



Habitat
for Humanity®
Victoria



Annual Report 2023-2024

Pictured: Brush with Kindness corporate volunteers

72 HFHV partner families across Victoria



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



-  Completed projects
-  Current projects needing support

Contents

About us	5
Chairman's report	6
CEO's report	8
What we do	10
Financial overview	12
Partner family impacts	14
Partnership manager's report	18
ReStore manager's report	24
Fundraising manager's report	29
Governance and board	32
Join our community of supporters	35





our vision

A world where

every one

has a decent place to live

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



Pictured: HFHV ReStore volunteers at a home handover event

about us

Habitat for Humanity Victoria (HFHV) 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 independence through shelter. We provide our partner families with a pathway out of poverty and into home ownership, changing lives forever.

While 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 new home in Victoria, we support the building of a home for a family in need in Cambodia.

chairman's report



HFHV has made strong progress across all programs over the 2024 financial year.

We completed the final house in our Yea affordable housing project and three houses at Crib Point – two of which will be for our partner families. Our Crib Point project is on track for completion by mid-2025.

We are addressing the challenge of finding replacement projects. Rising land and construction costs have made it difficult to find suitably located sites where we can deliver a completed home within the price range of our potential partner families.

HFHV provides opportunities for home ownership, rather than the long-term rentals provided through Federal and Victorian Government house building programs.

As a result, having access to government funding or surplus landholdings on favourable terms has eluded us so far. We will keep trying though!

Plans for a new project on a site in Bayswater North have progressed and our discussions are ongoing. Our ongoing challenge will be to find and finalise other such capital efficient opportunities.

Our ReStores at Kilsyth South and Rosebud have continued to perform well with the product offering including a range of office furniture as well as household goods.

We are so fortunate to have a number of refit and defit companies who regularly donate quality office furniture to our ReStores.

Online sales have continued to increase in ReStore. We expect to see further growth and progress in this area in the future.

Volunteers are an incredibly important part of HFHV. We are extremely thankful to the volunteers who generously donate their time to work in our Kilsyth South and Rosebud ReStores. We also have hundreds of volunteers dedicating their time to our Home Building program, Brush with Kindness and Disaster Recovery programs.

We were delighted to welcome three new directors in the past year - Amelia Pickering, Stuart Yarnall and Conrad Morgan. They have all made an excellent contribution with their varying skillsets. Continuing directors Alan Harman, Doug Elliott and Maurice Benington continue to play vital roles to support our organisation and advance our cause. Thera Storie retired as a director at our AGM in October 2023. We thank Thera for her service and contribution over several years.

Fundraising activity

Our major fundraising events included the 2024 Chairman's Lunch, where Paul Wheelton AM KGSJ, was our keynote speaker. Paul has been a significant donor and supporter of our cause over many years.

Our Annual Fundraising Dinner and Chairman's Lunch were both enjoyable and successful in bringing together a vibrant community of supporters dedicated to our cause.

A big change that will happen before the end of the year is finding a replacement CEO, as Philip Curtis prepares to step down after 15 years in the role. This is an orderly transition and one which has provided us time to conduct a thorough search for the big shoes that need filling. Philip has done an incredible job in leading HFHV and will leave it very well placed for the incoming CEO.

As we look to the future and seek to increase the scale and impact of our programs, we encourage members of our community of supporters to continue to provide their generous support. And we welcome new donors and supporters to join us as we build a world where everyone has a decent place to live.

Anthony Lennon

Board Chairman

Pictured: Crib Point Partner family, Celeste and her sons, Board Chairman Anthony Lennon and CEO Phillip Curtis (far right) at the family's home handover ceremony in September 2023.



ceo's report



At HFHV we are very conscious of the shortage of affordable housing across our community and the enormous challenge and burden this imposes upon lower income families and households.

Australia's housing crisis has continued to escalate, with few solutions available for the disadvantaged and vulnerable in our community. Too many people are unable to provide the basics for a comfortable life – food, shelter and good health for themselves and their children. While government at all levels promotes ambitious plans to build more affordable housing, not enough housing is being built and targets are pushed out into an uncertain future. Against this background we are doing what we can to assist our partner families into affordable home ownership.

We are pleased and encouraged to see our Crib Point project moving towards completion with three new houses underway – and planned for completion by mid-2025. We value the ongoing support for this project from our Rosebud ReStore team, with more than \$1 million having been contributed to the project to date, along with the generous grant funding from the Hugh TD Williamson Foundation.

Over the 2024 financial year, there were a number of significant outcomes as we assisted Victorian families to improve their home or build a place they can call home.

Crib Point development

In September 2023, we were pleased to assist Celeste and her three boys to move into their new home. In January 2024 we welcomed Michelle, Stewart and their two boys as our second partner family at Crib Point.

Yea development

In December 2023, we completed the final home in our major affordable housing project in Yea, which allowed Simone and her son Haydn to enjoy Christmas in their own home. Our Prospect Rise development in Yea is now home to 21 HFHV partner families and their 42 children. It is a mixed community of young and old building community and enjoying the security of having a place to call home.

Storm Damage Recovery program

We completed phase three of our Storm Damage Recovery work in partnership with Yarra Ranges Council after the violent storms in June 2021. We are pleased to have assisted nearly 200 residents to improve their housing situation after the storms. Cr Sophie Todorov, Mayor said: "Your organisation's hard work and determination not only facilitated the clean-up process but also played a crucial part in restoring a sense of normalcy and hope within our community.....Thank you for your outstanding support and for making such a profound impact on our community".

Home Repairs and Brush with Kindness programs

Our Home Repairs and Brush with Kindness (BWK) programs have engaged many volunteers across the year. We have developed strong partnerships with several not-for-profit organisations working in the housing sector to support those in need of safe, secure, stable and affordable housing. We are pleased to provide practical support to help maintain and improve our partners' grounds and facilities and to add amenity.

Our volunteer teams have supported families to improve their housing and shelter when they have been unable to do so themselves – due to limited resources and/or limited physical capacity to do the work. It's a great way to provide a hand up to those with real needs in our community.

ReStore - our social enterprise

Our Kilsyth South and Rosebud ReStores have traded well while not being immune to the impact of the economic conditions of the day. Our ReStores continue to contribute significant funds to support our affordable housing programs. We appreciate the enormous contribution made by our loyal teams of regular volunteers who are engaged each week.

We are striving to find a place in our local circular economy as we encourage our supporters to reduce, reuse and recycle items, rather than dispose of in landfill. We are building stronger partnerships with several businesses in office refitting and refurbishment, which is enabling us to secure a regular supply of quality stock.

Our partner families

During the year we explored the key outcomes from our 2023 partner family survey, assisted by Pitcher Partners. You can read more about the significant and positive changes our partner families have experienced since moving into their HFHV homes on pages 14 to 16 of this report.

We are encouraged to see more of our partner families repaying their interest free loans in full each year. Debt free home ownership provides a very stable base and foundation for life – particularly later in life. We observe our partner families progress through the various stages of life and see their children complete their studies, start careers and leave home.

Others are looking towards retirement knowing they have a secure place to call home.

For many, the change in circumstances, outlook and personal wellbeing is enormous. It reinforces and validates the simple proposition that “home is the key”.

Future plans

We have invested considerable time, energy and resources in a possible new project in Bayswater North with several other NFPs working in the housing sector. It is a project with great potential. We have encountered some hurdles in recent months and have been reevaluating available opportunities.

We remain optimistic about the future and the possibility of providing more affordable housing in partnership with others.

The past year has seen significant change within and across our organisation. Some of our team left to pursue new opportunities.

We thank Russell, Julie, Tom and Yiqian for their contributions. We welcomed Richard, Susan and Kristie to our team and others have stepped into new roles to help us pursue our vision for a world where everyone has a decent place to live. (Continues on page 10)

Pictured: Habitat for Humanity supporters at our 2023 Fundraising Dinner.



Thank you

I would like to take the opportunity to thank everyone who has contributed to the successful outcomes of the past year, including our:

- Board and staff
- Volunteers
- Supporters and partners
- Our donor community – individuals, families, businesses and foundations

As we work together we see growth in our community of supporters and are appreciative of your diverse and valuable contributions. We are pleased to see HFHV multiply your contributions so we can build brighter futures, stronger foundations for life, healthier children and more resilient families.

We support our partner families to move past the struggle to survive as they put down roots, establish a place in their community and begin to flourish and thrive.

Please be assured your support is making a significant and tangible difference for each of our partner families, our Home Repairs and BWK recipients as we provide a Habitat for Humanity “hand up, not a handout”, and change lives for ever.

As we look to the year ahead we plan to Build scale and improve access to secure, sustainable and affordable housing and Influence others to support our endeavours to help reduce inequity in our housing eco system. We look forward to working with and partnering with you as part of our community of supporters in the year ahead.

Philip Curtis

Chief Executive Officer

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 for life, healthier and more resilient families.



home building program

Our home building program volunteers work alongside our partner families to help build a place they can call home. Participants assist with a variety of tasks such as cladding, insulation, building fences and retaining walls and landscaping.



brush with kindness

Our BWK program brings together volunteers to conduct external repairs, landscaping and rubbish removal for disadvantaged households and 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 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.

financial overview

In what was a challenging economic period, HFHV delivered a deficit of \$89,000 for the financial year ended 30 June 2024.

The result was reflected in gross revenue of \$3.419 million and gross expenses of \$3.508 million.

Key points to note with respect to the result are:

- Donations, grants and fundraising events raised over \$1.2 million. This included significant funding from the Yarra Ranges Council for our storm damage recovery program.
- More was spent through our property and building program than the previous financial year. This was due to costs related to the storm damage recovery program.
- ReStore continued to generate a surplus of over \$200,000 after costs.

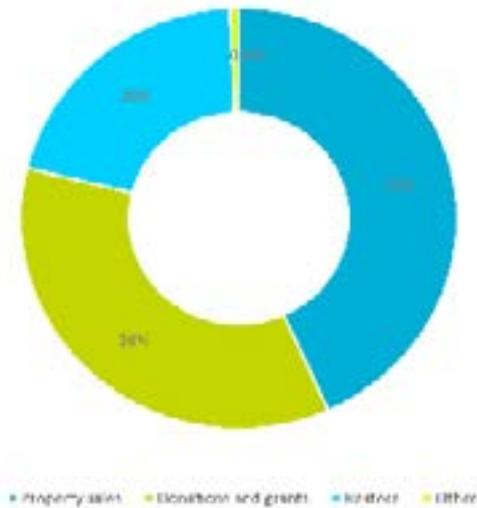
Thank you again to all our supporters, volunteers and donors who help us to continue our programs and make home ownership achievable to lower-income families and households in our community.

Alan Harman
Treasurer

A photograph of a man in a blue long-sleeved shirt, a dark baseball cap, and blue gloves, standing on a wooden staircase. He is smiling and looking towards the camera. The staircase has dark wood railings and is set against a light-colored wall. In the background, another person in a blue shirt is visible on an upper level of the stairs.

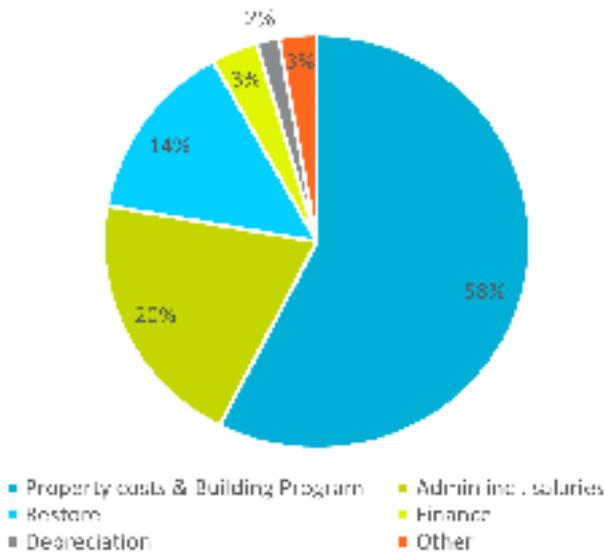
Pictured: A corporate volunteer participating in a Brush with Kindness volunteer day.

revenue



Property sales	\$1,479,769
Donations and Grants	\$1,215,944
ReStore sales	\$701,524
Other	\$21,862
TOTAL	\$3,419,099

expenditure



Property & building program costs	\$2,019,435
Admin inc. salaries	\$708,898
ReStore inc. salaries	\$494,232
Finance	\$124,612
Depreciation	\$60,158
Other	\$100,397
TOTAL	\$3,507,732

partner family **impacts**

We are pleased to observe the significant, positive changes our partner families experience after moving into their Habitat for Humanity homes, as confirmed by our 2023 partner family survey, conducted by Pitcher Partners.

These positive impacts include:

- A significant reduction in the percentage of household income used on housing costs
- A strong improvement in their sense of housing stability
- An increase in employment levels, and
- A decrease in reliance on government support payments

We also observe a noticeable improvement in wellbeing across our partner families. We are encouraged to see them move past the struggle to survive and put down roots in their community and begin to flourish and thrive. The impact of our affordable housing program on each of our partner families is very significant.



Pictured: Naomi's daughters, Willow and Piper

“It has been a great weight off our shoulders knowing that we will always have a roof over our heads.”

Naomi, partner family

Naomi's family

HFHV partner family since 2009, Dandenong

Q. Describe positive impacts of being a HFHV partner family on your children:

My son Zac (27 years old) my daughter Oliva (22), Willow (16) and Piper (14) grew up in this home. Apart from the stability that owning a home provides, [my four children] have had the freedom to join extra-curricular activities...

They have also enjoyed participating in interstate and overseas holidays that we probably would not have been able to achieve without having this house.

Q. What has been the biggest or most important impact that your journey to home ownership with HFHV has had on you and your family?

I think the most important impact has been the ability to choose what directions we move in rather than being forced to make harder sacrifices and missing out on opportunities as they are presented to us.

Michael's family

HFHV Partner family since 2016, Geelong

Q. How has having your own home made a difference to your life?

Receiving this home has given my daughter and myself, stability and security. Without this wonderful act of charity who knows where we would be. With the covid pandemic and the rental crisis we would probably be living in a caravan.

Q. How has home ownership impacted your daughter's life?

Having a safe and secure home has positively impacted my daughter's life. Having our home meant my daughter could complete her education at the one school and build lasting friendships and social connections.

Q. Do you have any other feedback you would like to share about your experience with HFHV?

I know times are very hard at the moment for a lot of families and the need for affordable housing is high. I hope the business community and governments at all levels support Habitat for Humanity.

This amazing charity makes a real difference in people's lives. Thank you for our home, Habitat for Humanity.



Pictured: Our partner family Michael and his daughter

“The biggest impact this amazing act of kindness has given us is the ability to build a stable and secure life for my daughter and myself now and into the future. I am so grateful to Habitat for Humanity.”

Michael, HFHV Partner family



Pictured: Roslyn (left), her daughter and granddaughter

“Without this house, my life would have been a lot harder and more stressful. I often think how grateful I am for the experience and the security.”

Roslyn's family

HFHV Partner family since 2012, Shepparton

Q. What has been the biggest or most important impact that your journey to home ownership with HFHV has had on you and your family?

I was diagnosed with MS not long after we moved in and this meant my earning ability was reduced. HFHV was able to ensure I could afford the mortgage even when I was made redundant at my job and was forced to live on the disability pension.

I was also easily able to make modifications necessary to the house to make it easier for me to manage.

Q. Have your children's lives been positively impacted?

They have been positively impacted [as they] have a house that gave them security and stability. Also having a mother who didn't have to worry about having to move or rent becoming affordable.

I can honestly say having this house has made my life so much easier and I have found a place of security and peace which I believe without Habitat wouldn't have happened...I was given back my dignity and independence.

I believe without HFHV I would be in a very different situation and my four children would have had a different experience growing up.





partnerships & engagement manager's report



It has been an exciting year at HFHV in the partnerships space. Our focus has been on building stronger and deeper partnerships with the intent of magnifying the impact across our housing related programs.

In conjunction with our key partners and volunteers there were 100 days (4652 volunteer hours) of impactful work completed across Brush with Kindness (BWK), home building and Storm Damage recovery initiatives. In total, 60 individuals or not-for-profit groups were supported by these initiatives during the 2024 financial year.

Volunteering

The mix of volunteering hours changed over this time, with the storm damage recovery work across the Yarra Ranges being completed in June 2024.

There was a deliberate focus on increasing the impact that our BWK program can make for individuals and not-for-profit groups. There has also been a significant increase in the volunteer hours across this program compared to FY23.

Volunteering across our home building program was steady year-on-year, with a focus on completing the Yea Project in December 2023. Our six-unit development at Crib Point has been the priority during 2024.

Volunteering area	FY23 (hours)	FY24 (hours)
Home Building	1622	1365
Brush with Kindness	788	2987
Storm Recovery	1260	300

Impact of volunteering

We would not be able to make an impact across our programs without the support of individual volunteers – both skilled and general. We know those who volunteer can see and feel the difference they are making on the people and organisations who benefit from our programs.

Our partnership with Servants Community Housing was expanded throughout the year to provide support for three men’s shelters and one women’s shelter, accommodating 96 individuals, through BWK activities.

This support includes general maintenance, painting, landscaping and improvements to the shelters. One of the key projects completed during the year was building a bungalow for their caretaker. Having access to the bungalow enabled Servants Community Housing to increase their accommodation capacity for people in need.

We continue to build a strong partnership with Benwerren Women’s and Children’s Retreat which provides respite for women and children in the Yarra Valley.

To mark International Women’s Day 2024 in March 2024, our team, supported by corporate volunteers, transformed

Benwerren’s existing outdoor area into a picturesque and relaxing haven to promote connection and healing, installing shade sails and creating a beautiful sensory garden.

Additionally, in mid-2024, with support of Dulux and dozens of volunteers, we were able to complete the painting of several internal rooms, which provides an immediate improvement and impact for the women and children who are staying at Benwerren during their respite time.

During the year we continued to build partnerships with Anglicare, Uniting Care and the Salvation Army. Anglicare and Uniting Care provide referrals to us for individuals who own their homes but need support for maintenance and repairs to their homes to ensure their housing is safe, secure and liveable.

To mark National Volunteer Week in May 2024, one of the projects undertaken in partnership with Anglicare, was for a single mum of five children whose home was in a state of disrepair. The strain and anxiety of the situation was impacting the family’s quality of life. With the support of volunteers and our supporters, we were able to renovate the laundry and bathroom, clean up the garden and provide a paved outdoor area for the family.

We continued to build strong partnerships with local councils during the year to help influence and advocate for the important work HFHV is doing to increase the supply of affordable housing and supporting individuals and not-for-profits who require work to be completed for homes and shelters. The storm damage recovery work undertaken in conjunction with the Yarra Ranges Council came to an end in June 2024. Another 64 families impacted by storms in the Dandenong Ranges in June 2021 were supported through a range of work, which included removing fallen trees, repairing fencing and general maintenance.

Corporate partnerships

We could not continue to make an impact across our programs without the support of our corporate partners who provide in-kind support through donations of materials and equipment, either at no cost or at significantly reduced prices.

Our focus for the year ahead is to continue to build new and deeper corporate partnerships to support our programs through financial and in-kind support.

Influence and advocacy

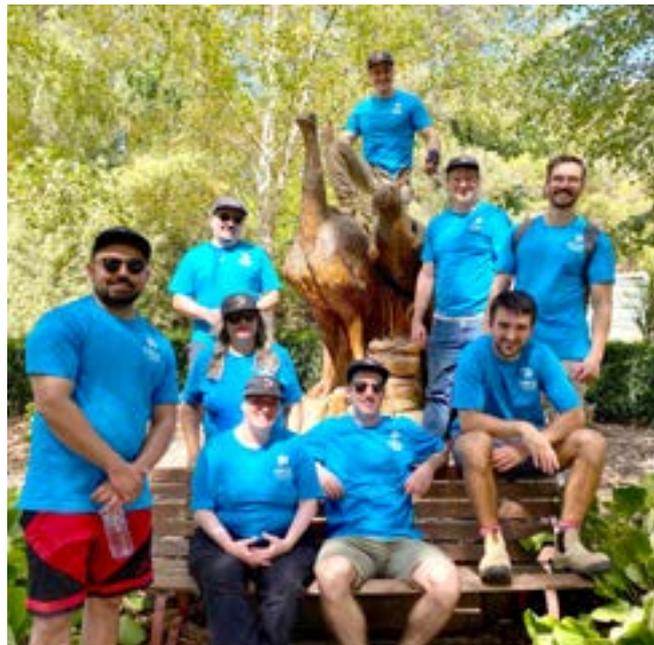
During the year we increased our advocacy efforts to communicate the need for more government support and focus on affordable home ownership. There is significant funding being provided by federal and state governments for social and affordable rental accommodation.

However, this funding does not extend to affordable home ownership solutions. Discussions were held with the Federal Shadow Minister for Housing and with the Housing Minister, Shadow Housing Minister and leader of the Greens at a Victorian state level.

These discussions were well received, and we will continue to advocate for more funding and support to be provided to support affordable home ownership opportunities.

Richard Irving

Partnerships and Engagement Manager



Pictured: Corporate volunteers take a break at a Brush with Kindness volunteer day at Benwerren

“We have been fortunate enough to have had the HFHV’s Brush with Kindness teams visit Benwerren for a number of years.

We are so pleased to have beautiful, restful and nurturing spaces to support families going through difficult times. We thank HFHV for their generosity and care taken to improve and transform our facilities, which in turn provides life changing support to women and children in need.”

Nichole - Manager, Benwerren



Pictured: A corporate volunteer helping out during IWD 2024

Storm recovery project

HFHV completed phase three of our Storm Damage Recovery work, in partnership with Yarra Ranges Council, following violent storms in the Dandenong Ranges area in June 2021.

We were pleased to have assisted close to 200 impacted residents to improve their housing situation following the storms.

We were delighted to receive a letter of thanks from Mayor, Councillor Sophie Todorov, acknowledging the hard work undertaken by our team of volunteers.



Yarra Ranges Council

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26 June 2024

Mr Philip Curtis
Executive Director
Habitat for Humanity Victoria
2/128 Canterbury Road
KILSYTH SOUTH VIC 3137

Dear Philip,

On behalf of Council I would like to extend our sincere gratitude for the exceptional support Habitat for Humanity Vic and in particular, Tom Alexander and Rod Brooks, have provided in leading the cleanup activities on private properties within the Dandenong Ranges following the devastating storm in June 2021.

The aftermath of the storm left us facing significant challenges, and it was during this critical time that your organization stepped up to assist us. The dedication, expertise, and unwavering commitment demonstrated by Habitat for Humanity Vic has been nothing short of remarkable. Your organisation's hard work and determination not only facilitated the cleanup process but also played a crucial role in restoring a sense of normalcy and hope within our community.

Our collaboration with Habitat for Humanity Vic has been immensely valuable, and we are proud to have supported your efforts with close to \$1 million in various funding arrangements. It has been an honour to work alongside an organization that embodies such kind and thoughtful principles and works tirelessly to make a tangible difference to the lives of those who were affected by this natural disaster.

The impact of Habitat for Humanity's work extends far beyond the physical cleanup; it has also fostered a spirit of resilience and unity amongst the Hills communities. We are grateful for the compassion and support your team has provided throughout this challenging period. Your leadership and expertise have been instrumental in helping us navigate the recovery process, and we look forward to continuing our partnership in the future.

Once again, thank you for your outstanding support and for making such a profound impact on our community. We deeply appreciate everything that Habitat for Humanity Vic has done and continues to do to assist those in need.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "Sophie".

Cr Sophie Todorov
Mayor

ABN 21 973 226 012
Yarra Ranges Shire Council

Meet Miles: 5 years as a Brush with Kindness volunteer

Q. How long have you been volunteering with HFHV?

Approximately five years now, with a good friend of mine, Mark. I have participated in around 25 volunteer days in total.

Q. What led you to volunteer your time?

I feel that food and shelter are two fundamental human rights.... And I have always enjoyed doing handyman type jobs, so thought that I might be able to help others by using those skills.

I am an accountant by trade but was a COO and CEO for the last 16 years prior to semi-retirement. Given my career has been white collar and at a desk, I wanted to do something physical and learn new skills. I have been able to improve my handyman skills on site with the Habitat for Humanity team.

Q. What you enjoy most about volunteering for HFHV?

I have been very fortunate in my life so far. I feel if I am able to assist others not so fortunate and who are struggling, then I am giving back and that's super important. Too few people do this and so many can and should.

Over the journey we have met some of the families that have been selected for a Habitat for Humanity home. I have observed face to face how genuine their appreciation is for the volunteers. The experience is humbling.

Q. Describe a typical day of volunteering with HFHV?

A typical day is full of hard work, laughs, learning new skills and the immense satisfaction of personal achievement and helping people who need a hand up, not a handout.

Don't think about it, just do it, you'll be so pleased you have.

“I thoroughly enjoy the days we spend with the team at Habitat for Humanity Victoria. They are exceptionally rewarding and satisfying.”

Pictured below (L to R): BWK volunteer Miles, HFHV's Volunteer Programs Supervisor Brad Thexton and BWK volunteer Mark on site at Crib Point



73 ReStore
volunteers



1,780+
volunteer hours per
month

\$712,000
total revenue raised
by our ReStores



26%
Furniture
(office & home)



13%
Clothing & shoes



12%
Bric-a-Brac



12%
Hardware &
building items

Top donations sold

ReStore manager's report



The ReStore team has evolved over the course of the year, with former ReStore Manager, Russell Croxford and Online Sales Manager Julie Hall, moving on after many years of valuable contribution.

Our large volunteer team is managed and supported by a small number of paid staff who apply their expertise across a range of areas, including warehouse management, volunteer coordination, communications and online sales.

Our ReStore's have not been immune from the economic conditions impacting our economy and retail activities. We were pleased to see our Rosebud ReStore achieve a record high in its sales. With the recruitment of a warehouse manager in mid-2023, we have been able to put a greater focus on improving the organisation of our warehouse and stock movements and workshop performance.

There has been a strong focus to improve safety in our warehouse and workshop through extensive training for our volunteers both in the workshop and improving safe lifting practices when using our ReStore vans. We've had a focus on improving the volume and quantity of our donations.

We have engaged Prest Transport as an option for handling large volume donations and those over a longer distance. We've had some very large deliveries already from three refit and de-fit companies – ABR Relocations, Expert Demo and Project Net Zero. Their donations are typically office furniture and often include high quality and sometimes designer items. We're very grateful for this support and these partnerships are making a real difference, particularly with respect to online sales.

Rosebud ReStore continues to do amazing things - including achieving record sales. They've dramatically improved their in-store presentation with two separate donations of retail shelving from local businesses. Additionally, they renovated their space to increase the size of their small workshop area.

Their efforts continue to provide valuable financial support for the new homes being built at our Crib Point project.

This past year we've been focusing on achieving a greater alignment between our Rosebud and Kilsyth South ReStores. We've been actively visiting each other more often and sharing best practice in a number of areas.

We've been using HFHV staff to assist Rosebud with communications, warehousing and workshop practices and providing support for online sales on Facebook marketplace.



Our volunteers are the lifeblood of ReStore. Across our two ReStores we currently have 73 dedicated volunteers of all ages and backgrounds, providing collectively around 1,780 hours of their time each month.

Having worked for HFHV for eight years in total, I have seen first-hand the enormous contributions each individual makes. In my current role as ReStore Manager, I am reminded daily of their passion and energy for our cause. It is inspiring.

This past financial year we have placed a strong focus on ensuring safety is a priority for our staff and volunteers. We have upgraded the electrical wiring in the workshop, removing unnecessary equipment and opening up the area to improve the useable space. We have also held safety training sessions and regular safety toolbox talks, to improve awareness and safety compliance.

To help build teamwork we held several ReStore Connect events for our volunteers and staff during the year. These gatherings have been successful in fostering greater connection, collaboration and appreciation of the activities and impact of HFHV's programs.

Phil Wright
ReStore Manager

Pictured: ReStore shopfront at Kilsyth South



Matt: 10 years volunteering at ReStore

Matt, one of our longest serving volunteers, brings a passion for helping others and a smile to every shift he works at our Kilsyth South ReStore. Matt says he really enjoys working for an organisation that supports the local community.

Having volunteered his time across a range of roles within ReStore for more than a decade, Matt says he feels like he has a family connection with the team.

“Coming together to help families in need and give back to the community creates a shared sense of achievement. It is a real pleasure to see how families are being supported through the organisation's home building program.

“I have also learnt a lot from my fellow volunteers who each bring their own unique skill set and enthusiasm for the Habitat for Humanity cause.”

If you are interested in volunteering with our amazing ReStore team, please [reach out](http://www.habitatvic.org.au/) to us via www.habitatvic.org.au/ volunteer

You can also follow us on Facebook at facebook.com/restorevic or on Instagram [@restorevic](https://instagram.com/restorevic)



We helped a family into a safe home

Picture: HFHV's supporters Mal, Merran and Ian at our 2023 Fundraising Dinner

fundraising manager's report



As we reflect on the past year, we are profoundly grateful for the unwavering support and generosity of our donors and supporters. Your commitment continues to be the bedrock of our success, enabling us to create lasting change and foster hope for many families in need. The 2024 financial year has been marked by notable achievements and an expanding network of compassionate individuals and organisations who have joined HFHV's Community of Supporters.

This year, we celebrated several significant milestones. The generous donation from Cooper Investors Philanthropy to our ReStore program has greatly enhanced our capacity to generate funds and expand our impact through our social enterprise.

Our major annual fundraising events - the 2023 Fundraising Dinner and Chairman's Lunch were both enjoyable and successful. Our Build Partners, who regularly contribute, continue to play a key role in driving our programs forward

and ensuring consistent progress in our mission.

We were proud to again be invited to participate in the Youth in Philanthropy program with the Lord Mayor's Charitable Foundation. This program educates and fosters a spirit of giving among young philanthropists in secondary schools. It is a program we are pleased to support. The Hugh TD Williamson Foundation continued to provide valuable support to help us progress our six-unit housing project at Crib Point. Our Executive Director's Circle of Supporters continues to provide very generous support to help us achieve our goals.

We extend our heartfelt thanks to our loyal donors who support initiatives like Brush with Kindness and our digital donors whose contributions sustain all our programs. Your collective efforts have a transformative impact, enabling us to build safe, secure, and sustainable homes and improve shelter for those in need.

This year, we have seen multiple touchpoints of connection, offering numerous ways for individuals to get involved with our cause - whether through attending events, making regular donations, or participating in our various programs.

Looking ahead, we aim to increase our impact in key areas – through our ReStores and our Home repairs and Brush with Kindness and new Home Building Programs. These initiatives are essential to our mission, providing both funding and direct support for our projects. We invite you to continue your journey with us, as you continue to contribute to building a world where everyone has a decent place to live.

We extend our deepest gratitude to each supporter. Your generosity and dedication are the foundation of our success and the beacon lighting our path forward. Together, we are building a brighter future.

Peter Copp
Fundraising Manager



We proudly acknowledge our **corporate supporters, partners and suppliers:**

- ANZ Bank
- ARUP
- Allegion
- Budget Bayswater
- Bunnings Trade, Bayswater
- Contract Plumbers
- CSR Bradford
- DB Rickard Electrical
- Dulux Group
- Hilti
- Homes for Homes
- James Hardie Australia and CSP Architecture
- Carpet Court Kilsyth
- Millar Merrigan
- Moores
- O'Brien Electrical and Plumbing, Rowville
- Section Technologies
- Universal Fans

Interested in partnering with HFHV to achieve your corporate social responsibilities or simply strengthen your team's spirit?

Start a conversation with us today for a tailored partnership program – reach out to Richard Irving, HFHV Partnerships and Engagement Manager at partnershipsvc@habitat.org.au

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
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
Tony Bryer

Paul Wheelton AM KGSJ
Peter Fry
Peter Shields
Phil Burns
Philip & Jenny Curtis
Ross & Jenny Kemp
Simon Merrigan

Build Partners

Brian Finch
Cathy Jones
Christine Butler
Christine Wells
David Hein
Hayden Poole
Merran Graf
Ian Watkinson
Jen Brennan

Jillian David
John Allen
John Evans
Kristine Brown
Liz Broadbent
Maureen Doonan
Peter and Sandy Dikschei
Siew Kong
Liz Davies

Schools & Universities

Carey Baptist Grammar School
SEDA College

University of Melbourne HFH Club





governance & board

During 2024, HFHV transitioned from an Incorporated Association to a Company Limited by Guarantee. We remain 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 housing. HFHV 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 Chief Executive Officer (CEO) is responsible for the day-to-day operation and management of the Association as delegated by the Board. The CEO meets regularly with staff to develop policies, monitor strategies, their implementation and progress, and the Association's performance. The CEO 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 and ReStore, our social enterprise.

The Board makes decisions which are critical to the ongoing success of HFHV, including setting the company'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

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 as well as responsibility for project management, broadacre acquisitions, marketing and finance

Maurice Benington - Director and Deputy Chairman

- 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

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 and past Chairman and Management Committee member of NCR Bargain Browser Management Team

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.
- Current a Director of Habitat for Humanity Australia Ltd

Doug Elliott - Director

- Doug is a Registered Building Practitioner with extensive experience in the construction industry and holds Certificate IV qualifications in Building and Construction, Training and Assessment and Work Health & Safety
- Director of Delpro Building Group
- Teacher 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

Conrad Morgan - Director

- A business professional with a diverse portfolio spanning the trade and construction, technology, consulting, and food and drink sectors.
- Has an extensive background in business governance, planning, risk and strategy and finance and runs his own business, Y Coaching Pty Ltd

Amelia Pickering - Director

- Holds several postgraduate degrees in Research and Social Impact, a MA in Theology and sits on various NFP boards in Australia and Internationally
- Has held the role of CEO, Prison Network since 2020 and has a decade of NFP capacity building experience for large-scale medical health research and translation programs in Aboriginal communities

Thera Storie - Director (retired October 2023)

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

Stuart Yarnall - Director

Qualifications: Bachelor in Economics and Organisational Psychology and graduate of the Australian Institute of Company Directors

- A purpose driven senior executive, across corporate, government and not-for-profit sectors domestically and internationally.
- Currently a Director with Fire Rescue Victoria where he leads the delivery of infrastructure projects across the state

Nick Heng - Board Intern (12 months)

We acknowledge Nick's participation as a non-voting Board Intern through the CMA Board Intern program during the year and thank him for his contribution.

Philip Curtis - CEO

Qualifications: LLB, BEc, MAICD

- Involved in private legal practice since 1983 and Principal of Moores Legal from 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 and past Director with Baptcare Ltd for 12 years, the last four as Chairman

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, CEO, 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 Richard Irving, Partnerships and Engagement Manager at rirving@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.



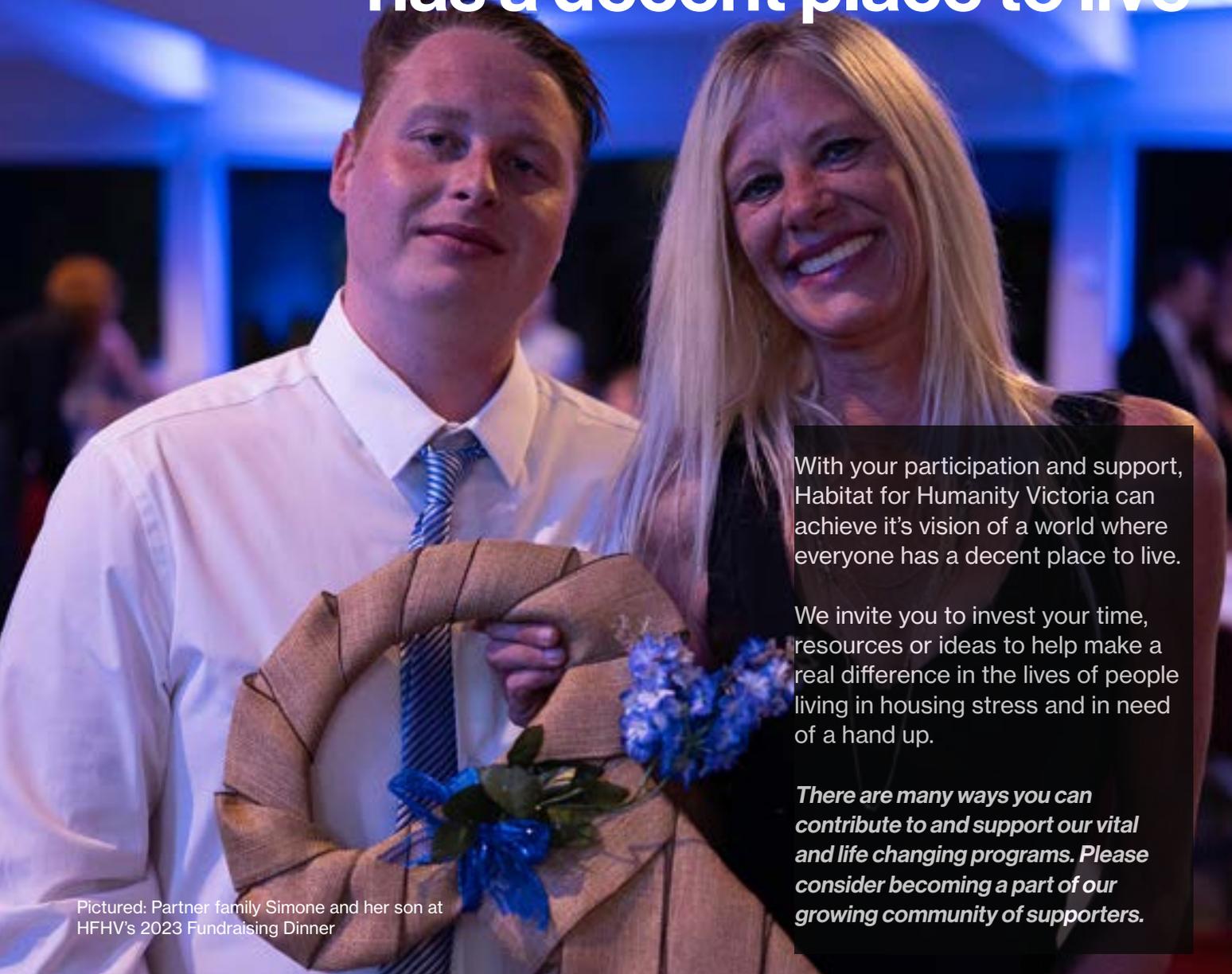
visit

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.



A world where **every one** has a decent place to live



Pictured: Partner family Simone and her son at HFHV's 2023 Fundraising Dinner

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

We invite you to invest your time, resources 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.

Habitat for Humanity Victoria (Australia) Limited | ACN 678 362 699 | ABN 65 023 265 336

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