



**BOARD OF DIRECTORS  
Monthly Meeting**

**FY 23-6: June 5, 2023**

**ReStore Northeast**  
6250 Tutt Boulevard, Conference Room

also offered virtually via [Zoom](#)

**AGENDA**  
**PPFH BOARD OF DIRECTORS**  
**ReStore Northeast Conference Room**  
**(6250 Tutt Blvd)**  
also offered virtually via [Zoom](#)

**June 5, 2023 at 5:45 p.m.**

**CALL TO ORDER, Ryan Panariso**

**OPENING DEVOTIONS, Ryan Mohling**

**ITEMS REQUIRING DISCUSSION AND/OR VOTE**

**Approval of April 3, 2023 Meeting Minutes—see Appendix, Ryan Panariso (Vote)**

**FY24 Board Composition, Ryan Teeples**

**Ratify 2nd Terms for:**

Rob Giunta  
Janna Mulder  
Candy Vandenberg

**Ratify 3rd Terms for:**

Jay Carlson  
Bill Wall

**Elect Officers**

**Candidates: (Vote as a slate)**

Eric Stolp (President)  
Joe DesJardin (Vice President)  
Janna Mulder (Secretary)  
Rob Giunta (Treasurer)

**At-Large:**

Ryan Panariso (former President)  
Jay Carlson

**Elect New Board Members—see Appendix (Vote)**

**Candidates:**

Tim Trowbridge  
Dave Warner

**FY24 Budget (Vote), Rob Giunta**

**Approve New Committee Descriptions—see Appendix (Vote), Ryan Panariso**

Advocacy (Ad Hoc)  
Home Repair

**Review of 6/year board meeting efficacy and determine frequency going forward (Vote), Ryan Panariso**

**Farewell & Presentation of Plaques, Ryan Panariso**

Joel Hamilton  
Martha Johnson  
Ryan Teeples

**ADDITIONAL INFORMATION:**

- **2023 Annual Board Self-Assessment:** please see Appendix for results.
- **A reminder of two board build volunteer opportunities, see Appendix for details.**
  - **Friday, June 16** - both morning and afternoon shifts available
  - **Saturday, October 14** - both morning and afternoon shifts available

# Board Minutes

CONFIDENTIAL

PPHFH Board Meeting  
(Virtual and in-person at The ReStore Northeast)  
Meeting minutes prepared by Karla Probert, acting Secretary.

Date: April 3, 2023

Board Members	Present?	Staff and Guests	Present?
Jay Carlson		<b>STAFF:</b>	
Joe DesJardin	Y	Kris Lewis, <i>Executive Director/CEO</i>	Y
Rob Giunta, <i>Treasurer</i>	Y	Karla Probert, <i>Executive Assistant</i>	Y
Joel Hamilton	Z	Jeff White, <i>Chief Programs Officer</i>	Y
Paul Hasty	Y		
Peter Hilts	Z		
Martha Johnson	Z		
Ryan Mohling	Z		
Janna Mulder, <i>Secretary</i>	excused		
Ryan Panariso, <i>President</i>	Y		
Chuck Smith	Y		
Eric Stolp, <i>Vice President</i>	excused		
Ryan Teeples	Y		
Tye Tutt	Z		
Candy Vandenberg	Y		
Bill Wall	Y		

**CALL TO ORDER:** The April 3, 2023, meeting of the PPHFH Board of Directors was called to order at 5:45 pm by Mr. Ryan Panariso, president.

**OPENING PRAYER & DEVOTION:** Mr. Jeff White opened with a devotion and prayer.

**APPROVAL OF MINUTES:** Motion made and seconded, and it was unanimously passed, to approve the February 6<sup>th</sup> meeting minutes, as presented.

**ITEMS REQUIRING DISCUSSION AND AND/OR VOTE**

**ReStore 3**

Mr. Panariso, in tandem with Mr. White, presented the business case for the proposed ReStore 3 as an eCommerce endeavor. It was noted that the proposal has already been approved by the ReStore, Finance, and Executive committees. It was clarified that an eCommerce ReStore 3 does not preclude a “brick and mortar” ReStore 4 in the future. Motion was made and seconded, and the board approved unanimously, to move forward as presented.

**Amendment of the Articles of Incorporation**

The Board was presented with a copy of proposed changes to the Articles of Incorporation to add verbiage from attorney Ellis Carter regarding environmental protection, especially as it relates to corporate social responsibility, and workforce development. Mr. Panariso outlined the reasoning behind the proposed changes and noted that these changes have been proposed through the ReStore committee as well as vetted and approved by ExCom. Motion was made and seconded, and it was unanimously approved, to ratify the amendments to the Articles of Incorporation as presented.

### **Amendments to the Bylaws**

Although included on the meeting agenda, Mr. Panariso tabled the discussion of the bylaws. Conversations will be held to clarify the language and direction of the bylaws and it will be brought back to the Board for approval thereafter.

### **Restatement of Pikes Peak Habitat's 401(k) Plan**

Motion was made and seconded, and it was unanimously approved, to ratify the restatement of the 401(k) plan.

### **Finance Policies**

Motion was made and seconded, and it was unanimously approved, to ratify the following slate of Finance Policies:

- Signature on Checks of \$75,000
- IT Policy
- Records Retention
- ReStore Gift Cards
- Capitalizing vs. Expensing

### **Annual Governance Committee Board and Officer Recruiting Report/Committee Composition Survey**

Mr. Teeples, Chair of the Governance Committee, noted that:

- The results of the Committee Composition Survey identified gaps in government connections, medical and legal backgrounds, and number of women serving.
- The annual board self-assessment will be conducted online this year. Links will be provided via email.
- The following people have expressed an interest in becoming members of the Executive Committee next year:
  - Ryan Panariso (At Large...Former President)
  - Jay Carlson (At Large)
  - Chuck Smith (President)
  - Eric Stolp (President)
  - Joe DesJardin (VP)
  - Rob Giunta (Treasurer)
  - Janna Mulder (Secretary)

Mr. Teeples will send an email to each of the candidates requesting a brief statement of intent and will gather that information and present that to the Board prior to voting for the Executive Committee in June.

**CLOSING STATEMENTS:** Mr. Panariso reminded board members to act on thank you notes in a timely manner and to email Emma when they have completed the notes. Moreover, he asked the Board to watch for forthcoming information and resources related to the April Donor Thank-a-Thon.

Mr. Panariso informed the Board about two honors that have recently been granted to Pikes Peak Habitat: The HFHI-recognized excellence of the Interfaith Build Program, resulting in Pikes Peak Habitat being invited to present on a panel of three regarding capacity building grant. Pikes Peak Habitat has also been invited to attend the "Nation of Bridge Builders/TeamUp" conference through Interfaith America.

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Discussion was held related to means to honor a large bequest. The board voted to take that discussion back to the Development Committee to determine best practices. A similar discussion was held related to land acquisition. It was clarified that fiscal or land recommendations should be taken to the appropriate committees for due diligence.

Meeting adjourned by Mr. Panariso at 6:44 p.m.

# **Items for Discussion/Vote**

## **Statements of Intent to Serve as officer on Pikes Peak Habitat's Executive Committee**

### **Jay Carlson (At Large)**

Thank you for the opportunity to submit my name for consideration as a member at large for the Executive Committee.

I have had interest in serving in the past but have had too many other time commitments to allow me to spend the time required to support this kind of position. I now find myself with room in my schedule to commit to this position.

I now have several years of experience serving on the Board of PPHFH along with the Restore committee and others and feel I can be of service to PPHFH by serving on the executive committee. I would like to lend my business and life experience to this effort and find creative ways to further the goals of our great organization.

### **Joe DesJardin (Vice President)**

God is calling me to serve on the Executive Committee. My background is civil engineer/ceo and am a public servant. I have served on lot selection, building, restore, president and interim EO at other affiliates. This opportunity is not a resume builder but rather to serve Pike Peak Habitat. I would be glad to serve as vice president and would love to be considered for president someday. I have enjoyed working with Kris, the Board, ReStore, and Lot Selection and can fit in where needed.

As Vice President, I look to fill the duties as outlined in our bylaws (fill in during absence, special assignments, etc). Additionally, I see the role of Vice President to be a cheerleader and lift the accomplishments of the organization. Since we are a growing organization, more than likely we will face growing pains. As Vice President, I will support the goals and objectives of the President to help changes occur smoothly and efficiently.

### **Rob Giunta (Treasurer)**

I have greatly appreciated the opportunity to serve with PPHFH over the past several years as a finance committee member and Treasurer. I know that I can do more than I have to support the organization and would love the chance to do that for the near future, so I would like to stay in my position as Treasurer for a few reasons. I feel that I have made significant progress in my understanding of not only the financial reports, but how this organization operates as a whole which will allow me to better contribute going forward through finance and possibility other committee involvement. Additionally, I enjoy working with the people on this board and the finance committee who I have developed relationships and rapport with. Most importantly, everything I see happening in this organization makes me want to do more to help people in general which tells me that my time, money, and effort are well spent here with you all. Thank you for your consideration.

### **Janna Mulder (Secretary)**

I would love to serve for another year as secretary of the Board. I have loved getting to know, understand, and be part of the way PPHFH serves our community and beyond. I am on the Family Selection Committee & love to see & meet some of our potential homeowners. I love the passion of our local board and our amazing staff and their passion is truly contagious! As a residential realtor in COS I believe in home ownership and being a part of PPHFH allows me to promote and contribute to the great need of affordable home ownership.

### **Ryan Panariso (At Large...Former President)**

My goal in serving as a Member-At-Large with the Executive Committee is to help PPH advance its mission. I would attempt to achieve this through the following activities: helping the new President in any way they need, be a coach to the new ExCom members, serve Kris and her staff, represent the Board to



the best of my abilities, participate in as many activities as time allows, and continue to build a foundation to help future Boards be successful in advancing our mission.

**Eric Stolp (President)**

I have a heart and passion to continue to serve Habitat for Humanity. I've been involved in the amazing work this organization provides here in the Pikes Peak region, out of state and internationally. The need for affordable housing crosses into every generation, race, gender and ethnicity. It is my intention to serve as President to be a part of the affordable housing solution here in the Pikes Peak Region and to serve the community through advocacy and action.

As President, I will work in accordance to the bylaws and continue to push Pikes Peak Habitat towards the goals set in our strategic plan. Working alongside the Executive Director, it is my personal mission to serve, strengthen and represent PPHfH in a way that properly embodies the Board of Directors in our community. With Executive Committee experience, serving as the VP as well as a member at large, I will use my skills, passion and robust community relationships to strongly advocate the need for affordable housing here in the Pikes Peak Region.

**Ryan Mohling** – retiring from ExCom

**Peter Hilts** – retiring from ExCom



### **Tim Trowbridge**

Tim is a retired aerospace engineer with over 40 years of experience in DoD contracting. He holds a BS in Aeronautical & Astronautical Engineering from Purdue University, an MS in Space Systems Engineering from UCCS and has completed graduate coursework in non-profit management from Webster University.

Tim's non-profit experiences began many years ago when he served on the grant committee for the Colorado Springs element of the Northrop Grumman Employees Charity Organization (ECHO) and was selected to serve on ECHO's Board of Directors. Tim began his association with Habitat for Humanity and the cause of affordable housing in 2001. He has served on the Board of Directors for both Pikes Peak Habitat for Humanity (PPHFH) and Habitat for Humanity of Colorado (HFHC) rising to become President of both boards in time. [Additionally, Tim currently serves on Pikes Peak Habitat's Finance, Site Selection, and Restore Committees, as well as serving on Habitat for Humanity International's Policy Committee and Habitat for Humanity Colorado's Advocacy Committee.] He also previously served as President of the Board for the Urban League of the Pikes Peak Region (ULPPR).

In 2018 Tim was appointed to the U.S. Policy Committee of the U.S. Council which proposes new policies and policy revisions to the U.S. Council and HFHI for all U.S. Habitat affiliates. Through all of this Tim has also continued to volunteer on multiple committees for both PPFH and HFHC.

Tim also currently serves as a Commissioner on the El Paso County Planning Commission and was an influential member of the Master Plan Advisory Committee that drafted and proposed the recently adopted “Your El Paso Master Plan” – the county-wide development guidance document.

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April 14, 2023

Sent via e-mail to: [RPanariso@banksanjuans.com](mailto:RPanariso@banksanjuans.com)

Ryan Panariso  
Board Member  
Pikes Peak Habitat for Humanity ("PPHfH")  
2802 N. Prospect Street  
Colorado Springs, CO 80907

Re: Letter of Interest and Biography to Join the PPHfH Board

Dear Ryan:

As we discussed, I have an interest in serving on the Board of PPHfH ("Board") again. As you know, I termed off the Board after serving over 12-years of service. After that, I joined the Habitat for Humanity of Colorado Board, and I am currently serving on a second term with them.

I have always been drawn to affordable housing, and the fact that it helps deserving families with a hand up. I am also partial to home ownership versus rentals since it is a way to accumulate wealth and participate in the "American Dream" of homeownership.

The following are some key points that would give me experience to contribute.

- I have served on the Board of Directors for PPHfH for over 12 years
- I am a former Treasurer, VP, and President of that Board
- Served on the Finance Committee (former Chairman, currently serve), ReStore (currently serve), Site Selection (currently serve) and contributed to other committees over the years.
- Received the Golden Hammer award in 2008
- Finally, I have been instrumental in getting donors to develop or sell land to PPHfH for home subdivisions over the years.
  
- Currently serve on the Board of Habitat for Humanity of Colorado (HFHC).
- Currently VP, and expect to be President within the year.
- I Chair the Sustainability Committee, and work on the Finance Committee
- I helped the Executive Director establish the Revolving Loan Fund through CHFA, HFHC funds, and a private bank. It has expanded to >\$3MM for purchase of land, construction of homes, buybacks of affordable housing units to keep them in the affordable stock, and provide operating funds available for the 25 affiliates across the state of Colorado.

- My career has been in real estate and commercial financing for 42 years.
- I spent 5 years with 1<sup>st</sup> National Bank of Chicago which eventually morphed to Bank One while I was there, and is now Chase.
- In Chicago, I managed the Community Development Banking Division for 5-years and specialized in financing affordable housing in low- mod-areas of Chicago.
- While in Chicago from 1994-1999 I was a board member of the Chicago Assoc. of Neighborhood Organizations (CANDO), board member of Rogers Park Builders Group, Loan Committee Member and successor to the Chairman of CRA based Community Investment Corporation (CIC) which financed low- mod-income affordable housing with other banks such as Northern Trust, LaSalle Bank, Harris Bank, and 1<sup>st</sup> National Bank of Chicago. I was the VP of 1<sup>st</sup> Chicago Neighborhood Corp. which was the investment arm aimed at affordable housing equity. Finally, I also was a Board Member at the Brass Foundation which was a methadone treatment organization.
- Other Leadership accomplishments include graduating from the Graduate School of Banking at CU in 2010, completion of Leadership Pikes Peak Signature Class of 2015, former member of the Government Affairs Committee for Colorado Bankers Assoc., former Board Member of HBA in Colo Springs and headed up Parade of Homes Committee for 2-years, former Board Member, Treasurer and Board Member of the Colorado Springs Apartment. Assoc.

I have always strived to be active in the communities that I worked. And, I have had a passion for affordable housing for about 30-years. I am open to new ideas and new ways of doing things better. My experience is a steppingstone, not an obstacle to working with the organization as it operates today. It would be an honor to be considered for a Board position at Pikes Peak Habitat for Humanity.

Sincerely,

*David C. Warner*

David C. Warner

## Pikes Peak Habitat for Humanity FY24 Preliminary Budget General Information

### Budget Highlight Points

FY24 closing on seven homes vs five in FY23 (which affects various revenue and expense line items for an increase over FY23).

Pulling eight permits and starting construction on eight additional lots.

FY24 includes two new positions.

FY24 Repair Program growth of 69 projects vs 10 in FY23.

Various expense line items are increased in FY24 due to ReStore E-Commerce and growth of programs.

Four loan mortgage sales to offset CIP and repair expenses.

Compensation/benefits/taxes increase of 16% from FY23.

### What is the estimated value of the 4 mortgages to be sold?

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?

FY24 average cost to build a 3-bedroom home with a 1-car garage at Sand Creek is \$300,000.

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

### Estimated sales price per home:

July @ \$325,000

October @ \$303,000

December @ \$319,000

February @ \$172,000

April @ \$252,000

June @ \$252,000

June @ \$252,000

Wage increase is due to the results of the compensation survey and two new positions.

Increase in FY24 of wages/benefits/taxes is \$442,275 - 16%.

### Estimated average CHR repair cost per home:

Cost per home is estimated between \$1,400 - \$9,500 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 FY24 budget. Interest rate is 3.98%.

## Pikes Peak Habitat for Humanity FY24 Preliminary P&L Budget Highlights

### **Revenue:**

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The budget for RSS for 2024 is a flat budget as the store is 4.5% below current year budget but we are optimistic it will rebound with use of more purchased products. RSNE budget is showing a small increase due to increased store awareness. Total budget is higher for 2024 due to the addition of an E-Commerce platform.

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

FY24 grants include an increase from HFHCO, Silver Key, and Home Funds.

Sale of four mortgages through Habitat Colorado's program at discount less than 2%, which is approximately half of the seven loans budgeted to close in FY24.

Potential PPHFH homeowner payoff/sale(s) and 3rd party payoff discount is expected in FY24. Current history has been 1 - 3 homeowners paying off their 1st mtg at various amounts.

Monthly investment dividend continues to fluctuate with the market and interest rates.

### **Expenses/CIP:**

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

In FY24 closing on seven constructed homes vs five in FY23, pulling permits/starting construction on eight additional lots.

FY24 cost of materials for home construction is projected to be in the same range of FY23.

Repair program increase is due to the growth of the home repair program and FY24 is projected at 69 vs FY23 at 10 repairs.

FY24 increase of .77% in HFHI's interest rate and closing on more homes.

New hires included in this budget consists of: Human Resources Manager and Grant Manager (grant manager position is responsible to bring in revenue at 2X's their 1st year of compensation).

All positions across the affiliate have been reviewed for necessity and positive impact for current stabilization and future growth. All positions in the FY24 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 supporting two stores. As of June 2020 the outsourcing of loan servicing continues to support HOS's. Loan origination also outsourced.

### **Potential Risks & plans to address shortfalls:**

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Any revenue or donations that don't come in as planned due to unforeseen circumstances, lead to and review by the directors to create an alternative plan to stay within the approved budget.

Selling 75% of the FY24 mortgages to address pitfalls arising from donation shortfalls or continued escalating construction costs.

**Pikes Peak Habitat for Humanity**  
**CASH - FY24 Budget Summary**  
**For Fiscal Year Ending June 30, 2024**

<b>Revenue</b>	FY24 Budget Total	FY23 Budget Total	FY23 Year-end Projection	Budget Variance Notes
Contributions	571,554.00	491,950.00	495,576.09	FY24 increase is due to an increase in appeals, campaigns, and sponsorships.
Grants	781,750.00	692,304.00	682,332.53	FY24 increase is due to additional government and HFHCO funding available.
ReStores (South/Northeast/e-Commerce)	3,594,237.71	3,273,880.00	3,175,133.97	FY24 includes ReStore E-Commerce sales.
Other	144,900.00	18,100.00	91,500.10	FY24 increase is due to the interest rate(s), receiving additional rebates, and repair program growth.
Loan Sale(s)	1,000,000.00	565,000.00	487,000.00	FY24 increase is due to additional loan sales with a higher principal balance payoff(s).
Homeowner Prin Mthly Transfer/Payoffs	378,600.00	585,000.00	411,173.23	FY24 budget includes the continuation of homeowner principal payments and anticipating fewer existing older mortgage payoff(s).

<b>Total Revenue/Cash Inflow</b>	<b>6,471,041.71</b>	<b>5,626,234.00</b>	<b>5,342,715.92</b>
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<b>Expense</b>	FY24 Budget Total	FY23 Budget Total	FY23 Year-end Projection	Budget Variance Notes
Compensation/Benefits/Contract Labor/VISTA	3,126,912.02	2,684,637.00	2,366,392.87	FY24 budget variance is due to new positions, compensation survey adjustments, and annual benefit increases.
Professional Development/Conferences/Mileage/Advocacy	143,665.44	98,971.00	73,769.97	FY24 increase due to advocacy growth, more trainings and employee travel expenses.
Fundraising/Advertising/Printing	223,836.21	254,565.00	255,866.58	FY24 decrease is due to moving to internal social media production.
Noncapital Program Costs	635,940.30	350,647.00	350,585.58	FY24 increase is due to construction needs, growth of repair program, and anticipated projects.
Insurance	237,038.98	197,676.00	200,023.25	FY24 budget covers the annual increase for the yearly insurance policies.
Loan Interest	125,277.85	134,162.00	129,001.23	FY24 decrease is due to ReStore South loan being paid off.
Occupancy - Building/Supplies/Postage/Admin/IT	377,729.33	278,452.00	282,072.51	FY24 increase is due organization growth (additional overhead, postage, etc.).
Professional Fees/Subscriptions/Memberships	78,389.35	38,620.00	24,597.70	FY24 increase due to advocacy growth, yearly renewals, more professional development, and employee travel expenses.
Professional Services (Audit/Legal/Payroll)	32,245.00	31,402.00	29,379.92	FY24 no value change to note.
Inventory Purchased Goods/Consignment	225,000.00	268,900.00	225,380.00	FY24 increase is steady with FY23 year-end projected cost of goods sold.



**Pikes Peak Habitat for Humanity**  
**CASH - FY24 Budget Summary**  
**For Fiscal Year Ending June 30, 2024**

<b>Revenue</b>	FY24 Budget Total	FY23 Budget Total	FY23 Year-end Projection	Budget Variance Notes
Tithe	120,000.00	115,000.00	118,000.00	FY24 budget includes tithing on increased unrestricted income.
Loan Principal Pmts	62,050.67	65,645.00	53,467.51	FY24 budget is the amount due from the amortization schedule.
Construction in Progress (CIP)	1,437,760.56	990,000.00	917,664.72	FY24 budget includes closing on seven homes vs five in FY23.
<b>Total Expenses/Cash Outflow</b>	<b>6,825,845.71</b>	<b>5,508,677.00</b>	<b>5,026,201.84</b>	
<b>Net Cash Inflow</b>	<b><u>(354,804.00)</u></b>	<b><u>117,557.00</u></b>	<b><u>316,514.08</u></b>	

4/30/2023 Balance Sheet Cash	1,404,858.46
4/30/2023 Balance Sheet Investment	1,333,790.88
4/30/2023 Balance Sheet Ending Cash	<u>2,738,649.34</u>

Pikes Peak Habitat for Humanity  
**P&L - FY24 Budget Summary**  
For Fiscal Year Ending June 30, 2024

	Admin	Strategic Partnerships	Mortgage Activity	ReStore South	ReStore Northeast	ReStore eCommerce	Programs	FY24 Total	FY23 Budget Total	FY23 Yr End Projection	Budget Variance Notes
<b>Revenue</b>											
Contributions		571,554.00					-	571,554.00	491,950.00	495,576.09	FY24 increase is due to an increase in appeals, campaigns, and sponsorships.
Grants		781,750.00					-	781,750.00	692,304.00	682,332.53	FY24 increase is due to additional government and HFHCO funding available.
ReStore				2,168,620.00	1,162,000.00	263,857.71	-	3,594,477.71	3,274,120.00	3,175,133.97	FY24 includes ReStore E-Commerce sales.
In-Kind		800.00					132,350.00	133,150.00	171,265.00	100,708.41	FY24 decrease is due to more reasonable asks.
Home Mortgage Activity			2,668,400.00				-	2,668,400.00	1,907,552.00	1,926,639.76	FY24 increase is due to closing on seven homes vs five in FY23.
Other		34,400.00	900.00				109,600.00	144,900.00	192,100.00	91,500.10	FY24 decrease is due to fewer homeowner payoffs.
<b>Total Revenue/Cash Inflow</b>	-	<b>1,388,504.00</b>	<b>2,669,300.00</b>	<b>2,168,620.00</b>	<b>1,162,000.00</b>	<b>263,857.71</b>	<b>241,950.00</b>	<b>7,894,231.71</b>	<b>6,729,291.00</b>	<b>6,471,890.86</b>	
<b>Expense</b>											
Cost of Homes Sold							1,950,000.00	1,950,000.00	1,510,000.00	1,292,793.80	FY24 budget includes closing on seven homes vs five in FY23.
Mortgage Activity			1,296,369.77				-	1,296,369.77	643,773.00	788,620.07	FY24 increase of .77% in HFH's interest rate and closing more homes.
Compensation/Benefits/Contract Labor	380,344.38	585,278.00		935,408.16	413,289.10	96,812.54	715,779.84	3,126,912.02	2,684,637.00	2,366,392.87	FY24 budget variance is due to new positions, compensation survey, increase for wages and benefits.
Professional Development/Conf's/Mileage/Advocacy	38,285.44	32,540.00		23,300.00	12,400.00	1,800.00	35,340.00	143,665.44	98,971.00	73,769.97	FY24 increase due to advocacy growth, more trainings and employee travel expenses.
Fundraising/Advertising/Printing	2,000.00	63,660.00		70,500.04	62,980.00	16,702.17	7,994.00	223,836.21	254,945.00	255,866.58	FY24 decrease is due to moving to internal social media production.
Noncapital Program Costs	17,796.00	-	-	102,426.98	31,888.67	2,860.00	480,968.65	635,940.30	338,452.00	350,585.58	FY24 increase is due to loan sale fees, construction needs, growth of repair program, and anticipated projects.
Insurance	24,001.00	29,600.00		99,567.66	37,424.32		46,446.00	237,038.98	203,129.00	200,023.25	FY24 budget covers the annual increase for the yearly insurance liability/E&O/auto and workers comp.
Loan Interest					125,277.85		-	125,277.85	134,161.96	129,001.23	FY24 decrease is due to ReStore South loan being paid off.
Occupancy - Building/Supplies/Postage/Admin/IT	34,933.11	54,524.92		108,582.50	70,512.50	57,575.42	51,600.88	377,729.33	279,651.00	282,072.51	FY24 increase is due organization growth.
Professional Fees /Subscriptions/Memberships	4,828.61	4,226.36	-	7,291.57	5,035.72	50,000.00	7,007.09	78,389.35	38,620.00	24,597.70	FY24 increase due to advocacy growth, yearly renewals, more professional development, and employee travel expenses.

Pikes Peak Habitat for Humanity  
**P&L - FY24 Budget Summary**  
For Fiscal Year Ending June 30, 2024

	Admin	Strategic Partnerships	Mortgage Activity	ReStore South	ReStore Northeast	ReStore eCommerce	Programs	FY24 Total	FY23 Budget Total	FY23 Yr End Projection	Budget Variance Notes
Depreciation (Bldg./Equip/Vehicle/Software)				62,432.32	145,804.84		3,740.00	211,977.16	212,960.00	213,990.62	FY24 no change to note.
Professional Services (Audit/Legal/Payroll)	43,045.00						-	43,045.00	31,403.00	40,179.92	FY24 increase includes anticipated additional legal services.
Purchased Goods/Consignment				172,470.21	89,333.34		-	261,803.55	244,000.00	256,965.15	FY24 increase is steady with FY23 year-end cost of goods sold.
Tithe							120,000.00	120,000.00	115,000.00	118,000.00	FY24 budget includes tithing on increased unrestricted income.
<b>Total Expenses/Cash Outflow</b>	<b>545,233.54</b>	<b>769,829.28</b>	<b>1,296,369.77</b>	<b>1,581,979.44</b>	<b>993,946.34</b>	<b>225,750.13</b>	<b>3,418,876.46</b>	<b>8,831,984.96</b>	<b>6,789,702.96</b>	<b>6,392,859.25</b>	
<b>Net Gain/(Loss)</b>	<b>(545,233.54)</b>	<b>618,674.72</b>	<b>1,372,930.23</b>	<b>586,640.56</b>	<b>168,053.66</b>	<b>38,107.58</b>	<b>(3,176,926.46)</b>	<b>(937,753.25)</b>	<b>(60,411.96)</b>	<b>79,031.61</b>	



## ***Volunteer Position Description: Advocacy Ad Hoc Committee Member***

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### **PURPOSE**

***Advocacy Ad Hoc Committee.*** This ad hoc committee shall provide guidance on strategy and actions to advocate for just and fair housing policy, to eliminate the constraints that contribute to poverty housing, and to put shelter on hearts and minds in such powerful ways that poverty housing becomes socially, politically, and religiously unacceptable. Advocating for sustainable and inclusive policies and systems that promote access to decent housing is critical to achieving Pikes Peak Habitat's vision of a world where everyone has a decent place to live.

### **CHAIR**

TBD  
Phone number  
Email

### **STAFF**

Kris Lewis  
719.475.7800 x 104  
[kris@pikespeakhabitat.org](mailto:kris@pikespeakhabitat.org)

### **MEMBERS**

The Committee shall be an ad hoc committee of the Board of Directors. The membership of the Committee shall consist of a minimum of one member of Pikes Peak Habitat's Board of Directors, who shall serve as the Committee Chair. Committee members and the Executive Director/CEO may appoint additional members from the community at large, provided they possess the skills necessary to effectively engage in the goals and responsibilities of this committee. Committee members should possess expertise in a diverse representation of areas that include, but are not limited to, program expertise, political leadership, public policy, advocacy, media, and communications. The Committee may invite any other relevant person to attend meetings and provide information, as necessary.

### **FREQUENCY**

The Committee shall hold regular meetings at least four times each year and more frequently as circumstances require. The Committee shall provide a report of its activities to the Board of Directors at least annually.

### **RESPONSIBILITIES**

- Track and report to the board on advocacy issues and strategies.
- Work with Executive Director/CEO to prepare annual advocacy agenda (including public policy priorities and action plans for both short- and long-term goals) for presentation to the board of Directors for approval. Steps include:
  - Collection of basic information on relevant issues, related legislation, and potential action steps
  - Discussion and analysis of the information
  - Development of recommendations for local legislative priorities and actions
  - Coordinate with Habitat for Humanity Colorado for development and support of state legislative priorities and actions, as well as with Habitat for Humanity International Government Relations and Advocacy for support of federal legislation
- Oversee implementation of adopted advocacy agenda, including action items.
- Provide guidance and education to the Board of Directors on vital issues regarding legislation, fiscal appropriation, and policy.
- Implement advocacy training for the Board of Directors, committee members, and Pikes Peak Habitat staff, as needed.
- Assist in building relationships and key alliances with community and government leaders to influence public awareness, policies, budgets, and systems that advance access to adequate, affordable housing.
- Assist in identifying trends in homeownership and community housing needs and potential policy-based solutions.
- Prepare advocacy-related fact sheets, opinion papers, op-eds, and articles, as needed.
- Assist as needed in communicating advocacy priorities and strategies to the press, community, elected officials, and other Habitat affiliates.



## ***Volunteer Position Description: Advocacy Ad Hoc Committee Member***

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- Participate actively in Pikes Peak Habitat advocacy events including the annual Legislative Day and Legislative Build Day.
- Recommend participation in coalitions and campaigns that relate to the Habitat for Humanity mission and programs.
- Stay up-to-date on federal and state nonprofit lobbying guidelines.
- Create metrics to measure and articulate Pikes Peak Habitat's impact on transforming lives and the ripple effect that impact has on the entire community.

### **RESOURCES**

Upon approval of the Board of Directors, and within the scope of the fiscal year budget, the Committee shall have the authority to retain and compensate consultants or advisors to advise the Committee and assist it in fulfilling its duties and responsibilities. The Committee may create subcommittees and vest those subcommittees with the authority of the Committee with respect to specific matters delegated to such subcommittees.

### **EXPECTATIONS**

- Members shall be expected to commit to at least one two-year term beginning in July.
- Make the appropriate time commitment to attend and participate in meetings, with additional time as required for other preparation, advocacy events, and special projects.
- Be prompt and attend a minimum of 90% of the Advocacy Committee meetings. If it is necessary to be absent (i.e. an unavoidable work situation or illness) the member will inform the committee chair or staff. No more than two unexcused committee meetings within a 12-month period.
- Respond to calls-to-action in a timely manner.

### **QUALIFICATIONS**

- Commitment to Habitat for Humanity's mission, vision, goals, and programs
- Enthusiasm for, and a passion to share, Pikes Peak Habitat and its story
- Understanding of legislative advocacy processes
- Knowledge of current poverty and affordable housing issues impacting El Paso County; knowledge across state and national levels is beneficial
- Ability to analyze information related to policy issues
- Willingness to participate actively in Pikes Peak Habitat's advocacy initiatives
- Ability and willingness to establish and maintain excellent working relationships with elected officials irrespective of party affiliation, as well as ability to sustain collegial and friendly working relationships with Pikes Peak Habitat staff and fellow Advocacy Committee members
- Strong communication skills

### **TRAINING**

- BoardSource.org (contact staff for access) online training
- MyHabitat.org online training; extensive advocacy-specific training modules available
- Habitat for Humanity Colorado training on a wide variety of topics
- Annual advocacy-specific training through Habitat for Humanity Colorado and Habitat for Humanity International training preceding "Legislators Day" and "Habitat on the Hill", respectively
- Colorado Secretary of State Nonprofit Board Member Course.

Approved by the Board of Directors:



## ***Volunteer Position Description: Home Repair Committee Member***

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### **PURPOSE**

The Home Repair Committee of Pikes Peak Habitat (PPHFH) provides a source of expertise in home repairs, remodel, accessibility accommodations, and general residential construction. The Home Repair Committee will ensure that activities effectively accomplish the mission of providing Home Repairs that focus on Health, Safety and Accessibility for the homeowners.

### **CHAIR**

TBD

### **STAFF**

Leah Cowles

719.475.7800 x109

[Leah@pikespeakhabitat.org](mailto:Leah@pikespeakhabitat.org)

### **BYLAWS ARTICLES OPERATIONAL COMMITTEES**

(i) *Formation.* The Board of Directors shall, by resolution adopted by a majority of the number of directors fixed in accordance with Section 3 of this Article III, designate from among its members the following committees: (a) Executive Committee, (b) Resource Development Committee, (c) Finance Committee, (d) Family Selection & Services Committee, (e) Construction Committee, (f) Faith Relations Committee, (g) Governance Committee, (h) ReStore Committee, and (i) Home Repair Committee. The standing committees set forth in the foregoing sentence shall have the composition, powers and duties set forth in Article IV, below. The Board of Directors may, by resolution adopted by a majority of the number of directors fixed in accordance with Section 3 of this Article III, designate from among its members one or more other committees. The president shall be an ex-officio member of all committees.

(ii) *Classifications; Reporting.* The following committees shall be "**Operational Committees**": (A) Resource Development Committee, (B) Family Selection & Services Committee, (C) Construction Committee, (D) Faith Relations Committee, and (E) ReStore Committee (F) Home Repair Committee. Each Operational Committee shall report directly to the executive director of the Corporation and shall receive direction from the executive director of the Corporation. Notwithstanding the foregoing, (I) each Operational Committee shall regularly report its activities to the Board of Directors and (II) each member of an Operational Committee shall comply with all of his or her duties and responsibilities as a director in conducting all of his or her activities as a member of such Operational Committee.

(iii) *Authority.* Each committee may, to the extent provided in these Bylaws or in the resolution of the Board of Directors forming such committee, and except as may be limited by statute, exercise any of the authority of the Board of Directors. Such delegation of authority shall not relieve the Board of Directors or any member thereof from any responsibility imposed by law.

(iv) *Meetings; Notice.* Regular meetings shall be planned for 1 hour weekly at the determination of the committee members. This weekly meeting will be via Zoom. At least 2 meetings will take place in person annually. Special meetings of any such committee may be called by any member thereof upon not less than one day's notice stating the place, date and hour of the meeting, such notice may be given by e-mail to each member of the committee.

### **MEMBERS**

Committee Chair (selected by the Home Repair Program Manager or committee members), Secretary, Promotion Specialist, 2 general members of the committee, the Home Repair Project Supervisor and Home Repair Program Manager. When possible, representation shall include the disciplines as outlined in the Community Role Descriptions document. Others may be invited to join, so that membership continues to grow to meet additional needs of the committee and PPHFH. Members of the Committee shall be approved by the chair with advice and consent from the Home Repair Program manager as well as the Home Repair Project Supervisor. The board president is an ex-officio member.



## *Volunteer Position Description: Home Repair Committee Member*

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### **FREQUENCY**

Meets weekly or Bi-weekly via Zoom, as needed. Day and time to be determined by the committee.

### **RESPONSIBILITIES**

- Work in concert with other Committee members to provide expertise and ideas for best practices for repair projects.
- Ensure that building projects are designed to meet needs of recipient families.
- Ensure that building projects are designed to meet building codes.
- Assist in selecting home repair projects, and prioritizing work based upon needs and funding sources.
- Partner with Pikes Peak Habitat for Humanity Staff as necessary for special projects, problem solving, and consultation.
- Serve as an ambassador to the local community for PPHFH. Open doors in personal networks.
- Stay informed about PPHFH events and projects.
- *Chair:* Implement meeting agendas (with Home Repair Program Manager), chair and conduct Committee meetings, represent PPHFH to the community at large, serve as a role model and leader among Committee members, provide periodic status updates to staff, Committee and community.
- *Home Repair Program Manager:* Act as liaison between the Committee and PPHFH, create agenda (with Chair).
- *Secretary:* coordinate meeting and event logistics, maintain contact list, share meeting minutes, provide support and resources to Committee.
- *Promotion Specialist:* research and coordinate outreach for partnerships funding sources and collaboration within El Paso County.

### **EXPECTATIONS**

- Members shall be expected to commit to at least one two-year term.
- Make the appropriate time commitment to attend and participate in meetings, with additional time as required for other preparation and special projects – providing periodic status updates in Committee activities and assignments.
- Be prompt and attend all meetings of the Home Repair Committee. If it is necessary to be absent (i.e. an unavoidable work situation or illness) the member will inform the committee chair or staff. No more than five unexcused committee meetings within a 12-month period.

### **QUALIFICATIONS**

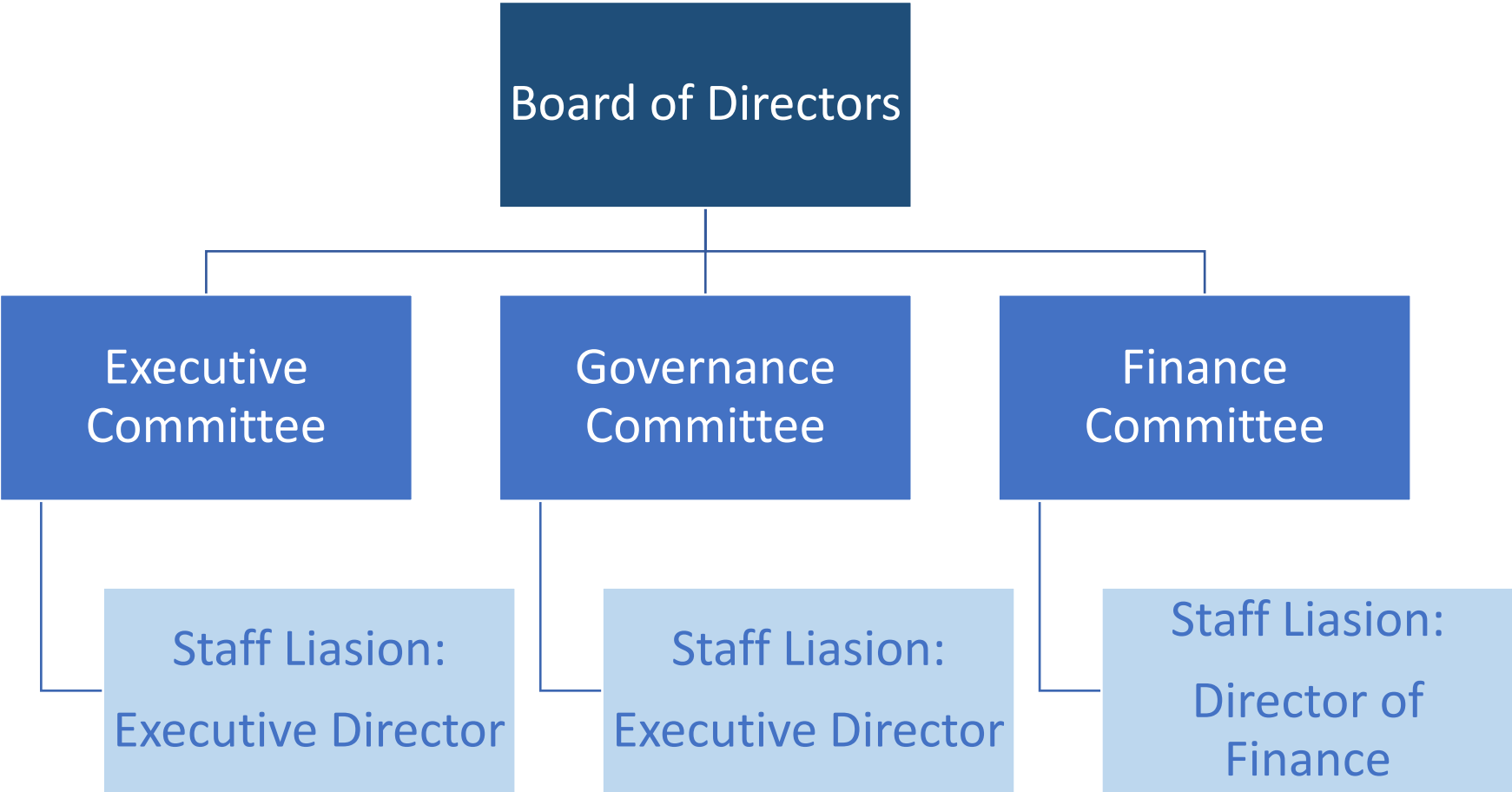
- Enthusiasm for PPHFH and the Habitat story.
- Understanding of the Habitat mission / philosophy and wishing to promote it. An interest in aging in place, service to the Veteran community, service to the lower income community and affordable housing issues in El Paso County and the drive for change.

### **TRAINING**

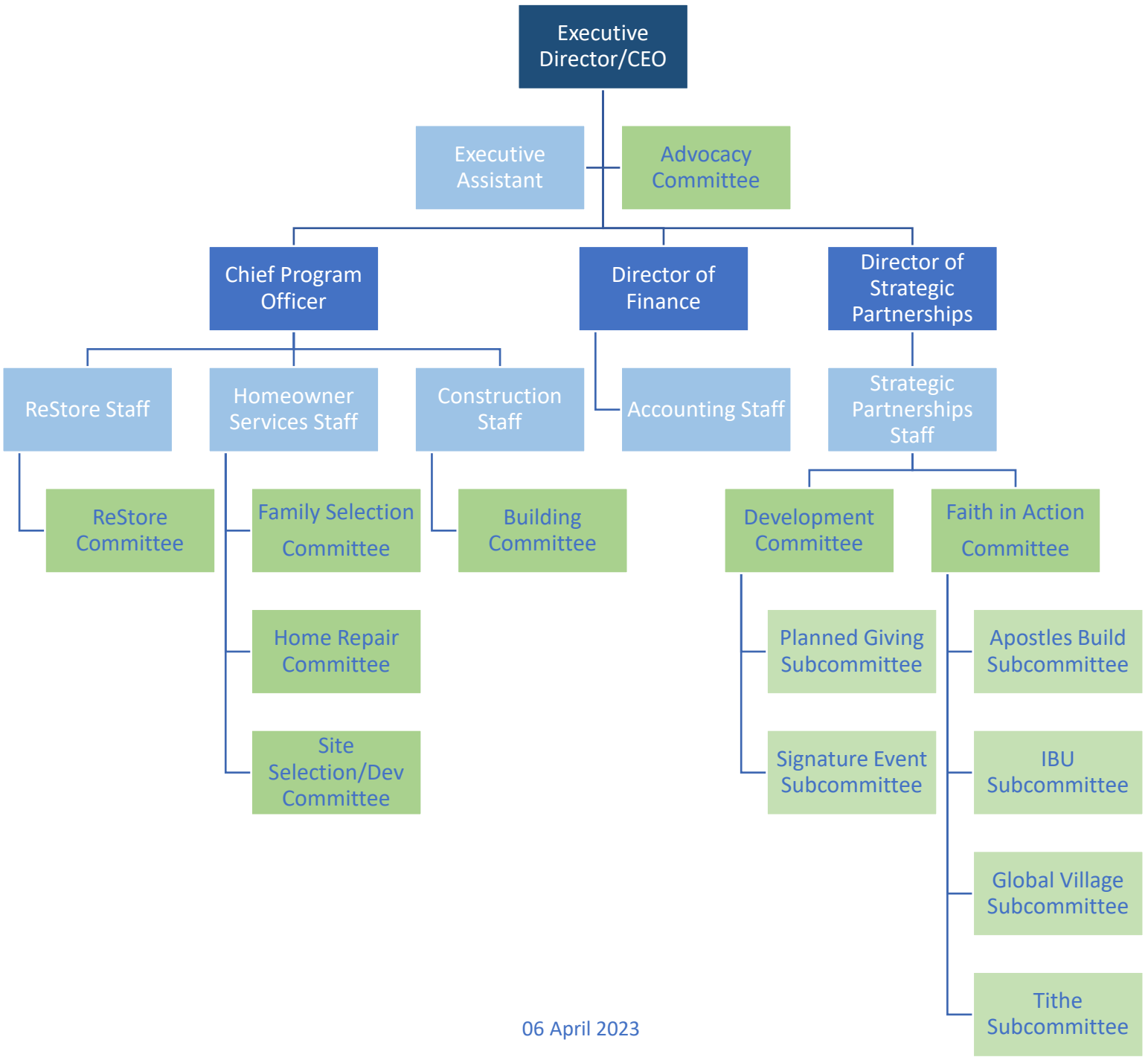
- Orientation, Prospective Member Visit.

### **BENEFITS TO YOU**

- Being personally rewarded by giving back to the community.
- Gaining opportunities to network, meet new friends, and establish professional contacts and references.
- Work with other professionals to ensure El Paso County's low-income families have the opportunity to safe housing.
- Access to Habitat for Humanity training resources such as HFH Knowledge Center and HabitatLearns.







# **Financials & Related Reports**

# FY 2023 Operations Dashboard

April 2023

## Current Profit and Loss Highlights

Current Net Income (Loss)	\$	314,181
YTD Income (Loss)	\$	84,126



Board of Directors

## Balance Sheet Summary

ASSETS		
Current Assets		
Checking/Savings	\$	1,404,858
Investment Cash/Equivalents		15,391
Investment Securities		1,318,400
Accounts Receivable		36,967
Other Current Assets		2,544,485
<b>Total Current Assets</b>	<b>\$</b>	<b>5,320,101</b>
Fixed Assets	\$	5,963,353
Other Assets		2,693,743
<b>TOTAL ASSETS</b>	<b>\$</b>	<b>13,977,197</b>
LIABILITIES & EQUITY		
Liabilities		
Total Current Liabilities	\$	377,483
Long Term Liabilities		3,448,100
<b>Total Liabilities</b>	<b>\$</b>	<b>3,825,583</b>
Total Equity		10,151,614
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$</b>	<b>13,977,197</b>

## Finance Committee Notes

*Current net income (loss):*  
 April was a positive month  
 RS's NI YTD remains solid  
 Contributions and grants YTD continue to be higher than budget  
 Investment account had a slight positive impact on the revenue for the month  
 YTD net income is currently negative, due to the market fluctuation in the investment account and various line items timing of actual vs budget allocation

## Available Cash Balance

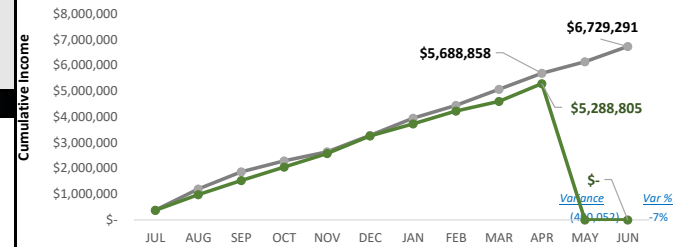
Operations	\$	1,404,858	51%
Short Term	\$	119,725	4%
Long Term	\$	1,214,066	44%
<b>Total</b>	<b>\$</b>	<b>2,738,649</b>	

## Pending Major Disbursements

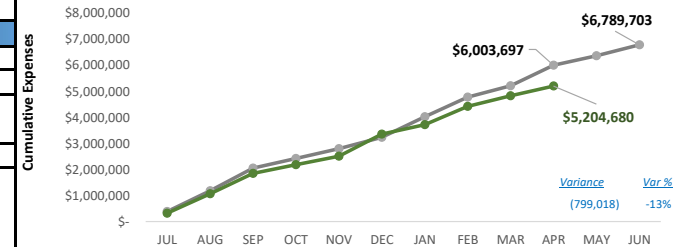
Item	May-23	Jun-23	Jul-23
<b>Total</b>	-	-	-

→ 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

### Current Donation Performance

FY 2023	Actual	Budget	Variance	Var %
Indiv	\$ 12,659	\$ 28,560	\$ (15,901)	-56%
Bequest	\$ -	\$ -	\$ -	-
Corps	\$ 5,538	\$ 17,500	\$ (11,962)	-68%
Grants	\$ 74,285	\$ 5,072	\$ 69,213	1365%
Other	\$ 5,678	\$ 1,364	\$ 4,314	316%
<b>Total</b>	<b>\$ 98,161</b>	<b>\$ 52,496</b>	<b>\$ 45,665</b>	<b>87%</b>

FY 2022	\$ 22,414	\$ 43,400	\$ (20,986)	-48%
FY 2021	\$ 75,990	\$ 115,800	\$ (39,810)	-34%

### YTD Donation Performance

FY 2023	Actual	Budget	Variance	Var %
Indiv	\$ 330,638	\$ 306,830	\$ 23,808	8%
Bequest	\$ -	\$ -	\$ -	100%
Corps	\$ 85,467	\$ 118,000	\$ (32,533)	-28%
Grants	\$ 537,618	\$ 442,102	\$ 95,516	22%
Other	\$ 19,560	\$ 17,272	\$ 2,288	13%
<b>Total</b>	<b>\$ 973,283</b>	<b>\$ 884,204</b>	<b>\$ 89,079</b>	<b>10%</b>

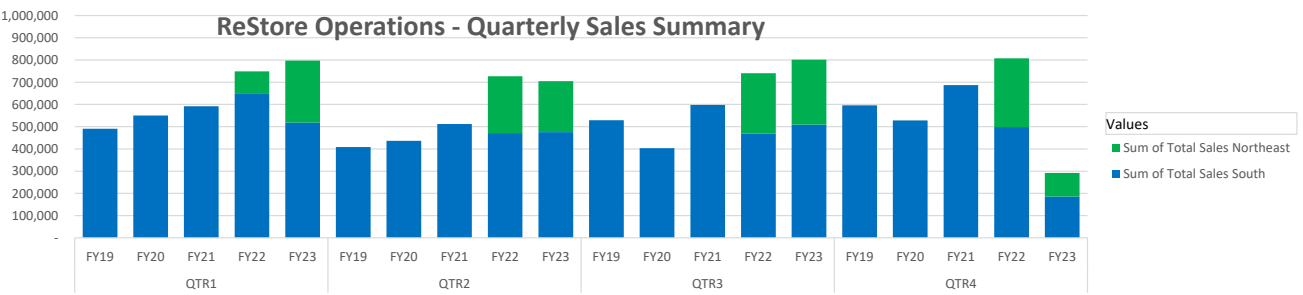
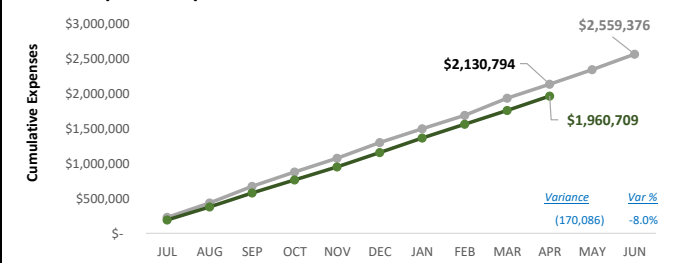


## ReStore Operations - Income & Expense Performance

### ReStore Ops YTD Income Performance



### ReStore Ops YTD Expense Performance

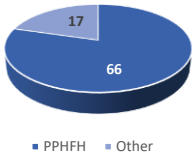


## Homeowner Services

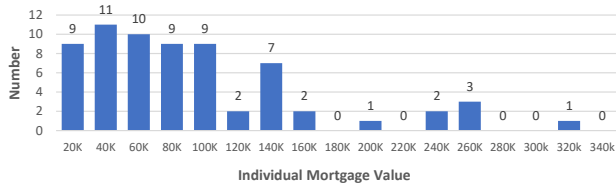
Total Active Mortgages: 83

Total Portfolio Value: \$5,565,318

Loans Serviced



66 Active PPHFH Mortgages



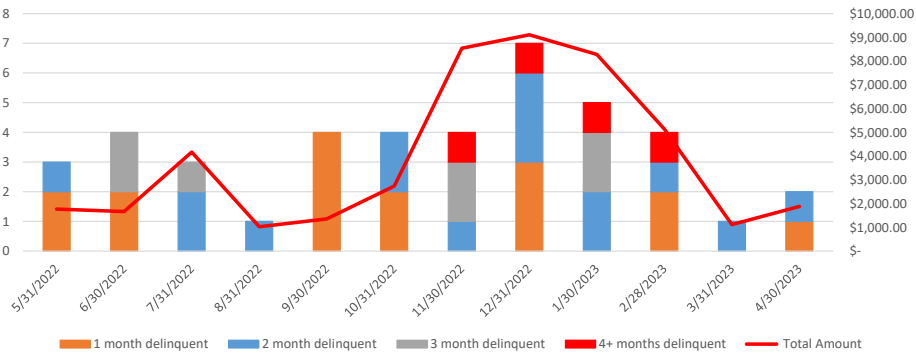
## Delinquency Report

Current Status ▲

- ▲ Healthy
- ▲ Needs Attention
- ▲ Major Problem

MONTHS DELINQUENT	# Loans	\$Amt	% portfolio at risk
Less than 1 month behind	0	\$ -	0.00%
Last month	0	\$0.00	0.00%
1 month behind	1	\$ 760.43	0.00%
2 months behind	1	\$ 1,117.12	2.50%
3 months behind	0	\$ -	2.50%
4+ months behind	0	\$ -	1.25%
<b>Total</b>	<b>2</b>	<b>\$ 1,877.55</b>	<b>6.25%</b>
Last month	1	\$ 1,117.12	8.75%
April 2022	3	\$ 2,488.89	4.81%

Number & Dollar Amount of Delinquencies

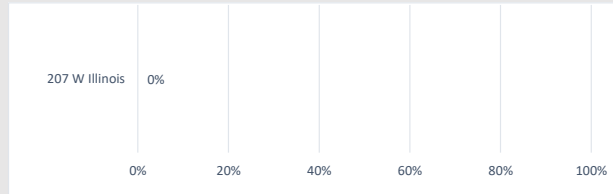


## Construction

### Active Building Progress

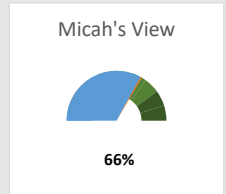
Micah's View

Fountain, CO



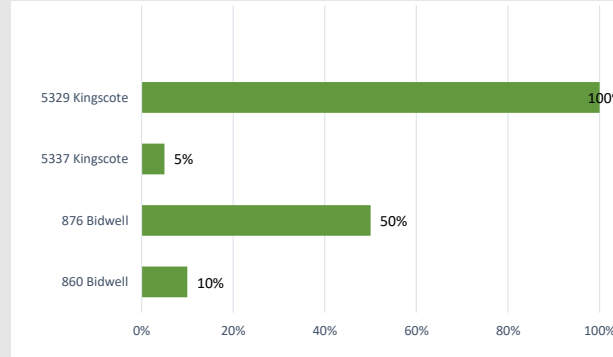
### % Site Completion

3 Home Site

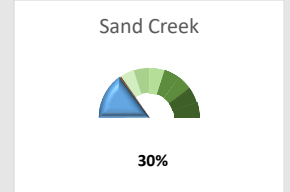


The Ridge at Sand Creek

Colorado Springs, CO



30 Home Site



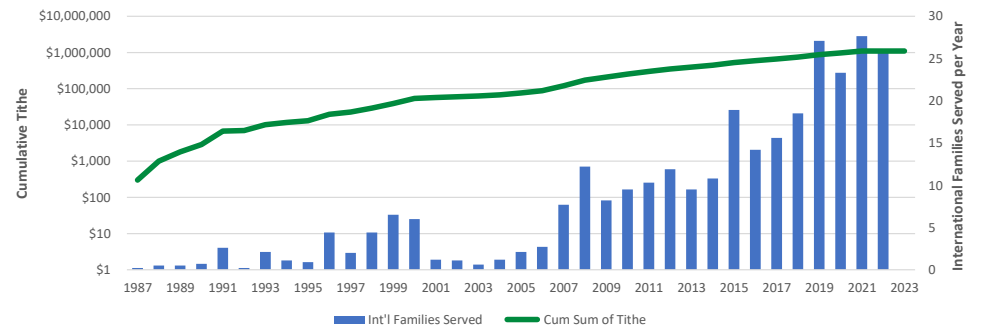
### Repair Program

Repair Category	Budgeted Applicants	In Process	Complete
Critical/Home Repairs	10	4	23

*note: program applicants will exceed the # of budgeted due to the cost averaging less than budgeted for each repair.*

### Affiliate Tithe Impact

Tithe History and Impact



# **Staff and Committee Reports**

**Executive Director, Staff, & Committee Report**  
**June 5, 2023**

**EXECUTIVE DIRECTOR/CEO**

- Continuing to pursue building a housing continuum coalition as well as providing peer-to-peer explanation of work we are doing in expanding home repair program and adding CAPABLE protocol (examples: [Colorado Springs Pro-Housing Partnership](#), [Pikes Peak Affordable Housing Network](#), (formerly Affordable Housing Collaborative), [Homeward Pikes Peak](#), Pikes Peak Hospice/Veterans, Greccio Housing)
- Community outreach:
  - Two podcasts and a variety of media interviews
  - Mill Street Coalition ally – support and advise
- Land acquisition possibilities
  - Met with PPBOCES to explore possibilities for 47-acre parcel
  - D3 Housing for Teachers continues to move forward, though nothing signed as yet
- HFHI has designated Pikes Peak Habitat a Neighborhood Revitalization Affiliate through our work in advocacy as well as an active member of the Mill Street Coalition’s work on establishing a CBA (Community Benefit Agreement)
- Advocacy:
  - Foster relationship with new Colorado Springs Mayor, Yemi Mobolade
  - Prop123 stakeholders meetings and working with local government to ensure “opt-in” and future implementation
  - Working with HFHC to monitor and evaluate legislation (for example, HB-123 Land Use, HB1054, Property Valuation), HB-1184, Low-income Housing Property Tax Exemptions, HB-1189 Employer Assistance for Home Purchase Tax Credit, and HB-1190 Affordable Housing Right of First Refusal, and HB-1255 Regulating Local Housing Growth Restrictions)
  - Pikes Peak Habitat’s Mayoral Forum nationally recognized by HFHI in April edition of “The Insider”
  - Creation of Advocacy Committee description and business plan, in accordance with current Strategic Plan
- Participated in Capacity Building Grant panel as a result of HFHI recognition of best practices, April 23-26 in Atlanta
- Participated in invitation-only Team Up pilot program (formerly, Bridge Builders) launch as one of 10 Habitat affiliates. This is a White House-driven coalition consisting of Interfaith America, YMCA-USA, Catholic Charities USA, and Habitat for Humanity International, May 1-3 in Chicago
- Professional Development:
  - DEI certification through National Hispanic Chamber of Commerce
  - Advocacy-focus training through Camp Colorado
  - “State of the Economy” (presented by Tatiana Bailey on May 17)

**STRATEGIC PARTNERSHIPS**

**Communications:**

- Camp Colorado in May (professional development)
- Spring print newsletter published
- Monthly e-newsletters
- Daily social media posts for affiliate and both ReStores

- Multiple press releases covering a variety of events and topics including ground blessings/home dedication (which garnered both local and national coverage), election results, and Earth Day donation drive
- Maintenance and redesign of website to foster timeliness, accuracy, clarity, and ease of use

#### **Interested in recent Pikes Peak Habitat media coverage?**

- [Why Habitat for Humanity's Theology of the Hammer Offers Hope in Polarized Times](#) (Religion News Service, May 9)
- [Pikes Peak Habitat for Humanity Blesses Ground and Dedicates Home](#) (Fox 21 News, April 29)
- [Veterans Helping Veterans: Roof Deployment Project Helping Provide Veteran With New Roof](#) (KRDO Newschannel 13, April 11)
- [A Colorado Springs Veteran Gets New Home Despite Rising Cost of Materials Thanks to a Nonprofit](#) (KOAA 5, April 11)
- [Army Veteran Receives New Roof Thanks to National Program](#) (KXRM Fox 21, April 11)
- [Governor Polis' Housing Plan Aims to Loosen Zoning Regulations to Create Affordable Housing](#) (features interview with Pikes Peak Habitat Executive Director/CEO Kris Lewis on the need for affordable homeownership; KRDO NewsChannel 13, March 29)

#### **Donor Relations:**

- **Earth Day Donation Drive (April 17-22) Results:**
  - Keysight Technologies sponsorship
  - 215 donations at RSS
  - 250 donations at RSNE
- **Home is the Key Campaign (April 1 - 30) Results:**
  - RSS: \$2533.18
  - RSNE: \$887.38
- **Donor Thank-A-Thon (May 2 - 16) Results Thus Far:**
  - Thank you to everyone for making these calls and helping us steward these important relationships with the people and organizations who help fund our programs. Several positive and impactful conversations have been had through the effort.
  - Of the 16 board and development committee members who were asked to participate in the effort, nine have sent confirmation of completing their calls and their associated notes. Five board members have yet to follow up as of May 25.
- **Volunteer Appreciation Event held on April 20<sup>th</sup>:** Attended by roughly 135 people. We gave out 7 awards to a variety of committee, construction, and ReStore volunteers. GE Johnson attended as our primary sponsor and seemed to enjoy themselves, we hope that they continue to sponsor this event in the future.

## **Faith:**

### **April**

- PPHFH celebrated home dedication for 3rd interfaith build for unity
- Interfaith America video highlighting PPHFH that will eventually be a part of a four-part documentary has been “drafted”, giving permission thus far to show this video at trainings/meetings so it could be shown to the board if ever desired but it was requested the link not be shared until we have a final version
- Spring CityServe at both ReStore Locations
- First ever Apostles Build Subcommittee meeting held

### **May**

- FIA Manager and ED/CEO attended Team Up Pilot Program conference in Chicago with Interfaith America, HFHI, Catholic Charities and the YMCA of the USA
- FIA Manager attended invite-only emerging leaders conference with Interfaith America in Chicago

## **Grants:**

- Grant funding awarded: Colorado Division of Housing, \$30,000 construction costs for 5337 Kingscote Dr
- Continuing to work with HFH Colorado for \$30K grants per house from Colorado Division of Housing for the Sand Creek homes, and funding from Federal Home Loan Bank Topeka for three home repairs currently in progress.
- Owens Corning’s Roof Deployment partnered with Integrity Roofing to provide materials and labor for the roof of our 4<sup>th</sup> Veterans Build home.
- Colorado Springs Utilities is awarding us a \$16,000 grant to support the cost of ductless mini-split heat pump equipment in two homes
- Lowe’s via HFHI has awarded our affiliate a grant of \$49,189 for repairs, impacting four families

## **Volunteerism:**

### **[April Overall Volunteer Totals](#)**

Total Unique Volunteers: 372

Total Hours: 3,502.23

### **[May 1 - 20, 2023 Overall Volunteer Totals](#)**

Total Unique Volunteers: 278

Total Hours: 2,699

## **PROGRAMS**

### **Construction**

- Prepping next house for dedication on 7/8/23.
- Partnering with CSU to provide both volunteers and xeric landscaping for homeowners.

### **Homeowner Services**

- Just closed a successful application cycle with 94 applicants.

### **Repairs**

- Completed 23 projects to date.

### **ReStore**

- E-commerce starting to list items for sale.



# **Calendar of Events**

## COMING EVENTS:

**LEGEND:**  
Required  
Requested  
Suggested  
Informational

### JUNE, 2023

- **Monday, June 5, 5:45 p.m.:** PPHFH Board Meeting
- **Friday, June 16: Board Build Opportunity,** The Ridge at Sand Creek (morning and afternoon shifts available (see appendix for registration))

### JULY, 2023

- **Saturday, July 8, 10:30 a.m.:** Veteran Build Home Dedication (Karmen), The Ridge at Sand Creek

### AUGUST, 2023

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

### SEPTEMBER, 2023

- **Saturday, September 9, 8:30 a.m – 2 p.m.:** Board Retreat, Ent Headquarters

### OCTOBER, 2023

- **Monday, October 2, 5:45 p.m.:** PPHFH Board Meeting
- **Saturday, October 14: Board Build Opportunity,** The Ridge at Sand Creek (morning and afternoon shifts available (see appendix for registration))
- **Saturday, October 14, 10:30 a.m.:** Hammond/Trowbridge Build Home Dedication (Alex & Suzie), The Ridge at Sand Creek

### NOVEMBER, 2023

### DECEMBER, 2023

- **Monday, December 4, 5:45 p.m.:** PPHFH Board Meeting
- **Saturday, December 9, 10:30 a.m.:** Apostles Build Home Dedication (Mariela & Ricardo), The Ridge at Sand Creek

# Appendix

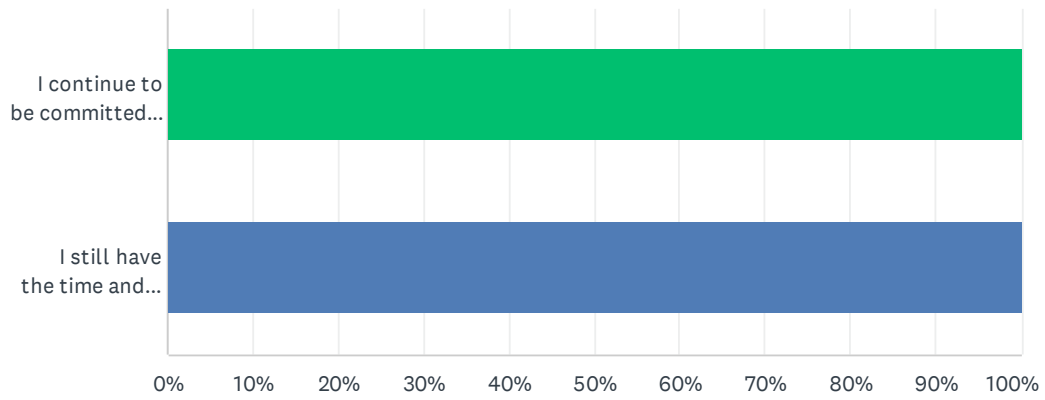
## Q1 Contact information (used in part to make sure we have current data)

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES	
Name	100.00%	12
Company	83.33%	10
Address	100.00%	12
Address 2	0.00%	0
City/Town	100.00%	12
State/Province	100.00%	12
ZIP/Postal Code	91.67%	11
Country	0.00%	0
Email Address	100.00%	12
Phone Number	100.00%	12

## Q2 Interest and availability:

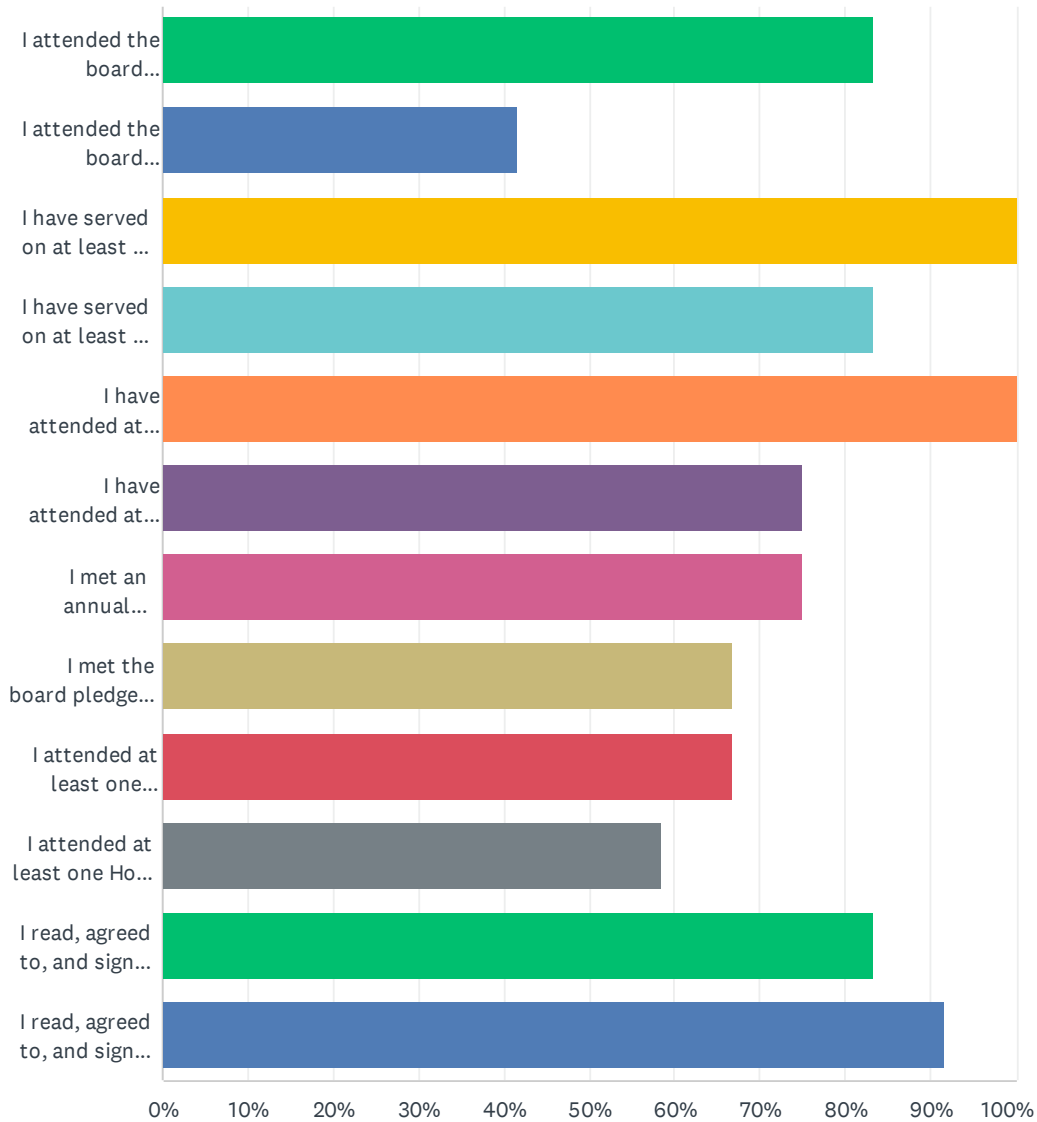
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
I continue to be committed to the mission and goals of Pikes Peak Habitat for Humanity.	100.00%	12
I still have the time and passion to continue my commitment to Pikes Peak Habitat for Humanity.	100.00%	12
Total Respondents: 12		

### Q3 What activities have you participated in as a PPHFH Board member (select all that apply)?

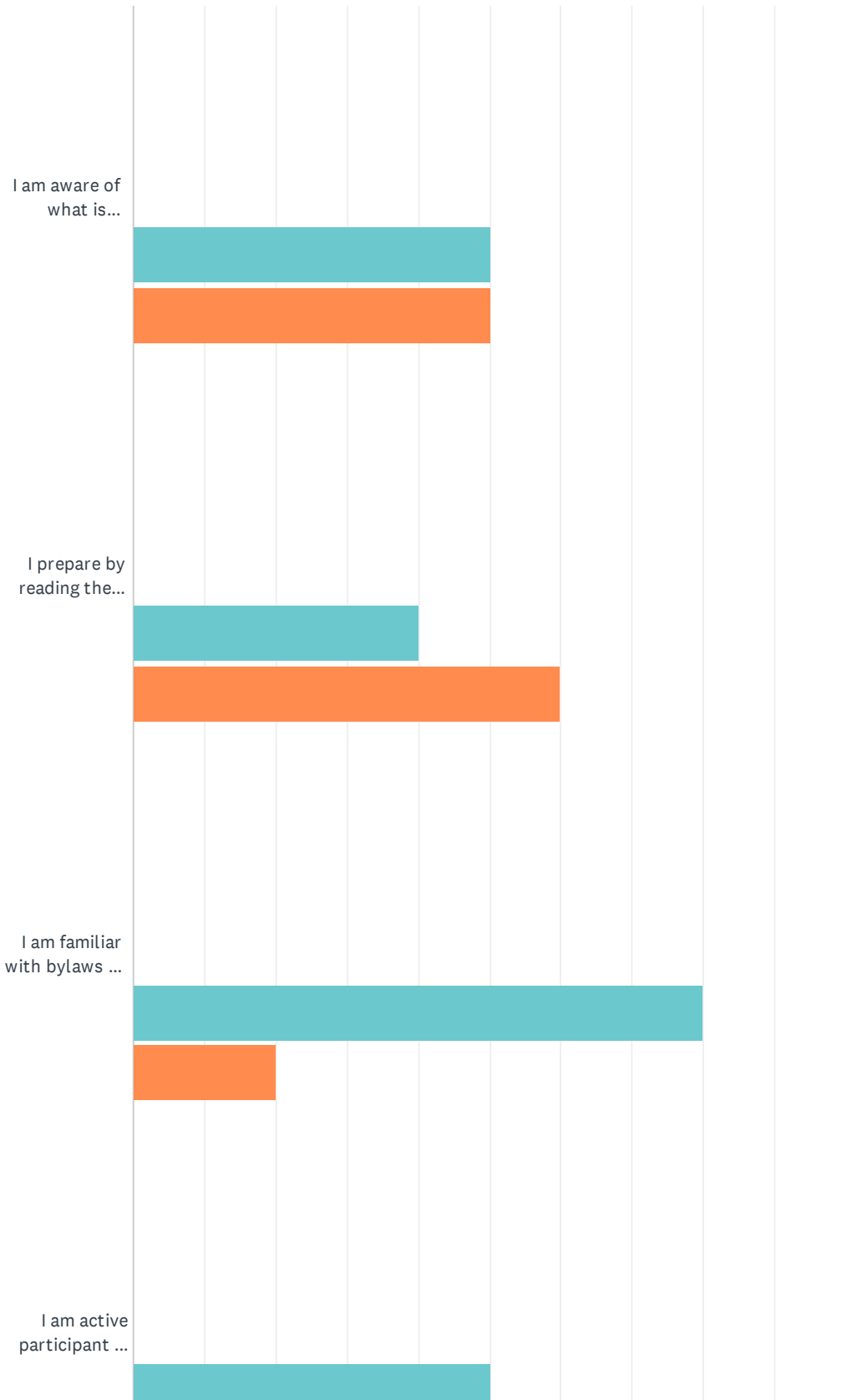
Answered: 12 Skipped: 0



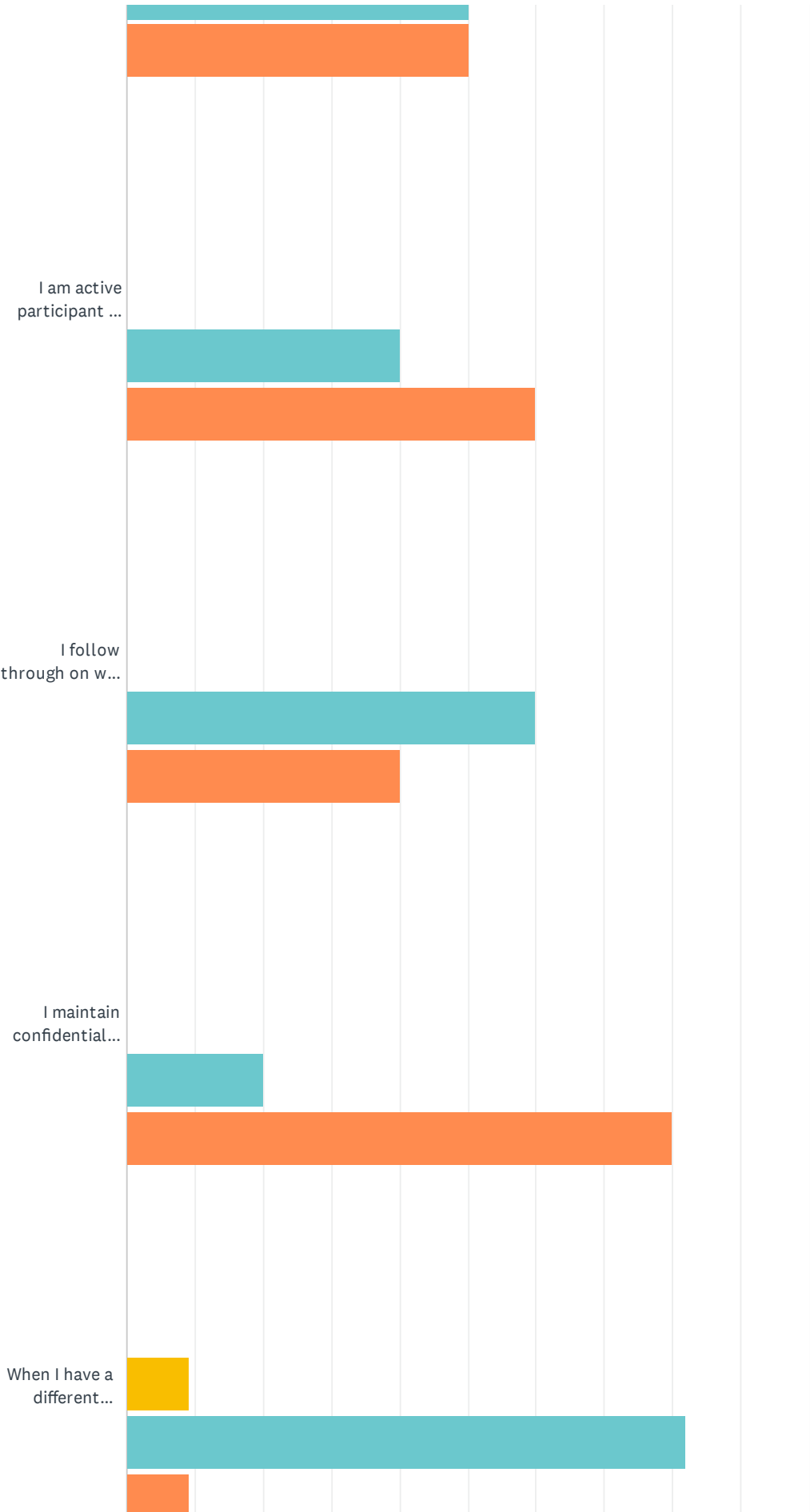
ANSWER CHOICES	RESPONSES	
I attended the board retreat/strategic planning session in my first year (if offered). *	83.33%	10
I attended the board retreat/strategic planning session in my second year (if offered). *	41.67%	5
I have served on at least one board standing committee my first year. *	100.00%	12
I have served on at least one board standing committee my second year. *	83.33%	10
I have attended at least 5 out of 6 board meetings during my first year of service. *	100.00%	12
I have attended at least 5 out of 6 board meetings during my second year of service. *	75.00%	9
I met an annual financial commitment to PPHFH.	75.00%	9
I met the board pledge financial commitment (if applicable).	66.67%	8
I attended at least one Ground Blessing in the past year.	66.67%	8
I attended at least one Home Dedication in the past year.	58.33%	7
I read, agreed to, and signed the annual Conflict of Interest form.	83.33%	10
I read, agreed to, and signed the annual Board Commitment form.	91.67%	11
Total Respondents: 12		

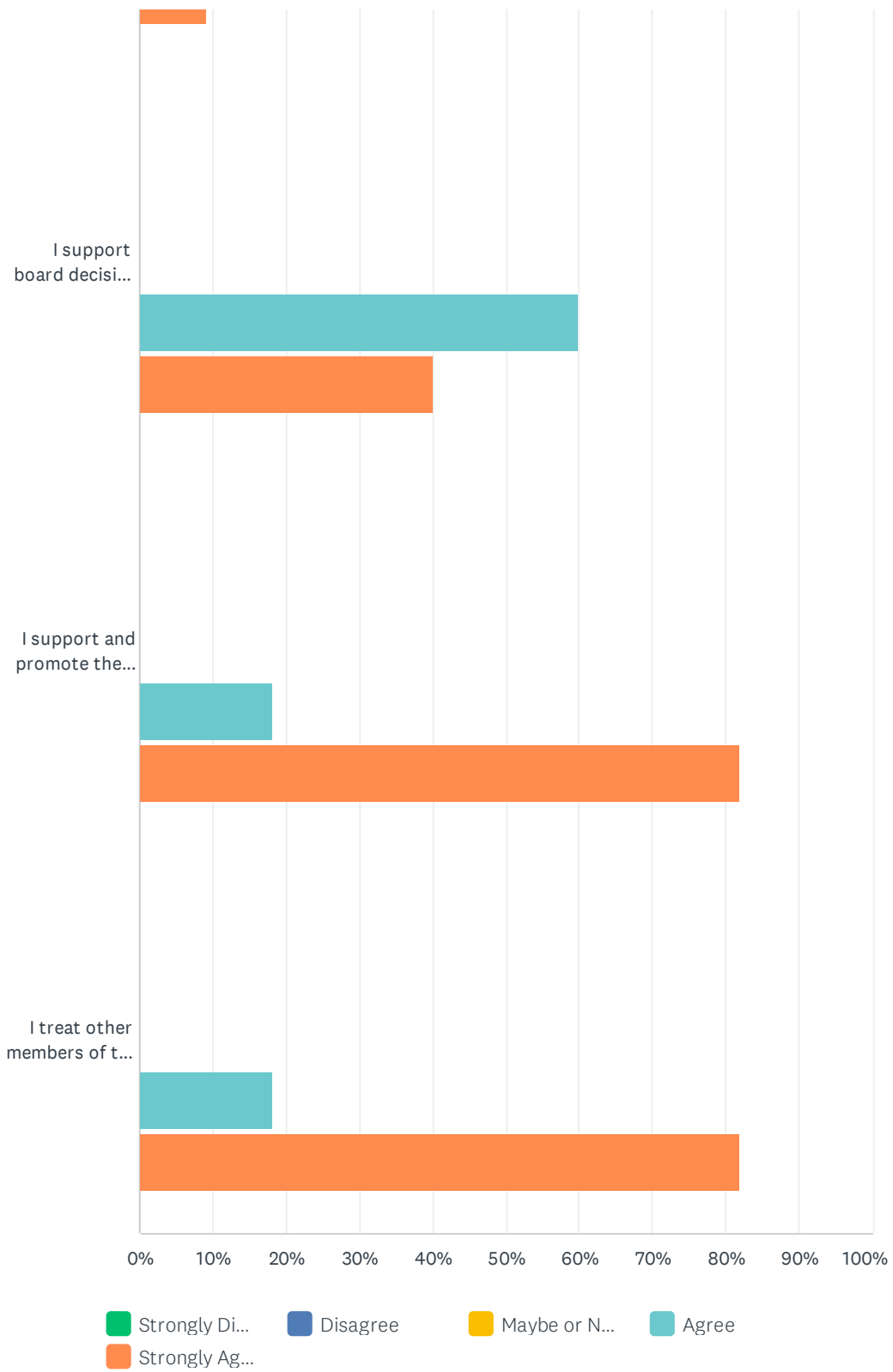
### Q4 Select the response that best reflects your opinion.

Answered: 12 Skipped: 0









	STRONGLY DISAGREE	DISAGREE	MAYBE OR NOT SURE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
I am aware of what is expected of me as a board member.	0.00% 0	0.00% 0	0.00% 0	50.00% 5	50.00% 5	10	4.50
I prepare by reading the board packet in advance of board meetings.	0.00% 0	0.00% 0	0.00% 0	40.00% 4	60.00% 6	10	4.60
I am familiar with bylaws and governing policies.	0.00% 0	0.00% 0	0.00% 0	80.00% 8	20.00% 2	10	4.20
I am active participant in board meetings.	0.00% 0	0.00% 0	0.00% 0	50.00% 5	50.00% 5	10	4.50
I am active participant on at least one committee.	0.00% 0	0.00% 0	0.00% 0	40.00% 4	60.00% 6	10	4.60
I follow through on what I say I will do.	0.00% 0	0.00% 0	0.00% 0	60.00% 6	40.00% 4	10	4.40
I maintain confidentiality of all board discussions.	0.00% 0	0.00% 0	0.00% 0	20.00% 2	80.00% 8	10	4.80
When I have a different opinion than the majority, I raise it.	0.00% 0	0.00% 0	9.09% 1	81.82% 9	9.09% 1	11	4.00
I support board decisions even if I do not fully agree.	0.00% 0	0.00% 0	0.00% 0	60.00% 6	40.00% 4	10	4.40
I support and promote the Executive Director/CEO.	0.00% 0	0.00% 0	0.00% 0	18.18% 2	81.82% 9	11	4.82
I treat other members of the board and PPHFH with respect.	0.00% 0	0.00% 0	0.00% 0	18.18% 2	81.82% 9	11	4.82

## Q5 List the committees on which you have served, and any positions held, noting year and committee name.

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES	
First year.	100.00%	12
Second year.	83.33%	10

Q6 List ways you have supported the organization through such things as Board Builds, the Gingerbread House event, Ground Blessings, Dedications, or other:

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES	
First year.	100.00%	12
Second year.	83.33%	10

## Q7 How have you used your skills and talents in establishing and implementing PPHFH goals and policies:

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES	
First year.	100.00%	12
Second year.	83.33%	10

## Q8 Describe any other contributions you have made while serving on the board of Pikes Peak Habitat.

Answered: 7 Skipped: 5

#	RESPONSES	DATE
1	Volunteered at the mayoral candidate forum. Have been trying to recruit a woman on the family selection committee who works in the local government housing office to consider joining the board.	4/24/2023 4:22 PM
2	I have shared the mission with the community and encourage my neighbors to donate and work with Pike Peak Habitat.	4/8/2023 9:14 AM
3	My company is sponsoring Earth day for the second year, I have worked with our local congregations to provide service.	4/4/2023 12:54 PM
4	Attended volunteer dinner	4/4/2023 12:53 PM
5	Have been able to get various radio interviews for Kris and Ian	4/4/2023 12:46 PM
6	In 2021 I was able to secure meeting space for our annual retreat and have secured the same space for 2023. I invited and introduced Paul Hasty to PPHFH and I believe he's been a great addition and an asset to the Board and the organization.	4/3/2023 4:54 PM
7	Recruited committee members and board members.	3/29/2023 1:15 PM

## Q9 Are there any other things that you believe should be considered?

Answered: 5 Skipped: 7

#	RESPONSES	DATE
1	I'm sorry that with my job transition last year, I was needing to size down all my giving/tithing. I'll get back on that this year.	4/24/2023 4:22 PM
2	Considered for what!	4/24/2023 1:27 PM
3	Let me and other members actively recruit more board members and volunteers in the educational community	4/8/2023 9:14 AM
4	Served at 2 other affiliates in the past	4/4/2023 12:53 PM
5	Not at the moment.	4/3/2023 4:54 PM



## Q10 Do you have any other comments or concerns you would like to share?

Answered: 6 Skipped: 6

#	RESPONSES	DATE
1	I don't think so!	4/24/2023 4:22 PM
2	This form is ridiculous.	4/24/2023 1:27 PM
3	I Love Habitat! Paul	4/8/2023 9:14 AM
4	Board is experiencing growing pains. PPHFH is too big for the board to know everything about every committee	4/4/2023 12:53 PM
5	Nothing comes to mind.	4/3/2023 4:54 PM
6	Question 4 would not allow me to select a response for each question. I would probably mark strongly agree on all questions.	3/29/2023 1:15 PM

## 2023 Board Build Opportunities

**Friday, June 16** - both morning and afternoon shifts available

**Saturday, October 14** - both morning and afternoon shifts available

*Register using this link or by scanning the QR code:*

[https://www.cervistech.com/acts/console.php?console\\_id=0364&console\\_type=event\\_list&event\\_id=26&ht=1&res\\_code=BoardVolunteer](https://www.cervistech.com/acts/console.php?console_id=0364&console_type=event_list&event_id=26&ht=1&res_code=BoardVolunteer)



Please note that the online registration system populates three months out you will only see the June 16<sup>th</sup> date at this time.

