



**Habitat**  
for Humanity®  
Victoria

# Annual Report

## 2018-2019





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# A world where everyone has a decent place to live...

## Our Mission

To demonstrate God's love in action by mobilising Partner Families, volunteers and corporate partners to provide appropriate housing solutions in sustainable communities.

## Our Values

- Empowering and engaging
- Driven to make a difference
- A trusted partner
- Generous and caring
- Responsible and resourceful

## About us

Habitat for Humanity Victoria is part of an affiliated Habitat for Humanity network, working in over 70 countries worldwide towards its vision of a world where everyone has a decent place to live. Established in 1976, Habitat for Humanity International is the world's number one not-for-profit provider of housing and improved shelter for low-income families.

In pursuit of this vision, Habitat for Humanity Victoria builds simple, safe, decent and affordable homes and undertakes home repairs, all aimed at building strength, stability and self-reliance through shelter. We provide our Partner Families with a pathway out of poverty and into home ownership, changing lives forever.

Whilst our work is strongly focused on the needs of vulnerable households in Victoria, we also provide support to families in Cambodia with our 'Home For A Home' initiative – every time we build a house in Victoria, we support the building of a home for a family in need in Cambodia.



## Chairman's Report

In previous years I have referred to our growth, mostly in terms of numbers of houses built or development of ReStore. This year we have continued towards completion of the Yea affordable housing development and have achieved growth in the ReStore operation. However, in other areas our growth has been more active.

At Board level we have added skills and relative youth as I welcome Natalie Elliott, Anthony Lennon, Samantha Hannah-Rankin and Ben Juchno (who has replaced Anthony Catanzaro as our registered builder). I extend our appreciation to Anthony for his past service and assistance.

Reflecting that Habitat for Humanity is not only a Victorian organisation, this year some of our Management team visited New Zealand, exploring new systems and methods relevant to the ReStore operation. Philip Curtis and Phillip Wright attended the USA Affiliate Conference in Atlanta USA. There is ongoing learning to be absorbed from our international organisations.

During the past 18 months I have taken opportunities to visit operations in Canada, USA and New Zealand. What is most noticeable in these countries is the far greater level of public recognition and involvement in Habitat for Humanity compared with Australia. This highlights one of our greatest challenges.

Back in Australia we have recognized that all the Affiliates and our National Office must co-operate on a 'Habitat in Australia' basis, rather than functioning as separate entities in isolation. To that end we have spent considerable time and resources working with HFHA and recognise with appreciation the addition of Ross Kemp to the National Board. Ross has been influential in assisting the re-invigoration of the HFHA board, which has undergone considerable change in recent times.

The National Office has typically focused on overseas aid and we recognise the importance and relevance of this program. Part of the Habitat in Australia focus is for all entities to assist each other, hopefully magnifying the tangible output and improving brand recognition. At HFHV we have, for some years, provided funds to the international program, sending \$3,500 for each home we build in Victoria. We have now funded 12 homes overseas.

The first affiliate supported Global Village build has been planned and is set for September 2019 in Cambodia. Several of our Victorian team will be joined by others from SA, NSW and the National Office in a genuine Habitat in Australia build. At the time of writing, the trip has happened. I was very pleased to join this team and rate this week as one of my most rewarding experiences. I urge others to take up this opportunity.

Our annual Chairman's Lunch, led this year by Ross Kemp in my absence, was again a great success. Simon McKeon was our guest speaker. The lunch was again held at Cranlana, offered by the very generous Baillieu Myer. A number of new supporters were introduced to Habitat for Humanity and considerable funds were pledged to help another Partner Family have a decent and affordable place to live.

In November 2018 we held our Annual Fundraising Dinner where Jeremy Grayson, helicopter pilot, entertained with an amazing story of his life in the air. With thanks to the generosity of ANZ for offering the use of their stunningly beautiful function room and the generosity of our guests, over \$60,000 was raised to complete the home of Jema and Romel at Yea.

Diversifying our promotional activities, we embarked on the design and construction of a 'tiny house', which commenced at the Bendigo Tiny House Festival. Nearing completion, it is attracting much attention and is being prepared for sale.

Looking to the future, our growth in the next few years will be dependent on our ability to:

- Expand our promotional opportunities to have our brand recognised by the majority of Australians
- Expand the ReStore brand
- Increase volunteer participation in various projects
- Find new fundraising opportunities
- Build on the co-operative links with our Australian Affiliates and other Habitat for Humanity organisations internationally

Heartfelt appreciation is extended to our committed sponsors and supporters. This report does not seek to list the valued sponsors as other avenues will do, but I would like to thank the Nissan Motor Corporation for many years of loyalty and highly valued support.

Credit is due to our hard working team who continue to strive for improvement in our processes and output. Executive Director, Philip Curtis, has remained upbeat throughout the year as he introduced new initiatives and strategies, in the face of numerous tribulations, while continuing to build new homes and plan for more. Thanks to Philip and his Habitat team in the Victorian office.

To the Habitat for Humanity Victorian Board, thanks to all for your input throughout the year and welcome to the newcomers.

**Rob McLauchlan**  
Chairman



## Every home

This year we were thrilled to hand over the keys to our 65th Partner Family, Jema, Romel and their 18 month old daughter, Isla.

Jema and Romel were overjoyed and excited to begin their lives in Yea in a place where Isla can “just be a kid”.

In their previous inner-Melbourne environment all three were constantly exposed to drugs and violence in the elevators in their high-rise housing commission building or when walking down the corridors to their flat.

Frequent false fire alarms also left Jema fearful of what may happen to them on the 20th floor of the building, with alarms going off at least twice a month. The family had to evacuate the building on four occasions in the time they were there.

Both Jema and Romel are looking forward to raising Isla in Yea, as they believe it's the perfect place for a “normal, healthy, productive life”.

“We're excited about being able to call the home ours, and feel safe in our own environment. I'm most excited about setting up Isla's nursery, choosing the colours of her feature wall that will look nice with her furniture,” said Jema.

We were also grateful to partner with Homes for Homes for the building of Jema and Romel's home.

Homes for Homes generously supported the build, contributing \$40,000, helping to tackle Australia's biggest social issue of housing affordability.

Thanks to the generosity of Homes for Homes and our other generous supporters, we were able to hand the keys over to Jema and Romel, offering them a decent, safe and secure place to call home.



## Executive Director's Report

"It will," said Melanie shortly after receiving the keys to her new house, "make an enormous difference to have a place to call home, rather than just an address". Those words started to sink in during the remainder of the dedication ceremony to hand over another affordable house to a new Partner Family. I began to realise just how significant our work is for those low income families living in housing stress who are vulnerable, disadvantaged and with whom we partner through our affordable home building program.

Those words also reminded me of why it is we do what we do. At Habitat for Humanity we believe that 'Home is the Key'. "The key to what?" you may ask as the statement could be seen to be incomplete.

Home is the Key for each of our Partner Families becoming able to achieve the strength, stability and self reliance they need to build a better life for themselves and their families. Why? Because having access to stable and secure housing is a foundation that enables families, couples and individuals to access other areas of life such as employment, education, good health and much more. Having that foundation allows the same people to move past life being a struggle to survive and to grow, flourish and thrive.

At Habitat for Humanity our "why" is to help build a world where everyone has a decent place to live. We do that by seeking to put God's love into action by bringing people together to build homes, communities and hope. As we bring our community of supporters together, we are able to build new homes and improve access to shelter for low income families in our community and all over the world.

Having access to affordable and appropriate housing is a foundation for life. The outcome of our programs validates our cause. That is why 'Home is the Key'.

In September 2018 we handed over a house to Daniel and his 2 children, a daughter and son aged 13 and 11. When Daniel was offered the opportunity to become a Partner Family he was sleeping primarily in his car or staying with friends and couch surfing. His children were sharing a bedroom in the 2 bedroom bungalow occupied by their grandma. Sometimes Daniel would also stay over in those cramped conditions, sleeping where he could.

But mostly he arrived at the bungalow in the morning to take his children to school. This involved some daily travel to the next town as school represented a familiar anchor point in their lives. Daniel would return later in the day to bring them home. This unsuitable and unsatisfactory situation made finding work difficult. There were some part time or odd jobs that could be fitted in around school hours. The situation was not sustainable for anyone on a long term basis; not for Daniel, the children or grandma.

After moving into their new house at Yea in September, Daniel and the children began settling in and finding their feet. Initially there seemed to be plenty of time available and he was able to catch up on his "sweat equity" contribution; which is an important part of our affordable home building program. Then he found some part time work. It was irregular, but it was a start. Earlier this year Daniel secured casual work in a nearby nursery. He is, at heart, an outdoors type of person. A few months ago Daniel's mother, who volunteers at our ReStore, informed us that Daniel had secured a full time and permanent role at the nursery. It was the first time he had secured full time employment. Daniel now has job stability along with the security of having a place to call home. The impact of this improvement in the life of his family is enormous.

In the past we have tended to focus on "what we do" (building affordable housing). This short story reminds us of how important it is to focus on the "why" of what we do, because it is not really about the next house. We are about creating a world where everyone has a decent place to live so there is a foundation on which to build the strength, stability and self reliance that vulnerable and disadvantaged low income families, couples and individuals need to build a better life.

At Habitat for Humanity, we believe in the empowerment that home ownership provides. It is critical to our future success that what we do proves what we believe about our cause.

As we reflect on these matters I wish to share with you some of the significant outcomes of the past financial year. These include:

- Handing over completed homes to 4 new Partner Families
  - Katie and her daughter in August 2018
  - Eddie and Marie in August 2018
  - Daniel and his 2 children in September 2018
  - Jema and Romel and their daughter in June 2019
- The preparation, lodging and obtaining of a Town Planning Permit to develop our Crib Point property with 6 new units. Work on the planned subdivision and engineering for the preliminary site works is now under way.
- Supporting the building of 3 new homes for families in Cambodia through the Home for a Home program managed by Habitat for Humanity Australia
- Repositioning our Brush with Kindness (BWK) and Home Repairs program in the local community and building relationships with local agencies in the outer Eastern suburbs to help improve shelter for people in need with practical assistance through smaller maintenance projects
- Our ReStores at Kilsyth and Rosebud increased their combined revenue to \$548,260 (an increase of 17%) and grew the surplus to \$231,190 (an increase of 33%) which helps to support our programs
- Our Partner Families repaid nearly \$315,000 to reduce the interest free loans we provided to help them purchase their homes
- We grew our Partner Family Loan portfolio to \$5,209,348; up from \$4,382,058 last year
- Linda and Amanda made the final payments on their 20 year interest free loans almost 20 years to the day. Their homes in Mitcham are now 'debt free', a significant achievement for all home owners.
- We added Georgia McIntosh (Communications Coordinator) and Merran Graf (Administration support) to our team in part time roles
- Helping to establish a national partnership with Metricon Homes to help grow our programs and impact over the next 3 years

- Holding our Annual Fundraising Dinner in October 2018
- Holding our Annual Chairman's Lunch in May and presenting the Chairman's Award to Dawne Hedges, a volunteer in our ReStore

We have positioned our organization to do more to address the crisis that exists in our community around access to affordable housing. We know that we need to do more and to do more quickly, to help low income families to have access to affordable and appropriate housing.

We are planning to complete the remaining 5 houses at the Prospect Rise, Yea development over the coming year. Our target is to complete the project by the end of the 2020 calendar year. Whether we can achieve that time frame will be determined largely by our ability to raise the funds required to build those houses.

We also plan to start building at the new Crib Point site in the first part of 2020. This will be an exciting new project that will be supported by our volunteer team on the Mornington Peninsula. They have already made a substantial contribution to this project through the operation of the Rosebud ReStore enterprise.

We are preparing a plan to grow the scale and impact of our BWK and Home Repairs program with the help of our volunteer teams and corporate partners and supporters.

We value the support of each of our donors and our supporter groups along with the practical assistance provided by our Corporate Partners. We look forward to developing our relationship with Metricon Homes in the years ahead and to leveraging the skills of their staff to help us grow the effectiveness and impact of programs.

We can only achieve the outstanding results that we do with the support of our team of staff, volunteers and Board Members. Thank you to:

- Our Office team, our Construction team and our Restore team
- Our Chapter teams and their leaders. Particular thanks to Chris Wyatt as he leads the growing volunteer team at our Rosebud ReStore
- Our regular volunteers in ReStore and those on our building sites

- Our Board members - especially our Chairman Rob McLauchlan. Thank you for your support, empowerment and encouragement during the past year. We also welcomed 3 new Board members during the year to strengthen our team; Natalie Elliott, Anthony Lennon and Samantha Hannah-Rankin. Thank you for joining our team and investing in our organisation.

It is important to acknowledge the work and enormous contribution made by each of our volunteers whether through our Chapters, on our build sites, on BWK days, in our ReStores at Kilsyth and Rosebud or in our office. Without your support we could only dream of helping our Partner families into home ownership and providing them with real hope for the future. Each volunteer helps us to make a difference and change the lives of our Partner Families forever.

Thank you to our growing group of corporate partners who support us in so many and varied ways. We value and appreciate your support; whether it is through the provision of discounted or donated building materials, volunteer teams and/or donations of product for sale through ReStore. Thank you for your support in helping us to break the poverty cycle for our Partner Families as we help to build stronger and more resilient communities.

I also wish to recognise the generosity of our growing cohort of donors and financial supporters. We particularly acknowledge the very generous financial support provided by The William Buckland Foundation through a grant of \$300,000 to help us complete our affordable housing project at Yea, and build the capacity and capability of our team.

Building a stronger and bigger base of financial support is critical to increasing our impact and effectiveness in the future. Thank you for your generous contributions and for entrusting us with the gifts and the resources you have so generously provided to enable us to better serve more families in need within our community. We trust that you will continue to partner with us as we seek to do more by serving our community through well planned and innovative programs.

We look forward to the future with increased optimism and a growing belief that we are capable of building a stronger organisation that will, over time, be better equipped to assist more low income families living in housing stress, along the pathway to home ownership and towards a better future.

We hope you will choose to invest in our organisation and support us as we seek to create a world where everyone has a decent place to live. We invite you to join us as we endeavour to make a real difference through the provision of more affordable and appropriate housing and help others to understand that “Home is the Key” to building a foundation for a better life where families can flourish and thrive.

**Philip Curtis**  
**Executive Director**

## Every partner

Every partner, creates the opportunity to build a better life.

This year we were delighted to announce our newly formed strategic partnership with Metricon Homes.

We were fortunate to secure the financial and in-kind support of Metricon Homes for a three-year term as part of the national building company's strong commitment to community giving.

As part of Metricon's CSR strategy, Habitat for Humanity Australia will receive significant financial support over a three-year term and in-kind support through volunteering and skills sharing.

We will be mobilising a large part of Metricon's workforce as skilled and unskilled volunteers to help us build, restore and repair homes for vulnerable families across Australia.

At Habitat for Humanity Victoria, we're excited to realise the potential of this partnership, and see the positive impact it will have on our home building program. Specifically, the opportunity to tap into Metricon's building expertise and volunteer base to build quality homes for our Partner Families is most exciting.

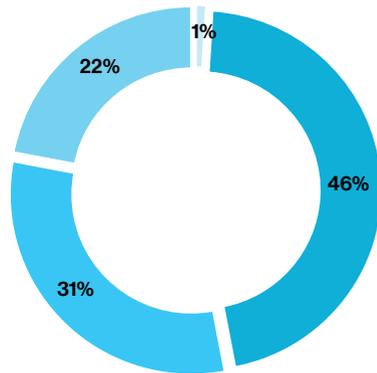
This partnership will allow us to scale our impact nationally, helping grow our capacity to build homes and support more families in need as we work towards our vision of a world where everyone has a decent place to live.



## Financial Overview

Habitat for Humanity (Victoria) Inc, had another positive result for the financial year ended 30 June 2019 with an overall surplus of \$255,151. This was contributed by strong gross revenue of \$2.45 million and gross expenses of \$2.2 million.

## Revenue Sources



Other Property Sales Donations & Grants ReStore Income

Gross revenue:

Property sales	\$1,123,185
Donations, Grants & Events	\$762,268
ReStore Income	\$548,260
Other	\$25,783
<b>TOTAL</b>	<b>\$2,459,496</b>

A few of the achievements with respect to the surplus are:

1. Donations, grants and fundraising events totalled over \$760,000 which is a 38% increase on last year.
2. The ReStore operation continued to perform well with a surplus of over \$230,000
3. Overall administration expenses are a moderate 29% of gross revenue.

Thanks to all our staff who live the values of Habitat and push the organisation forward in expanding our name and impact in the wider community.

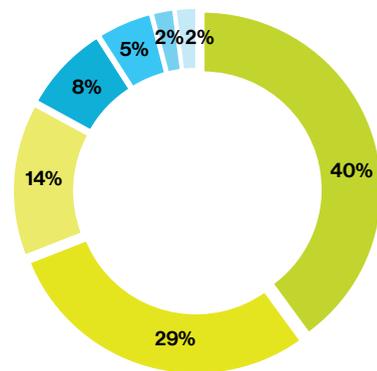
The volunteers of Habitat are also very important and continue to serve us well and their input is enormous.

Many of us take for granted just how important it is to have a home to raise our families and we are thankful to our corporate sponsors, philanthropic foundations and regular donors who allow Habitat to grow and share the message in the wider community that 'Home is the Key'.

I look forward to exciting opportunities ahead for Habitat for Humanity.

**Alan Harman**  
Treasurer

## Expenditure Allocation



Property Costs Admin Costs  
ReStore Costs Building Project Costs  
Finance Costs Event Costs  
Other

Areas of spending were:

Property Costs	\$871,354
Admin incl. salaries	\$634,502
ReStore Costs	\$317,070
Building project Costs	\$177,356
Finance Costs	\$116,155
Event Costs	\$51,303
Other	\$36,615
<b>TOTAL</b>	<b>\$2,204,355</b>



## ReStore Report

### From a home, to a home, for a home...

These few words sum up the reason for the existence of ReStore. We source items from their previous 'homes', sell them to people who want to give them a new home, and in the process raise funds to help people into a safe and decent home!

Our two ReStores - in Kilsyth South and Rosebud - have had successful years in fulfilling this aim, and therefore have continued to be vital contributors to the overall mission of Habitat for Humanity Victoria.

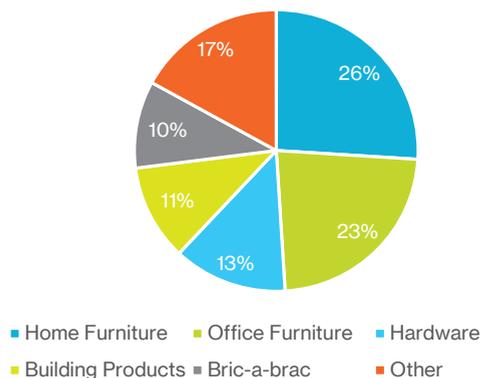
### ReStore at KILSYTH SOUTH

The 2018-19 year at Kilsyth South saw a continued building of our customer base and volunteer team. It was a period of intentional strategic re-planning for the future. We acknowledge the huge effort put in by staff, volunteers and supporters to keep the whole operation going.

### Tracking what we sold

With the help of our point-of-sale software we have tracked our sales by category as shown in the pie chart. Furniture (both domestic and commercial) clearly stands out as our major source of income.

What we sold



### Daily shop activity

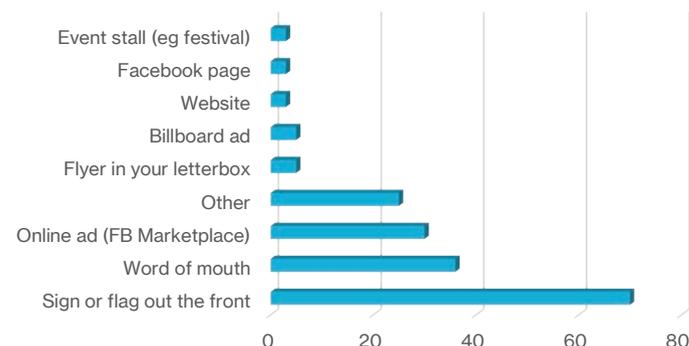
The table below provides a summary of the average daily performance of the store over the financial year. It was pleasing to see our customer numbers increase to 60 per day and to achieve a 46% conversion rate (transactions per customers). Online sales accounted for about one third of the total sales income.

Customers per day	60
Transactions per day	28
Sales income per day	\$756
Percentage conversion	46%
Per sale amount	\$27

### Local awareness

Earlier this year, with the assistance of the ANZ Graduates, we conducted a survey of customers to find out how they heard about us. The results shown in the graph were very interesting! This data reinforces the need to keep improving our visibility from Canterbury Road, our online presence and the effectiveness of 'word of mouth' promotion.

How people heard about ReStore



### Strategic focus

There has been a concerted effort to review our operation in depth and explore ways to boost the performance of the enterprise in the future. The primary focus of this was at Kilsyth South. However, our Rosebud ReStore enterprise has also been included as part of our overall strategy to grow the presence of our ReStore social enterprise in Victoria. External input has significantly aided this strategic work.

We are grateful for the ideas generated from several sources:

- The ANZ Graduate Team
- Attendance at Habitat for Humanity Conferences in NZ and USA
- Local conferences including Maroondah's 'Biz Week' and the Christian Ministry Advancement annual conference
- A research and review group led by Garry Oliver

A resulting business plan for Kilsyth South is now being implemented with the primary goal being to boost average customer numbers by a further 20 people per day and to add an extra \$75,000 revenue in the current year.

### Tiny House

In March we started construction of our very own Tiny House, with a 'live build' at the Tiny House Festival in Bendigo. At the time of writing it is almost complete and ready for sale. What commenced as a ReStore promotional project soon grew into a much bigger concern involving many people across the Habitat for Humanity community. The level of support and interest in the project has been quite remarkable. It was certainly a big undertaking and we will consider whether it is viable to build more Tiny Houses as fundraising ventures.

### Volunteer Team

We are very fortunate to have such an amazing volunteer team who 'carry the operation' of ReStore and do such a wonderful job. We've added to our team this year, but still need more people to fill the gaps in our rosters. In addition to their regular duties our volunteers have been very keen to get involved in other Habitat events. Our social functions have also been a highlight. A new Volunteer Operations Manual is about to be printed which will be a tremendous help in our daily management and organisation.

### ReStore at ROSEBUD

Once again, we applaud the Rosebud ReStore team for a sensational year. Their dedication and enthusiasm has resulted in a fabulous overall fundraising effort. Low expenses are one of the keys to their success. The summary below of "key outcomes" has been provided by Chris Wyatt, on behalf of the Mornington Peninsula Chapter that operates the ReStore at Rosebud.

### Key Outcomes

- The introduction of EFTPOS late in 2018. As a result we have seen a considerable increase (around 25%) in revenue
- We were able to fully fund Daniel's new home at Prospect Rise in Yea. Over 30 volunteers made the trip to Yea to witness this fabulous handover event in September 2018. To see the Rosebud team walking up Prospect Rise, in a sea of "Habitat green and blue" was quite moving. It made all the hard work at Rosebud ReStore worth every second.
- In November 2018 we celebrated 10 years of Rosebud ReStore and the financial support it has provided to help build affordable homes at Crib Point (3), Wyndham Vale, Drouin and Yea during that period; along with over \$250,000 contributed to help purchase and develop the new Crib Point property. We continue to raise funds to support the new project at Crib Point where 6 new affordable houses are to be built.
- Volunteer numbers at Rosebud ReStore are steady at around 60. The team are all very committed to our cause. There is quite a community being built around our ReStore and all are happy to help each other should things go wrong.
- The purchase of new clothing racks has seen a marked increase in clothing sales. Our end of season sales (held twice yearly) are hugely successful. Day one after the sale and seasonal change-over are generally record breakers for us. Donations from our customers keep us busy and our store full. We thank them for their generous support.

- Our Rosebud ReStore Committee meetings are now held at the Rosebud Motor Boat Squadron. The lovely vista probably accounts for good attendances at these meetings! I thank all the Rosebud ReStore Committee for their fabulous work in keeping our ReStore in calm waters. A huge thankyou to the team at Rosebud Motor Boat Squadron for their continued support, allowing us to use their beautiful venue which is a lovely place for our meetings and volunteer functions.
- We valued the support received from The Nissan Australia Foundation who supplied a vehicle for our use until June this year. We recently took possession of our own van for pickups and deliveries of stock.
- Sincere thanks must go to our dedicated team of volunteers for staying with us through thick and thin, for believing in what we do and for keeping alive the dream of the late Mavis Peet to increase the supply of affordable housing on the Mornington Peninsula.

**Russell Croxford**  
**ReStore Manager**



## Every volunteer

Every volunteer, can help families build strength, stability and independence.

We were pleased to celebrate our longest serving ReStore volunteer, Dawne Hedges, at the Annual Chairman's Lunch in May.

Dawne joined the ReStore team as a volunteer in January 2013, and since then has shown remarkable commitment to ReStore and to the overall mission of Habitat for Humanity Victoria (HFHV).

She has become invaluable to HFHV in many ways after 6 years as a volunteer in the ReStore at Ringwood and then Kilsyth South. Her experience and knowledge is a wonderful asset, especially in training new volunteers and dealing with all types of situations that arise in ReStore.

Russell Croxford, the ReStore Manager, was thrilled to see the Chairman's Award go to Dawne.

'Dawne is one of our best ambassadors, always taking the opportunity to share with others about our cause and explain what we do. Just give her the slightest opening and she will deliver her spiel about the wonderful work of Habitat for Humanity.'

Not only has Dawne consistently worked her double-shift every Monday in the shop, she often puts her hand up to fill in when others can't make it and works a Saturday every month. Outside of her rostered hours, she has also willingly volunteered to be part of recent weekend festival appearances to help spread the word about our cause.

Volunteers are the lifeblood of Habitat for Humanity Victoria. The time they contribute to running daily operations at ReStore or helping build homes for families in need, is vital in helping HFHV fulfil its vision of a world where everyone has a decent place to live.

Our volunteers make a world of difference and it's fantastic to celebrate and recognise individual's contributions to the cause.



## Governance & The Board

Habitat for Humanity Victoria is an Incorporated Association and a Public Benevolent Institution dedicated to providing decent and affordable shelter and housing for all those in need.

We are committed to working to eliminate inadequate and poverty housing. Habitat for Humanity Victoria is an Income Tax Exempt Charity and a Deductible Gift Recipient. It is also a Charity registered with the Australian Charities and Not for Profit Commission.

No fees are paid to those serving as Directors. However, reasonable expenses incurred by Directors during the course of their role on our Board can be reimbursed. Every effort is made to keep all costs within reasonable and modest budgets.

The Executive Director is responsible for the day to day operation and management of the Association as delegated by the Board. The Executive Director meets regularly with staff to develop policies, monitor strategies and issues and the Association's performance. The Executive Director also has oversight of the home building activities of our Chapters and the selection of our Partner Families and our other programs; including Brush with Kindness program and our social enterprise, ReStore.

The Board makes decisions that are critical to the ongoing success of Habitat for Humanity Victoria; including setting the Association's strategic direction and establishing its policies. The Board is also responsible for:

- Endorsing the selection of Partner Families;
- Approval of land purchases and budgets for Home Building projects; and
- Monitoring the performance of the organisation's activities and overseeing its financial position.

### Robert W. McLauchlan – Chairman

Qualifications: Certificate of Architectural Draftsmanship

- Proprietor of McLauchlan & Associates, Building Design Consultants for 30 years (now retired)
- Member of the Building Designers Association of Victoria; Past Committee Member and President for 4 years
- Board Member of the Building Designers Association of Australia
- Judge of the Housing Awards of the Master Builders' Association of Victoria
- Member of the CEO Institute
- Committee Member and President of the Blackburn Tennis Club
- Recipient of the Habitat for Humanity Australia Board's Meritorious Service Award

### Philip Curtis - Executive Director

Qualifications: LLB, BEc, MAICD

- Involved in private legal practice since 1983
- Principal of Moores Legal 1992 to 2009
- Accredited Specialist in Commercial Litigation 1994 to 2008 and LIV Accredited Mediator
- Member Law Institute of Victoria
- Director and Board Chairman of Bapcare Affordable Housing Ltd.
- Served as Director with Bapcare Ltd for 12 years, the last four as Chairman.
- Past Chairman of CHBC LINKS Inc. (retired May 2018)

### Natalie Elliott – Director

- Natalie's career has spanned across senior roles in public health, finance and philanthropy
- Specialised in the advice, development and implementation of philanthropic strategies and practice models for some of the largest private philanthropists in Australia which has resulted in the effective distribution of more than \$500m over the past 10 years
- Works exclusively for the Cooper Family Office, spanning private investment, philanthropy and social enterprise activities
- Serves as the Chair of the 16th Street Foundation

### **Samantha Hannah-Rankin – Director**

Qualifications: Master of Arts, Exec Master Business Admin

- Acting Executive Director for Public Sector Reform at the Department of Premier and Cabinet Victoria
- Over twenty year's experience as a senior executive in operational, management and corporate development roles in Australia Post, Bendigo Bank and Fairfax Digital
- Worked with public and private sector businesses as a management consultant
- Completed the Company Directors Program at the Australian Institute of Company Directors
- Serves on the Community Sector Banking SIDA Grants Committee
- Volunteer Director for the Biometrics Institute and the Victorian Women's Housing Group

### **Alan Harman - Director/Treasurer**

Qualifications: Bachelor of Business (Accounting), Masters in Innovation and Entrepreneurship, Graduate Certificate in Financial Planning, Chartered Accountant (CAANZ member)

- Client director at Pitcher Partners, providing caring and practical accounting, tax and advisory services for many private and family businesses
- Member of various Management and Improvement committees at Pitcher Partners
- Past Executive Committee member and Treasurer of New Community Ringwood Church (retired)
- Past Chairman and Management Committee member of NCR Bargain Browser Management Team (retired)

### **Ben Juchno – Director**

Qualifications: Diploma of Building and Construction, Registered Building Practitioner, Licensed Plumber and gas fitter

- Founding director of JFG Pty Ltd and Co-Director of Tri Commercial
- Both a qualified Builder and Plumber
- Property development
- Civil construction work

### **Ross Kemp – Director & Deputy Chairman**

Qualifications: B. Com, MBA, FCA, FCIS

- Over 30 years' experience as a senior financial manager in ASX listed companies
- Experienced in areas of Corporate Development, Management and Budget Reporting, Capital Expenditure, Treasury, Tax, and Company Secretariat
- Over 20 years Board experience in not-for-profit sector
- Director Baptistcare Limited 2003 – 2013 (Treasurer 2010 – 2013)
- Currently a Director of Habitat for Humanity Australia Ltd.

### **Anthony Lennon – Director**

Qualifications: BA ,Grad Dip Bus Admin, MAICD

- Joined Peet Ltd, an ASX listed national residential property developer in 1991 and joined the Board of Directors in 1996.
- Held a number of executive roles with Peet including establishing their operations in Australia's eastern states and overseeing significant expansion. His responsibilities with Peet have included project management, broadacre acquisitions, marketing and financing

### **Graeme Sinclair – Director**

Qualifications: B. Com, FAICD

- 36 years with the Myer Family Group, including 13 as CEO
- 40 years' of financial and investment management services.
- Former Director of Mirrabooka Investments Ltd, Peet Ltd and former Chairman of Australian Geographic Retail P/L
- Former Trustee of the William Buckland Foundation
- Recipient of the Habitat for Humanity Australia Board's Meritorious Service Award.

## Financial Supporters

**We gratefully acknowledge the financial support provided by the following Foundations and Organisations:**

Kel and Rosie Day Foundation	The Red Bowl Fund
The Matri Foundation	Origin Energy Foundation
The William Buckland Foundation	Telstra
The Dow Chemical Company Foundation	Wheelton Philanthropy
The Nissan Australia Foundation	

**We also recognise and thank:**

### Executive Director's Circle Supporters

Anthony Bryer	Matthew Hick
Baillieu Myer AC & Sarah Myer	Melville & Suzanne Edwards
Brian Finch	Murray & Rosemary Baird
Daniel & Michelle Liebau	Paul Wheelton AM KSJ
Graeme Sinclair	Peter Fry
Greg Cooper	Ross & Jenny Kemp
Philip & Jenny Curtis	Anthony Lennon

### Build Partners

Anthony Bryer	Ian Watkinson
Brian Finch	Jillian David
Bruce Barry	John Allen
Christine Butler	John Evans
David Hein	Maureen Doonan
David & Christine Wells	Peter Dikschei
Geoff & Liz Broadbent	Peter Horbury
Howard Fearn-Wannan OAM	

### Schools & Universities

Billanook College  
Carey Baptist Grammar  
Melbourne University Friends of Habitat for Humanity  
RMIT University  
Sacred Heart College Geelong  
SEDA College  
Waverly Christian College

**for their regular and faithful financial contributions and for the practical support given to our affordable home building program**

## We proudly acknowledge our project sponsors, partner and suppliers

- ARUP
- Assa Abloy Australia
- Bartercard
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- Lendlease
- Metricon Homes
- Moores
- Reece
- Section Technologies
- Universal Fans
- USG Boral

# A world where everyone has a decent place to live...

With your participation and support, Habitat for Humanity can achieve it's vision of a world where everyone has a decent place to live.

We encourage and invite you to invest your time, money, resources and/or ideas to help make a real difference in the lives of people living in housing stress and in need of a 'hand up'.

**Habitat for Humanity is a volunteer based organisation that operates with the generous support of many people. There are many ways you can contribute to and support our vital and life changing programs.**



## Get Involved

### Donate

Make a one-off donation or become a regular supporter through monthly giving as a Build Partner or as part of our Executive Director's Circle.

Donations can be made at [habitatvic.org.au](https://www.habitatvic.org.au) or contact our office for more information. \*Donations over \$2.00 are tax deductible.

### Partner with us

Corporate partnership packages can be designed to meet your organisation's needs while also supporting our cause.

Please contact Phil Wright, Business Development Manager on 03 8720 9200 or email [pwright@habitat.org.au](mailto:pwright@habitat.org.au) for more information.

### Volunteer

Our volunteers play a crucial role through a diverse range of activities in our home building and Brush With Kindness programs, in our ReStores and in our office.

Please visit our website [habitatvic.org.au](https://www.habitatvic.org.au) to fill out our online form for volunteer enquiries or email [vic.info@habitat.org.au](mailto:vic.info@habitat.org.au).

### Make a Bequest

By leaving a gift to Habitat for Humanity Victoria in your Will, you can make a lasting impact by supporting vulnerable people for many years to come.

For more information please contact Philip Curtis, Executive Director on 03 8720 9200 or email [pcurtis@habitat.org.au](mailto:pcurtis@habitat.org.au)

### Support our ReStores

ReStore is a social enterprise providing additional funds to support our affordable home building program and other programs. You can support ReStore by donating goods, volunteering or shopping.

Find out more at [habitatvic.org.au/restore](https://www.habitatvic.org.au/restore)

