



Habitat
for Humanity®
Victoria

Annual Report 2021-2022

Pictured: Our Partner Family Celeste.

Habitat for Humanity Victoria's completed and in-progress projects throughout the state.

Total families
helped into
home ownership:
68



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Pictured: Our Volunteer
Supervisor Rod.



our vision

A world where

every one

has a decent place to live

Picture of Our Partner Family Katie
and her daughter.

our mission

Seeking to put God's love
into action, we bring people
together to build homes,
communities and hope.

our values

empowering & engaging
driven to make a difference
a trusted partner
generous & caring
responsible & resourceful



about us

Habitat for Humanity Victoria is part of the global 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 complete a home in Victoria, we support the building of a home for a family in need in Cambodia.

The Habitat for Humanity Victoria (HFHV) team has once again spectacularly navigated an otherwise challenging financial year. With a year of lockdowns and Covid impacts behind us, we are well-placed to see better times ahead.

Despite the significant limitations, the past year has seen the commencement of our new affordable housing project at Crib Point on the Mornington Peninsula. The first three of six homes to be built at Crib Point commenced in July 2021. Building materials and labour, both in terms of price rises and availability, have been a challenge. Nevertheless, we are hopeful of having the first three homes completed by the end of 2022. In a new initiative for HFHV, we will sell two of the six completed homes to the general public to provide additional funding for the project, as well as some capital for future house projects.

As you may recall in June 2021, the Dandenong Ranges and surrounding areas were hit by severe storms which caused widespread property damage. Of the hundreds of families impacted, HFHV's Storm Damage Recovery program has been able to assist over 40 affected individuals and families who were unable to undertake necessary repairs themselves due to factors including age and health. Moving forward, we are continuing our partnership with Yarra Ranges Council to respond to the outstanding needs of this community.

Covid lockdowns continued to impact our ReStores at Kilsyth South and Rosebud being open to the public. Out of this adversity, our online sales have become a significant part of our overall sales. Our Facebook and Instagram channels bring a wider audience to ReStore for both sales and community engagement. Our volunteers at both stores continue to play an incredibly important role. Their enthusiasm and dedication is much appreciated.

Our Board and senior management participated in some very worthwhile Theory of Change sessions as part of our work on the Growth Grant Project supported by Impact Investing Australia. We identified a key social contribution



chairman's report

of HFHV in providing access to stable home ownership whilst most government housing initiatives are focused on providing affordable rental accommodation. Our Partner Families gain the opportunity to own their own home with all the well documented social, educational and health benefits it brings.

Our 2021 Annual Fundraising Dinner was conducted as an online event due to COVID restrictions. Though successful in its own right, we anticipate a return to an in person dinner this year on October 7. We held our Chairman's Lunch in May 2022. It was fantastic to see so many of our supporters in person again and to also engage with people new to HFHV's community of supporters.

Thank you to my fellow Board members for their continued support and contributions. With a number of new Board members, it hasn't been ideal with circumstances requiring Board meetings by Zoom commonplace. We look forward to that changing in the near future. The leadership of Philip Curtis through such trying times has been fantastic and ably supported by our senior management, staff and volunteers.

Hopefully without COVID distractions there will be greater opportunities for the HFHV footprint to grow in the upcoming year. To achieve this, we will need the continued financial support of our existing contributors who we can't thank enough. We look forward to welcoming new donors to our growing community of supporters.

Anthony Lennon
Board Chairman



Pictured: A Corporate Volunteer on a Home Build Day at Crib Point.

what we do and why we do it...



48,000+ Victorian households need housing. There's a severe lack of access to affordable housing making it incredibly difficult for low income families to find decent accommodation. Few are dedicated to helping residents out of social housing and into their own permanent home.



We bring together people, businesses and communities to build safe and secure homes and undertake home repairs all aimed at improving shelter for families experiencing housing stress.



Together we can build brighter futures, stronger foundations, healthier and more resilient families. Join our community of supporters today.



homebuilding program

Together with Habitat for Humanity Victoria, you'll work alongside our Partner families to build a place they can call home. You will be helping with a variety of tasks such as cladding, insulating, building fences, retaining walls, landscaping and much more.



brush with kindness

Our brush with kindness program brings together volunteers to conduct external repairs, landscaping and rubbish removal for disadvantaged households or community groups such as homeless shelters and women's shelters.



disaster recovery

Our disaster recovery program assists vulnerable families affected by natural disasters in cleaning up their property by cutting and removing fallen trees, clearing debris and conducting external repairs.

ReStore - our social enterprise

ReStore is our social enterprise that accepts and resells new and gently used items donated by businesses and the general public. The funds generated by ReStore go towards our other programs and help families in need.



executive director's report

Some time ago I was introduced to the story of Sir Ernest Shackleton's last voyage of exploration to the Antarctic Circle. It is an amazing story of courage, adversity and challenge, boldness and ultimately rescue. Shackleton's ship, Endurance, becomes trapped in pack ice, is crushed and sinks. The crew is forced to abandon its home upon the ice, find ways to survive while an escape is planned and executed.

It is an engrossing story. The resultant rescue is an unqualified success and triumph as no one is lost - despite the enormous odds of the day. The Shackleton family motto

is "by endurance we conquer". It is a persuasive reminder to keep your eye on the target and the course chosen; especially when things are not going as you had planned or expected.

Without wishing to stretch the analogy too far, the impact of the COVID 19 virus over the past 2 years has sometimes felt like a challenge which was not going to end. The times were turbulent with rising anxiety within our community as we entered another lockdown period.

However, as we look back over the past 2 years it is very encouraging to see how far we have come and how well we have landed; despite the adversity and challenges of the times. We have become flexible and found new ways to stay on course.

Our team has worked together extremely well. We have added new team members when required. We kept our projects moving – sometimes more slowly than planned. We have found new areas where we can serve our community and improve the shelter and housing of those who are disadvantaged and vulnerable. Our Storm Damage Recovery program in partnership with the Yarra Ranges Council is one such example.

Our flagship affordable home building program has continued at Yea and Crib Point. We expect the 4 houses underway to be completed in 2022. There are 4 more houses planned; including the final house at Yea and 3 houses at Crib Point.

It has been very encouraging to see our ReStores continue to operate and to recover strongly following the end of the last Lockdown period in 2021. We have grown our online sales capacity. In July 2022 we invested in a new role to support the growth in online sales.

In the second half of 2021 we were encouraged to apply for an Investment Ready Growth Grant through Impact Investing

Australia. Our application was successful. Our project, underway since early 2022, has involved:

- Revisiting, reviewing and restating our Theory of Change
- Developing a Framework to measure the impact of our programs. We are moving to an evidence based assessment of what we do, how it is done and the changes experienced by our Partner families.
- Reviewing our Housing and Finance Model to help us become better positioned to raise the funds needed to scale our Affordable Home Building Program to assist more lower income families to achieve home ownership.

We know our community needs greater access to affordable and appropriate housing. Slow growth in wages, rising inflation and interest rates and continued rent increases make it more difficult for lower income families to access affordable housing.

The Anglicare Australia 2022 Rental Affordability Snapshot confirmed “most household types are slightly worse off than last year when it comes to finding affordable and suitable housing”. The housing market is described as brutal for everyone on lower incomes – individuals, couples, families, old and young. Those on income support payments are simply being left behind.

Against this background there is a growing need for more to be done across our community to support those who are disadvantaged, vulnerable and on the margins. We are planning to do more as we strengthen our capability and capacity to support those needing a “hand up; not a hand out” into a home of their own.

It has been pleasing to see several of our established Partner families make their final loan payments in the past year so they own their home outright. This provides them with stability and security to plan for the future.

I offer a sincere thank you to all of our donors, supporters, partners and loyal volunteers for your support and contribution over the past year. A special thank you to each volunteer who serves so regularly and faithfully in our ReStores at Kilsyth and Rosebud. The past period has been a challenge. Without your loyalty and very generous and continued contributions we could not deliver the life changing opportunities we provide to each of our Partner families and the people we support through our Brush with Kindness and Storm Damage Recovery programs. Thank you for being part of our community of supporters.

Thank you to our Board members who give so generously of their time and expertise to help us become a stronger and more effective organization as we help to build [a world where everyone has a decent place to live](#).

Thank you to our dedicated and enthusiastic staff for their continued contribution during a difficult and challenging season of pandemic and community infection. We have done our best to manage the situation, embrace new opportunities as they arose and kept our programs moving.

We are looking forward to helping more people and families to build or improve a place they call home in the year ahead. By being part of our community of supporters you help our Habitat for Humanity Partner Families to build the strength, stability and independence they need to create a better life for themselves, their families and future generations. Thank you for your support!

Philip Curtis
Executive Director

financial overview

Habitat for Humanity Victoria delivered an overall surplus of \$222,492 for the financial year ended 30 June 2022. We continued to be impacted by COVID-19 during the 2022 financial year. We have continued with our goal of providing low-income families with access to home ownership. The result was achieved with gross revenue of \$2.4 million and gross expenses of \$2.2 million.

Key points to note with respect to the surplus reported above are:

- We settled a number of property sales to our Partner families during the year;
- Donations, grants and fundraising events increased to over \$790,000.
- Our ReStore operations continued to generate a surplus in excess of \$200,000, despite the impact of store closures during the COVID 19 related lockdown periods.
- Government support during the COVID 19 impacted periods was reduced to \$20,000.

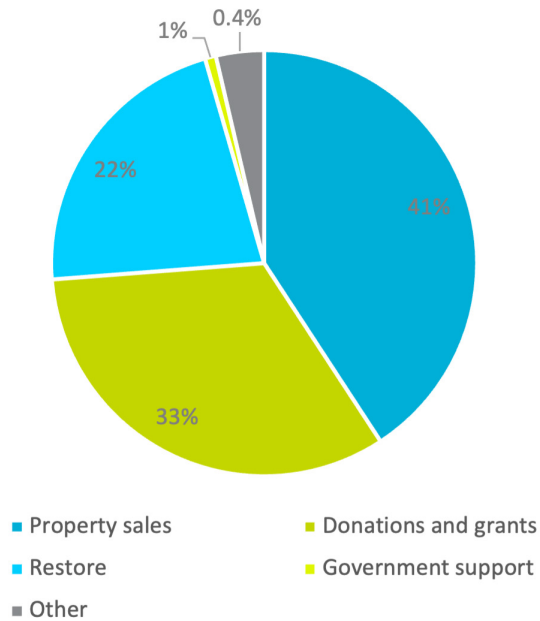
As Philip noted in his Executive Directors report, the last couple of years have been tough. We are making progress and there are some exciting times ahead for Habitat for Humanity Victoria.

Thank-you again to all our supporters, volunteers and donors who help us to continue our programs and help to make home ownership a viable alternative for lower income families in our community.

Alan Harman
Treasurer

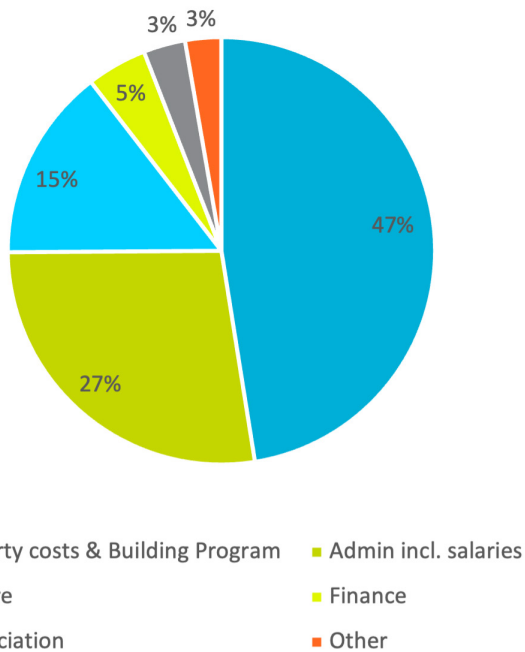


Pictured: Our Volunteer Supervisor Rod with a volunteer on a Build Day.



revenue

Property sales	\$982,274
Donations and Grants	\$794,600
ReStore sales	\$523,556
Government Support	\$20,000
Other	\$87,975
TOTAL	\$2,408,405



expenditure

Property & building program costs	\$1,038,017
Admin inc. salaries	\$599,106
ReStore inc. salaries	\$319,858
Finance	\$99,750
Depreciation	\$69,383
Other	\$59,799
TOTAL	\$2,185,913



Celeste's story

"When we first moved to Victoria, we came out of a difficult time. I have a beautiful memory of taking the kids down to the beach for the first time. Seeing them smile after a really difficult few years was absolutely amazing. It felt like a fresh start we all needed."

As a single mum of three boys, Celeste has spent years seeking ways to provide her family with a safe home. She recalls living in houses with a leaking roof or a front door that fell off. With most of her time spent homeschooling her neurodiverse sons and working multiple jobs to make ends meet, having a place to home has always been an unreachable goal.

"A home to us means stability," Celeste reflects. For her family with their neurodiverse needs, having a place to call home can be life-changing. She longs for the day when they don't have to face the anxiety of not knowing when they might have to move or whether their home was a safe place.



"I'm looking forward to my sons remembering their address, and knowing it off by heart, because we live here and we're not going to move."

Despite the challenges she's faced, Celeste carries with her a heart for helping others. During the week, she tutors autistic children in their unique ways of learning. Her dream to pursue Art Therapy stems from a personal passion to see neurodiverse individuals have access to ways they can express themselves to heal and grow.

"A social worker who was working with me when I was younger suggested I paint my feelings. I tried it and it was amazing. I felt I could get feelings out I ordinarily couldn't... I'm hoping I can provide a safe space for others to express themselves in the same way; especially those who find it hard to express themselves in traditional means," says Celeste.

As a Habitat for Humanity Victoria Partner family, Celeste receives the hand-up she needs to work towards affordable home ownership. More than just a hand-out, she and her sons get to participate in building their future home with HFHV, as well as volunteer time with the ReStore Rosebud.

"Seeing my eldest son Ethan on site interacting with the builders and the other volunteers has been absolutely beautiful. He is usually really anxious around new people and situations. There was one point when he came down and Phil Curtis was here... which he thought was absolutely amazing. Phil showed him how to use the drop saw. It was awesome to see Ethan interacting with people and feeling comfortable," Celeste recalls.

With the help of Habitat for Humanity Victoria, Celeste has the hand-up she needs to provide her family with a stable place to call home. She can't wait for the day she receives the keys to her new home, and finally unlocks the door to a new chapter of stability and peace for her beautiful family.

To watch the full video feature of Celeste's story, visit habitatvic.org.au/celeste or scan the QR code below.



"I'm looking forward to my sons remembering their address... because we live here and we're not going to move."



business development manager's report

The universal feeling during these past 2 years has been one of uncertainty, as each new phase presents its own new challenges. Despite the harsh landscape, our volunteer community and corporate partnerships are slowly and steadily climbing back to a sense of normalcy.

Volunteering

It has been a difficult year for volunteering, with lockdowns in the first half forcing cancellation of almost all volunteer days. Adding to that, the strange post COVID reluctance resulted in much smaller volunteer numbers returning after the lockdowns, whether it be with corporates or the general public.

However, one encouraging development was the International Women's Day celebration in March 2022 which involved 12 volunteer days through our Brush With Kindness program and generating \$30,000 in contributions to support our programs. This return to volunteering continued in the second quarter this year as we saw a significant increase across corporate and general volunteer numbers; including interest from schools and universities. Our new Volunteer Coordinator, Felicity Smith, has been reaching out to a wide range of groups, platforms, schools and universities to invite people to participate in a volunteer day. Whilst the response has been slow as other NFPs have found, there is discernible progress.

In these strange times, it is difficult to draw much meaning from the raw volunteer numbers. Overall, numbers are back

A photograph showing two men in blue volunteer shirts and caps working outdoors. One man is operating a yellow DeWalt miter saw mounted on a stand, cutting a piece of wood. The other man stands beside him, observing. The background features a grey metal fence and green trees under a clear blue sky. The man operating the saw has a blue shirt with white text that includes 'VOLUNTEER' and 'We build strength, quality and resilience through volunteerism'.

Pictured: Volunteers from a Corporate partner participating in a Build Day.

to pre-COVID levels, but spread more evenly across all of our programs. Significantly, the volunteer hours for building sites are down on our 2019 numbers when there was more building activity and higher levels of corporate volunteering.

Tom Alexander, who joined us in August 2021 as our Housing Programs Manager has found new and creative ways to engage volunteers in our programs and built a more consistent and reliable volunteer program. Having more programs on offer increases our chance of developing a volunteer community who are regularly connecting with us and growing. It also has enormous benefits for our corporate partners. For example, for the first time for many years we secured corporate volunteer days with building companies (Nostra Group and Visioneer) who bring skilled trade volunteers, which helps us reduce building costs.

I'd like to thank all the volunteers that helped us this year despite a challenging environment. I would also like to thank Tom Alexander and Rod Brooks who conduct the programs our volunteers attend. They do an amazing job and are critical for us to deliver a benefit to the recipients of our programs through a great volunteer experience. I am very optimistic the year ahead will see our best year yet for volunteer numbers and impact across our programs.

Corporate Partnerships

I want to thank all our corporate partners for the various ways they help us and the families we work with, whether with cash, free or discounted materials, skilled labour or volunteer engagement. It has been a challenging year due to the lockdowns. We saw less building activity and therefore less benefit from our corporate partners. Inbound offers to assist from new Corporates were very slow this year, although these have picked up in the last quarter. As a result, we've seen some movement with new or renewed relationships offering support.

We recently signed a new Australia wide agreement with Hilti tools who have generously supplied the existing and

future heavy tool needs of all HFH groups in Australia. We were also fortunate to have Bossini kitchens support us by supplying kitchens for our new homes. Previously they had supplied and installed at no cost the kitchens for 2 of the Bushfire Recovery temporary houses. And we had two building companies approach us to provide skilled volunteers; which is incredibly valuable to the construction team. Furthermore, we have a new and exciting partnership opportunity with Servants Community Housing in Kew to build a bungalow to support their housing program and tenants.

Going into 2023, there will be an increased focus on gaining greater corporate support. We have begun to work with consultants to assist us in doing this in a more targeted way.

Phil Wright

Business Development Manager





housing programs manager's report

An extraordinary year to say the least! The 2022 Financial year saw Victoria step out into the sun after the challenge of Covid. Although its effects have continued to impact all facets of life around us, HFHV slowly grew its programs back to, and in some cases, above pre-Covid levels.

A concerted effort to engage volunteers in more aspects of our affordable homebuilding program, approaching and partnering in new community centered programs and tackling the devastation of the 2021 June storms in the

Yarra Ranges region has led to an extraordinary amount and diversity of activities undertaken. There remains an enormous and exciting bank of work to complete.

Despite the year beginning with lockdowns, regional border restrictions, trade, and material shortages, our housing programs have picked up momentum with Unit 6 in Crib Point and Unit 3A in Yea within sight of the finishing line. Each house will soon to be ready to handover to our eager Partner Families.

Units 4 and 5 in Crib Point are over the halfway point and the remaining three units in Crib Point and one house in Yea are in the Permit process. We have undertaken over 30 volunteer days across the builds and at all stages. Our extraordinary volunteers have assisted with wrapping, framing, cladding and painting. They have installed windows, doors and cabinetry and have made an enormous impact by their hard work.

Our auxiliary programs have also gathered momentum and stand as a testimony to the power of volunteers. Over the last year we have completed over 80 volunteer activities across the Storm Damage Recovery Program, the Brush With Kindness program and other community based endeavours.

The Storm Damage Recovery program was initiated in response to the June 2021 storms in the Yarra Ranges. Our program has bought dozens of volunteer teams across the storm affected areas and has become a leading force in the ongoing clean-up work. Many of the affected residents are unable to tackle the enormous task before them on their own. In one instance, Sarah from Cockatoo had experienced an enormously challenging year. Recently widowed and a full-time carer, she faced the work alone as a single mother. We were pleased to provide Sarah with the practical hands on assistance needed. Afterwards, Sarah said the program "made me feel like I wasn't doing it alone. I felt people cared and there was a community around me. It was more than just

the work you completed. I felt like there was some weight lifted from my shoulders.”

Our Brush With Kindness program has also assisted many in our community who fall into the gaps of our social safety nets. HFHV completed 20 volunteer days centered around domestic violence and its impact on our community. Our diverse program assisted with repainting a shelter in Lilydale, decreasing the bushfire threat to a refuge in the Yarra Valley, helping maintain the homes of multiple families needing a “hand up” and building a dedicated Garden of Retreat at Japparra house in Kilsyth. Our volunteers and community of supporters have been central to the support of hundreds of community members.

This volume of work has been recognised and increasingly supported by the Yarra Ranges Council with whom we have partnered to continue to undertake these impactful programs. The year ahead, if any indication is given by the year that has been, is full of hope and opportunities for fantastic community work.

Tom Alexander
Housing Programs Manager



Pictured: A volunteer participating in a Storm Damage Recovery day.



100+ referrals
79 volunteer days
87 volunteers
523 volunteer hours
78 families assisted
Since October 2021...

Pictured: Corporate volunteers participating in a
Storm Damage Recovery day.



We proudly acknowledge our **project sponsors, partners and suppliers:**

- ANZ
- ARUP
- Budget Bayswater
- Bunnings Trade, Bayswater
- Camberwell Electrics
- Contract Plumbers
- CSR Bradford
- DB Rickard Electrical
- Dulux Group
- Homes for Homes
- James Hardie Australia
- Moores
- Section Technologies
- Universal Fans
- USG Boral – now Knauf
- Allegion
- Hilti

*Interested in partnering with Habitat for Humanity Victoria to achieve your corporate social responsibilities? Want to strengthen your team spirit? **Start a conversation** with us today for a tailored partnership program! Email Phil at pwright@habitat.org.au*

90

ReStore volunteers



2000+

volunteer hours per
month

\$523,557

**total revenue raised
by our ReStores**

Top donations sold



32%

Bric-a-Brac



16%

Clothing & shoes



26%

Furniture
(office & home)



14%

Hardware &
building items



7%

Electrical items



5%

Books & DVDs



ReStore manager's report

ReStore is an exciting social enterprise which exists to support the work of Habitat for Humanity Victoria in creating a better future for vulnerable Victorian families. Our ReStores in Victoria are part of a huge network of over 1,000 ReStores around the world operating under the oversight of Habitat for Humanity. We are proud to be part of this successful global fundraising movement.

ReStore sells an extensive range of donated goods, new and used, at two locations in Kilsyth and Rosebud. Pre-loved and excess goods are sold at affordable prices; benefiting the buyers, donors and especially the families we assist. By reducing the volume of waste going to landfill, ReStore is also greatly helping our environment. Not only is ReStore raising much needed funds, it is a great place for our customers, donors and volunteers to learn about our cause.

In the 2022 financial year, our two Victorian ReStores achieved sales of \$523,557 and made a remarkable contribution to our home building projects and other programs. This is a very pleasing result, bearing in mind the affect of the Covid pandemic which caused both our stores to be closed for 67 trading days in the financial year!

The income generated between our two stores can be broken down into six broad categories as shown in the infographic. Approximately 25% of our overall income resulted from online sales in the last year. We view this aspect of the enterprise as vital to the future of ReStore. We have strategically planned for ongoing growth of online sales by improving our systems and allocating more staffing resources to this area. One of the many benefits we have seen with online sales is its ability to allow us to continue trading during Covid lockdowns, as we redirected our energies into this type of trading to maintain an income stream.

ReStore has recently made greater inroads into the social media space as part of our growth strategy. We believe the intentional use of social media platforms for marketing and promotion is one of the keys to success and will receive increased focus and attention in the future.

We can never underestimate the importance of three absolutely essential ingredients in this enterprise. We don't take for granted these three vital aspects which always need nurturing and developing for ReStore to flourish:

1. **Customers** – 250 customers come through our doors daily, enjoying a very positive shopping experience which they inevitably share with friends and family. We draw customers from a wide area. Our strategic focus is to target local communities around each store. We help our customers understand their purchases help to transform people's lives.



2. **Volunteers** – We could not operate without the help of our fabulous volunteers. Currently we have about 90 dedicated people, collectively giving us around 2,000 hours of their time every month - the equivalent of 11 full time workers, filling a wide variety of roles.

3. **Donors** – A constant supply of good stock is critical. We rely on our domestic and commercial donors to give us usable items they no longer need. Our Kilsyth store specializes in hardware and office furniture, offering a distinct point of difference to regular op shops. Our Rosebud store specializes in clothing making it “the best place to buy second hand clothes on the Peninsula!” To help with collecting donated items for our Kilsyth store, we were blessed last year by the generous donation from Cooper Investors Philanthropy to help us purchase a van. Our van has proven to be a wonderful asset.

The future looks very promising for our ReStores. As more businesses and members of the public become aware of us, there are increased opportunities for their participation and support. Discussions are currently underway concerning the potential and viability of expanding the ReStore footprint beyond the existing two stores. With the development of online sales and digital marketing adding to our growing supporter base, we have exciting days ahead.

As always, we express our deepest thanks to our staff, volunteers, donors, supporters, and customers who make up our wonderful ReStore community - each helping us make a positive difference in the world!

Russell Croxford
ReStore Manager



ReStore stall at **Camberwell Market**...

On May 2022, our ReStore team worked alongside the Melbourne University Habitat for Humanity club to set up a ReStore market stall at the Camberwell Sunday market. The team of eight university students organised a selection of items to be transported to the market, and volunteered their morning making sales and connecting with customers.

The outcome of the day was a successful \$458 in sales, and several happy customers interested in visiting our ReStores in Kilsyth and Rosebud. More than the extra boost in sales, this initiative helped increase awareness for ReStore beyond its surrounding suburbs. We anticipate the learnings from this trial run will help spark future ideas on how to expand ReStore's reach into other parts of Victoria.

If you have an idea or opportunity for ReStore to expand our reach, [start a conversation](#) with us! Follow us on Facebook facebook.com/restorevic or on Instagram [@restorevic](#).



fundraising manager's report

As we reflect on what was another turbulent year, I thank our growing community of supporters for believing in and supporting our life changing programs. Your very generous financial support enables us to provide lower income families living in housing stress with “a hand up” and access to an affordable place to call home.

The past year again brought much uncertainty and interruption to our community, our supporters and our Partner families. Knowing we had generous supporters standing alongside us helped us to remain focused on our mission and our programs.

Our growing community of supporters has many contributors in different roles as demonstrated by the infographic in this report. It is not just about financial donors, although this remains a vital contribution to our work. We have multiple ways for people, groups and businesses to come together to help us provide our Partner families with the support they need to build a better and brighter future.

The support from our community of supporters facilitated significant progress across our programs including:

- Our new housing project at Crib Point; a 6-home project where the first 3 homes are nearing completion. This project is being generously supported by a Grant from the Hugh TD Williamson Foundation and the hard work being done by our loyal volunteers at our Rosebud ReStore
- Moving towards completing the Lot 3A house at Yea. We anticipate completing the final house in this major affordable housing project by mid-2023.
- Growing the scale and impact of our Brush with Kindness and Storm Damage Recovery programs as we helped individuals, couples and families to improve their shelter when the task was beyond their means and resources due to circumstances beyond their control.
- Strong support for our social enterprise ReStore. Our Stores at Kilsyth and Rosebud have recovered well following the forced closures during the lockdown periods. As we become more conscious of what we are sending to waste and landfill it is good to see people, families and businesses deciding to donate to ReStore where our volunteers can repurpose, upcycle and help our customers to reuse preloved goods. Shopping at, donating to and volunteering in our ReStores are all ways to be part of our community of supporters.

Our **community of supporters** enables Habitat for Humanity Victoria to build more affordable housing and equip our Partner families to build the strength, stability and independence they need to build a better life for themselves and their families, today and into the future.





As you may already know, we want to support our Partner families to move past the “struggle to survive” and to set down roots in their community, live full lives and thrive in the place they call home. To do so we need our community of supporters to be actively engaged across all of our programs to equip our teams with the resources they need to help our Partner families build brighter futures, stronger foundations, healthier children and more resilient families.

Which is why I invite you to join our Community of Supporters today! You can join us and participate by:

- Providing your time and/or your expertise through volunteering
- Donating used, new, or obsolete products for us to sell in our ReStores
- Becoming a regular donor or a Build Partner with a monthly gift
- Joining our Executive Director’s Circle of Supporters
- Becoming an Impact Investor
- Becoming a supporter through our regular appeals and events
- Becoming one of our Corporate Partners and Sponsors

Together we can help make a real difference and build a world where everyone has a decent place to live.

If you are interested in supporting our work or becoming involved with our programs, please contact me at pcopp@habitat.org.au. I hope to hear from you soon.

Peter Copp
Fundraising Manager

Pictured: A volunteer participating in a Storm Damage Recovery day.

our financial supporters

We gratefully acknowledge the financial support provided by the following:

Foundations and Organisations:

ANZ Staff Foundation
Cooper Investors Philanthropy
KLR Legal Services
Lord Mayor's Charitable Foundation
Origin Energy Foundation

The Hugh T D Williamson Foundation
The Red Bowl Fund
The William Buckland Foundation
Wheelton Philanthropy

Executive Director's Circle of Supporters

Anthony Lennon
Brian Finch
Daniel & Michelle Liebau
Graeme Sinclair AM
Greg Cooper
Graham and Lynette Reeve
Matthew Hick
Murray & Rosemary Baird
Melville Edwards

Natalie Elliott
Paul Wheelton AM KSJ
Peter Fry
Peter Shields
Phil Burns
Philip & Jenny Curtis
Ross & Jenny Kemp
Simon Merrigan
Tony Bryer

Build Partners

Brian Finch
Cathy Jones
Charles Kirk
Christine Butler
Christine Wells
Clancy Whittle
David Hein
David Hutchinson
Hayden Poole
Merran Graf
Ian Watkinson

Jillian David
John Allen
John Evans
Josh Calleja
Kristine Brown
Liz Broadbent
Mark Grindlay
Maureen Doonan
Peter & Sandy Dikschei
Siew Kong
Tim Williams

Schools & Universities

Carey Baptist Grammar

University of Melbourne HFH Club



governance & 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 Profits 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, their implementation and progress, and the Association's performance. The Executive Director also has oversight of our Housing Programs; including home building projects, selection of our Partner families, our Brush with Kindness programs, Storm Damage Recovery program and special housing projects (such as Build Back) and ReStore, our social enterprise..

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.

Our Board Members:

Robert W. McLauchlan – Chairman (retired October 2021)

Qualifications: Certificate of Architectural Draftsmanship RMIT

- Former Managing Director of McLauchlan & Associates, Building Design Consultants for 38years
- Fellow, Life member and Past President of the Building Designers Association of Victoria (Now known as Design Matters National)
- Former Board Member of the Building Designers Association of Australia
- Former Judging panel member of the Master Builders' Association of Victoria Housing Awards
- Former member of the CEO Institute
- Past President of the Blackburn Tennis Club
- Recipient of the Habitat for Humanity Australia Board's Meritorious Service Award

Anthony Lennon – Director and Chairman since October 2021

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

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
- Past Director and Board Chairman of Baptcare Affordable Housing Ltd.
- Past Director with Baptcare Ltd for 12 years, the last four as Chairman.

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)

Doug Elliott - Director

Doug is a Registered Building Practitioner with extensive experience in the construction industry.

- Certificate IV qualifications in Building and Construction, Training and Assessment and Work Health & Safety
- Director of Delpro Building Group
- Teaching at the Builders Academy Australia as a Contract Trainer (Building and Construction)
- Has experience working with Registered Training Organisations and has a passion to share his industry knowledge and experience with those in the building industry

Graeme Sinclair AM – Director (retired October 2021)

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

Maurice Benington - Director

- 20 year career in building services consultancy in both the UK and Australia
- Leads the community development expression of Stairway Church Whitehorse (SCW) in 2007

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

Philip Burns - Director

- Founder and a Group director of Sinclair Brook - a leading property services company
- This role includes working with clients and project partners to identify, create and structure major projects in Australia and offshore.
- Currently a Director of Habitat for Humanity Australia Ltd

Ross Kemp – Director & Deputy Chairman (Retired October 2021)

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 Baptcare Limited 2003 – 2013 (Treasurer 2010 – 2013)

Thera Storie - Director

Qualifications: BA, BBus (Honours), MBA (MBS), MHRM, AHRIS and AICD member

- 25 years across a range of sectors from Australian Services Union to World Vision Australia, residential and community aged care, disability, family services at Baptcare to healthcare at St John of God Healthcare
- Recently worked for Emergency Services Telecommunications Authority, the Bureau of Meteorology, early childhood education, faith based financial services and community housing



Pictured: Corporate Volunteers participating in a Build Day at Crib Point.

join our community of supporters

give

Make a one-off donation, become a regular supporter through our monthly giving program or join our Executive Director's Circle. Donations can be made at habitatvic.org.au/every-gift or contact our office at 03 8720 9200. ***Donations over \$2.00 are tax deductible.**

By leaving a gift in your Will to Habitat for Humanity Victoria, you can make a lasting impact by supporting vulnerable people for many years to come. Contact Philip Curtis, Executive Director at pcurtis@habitat.org.au for more information.



partner

Corporate partnership packages can be designed to meet your organisation's needs. Organise staff volunteer days, donate goods or services in kind, run a workplace giving program or provide financial sponsorship.

Contact Phil Wright, Business Development Manager at pwright@habitat.org.au for more information.



volunteer

Volunteers play a crucial role through a diverse range of activities in our Housing Programs, ReStores and in our office. Whatever your experience, stage of life, skill-set or passion, we welcome your support.

Visit our website habitatvic.org.au/volunteer to fill out our online form for volunteer enquiries or email vic.info@habitat.org.au.

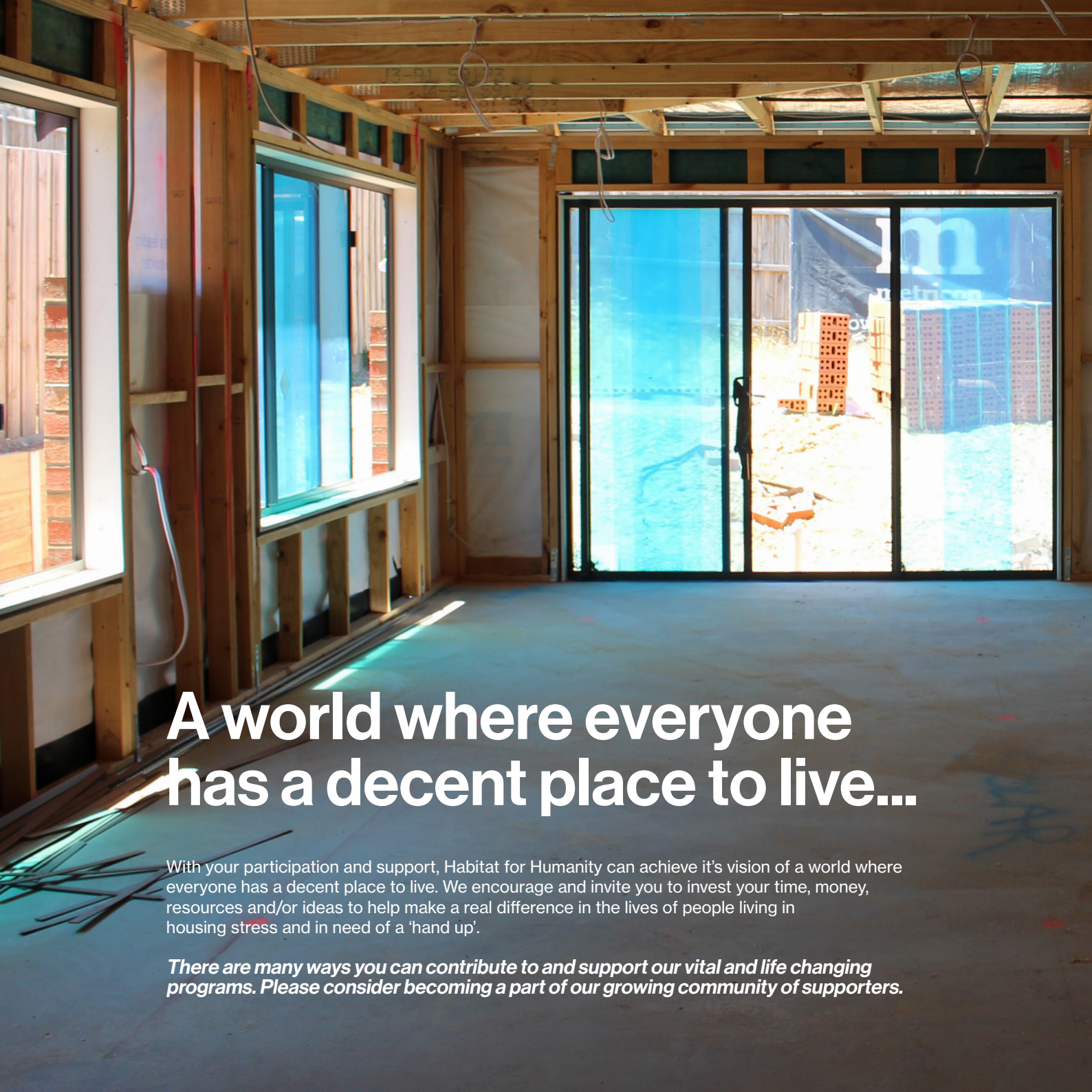


visit

ReStore is our social enterprise providing additional financial support for our Housing Programs through receiving and selling pre-loved goods. You can support ReStore by donating goods, volunteering or shopping at our Kilsyth South and Rosebud store.

Find out more at habitatvic.org.au/restore or visit us at 2/128 Canterbudy Road, Kilsyth South or 17 Henry Wilson Drive, Rosebud. See our Facebook Marketplace listings through the QR code on the right.



The image shows the interior of a house under construction. The walls and ceiling are made of exposed wooden studs and joists. There are large windows on the left and a large sliding glass door on the right. The floor is a smooth, light-colored concrete. Sunlight streams in from the windows, creating bright patches on the floor. Outside the door, a construction site is visible with stacks of bricks and a building under construction.

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

With your participation and support, Habitat for Humanity can achieve its 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'.

There are many ways you can contribute to and support our vital and life changing programs. Please consider becoming a part of our growing community of supporters.



Pictured: One of the housing units in progress at our Crib Point development