



Habitat
for Humanity®
Victoria





Annual Report 2022-2023

Pictured: Our Partner family Michelle
and her children, 2023.

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

Total families
helped into
home ownership:
69



-  Completed projects
-  Current projects needing support

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Pictured: Our Volunteer Supervisor Rod with a volunteer.

Pictured: Our Partner Family Storm
and her children.

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



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

We are thankful that, as anticipated last year, Habitat for Humanity Victoria (HFHV) is well-placed to see better times ahead. Some challenges remain in relation to rising construction and material costs and labour availability. Nevertheless, we completed the first two homes at Crib Point and will have had a house handover celebration for Celeste and her three sons by the time this report is printed. Our 21st home at Yea will be built before the end of the year. That means our Yea project will have come to a successful completion after a number of years and 1000's of volunteer hours.

Beyond our core mission of providing simple, safe, decent and affordable housing to our Partner families, HFHV has worked to find ways beyond traditional fundraising to find the capital to buy new sites and build homes. In particular, we have continued and grown our partnership with Yarra Ranges Council beyond the original Storm Damage Recovery program. Our ReStores at Kilsyth South and Rosebud have enjoyed record sales which have been further enhanced by our investment in online sales.

More typical fundraising activities such as the Annual Fundraising Dinner and Chairman's Lunch continue to be well supported. At the Chairman's Lunch earlier in the year we heard the distressing and emotional but ultimately uplifting story from one of the recipients of our 'Build Back' temporary homes following the catastrophic Black Summer bushfires. We also had a presentation from Dr Catherine Brown OAM, the CEO of the Lord Mayor's Charitable Foundation which this year celebrated 100 years of helping the community. The Foundation provided HFHV with a grant to fully fund the Build Back project and a number of our other projects over many years.

We are continuing discussions about a new project with a group of like-minded organisations committed to providing more access to affordable housing. Hopefully we can provide further details in 2024.



chairman's report

Thank you to all our volunteers for dedicating your time and effort. So much of what enables HFHV to provide our Partner families with a permanent home of their own is due to the hundreds of volunteers each year who either work in one of our ReStores, help with the building of a new home, participate in Brush with Kindness (helping vulnerable households with minor repairs and maintenance) and Disaster Recovery programmes.

My fellow Board members warrant acknowledgement for their commitment and contributions to HFHV beyond just attending board meetings. This included a very productive Planning Day with management, volunteer days and the always rewarding onsite handover celebrations when a Partner family receives the keys to their new home. Natalie Elliott retired as a Board member after 5 years. Thank you Natalie for your insightful and generous contributions.

Philip Curtis, our Executive Director, has done a terrific job in continuing to implement the HFHV vision and both foster our stakeholder engagement and seek out new partnering opportunities. Of course, with so many moving parts this could not be achieved without our dedicated senior management, staff and volunteers. We thank them sincerely.

The housing crisis has never been greater, and it seems that every day we hear or read about housing under supply (which includes rental properties), mortgage stress and the lack of affordable housing. HFHV continues to play a small but significant role in providing affordable housing which positively changes the lives of our Partner families in so many ways as a result of having a secure family home. We welcome the ongoing financial support of our existing corporate and individual donors who we cannot thank enough. We look forward to new donors and partners joining us in our endeavours to make a big and tangible difference.

Anthony Lennon
Board Chairman



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

Email received: 30 March 2023

Hi Philip,

Yes, I'd very much like to take part in the survey!!!!
I know from my perspective how important stable housing is in terms of positive outcomes for families, especially children. My son Connor is about to complete his Bachelor of Commerce from Melbourne University, and I know for a fact he would not have achieved this fantastic outcome without being in a Habitat partner family. The stability it gave him to continue his secondary education in the same location, without multiple moves into different rental properties cannot be understated. He was able to make permanent solid friendships and become part of the community through work and education.

The children and I will be forever grateful and humbled that we have been part of the Habitat journey.

Warmest Regards,
Helen

Email received: 3 July 2023

Good morning Jenny and Philip,

I just wanted to let you know that my son Connor successfully completed his Bachelor of Commerce at Melbourne University with Distinctions in every subject. I am an extremely proud Mother right now!!!!

I have no doubt that this would not have been possible without Habitat for Humanity.

My most sincere thanks for all you do,
Helen

executive director's report

Receiving these messages from Helen reinforce the difference access to affordable, stable and secure housing makes and how "a hand up, not a hand out" from Habitat for Humanity enables a family to build a strong foundation for a better life.

It has been a full year for our team. Our highlights include:

- Keeping our flagship affordable housing program moving by completing our 20th House in Yea and completing the first 2 houses at our Crib Point project. As I prepare this report, we are planning a Handover ceremony for Celeste to enable her and her 3 boys to move into her new home in September.
- Starting our last house at Yea – due for completion in November 2023, as well as starting to plan the next 3 houses in our Crib Point project.
- Completing our 40 Community Clean-up activities in Partnership with Yarra Ranges Council with great support from our volunteer teams; particularly the student supporter group at Melbourne University
- Seeing our volunteer teams undertaking vital maintenance work at housing shelters and refuges in the outer East of Melbourne; including work with a local Indigenous community

- Partnering with Servants Community Housing in Hawthorn to build a Bungalow to support their work
- Celebrating significant growth in our ReStores (our social enterprise) which achieved sales of over \$805,000 across both stores
- Progressing our Growth Grant project with Impact Investing Australia which included improving our Housing & Finance model and conducting a survey of our Partner families
- Saying farewell to Rod Brooks after 12 years of faithful service as our Volunteer supervisor
- Collaborating with a group of like-minded organisations seeking to increase the supply of affordable housing to explore a new and unique affordable housing project.

Our Partner family survey was conducted with support from Pitcher Partners. We have created a base line position for our Partner families from which to measure progress, improvement and the impact of our programs. We are very encouraged to learn:

- 80% of our Partner families found it easy to manage their home loan repayments and made them on time
- Families, and particularly children, have improved their educational outcomes – with more completing school and continuing to tertiary studies
- Employment rates across the cohort rose from 40% when selected as a Partner family to over 60% while occupying their Habitat for Humanity home. There is a diverse range of jobs and work being undertaken
- The quality of life and wellbeing has and continues to improve
- There is less reliance by households on welfare payments to help make ends meet. Finances are improving as families stabilize their housing, enabling them to seek new opportunities

We are excited to see the progress being made by our Partner families. We share the joy of parents when they see their children succeed.

Access to affordable and appropriate housing remains high on the list of things being discussed across our community, in the news and in government. The 2023 Rental Affordability Snapshot undertaken by Anglicare Australia confirms the seriousness and magnitude of the crisis we are facing. Vacancy rates are at their lowest level. The market for affordable properties is fiercely competitive, with many households on low incomes unable to get a look in. Rents have never been less affordable. The dream of buying a home slips further out of reach as prices rise and incomes remain stagnant.

This dire combination of factors has a real impact on people's lives which often goes unseen. We hear and know the stories of too many families having to skip meals, forego essentials such as medical treatment and turning to expensive PayDay type finance options to help make ends meet. It is a cycle which is hard, perhaps even impossible, to break without support.

The need to do more to support those who are vulnerable, disadvantaged and on the margins of our society continues to grow. We are aiming to do more to build our capacity and capability to support those in need of "a hand up" to ensure have a place to call home.

We are excited to see more of our Partner families repay their interest free loans with our organisation. This enables them to plan their futures knowing their housing is secure. We have been very pleased to see two of our Yea Partner families refinance their 10 year interest free loans through normal banking channels and take the next steps in the journey of home ownership.

I offer a sincere thank you to all our donors, supporters, partners and loyal volunteers for your support and contribution over the past year. A very special thank you to each loyal volunteer who serves regularly and faithfully in our ReStores at Kilsyth and Rosebud - where we have a growing community of over 100 volunteers. Without

your very generous contributions we could not deliver the life changing opportunities we provide to each of our Partner families and the people we support through our programs.

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 build a world where everyone has a decent place to live. We recognize Natalie Elliott's contribution over the past 5 years as a Board member following her retirement in May 2023.

Thank you to our staff for your contribution during a full year when we have embraced the opportunities presented and been able to strengthen our team and our capability. We look to increase the impact of our programs in the years ahead. We welcomed Brad and Robert to our team as our new Volunteer Supervisor and and ReStore Logistics Manager.

We look forward to helping more people and families build or improve a place they call home. Our community of supporters provide real support to enable our Partner families to build the strength, stability and independence they need to create a better life for themselves, their families and future generations.

Philip Curtis
Executive Director



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.



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 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


Habitat for Humanity Victoria delivered an overall surplus of \$278,107 for the year ended 30 June 2023. Our ReStores showed a 54% increase in income during the year, which was impressive on the back of a hard couple of years post COVID.

The result was contributed to by gross revenue of \$2.61 million and gross expenses of \$2.33 million. A few key points to note with respect to the above surplus are:

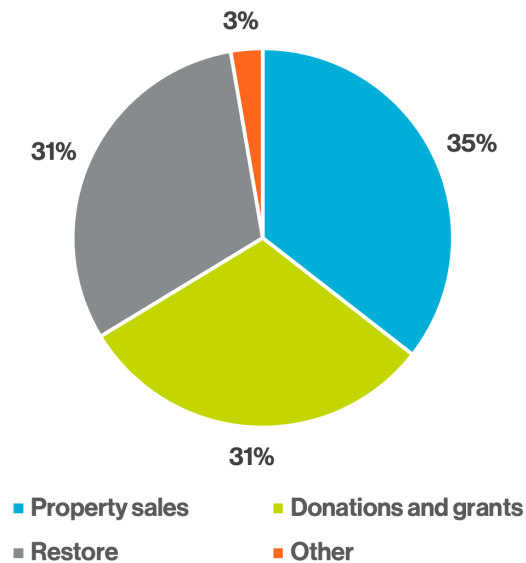
- We settled a similar number of properties as last year.
- Donations, grants and fundraising events continued to raise over \$790,000.
- The ReStore operation contributed a fantastic result and continued to generate a surplus in excess of \$429,000, which was a 200%+ increase on the prior year.
- No Government support was received in the 2023 year.

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

Alan Harman
Treasurer

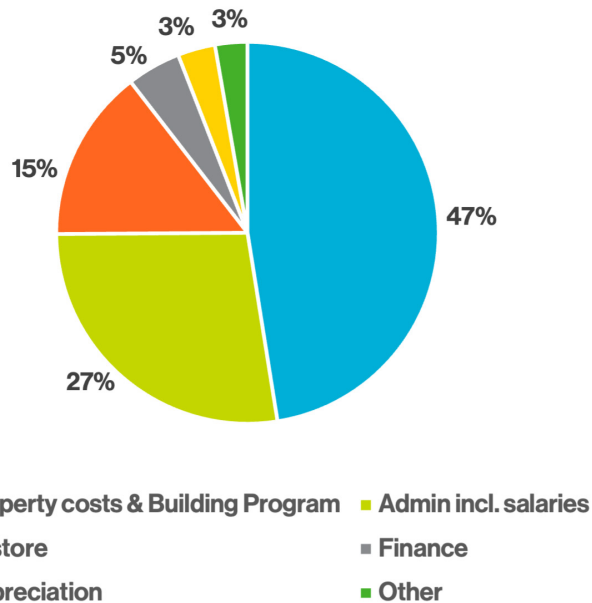
A man with a beard and tattoos, wearing a high-visibility yellow shirt and a black cap, is painting a gutter on a house. He is holding a paintbrush in his right hand and a paint tray in his left. In the background, another person is visible working on a different part of the house. The scene is outdoors with trees and a clear sky.

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



revenue

Property sales	\$927,727
Donations and Grants	\$802,692
ReStore sales	\$808,641
Other	\$70,890
TOTAL	\$2,609,950



expenditure

Property & building program costs	\$991,188
Admin inc. salaries	\$649,562
ReStore inc. salaries	\$378,916
Finance	\$136,178
Depreciation	\$81,727
Other	\$94,272
TOTAL	\$2,331,843



Pictured: Michelle (middle) and two of her children in their home in Yea, 2023.

Michelle's family

"I have had a safe place for my family, which I didn't think I would have. When I first started this journey, I didn't know where I was going to be living. I didn't know how I was going to feed and look after my children and give them everything that they needed, let alone what they wanted."

10 years ago, Michelle and her young family began their journey with Habitat for Humanity Victoria. Now, they reflect on a decade of safety, stability, and positive outcomes!

When Michelle first reached out, she was raising three young children by herself in an old farmhouse with dirty water and slugs coming through the floorboards. It was a challenging period of housing stress for her. Even with support from her parents, she couldn't figure out a way to give her children a decent place to call home.

Now, she sits across from Jenny as she shares her story in a beautiful home, surrounded by her wonderful family.



Pictured: Michelle's daughter at the build site of their home, back in 2013.

When we asked Michelle to recall the experience of building their own home alongside volunteers, she said:

"It was good because we felt like we were doing something towards our home. We also got to work with the volunteers and it was really nice getting to form those relationships with the volunteers. I remember those days of endless barbecues!"

Beyond simply helping them build a home, our volunteers played with the children as they worked, creating for them unique memories of community and friendship.

Michelle is most proud of the way she's been able to raise her children:

"There's been stability, which means the children have been able to attend the same school. Both the girls are in their final year of university, and [my son] is hoping to go into university as well... Just the fact that they've been able to go all the way through is really, really good."

Earlier this year, Michelle became the first of our Partner families in Yea to successfully refinance after a 10-year interest free loan with Habitat for Humanity Victoria. This is a significant step for the family, showcasing their strength and independence as a family.

"I've been able to have a stable life... for myself, my children, and even my parents," Michelle proudly shares.

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



Pictured: Michelle's son with a volunteer at the build site of their home, back in 2013.

“This has literally been a dream come true.”

- Partner family feedback

“I have raised my four children in this home with great stability.”

- Partner family feedback

partner family survey results

About our partner families' financial position,

>80%

families found it easy to manage their HFHV loan payments and were able to make them on time.

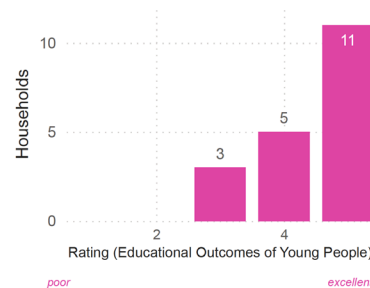
19 Partner families
27 Home owners
38 Other occupants
(May 2023)

education

A number of Partner families have managed to attain

higher & better

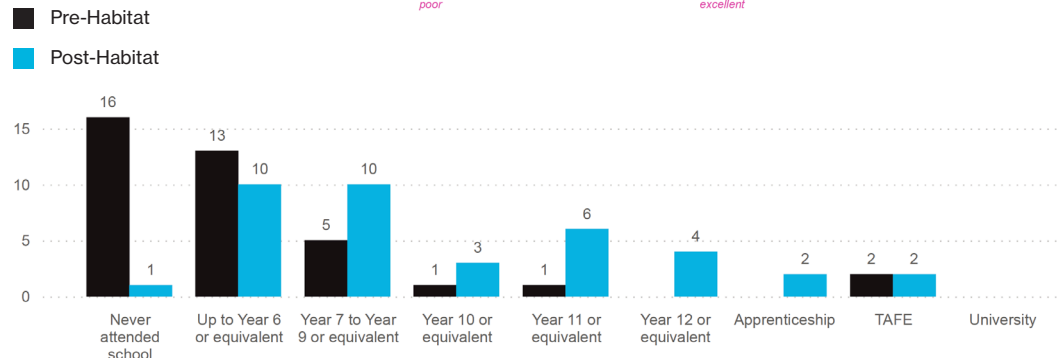
levels of education since joining the program.



The vast majority of households felt that the children and young people in their home were **more likely to complete their schooling** because of their Habitat home.

“I have had 12 years of mental peace.”

- Partner family feedback



quality of life

Attribute	1	2	3	4	5	Total
Satisfied Life	1	2	7	9		19
Improved Health Post-Habitat	1		3	4	11	19
Improved Education Post-Habitat			3	5	11	19
Enjoy Life			3	6	10	19
Total	1	1	11	22	41	76

When asked if they identify with feelings of wellbeing and life satisfaction, especially in relation to their Habitat home, our Partner families **skewed overwhelmingly to the positive.**

Attribute	1	2	3	4	5	Total
Connectedness	3	2	6	4	4	19
Employment	2	2	7	4	4	19
Health Wellbeing	1	2	6	6	4	19
Optimism	1		7	5	6	19
Pride		1	6	4	8	19
Stability		1	6	4	8	19
Total	7	8	38	27	34	114

employment

Employment rates among Partner families rose from:

40% to 60%

since entering the program.

Among those who found employment,

90%

found work while living in a Habitat home.

Types of employment represented:



Pictured: Our Partner family Marie in her home in Yea.



business development manager's report

The Habitat for Humanity Victoria team has seen greater impact in our work by growing our partnerships and what they contribute, the number and skill level of the volunteers we engage, and how we have communicated to increase awareness and engagement with our work.

Volunteering

It is important to our partners that our volunteer program is consistent and reliable. There has been significant growth in volunteer opportunities over the last 18 months. As a direct result, the volunteer numbers have increased for both Home Building and Storm Recovery work, with BWK declining slightly in preference for Storm Recovery where there was still a lot of demand. The month-long programs surrounding International Womens' Day continue to be popular with corporate partners. This year, we added opportunities to volunteer around NAIDOC week with Coranderrk Aboriginal Community near Healesville.

Volunteering area	FY22 (hours)	FY23 (hours)
Home Building	469	1622
Brush with Kindness	955	788
Storm Recovery	561	1260

We welcomed the introduction of the Habitat for Humanity Australia's volunteering portal to streamline the administration of volunteer days for our national partners. We have conducted our first rigorous volunteer survey designed by RMIT, with the analysis of results to be completed early in FY24. An area of

Pictured: Volunteers from a Corporate partner participating in a Build Day at Year

ongoing concern, made worse post Covid, has been the decline in the number of general community volunteers we are able to have attend our work days, even on Saturdays.

Corporate Partnerships

The table below shows the aggregate value of corporate support we received through different avenues compared to the previous financial year.

Support avenue	FY22	FY23
Volunteer support	\$42,500.00	\$69,250.00
Schools support	\$3,000.00	\$450.00
Goods in kind (value)	\$50,300.00	\$91,600.00
Donations to ReStore	\$44,500.00	\$56,750.00
Other	\$22,645.00	\$23,800.00
Total:	\$162,945.00	\$241,850.00

The focus more recently has been to grow the support amongst our existing partners, and focus on new partners who offer either skilled (trades) volunteers or goods to donate (both new and recycled for ReStore). As can be seen from the table, there has been encouraging growth and activity from our partners supporting the work of HFHV. Some key partnerships to note are:

- ANZ Bank continues to support HFHV in new ways this year – be it donating high quality office furniture and fittings (from the closure of the Bayswater Biz centre) to be sold in ReStore, providing opportunities for cultural awareness training on indigenous culture for HFHV staff, and direct assistance to help our Partner families re-finance their loans.
- We have signed an agreement to partner with O'Briens Electrical and Plumbing to support our build program and our vulnerable Partner families.
- Hilti Tools have also grown their contribution to support our work, including donations of high quality tools, volunteering, and provision of skilled training to use their tools across Australia.

The relationships formed with Bushfire Recovery Victoria (now Emergency Recovery Victoria (ERV)) post 2019-20 bushfires and our 'Build Back' Bushfire recovery program continues to bring positive outcomes. 'Build Back' and more recently the successful Storm Recovery program has built ongoing good will for our work with ERV and outer eastern councils. More recently HFHV has been invited to contribute in the design process of housing solutions ERV uses for recovery after bushfires and other disasters.

Communications

We continue to grow the consistency and quality of our external communications. Our monthly newsletter keeps our community of supporters informed of the ongoing work across all our programs. We acknowledge the support of Star News and The Melbourne Anglican in producing media on our behalf. Our newly upgraded CRM and database systems will help us improve our stakeholder management processes in the future.

As a team we have made significant inroads this year to grow and enable growth. There are many opportunities we are excited to explore. We are actively looking for more partners to come on board and to encourage existing ones to explore greater engagement to help those we support with “a hand up, not a hand out”.

Phil Wright
Business Development Manager





housing programs manager's report

"I'm not sure when, but it all got too much. It got away from me and now I don't know what to do or how to start..."

This was the reluctant ask for help I heard when visiting a resident in the Yarra Valley. Her house was in a condemnable state with no heating, missing glass, a structure that was nearly collapsed, and pervasive black mold.

"I feel like the work ..[the volunteers] achieved today has

made me confident to tackle the rest. I feel like part of a bigger community I didn't know existed," was the thankful feedback a resident in Kalorama gave after a storm recovery day this year.

These two juxtaposed sentiments show the need and the outcome for Habitat for Humanity Victoria's work. Our programs make the individuals we help feel seen, supported and, although rarely solving all problems entirely, make them feel empowered to help themselves. This is true for all of our programs; our core affordable Home Building program, our Storm Recovery program, Brush with Kindness (BWK) days, or ongoing partnerships with multiple community providers.

This year has seen the ongoing impact grow. We handed over a house to Storm and her family in Yea, ending the cycle of her having to move frequently, up to 14 times over the last 12 years. We finished and sold the first house at Crib Point, helping to fund the remaining five houses. We began construction on the final house at Yea, commenced building a caretaker's residence at a women's shelter in Hawthorn and almost finished up Units 4 and 5 at Crib Point for Michelle & Stuart's family and Celeste's family.

Our volunteer-driven Storm Recovery Program concluded in June having helped hundreds of residents over 140 individual volunteer days over the past 2 years; from direct repair to assistance cleaning up the damage and restoring a decent place they can call home.

Our individual BWK days helped dozens of families whose challenges fell through the cracks of other social support systems. Helping victims of domestic violence feel more secure in their homes by installing extra screens, enabling safe access to elderly residents by tackling overgrown gardens, yards and properties, providing immediate assistance to residents hit by flood or helping a resident clean up when their hoarding becomes too much to face; these are some examples of the volunteer days we ran.

We partnered with community organizations such as Servants Housing, Coranderrk, Benwerrin, Gateways, and Jappara House to undertake a range of smaller projects and improve the outcomes for their communities. It was through these partnerships you, as part of our community of supporters and so many more, have made all this possible.

The future is looking bright. We will finish at least four houses in the coming year, the Storm Recovery program has escalated to large-scale contractor assistance, and our BWK program will continue to help those who would otherwise feel overwhelmed by their home; rather than safe in it.

Tom Alexander
Housing Programs Manager

Storm Recovery Program June 2023

100+ referrals
140+ volunteer days
10+ corporate partners
280+ volunteers
700+ volunteer hours
90+ families assisted

since October 2021



Pictured: Our Volunteer Supervisor Pat with a volunteer.

110
ReStore volunteers



2,700+
volunteer hours per
month

\$808,641
total revenue raised
by our ReStores

Top donations sold



27%
Bric-a-Brac



15%
Clothing & shoes



28%
Furniture
(office & home)



19%
Hardware &
building items



7%
Electrical items



4%
Books & DVDs



ReStore manager's report

One of the really exciting components of our work at Habitat for Humanity Victoria is our ReStore social enterprise, which exists to support our overall mission and purpose. ReStore sells an extensive range of donated goods, new and used, at two locations in Kilsyth and Rosebud, thus generating a vital income stream for our housing programs and projects.

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.

In the 2022-23 financial year our two Victorian ReStores sold \$808,641 worth of donated stock, making a remarkable contribution to our home building projects and other programs. This represents excellent growth and an amazing

recovery in trading following the significant challenges faced by our ReStores during the COVID pandemic.

The income generated between our two stores can be seen in the infographic to the left. Approximately 20% 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 staff resources to this area. Digital marketing is one of the keys to the recent success of ReStore. Social media platforms are now essential everyday tools for us, used in selling items online and also for general promotion, networking and communication among our existing and potential new followers.

We cherish our ever growing number of customers. Over 300 people come through our doors every day, enjoying a very positive shopping experience which they inevitably share with friends and family. We draw customers from a wide area, but our strategic focus is to target local communities around each store. We help our customers understand that their purchases help to transform people's lives.

Volunteers are essential in our enterprise. We simply could not operate without them. Currently we have 110 dedicated people involved across the two stores; collectively giving us 2,700 hours of their time every month and fulfilling a wide variety of roles. We attract people of all ages and backgrounds, with early retirees being the highest represented demographic. Our valuable team members are the lifeblood of ReStore. Their time and work make a huge difference, and at the same time they find that volunteering at ReStore provides them with a place of belonging, connection and self-worth.

The large volunteer team is managed by a small number of paid staff. With the recent growth of ReStore it has become essential to add to this team, and we were



delighted to receive financial support earlier this year from Cooper Investors Philanthropy to employ a much needed logistics coordinator to improve our overall efficiency in the movement and storage of stock and other operations.

A constant supply of good stock is critical in ReStore. We rely heavily on our domestic and commercial donors to give us sellable items they no longer need. Our Kilsyth ReStore specializes in hardware and office furniture, offering a distinct point of difference to regular op shops. Our Rosebud ReStore specialises in clothing as it strives to be “the best place to buy second hand clothes on the Peninsula!” Donors will often bring their goods to us, but we do have the capability to go out and collect donations in our local neighbourhoods, having a van and crew in each location for this purpose.

There are exciting days ahead for ReStore. The future is looking very promising as more businesses and members of the general public become aware of us and support the enterprise by shopping, donating or volunteering. Whilst our Kilsyth and Rosebud ReStores certainly have the capacity for continued development, our vision for growth extends beyond our existing footprint. We are currently working on a business case to support the opening of a third store, to expand our contribution, ensuring HFHV is able to impact more lives. I would like to express my deepest thanks to our staff, volunteers, donors, supporters, and customers who make up our wonderful ReStore community, helping us make a positive and lasting difference in people's lives!

Russell Croxford
ReStore Manager

Pictured: ReStore shopfront at Kilsyth.



Pictured: Russell (middle left), Dawne (right) with some ReStore team members.

Dawne: 10 years volunteering at ReStore!

Ten years ago, Dawne reached out to volunteer at Habitat for Humanity Victoria's ReStore social enterprise, a decision she has never looked back on. A decade later, her volunteer family at ReStore is celebrating her inspiring journey of dedicated service, an exemplary model for all to consider 'giving back' wherever they can.

Dawne considers her ReStore team as close as family. At one point, she would drive 30 kilometres each way on her rostered days in order to volunteer at ReStore! She believes in the mission of Habitat for Humanity Victoria and has attended many house handovers. Reflecting on one handover event, Dawne says, "As a volunteer I was quite excited about going to look at the house we built. When we saw the family receive the keys to their new home, we cried like a baby." The impact of her volunteering on the lives of families is the greatest reward for her volunteering.

*If you are interested in volunteering with our amazing ReStore team, **reach out** to us! Follow us on Facebook [facebook.com/restorevic](https://www.facebook.com/restorevic) or on Instagram [@restorevic](https://www.instagram.com/restorevic).*



fundraising manager's report

As we close the chapter on another remarkable year, I am humbled as I reflect on the unwavering dedication and generosity provided by our donors and supporters. Your generosity continues to be the driving force behind our success, enabling hope and creating lasting change.

Financial Year 2023 was marked by unparalleled support from our donors. Your generosity has paved the way for countless families to experience the warmth and security of a decent and safe new home. Our circle of supporters showcases the diverse tapestry of hearts that beat in harmony with Habitat for Humanity Victoria. Each supporter is a vital thread in the fabric of change, and we express our heartfelt gratitude to each one of you.

We also extend our gratitude to the generous financial support provided by our Executive Director's Circle of supporters, whose visionary leadership has guided us through challenges and triumphs alike. Your commitment to our cause fuels our journey toward a brighter future. In the

past year, this giving circle has nearly covered the cost of building a home for one of our Partner families.

Our success wouldn't be possible without the dedication of our individual supporters, donors, and Build Partners. Your commitment to support our affordable home building program has translated into safe, secure, and sustainable homes for those in need and provides a "hand up" to build the foundation for a better life – today, tomorrow, and for future generations.

To the Trusts and Foundations who support our programs and projects we thank you for your ongoing contribution. Your support has been instrumental in fuelling our projects and initiatives. Your contributions have a ripple effect, transforming entire communities and nurturing hope where it is most needed. We are particularly grateful for the very generous support provided by the Hugh Williamson Foundation for our Crib Point Project and the support provided by the team at Copper Investors Philanthropy to help us leverage the growth in our ReStore at Kilsyth. We also enjoy working with the Lord Mayor's Charitable Foundation through their Youth in Philanthropy program.

Our Corporate partners have stood with us as true champions of change. Your dedication to corporate social responsibility has not only strengthened our initiatives but has also set an inspiring example for others to follow.

As we close the year, we extend a heartfelt "thank you" to every individual, organisation, and community that has rallied behind our vision for a world where everyone has a decent place to live. Your support has been our beacon of hope and the foundation of our success. As we look to the future, we invite you to stay connected with us. Your continued support through donations, participation at events, regular giving and forging new partnerships drives our work, helps to increase the impact of our programs and supports our mission.

Peter Copp
Fundraising Manager

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.





We proudly acknowledge our **corporate supporters, 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
- Allegion
- Hilti
- O'Brien Electrical and Plumbing, Rowville

*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*

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
Tony Bryer

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

Build Partners

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

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 School

University of Melbourne HFH Club



Pictured: A corporate volunteer participating in a Build Day at Yea.



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

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 Bapcare Affordable Housing Ltd.
- Past Director with Bapcare 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

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

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

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

Natalie Elliott – Director (Retired May 2023)

- 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

Isaac Sargeant - Board intern (12 months)

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



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.



A man with dark hair, wearing a dark blue button-down shirt, is seen from the side, looking out from a balcony. He is holding a small white cup. The balcony has a white railing. In the background, there is a light blue wall with a small wooden sign that reads "AN BAILE MÓI LAWRENCETOWN". A hanging planter with a white and blue striped container and a black cord is visible. There are several green plants, including a large palm frond. A green and red parrot is perched on the railing. The overall scene is bright and sunny.

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

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.

Pictured: Our long-time Partner family Eddie at his Habitat home in Yea.



Pictured: Volunteers at our Brush with Kindness program
in partnership with a local community housing.