?	<ul style="list-style-type: none"> • High school diploma • GED • Some college (less than 2 years) • Technical training or Vocational diploma • Associate’s degree • Bachelor’s degree • Graduate degree or professional degree beyond a bachelor’s 	2.a

TABLE A12. Feelings About Being a Homeowner: “The following questions ask you to describe how being a homeowner has impacted the lives of you and your family.”

QUESTION	ANSWER	METRIC
44. Give an example of how being a Habitat homeowner has impacted you and your family.	Open	N/A
45. To what extent has living in a Habitat home improved the lives of your children?	Open	N/A

APPENDIX B

Survey Responses

TABLE B1. Table showing responses for the various Likert questions measured from “Strongly Disagree” to “Strongly Agree.”

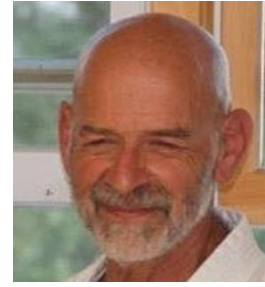
How do you feel about the following statements?	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
My neighborhood is safer than the neighborhood where I lived before moving into my home.	4	3	11	11	12	41
I take more pride in my neighborhood now that I own a home.	1	0	8	19	13	41
I worry about my long-term ability to stay in my home.	11	13	8	6	3	41
I feel that I could grow old comfortably in my home.	3	5	9	13	11	41
My household income limits my family from moving.	2	3	14	14	8	41
I feel more stable in my living situation than I did prior to moving into my home.	0	2	5	16	18	41
We feel we are financially better off now than we were five years ago.	0	4	9	15	11	39
We seem to have little or no problem paying our bills on time.	0	4	12	17	6	39
We worry about how we would cover a large unexpected bill (for home, auto repairs, etc.).	1	4	13	15	6	39
In our family, we feel it is important to save for the future.	0	0	4	27	8	39
I could not have owned my home without help from Habitat for Humanity.	0	5	5	9	25	44
My family has been able to build wealth because of owning a home.	2	6	15	10	6	39
Compared to my previous home, my current Habitat home...						
... provides better educational opportunities for my child(ren).	2	3	15	17	4	41
... makes me feel safer.	2	2	7	17	12	40
... has better access to transportation.	3	1	23	11	3	41
... provides better access to food.	2	3	18	13	5	41
... provides a cleaner and healthier environment.	1	2	11	18	9	41
... makes me feel more stable about my housing situation.	0	0	5	19	17	41
... is affordable to maintain and repair.	2	7	9	18	5	41
... is easy to maintain and repair.	2	5	15	16	3	41
Since becoming a homeowner...						
... we are able to spend more quality time as a family.	0	0	14	20	7	41
... we are able to spend more quality time with friends and extended family.	0	0	18	15	8	41
... we participate in community events such as sporting/music events more often.	1	4	21	13	2	41
... we engage with church or other religious organizations more often.	3	3	22	10	3	41
... we volunteer in the community more often.	1	5	25	9	1	41
... we vote in local, state, and federal elections more often.	1	4	19	11	6	41
... we engage in neighborhood or community groups more often.	3	6	19	11	2	41
My family can more easily afford healthcare.	1	10	17	11	2	41
My family can more easily afford to buy food.	1	8	13	17	2	41
My family feels less stressed.	2	1	12	17	9	41
My family's overall mental health has improved.	0	4	12	17	8	41
My family's overall physical health has improved.	1	1	17	17	5	41
My family can afford the medical prescriptions we need.	1	4	19	14	3	41
My family has better access to outdoor space for exercise or enjoyment.	2	2	8	21	8	41

TABLE B2. Table showing responses for the various Likert questions measured from “Much Worse” to “Much Better.”

Since moving into your home, how would you rate...	Much Worse	A Little Worse	About the Same	Somewhat Better	Much Better	Don't Know	Responses
... your financial security?	1	0	6	18	14	0	39
... your ability to pay bills on time?	0	0	11	9	19	0	39
... your ability to save money?	1	3	7	15	12	1	39
... your ability to stick to your household budget?	0	1	11	11	13	2	38
... your ability to pay for unexpected expenses?	1	2	13	13	10	0	39
... your ability to manage debt?	0	1	12	14	12	0	39
... your ability to build credit?	0	1	8	10	20	0	39
Since moving into your home, do you feel...							
...Better or worse about your child(ren)'s future?	0	1	5	4	16	0	26
...Better or worse about your ability to support your child(ren)'s education after high school?	0	1	3	14	8	0	26
...That your child(ren)'s grades in school are better or worse?	0	1	10	4	10	1	26
...That your child(ren)'s overall confidence has become better or worse?	0	0	6	8	12	0	26
...That your child(ren)'s regular attendance at school is better or worse?	0	2	9	5	10	0	26
... Better or worse about your job prospects?	0	1	12	10	11	2	36
... Better or worse about your ability to progress in your career?	1	0	14	8	11	2	36
... Better or worse about your job security?	0	2	14	7	10	3	36
... Better or worse about your ability to commute to work?	0	1	13	7	13	2	36

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.



Corporate Social Responsibility

Transforming lives. Building community.

(June 2024)

Affordable Homeownership Partnership, Program, and Event Opportunities

Contact Iain Probert to build a unique program, event, marketing, and sponsorship package that connects your organization's values, community outreach, budget, and needs:

iain@pikespeakhabitat.org or 719-494-9725.

Adopt-A-Day at construction site and/or ReStore (Jan. – Dec.)

An [Adopt-A-Day](#) is an opportunity for employees of sponsoring organizations to come together to help build permanent, affordable housing in partnership with local workforce families while participating in an enriching team-building experience.

Packages begin at \$3,000.

Colorado Gives Day Challenge Partner (Dec. '24)

*Colorado Gives Day is an annual statewide movement to celebrate and increase philanthropy through online giving. Pikes Peak Habitat, together with a **Challenge Partner**, invites Coloradans to support affordable homeownership in El Paso County by donating to Pikes Peak Habitat on Colorado Gives Day.*

2024 Challenge Sponsor and Partnership \$7,500.

Dr. Martin Luther King Jr. Beloved Community ReStore Day of Service Sponsor (Jan. '25)

This is a special volunteer day in honor of Dr. Martin Luther King Jr. Day at both Pikes Peak Habitat ReStore locations in Colorado Springs. Dr. King's vision of a "Beloved Community" is to mobilize people in their communities to reach out across cultural divides and celebrate our shared humanity. "The Beloved Community" includes diversity and allows for tension undergirded by love to lead to transformation, creating a community of justice, equal opportunity, and dignity for all.

Sole Sponsor \$3,000.

Donor Appreciation Event (Sep '24)

An annual event to honor Pikes Peak Habitat's key donors and supporters, together with community guests. Offering heavy hors d'oeuvres and a bar, the early-evening program features the first public presentation of the annual "State of the Affiliate" by Pikes Peak Habitat's C.E.O. and other members of the senior leadership team. Homeowners who recently partnered with Pikes Peak Habitat are also present to interact with donors.

Sole Sponsor \$8,500.

Earth Day Sponsor - ReStore (April '25)

The subject of concern for our planet can mean different things to different people; however, one key area that Habitat advocates for is recycling and reusing building and household supplies, and our local [ReStores](#) do a very good job of this right here in El Paso County. All net proceeds from the sale of ReStore items and products [support the building and repair](#) of permanent, affordable, and decent workforce housing locally and internationally.

Title Corporate Sponsor \$3,000.

Gingerbread Home Build (Nov./Dec '24.)

The Gingerbread Home Build event raises awareness and funds for our Veterans Build, a signature project that constructs a decent, affordable home for a local Veteran and their family. The event is a peer-to-peer gingerbread home decorating competition between participants who fundraise online and by word of mouth to garner donations for their creation. Donations count as votes, and the participant who raises the highest value of donations wins the competition (bragging rights!). Participants can be individuals, groups, or organizations.

Title Sponsor \$3,000

Presenting Sponsor \$1,500

*Corporate/Business Participant \$300 **MULTIPLE OPPORTUNITIES AVAILABLE***

Global Village Build Scholarships (annually) – Trip pending in summer of 2025!

*Pikes Peak Habitat is passionate about ensuring that everyone, everywhere, has a safe and decent place to live. Not only do we build and repair homes for workforce families in El Paso County, but we also contribute to international development projects through Global Village service trips. As a **Pikes Peak Habitat Global Village Partner** your support will go directly to provide scholarships for qualified El Paso residents who are approved to take part in an official Global Village Build trip. Partial trip scholarships will be available to participants in need of help paying for this international service opportunity.*

*Global Village Build Partner \$3,000 **MULTIPLE OPPORTUNITIES AVAILABLE***

New Home Build Partial Sponsorship Opportunities (Jan. – Dec.)

Partial new home sponsor opportunities available at the following levels: \$10,000; \$25,000; \$50,000; \$75,000; \$100,000. Please inquire about details and benefits.

New Home Build Presenting Sponsor (Jan. – Dec.)

*By making a commitment to sponsor 50% (half) of the cost to build a Pikes Peak Habitat home, a company, individual or organization will be designated as the **Presenting Sponsor** on one of six + new homes that Pikes Peak Habitat typically builds every 12 months. Presenting Sponsors have some similar employee/friends, family/member benefits as a Title Sponsor, but with a little less long-term residual marketing opportunity. The average cost to build a Pikes Peak Habitat home in 2024/2025 is \$315,000.*

Presenting Sponsorship \$157,500.

New Home Build Title Sponsor (Jan. – Dec.)

*To fund an entire Pikes Peak Habitat for Humanity new build home in El Paso County by making a commitment to sponsor 100% of the cost of construction, a company, individual or organization will be designated as the **Title Sponsor** on one of six + new homes that Pikes Peak Habitat typically builds every 12 months. A Title Sponsor has exclusive access to employee volunteer opportunities (friends and family/members should an individual/family or organization be the donor) on the construction of the home through all build stages, working alongside the future homeowner family! The average cost to build a Pikes Peak Habitat home in 2024/2025 is \$315,000.*

Title Sponsor \$315,000.

Newsletters (monthly and quarterly)

Pikes Peak Habitat is proud of the diverse family of El Paso County residents who are subscribers to its two primary affiliate-wide newsletters. Two annual sponsorship opportunities offer the prominent positioning of organization logos and advertisements in these communications.

e-newsletter (published monthly) 2,710 subscribers.

Sole Annual Sponsorship \$6,000.

print-newsletter (published four times every 12 months) 2,510 subscribers. Each edition of the newsletter is available on ReStore media racks for three months.

Sole Annual Sponsorship \$4,000.

Pikes Peak Habitat End of Year Support Campaign – Challenge Partner (Dec. '24 into Jan. '25)

*Pikes Peak Habitat's annual End of Year mailed fundraising campaign (sent to approx. 1050 households) is the charity's signature method to connect with its donors for support to help local families to build strength, stability, and self-reliance through shelter. Together with a **Challenge Partner**, Pikes Peak Habitat requests that donors new and existing consider a year-end gift.*

2024 Challenge Sponsor/Match \$2,500.

Veterans' Day Home Repair Program Appeal – Online and ReStore (Nov '24)

*Our Home Repair Program focuses on serving cost-burdened families, Veterans, and seniors in El Paso County, CO. In recognition of Veterans' Day (Nov. 11th) Pikes Peak Habitat together with the **Veterans' Day Home Repair Program Appeal Partner**, will make possible a digital funding request where every penny raised will go to supporting a minimum of one repair project specifically for a Veteran. The appeal will declare that **every Veteran deserves a decent place to live**, while encouraging the community to visit an El Paso County ReStore to purchase a **Veterans' Day Home Repair Program Appeal** pinup at the register in support of affordable housing for our Veterans. The appeal will run from 1st to 25th November 2024 (online 1st to 25th, pinup 4th to 16th) with all donations being used on at least one Veteran Home Repair Project by end of March 2025.*

Sole Veterans' Day Home Repair Program Appeal Partner \$3,000.

Volunteer Appreciation Event Sponsor (April '25)

Pikes Peak Habitat cannot build or repair affordable housing without the support of volunteers. A new home for example is 90% constructed by volunteer labor. Volunteers are Habitat's lifeblood! In conjunction annually with National Volunteer Week, Pikes Peak Habitat holds its Volunteer Appreciation Event to celebrate and say thanks to our Core Volunteers (those who give a minimum of eight hours of their time per week to a Pikes Peak Habitat program) by treating them to a sit-down dinner and award ceremony. The event typically attracts more than 180 volunteers and guests, all of whom greatly appreciate the Event Sponsor who made the evening possible.

Volunteer Appreciation Event Sponsor \$8,500.

Women Build Quarterly Event Sponsor (Mar./May./Aug./Nov.)

Pikes Peak Habitat hosts four [Women Build](#) events every year. These are opportunities for individuals as well as groups to come together, connect with other women on the construction site, and hone their skills while building homes. Pikes Peak Habitat is looking for organizations who are champions of women to be Quarterly Event Sponsors for Women Build.

Women Build Quarterly Event Sponsor \$1,500.

World Habitat Day Partner (First Monday in Oct.)

*In 1985 the United Nations designated the first Monday of October every year as World Habitat Day. The idea is to reflect on the state of our towns and cities and the basic right of all to adequate shelter. Pikes Peak Habitat's **World Habitat Day Partner**, because of their sponsorship, will make possible a digital media campaign declaring that **everyone deserves a decent place to live**, while encouraging the community to visit an El Paso County ReStore and purchase a World Habitat Day pinup at the register in support of affordable housing.*

Sole World Habitat Day Partner \$3,000.

More than a charitable donation...

*It's a Strategic **Corporate Social Responsibility** Partnership Program!*

Partnership is at the heart of [Pikes Peak Habitat for Humanity's](#) work, and partnerships with local businesses and organizations offer an opportunity to go beyond traditional check writing. Through community engagement and volunteerism, a partnership with Pikes Peak Habitat creates a powerful testimonial for a company's corporate social responsibility (CSR) program and helps spread the word about your organization's exemplary efforts throughout the community.

Pikes Peak Habitat can help you build a unique marketing package that reflects your company image and mission, assisting with business objectives, while building brand profile, company reputation, and staff morale. At Pikes Peak Habitat, we will make it our business to understand your business and develop a partnership that meets our shared objectives.

Here are some very good reasons to partner with Pikes Peak Habitat for Humanity:

Unique Brand

We provide an opportunity to link your product and company with a well-established (1986), widely known, and respected charity brand in El Paso County.

Corporate Social Responsibility in Action

Together, we can help increase your company profile and strengthen customer loyalty as part of a highly visible marketing strategy.

Strong and Positive Associations

We have a long-established and vibrant track record in El Paso County and have built lasting relationships with key civic and institutional decision makers.

Go Green

Through [ReStore](#), Pikes Peak Habitat's gently used home-improvement and construction store, thousands of tons of usable materials are diverted from local landfills and resold to build, rehabilitate, and repair homes locally and around the world. By donating, shopping, supporting programs and initiatives, or volunteering at ReStore, you participate in these efforts.

Strengthen Team Dynamics

Experience hands-on, full-day team building by participating in an [Adopt-A-Day](#) experience at a construction site or ReStore.

Millennial and Gen Z Employees

Research has shown that employees prefer to work for and remain at companies invested in charitable causes. By choosing Pikes Peak Habitat for your CSR program, you will be appealing to the next generation of workforce employees and upcoming leaders. Corporate charity work is especially important to the Millennial generation, born approximately 1980-1996, and Generation Z, born roughly between 1997-2012, who are now in or beginning to enter the workforce in droves.

Pikes Peak Habitat Transforms Lives!

Notes from the Home Repair Front: We are making a difference in the lives of many residents in El Paso County – at least 71 homeowners/clients! We receive comments from homeowners and clients all the time about the wonderful difference this program is making in their lives!

Here are a few examples:

- Bob and Betty – (Betty is on Hospice care) We provided a chair lift to access a bathroom for Betty and provided a walk-in shower so she could better care of herself physically. We also provided a new security door. They say, ***“Your Team has blessed us tremendously!! We can never repay you for the accessibility and safety you have provided for us!!”***
- Jennifer – we added grab bars in her bathroom where needed, remade her steps and provided railing for her front entry, and added steps and railing for her back deck. She says, ***“Thank you!! Thank you!! Thank you!! I could never have done these things on my own. I feel so much safer in my home to have the railings and grab bars! What a blessing your team has been to me as I get older and can’t do the things I used to be able to do.”***
- Laura – We replaced some concrete in her driveway that had sunk and was pooling water, we added a ramp walkway, new door, lockset and gutters to help with the drainage. She says, ***“I feel so safe now and I don’t have to worry about ice this winter on my driveway and the water damaging my home.”***
- Leroy – has been so appreciative of his new shower and steps to safely access his home – he said, ***“Good things like this have never happened to me before.”*** He is so thankful!!
- Mike – received a new roof and gutters through a partnership with Owens Corning. He, through tears, shared that he has lived in the house for 26 years and it needed a new roof when he moved in. He said he could never have afforded this on his own. Now he will be safe, dry, and warm for years to come!



Meet Bob and Betty!