

Together, we build
IMPACT



2014
ANNUAL
REPORT

A Message from the President

The community continually committed themselves to learning what the apostles taught them, gathering for fellowship, breaking bread, and praying ... There was an intense sense of togetherness among all who believed; they shared all their material possessions in trust ... and used the money to help everyone in need ... Day after day the Lord added to their number everyone who was experiencing liberation.

Acts 2: 42-47

As Habitat for Humanity strives as an enterprise to grow and realize our transformative vision for mankind, it is imperative that we remain rooted in the soil from which our core tenets and values first sprang.

Habitat for Humanity was born on Koinonia Farm outside of Americus, Georgia in 1942. Our founders could not have chosen a more apt name for the place where we would sow the tenacious seeds of our organization. Koinonia is a Greek term commonly understood to mean fellowship or intimate spiritual communion, commitment, and community.

Now, as the need for housing solutions increases exponentially in New York State and worldwide, it is of the utmost importance that we reaffirm our commitment to community. Now, we must come together in order to grow and serve as one body.

As we work to create transformative impact, we must remember and continue to:

- Minister to low-income families through the creation of affordable housing units;
- Nurture our sense of fellowship as a NYS Habitat community;
- Commit to organizational growth with Christ's love at its center.

It is only through fellowship and growth in God's love that can we attain: A world where everyone has a decent place to live.

Judith Nelson
President & CEO



Our Vision



Highlights & Achievements



Moving Forward



Financials

Habitat for Humanity of New York State, Inc. works in partnership with Habitat Affiliates across New York State. Together, we serve families in need of safe, decent, and affordable housing solutions, and build homes, communities, and hope.



Our Vision

Our History

Habitat for Humanity of New York State, Inc. (HFH-NYS) was founded in 2006 by New York State Affiliates that recognized the need for a centralized office to magnify the collective efforts of Habitat for Humanity in New York. These affiliates believed that a state organization could help to advance Habitat's mission and vision in New York.

Our Purpose

Like all Habitat Affiliates, HFH-NYS' mission is: Seeking to put God's love into action, Habitat for Humanity brings people together to build homes, communities, and hope. To fulfill the mission and vision of Habitat for Humanity, HFH-NYS is committed to partnering with Habitat Affiliates and HFHI. Through partnership, HFH-NYS enhances the effectiveness of all 53 NYS Habitat Affiliates by providing training and technical assistance, resource development, advocacy, and disaster preparedness.

Training & Technical Assistance

Training and technical assistance are key components of growth, impact, and sustainability. In order to meet the broad learning needs of NYS Affiliates, HFH-NYS provides targeted training opportunities that include:

- Affiliates Building Leadership & Excellence (ABLE) Conference
- Learning Symposia
- Capacity Building Series

The training and technical assistance opportunities offered by our organization impacts local affiliates by:

- Supporting growth in infrastructure;
- Promoting a culture dedicated to learning; and
- Building a statewide community committed to excellence.

Resource Development

Resource development plays a critical role in organizational growth; thus is a major pillar in HFH-NYS' scope of services. As a state organization, HFH-NYS has the ability to foster cooperation between affiliates in order to access large-scale grant programs and funding. These resources can be used to spur production and growth for a greater number of affiliates—particularly smaller affiliates that may not be able to obtain these resources on their own.



Our Vision Continued

Advocacy

Habitat must never lose sight of its fundamental purpose: to serve families in need by providing affordable housing solutions. With one voice, Habitat for Humanity must speak on behalf of those who are least among us in order to create meaningful and lasting change in New York State and worldwide. To support this, HFH-NYS dedicates itself to advancing advocacy in our state. Our office is responsible for:

- Establishing a statewide agenda;
- Mobilizing local affiliates and coordinating statewide advocacy efforts; and
- Helping advocates educate elected officials on housing-related issues.

Disaster Preparedness

Through its centralized office, HFH-NYS is responsible for overseeing the New York State Habitat Disaster Plan. It includes pre-identified communication pathways, organizational structures, and resources that can be utilized in the event of an emergency or natural disaster.

Our Future

In order to advance our entire enterprise, we must reaffirm our Christian roots, commit to the tenets of our organization, and incorporate both into our daily work.

As the affordable housing landscape continues to shift and the need for housing increases exponentially, we must prayerfully commit to a true attitude of service and partnership with one another. We must continue to build and rehabilitate more affordable homes, revitalize communities, support the work of our neighbors, and act as catalysts for change in New York and abroad.



Achievements & Highlights

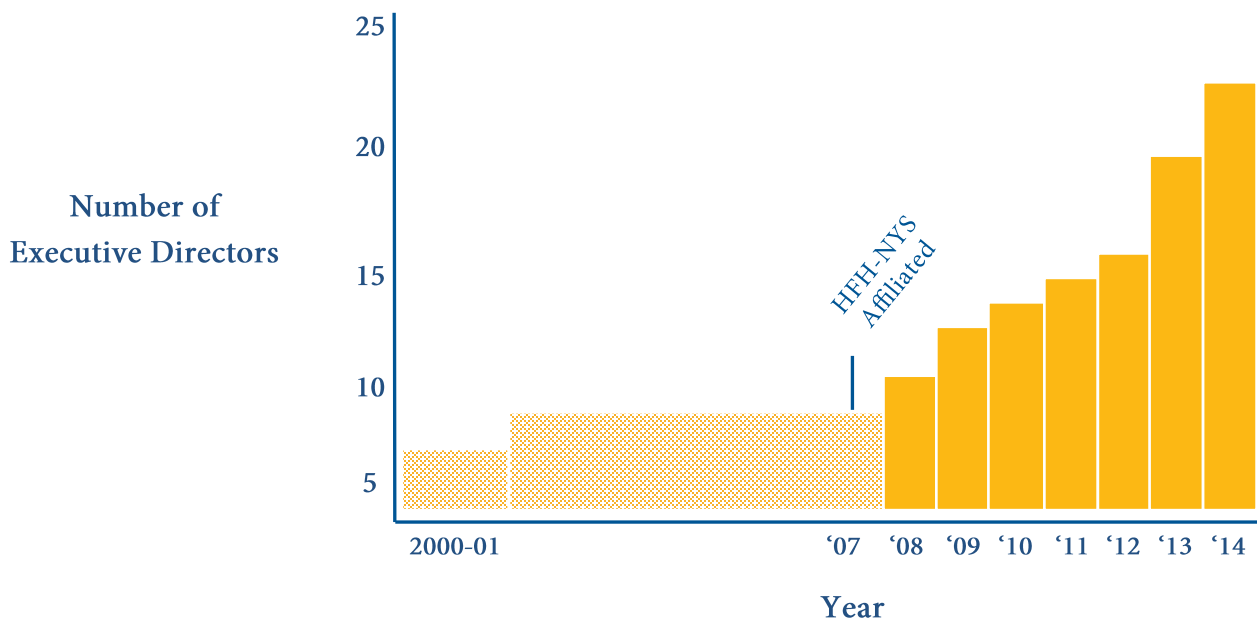
Our Goal: Creating a Pathway to Sustainability

Our chief objective as a state organization is to create a pathway to sustainability for all NYS Habitat Affiliates. Regardless of the size or scope of an organization, three critical concepts shape the path to sustainability. They are:

1. Igniting passion for our organization's mission;
2. Cultivating strong, organizational infrastructure; and
3. Developing adequate affiliate resources.

In the following pages, there are several examples of measurable impact and sustainability that are occurring as a result of partnerships between HFH-NYS, NYS Habitat Affiliates, and HFHI.

Leadership: Growth in Commitment to Mission



To be successful in our mission, it is critical that we grow the number of passionate, visionary leaders who will work to advance our collective enterprise. Since our affiliation as a state organization, the number of NYS Affiliate Executive Directors has grown significantly. In 2007, there were nine Executive Directors statewide. By the end of 2014, New York had 23 Executive Directors—representing a 155% increase over seven years.

Although HFH-NYS is not responsible for all of this growth in leadership, our organization worked directly with six affiliates and prepared them to hire Executive Directors through its Capacity Building Series—representing nearly half of the growth during this period. Furthermore, we were also able to facilitate conditions that are a function of growth in leadership, namely: 1. Increase in Resources; 2. Solid and Centralized Infrastructure; and 3. Community.

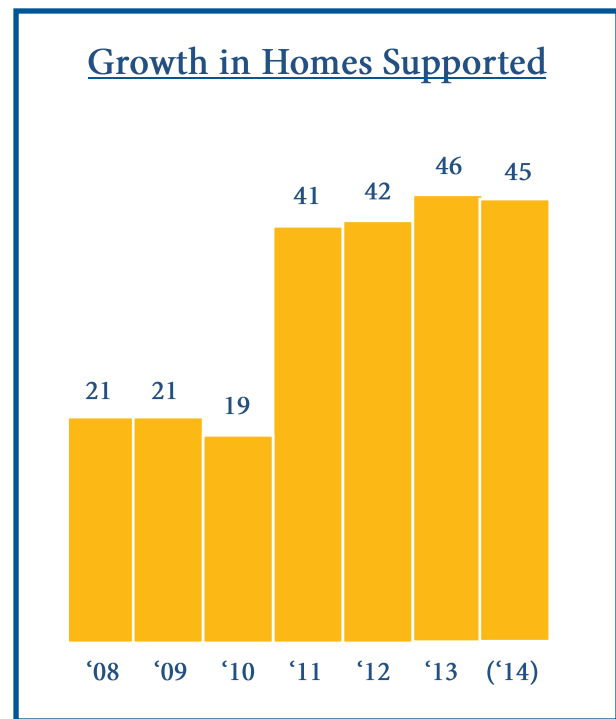


Achievements & Highlights

Resource Development: Growth in Capacity & Organizational Development

Affordable Housing Corporation (AHC)

Between 2008 and 2014, HFH-NYS' Affordable Housing Corporation (AHC) grant program experienced significant growth in affiliate participation and homes supported.



Note: HFH-NYS submitted its statewide 2014 AHC Application, and the grant award is pending approval.

To date, HFH-NYS and NYS Affiliates have built a total of 190 homes with the support of AHC funds. In seven years, the number of homes supported by HFH-NYS' AHC funds increased from 21 houses in 2008 to 46 in 2013, representing a 119% increase. Additionally, affiliate participation increased 325%— beginning with four affiliates in 2008 and increasing to 17 affiliates in 2013.

Through its administration of its AHC program, HFH-NYS has helped pass more the \$5 million through to NYS Affiliates since 2008.

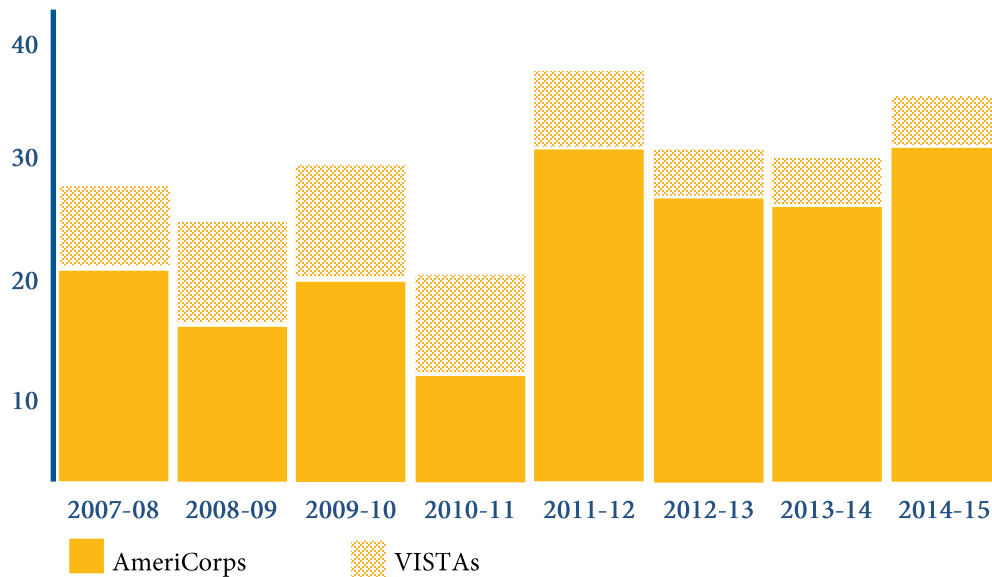


Achievements & Highlights

Resource Development: Growth in Capacity & Organizational Development Cont'd National Service Programs

HFH-NYS and HFHI partner with the Corporation for National and Community Service (CNCS) to engage talented and passionate individuals to serve in AmeriCorps positions at local NYS Habitat Affiliates. These AmeriCorps volunteers serve in a variety of roles that enable local affiliates to build their organizational capacity and sustainability.

Growth in National Service Members in New York State



Growth in the number of national service members is significant for several reasons. First, it indicates that more NYS Affiliates have full-time staff members to meet CNCS program requirements and support member service. This graph also implies that national service members are positively impacting their host-site affiliates by increasing the number of volunteers they engage, by boosting construction efforts, and by building infrastructure and resources. Their impact, in turn, contributes to overall growth in capacity and sustainability of affiliates.

Recognizing the value of CNCS' programs, our office has worked with HFHI representatives to assure that, regardless of which agency administers an AmeriCorps or VISTA program, NYS Affiliates will have maximum access national service members. Beginning in 2013, HFH-NYS collaborated with HFHI to place national service members at NYS Affiliates.



Achievements & Highlights

Training & Technical Assistance:

Growth in Community, Expertise & Efficacy

Mortgage Regulation Guidance

For over a year, HFH-NYS collaborated with HFHI legal experts and other state organizations to develop a comprehensive strategy in order to assist local affiliates in understanding and complying with the Consumer Financial Protection Bureau (CFPB) and new mortgage regulations. The result of these efforts was twofold. New York was the first state to present its CFPB Symposium, and our model has now been implemented in other states nationwide. We also unveiled Part II of the Home Sales Companion, a web-based tool kit to support affiliate mortgage compliance.

Rural Community Development Initiative (RCDI)

The Rural Community Development Initiative (RCDI) is a United States Department of Agriculture (USDA) program that aims at building the capacity of rural nonprofit organizations throughout New York State. It allows HFH-NYS to focus on rural affiliate growth and prioritize training, community, leadership, and excellence.

Capacity Building Series

HFH-NYS hosted a third round of its Capacity Building Series in 2014. The purpose of this series is to rigorously focus on growing organizational leadership and infrastructure. All three affiliates who participated in the last round now have full-time Executive Directors.

ABLE

To support critical learning needs, HFH-NYS offered two professional certification courses at the 2014 Affiliates Building Leadership & Excellence (ABLE) Conference: Occupational Safety & Health Administration's (OSHA) Competent Person Safety Certification, and HFHI's new Volunteer Management Certification. Additionally, registrations increased 37% from the previous year.

Highlights

New Faces

HFH-NYS welcomes this year's new Executive Directors:

Christine LaValle
Ulster County HFH

Sara Liu
Chemung County HFH

John Scharf
HFH of Schenectady County

Michael VerSchneider
Rockland County HFH

Kate Whitlock
HFH Buffalo

HFH-NYS also welcomes its three new Board Members:

Kevin Centore, Treasurer
Firley, Moran, Freer & Eassa, CPA, P.C.
Staff Accountant

Eleanor Cicerchi
Food Bank of Southern Tier
Director of Resource Development
Indiana University
Lilly Family School of Philanthropy
Adjunct Faculty

Jennifer Stevenson
Blue Heron Realty
Broker/Owner



Moving Forward in 2015

Mortgage Origination Compliance

Our work last year in assisting affiliates to prepare for the changes in the legal landscape and providing tools to assure compliance is just the beginning of the journey to achieving industry standards in our origination programs. HFH-NYS will continue our training programs to assist affiliates during this transition as well as to identify additional services and tools to assure effective implementation.

200 x 2020 Campaign

The 200 x 2020 Campaign challenges New York State Habitat Affiliates to increase their collective capacity to build 200 homes per year by the year 2020. Many NYS Affiliates have already pledged their contribution toward the campaign; however, given the dire housing situation, we need more partners to make a pledge. Moving forward in 2015, HFH-NYS will continue to encourage pledges, identify as well as develop resources that help NYS Habitat Affiliates meet their production goal.

200 x 2020 Campaign Affiliate Pledge List

Broome County
Buffalo
Champlain Valley
Chautauqua Area
Chemung County
Columbia County
Dutchess County
Flower City
Genesee County

Livingston County
Greater Newburgh
North Country
Ontario County
Seneca County
SE Steuben County
Thousand Islands Area
Tompkins-Cortland
Ulster County

What will your affiliate's 200 x 2020 Campaign Pledge be?

Rural Community Development Initiative (RCDI)

As HFH-NYS' progresses toward its RCDI program goals, we will continue to identify needs and pilot new initiatives. In turn, they will be moved forward to the broader community and include:

- Comprehensive Policy Portfolio
- Affiliate Ambassadors
- Increased Training Opportunities



Moving Forward in 2015

Growth & Learning Opportunities

NYS Regional Trainings

In order to facilitate a culture of learning, partnership, and growth while broadening access to new opportunities, HFH-NYS will facilitate a series of regional trainings beginning in 2015.

ABWK Learning Exchange

HFH-NYS is partnering with HFHI's A Brush with Kindness (ABWK) and Home Preservation experts to host an ABWK Learning Exchange to support affiliate program expansion.

Finances for the Non-Financial Manager

This summer, HFH-NYS will be hosting a day-long learning event called: Financials for the Non-Financial Manager. It will cover basic concepts of non-profit financial management.

2015 ABLÉ Conference

The 2015 ABLÉ Conference theme is "Imagine" and is inspired by Lewis Carroll's: *Alice in Wonderland*.

Web-Based Learning

In order to increase access to essential information and support independent learning, HFH-NYS is exploring web-based learning solutions for NYS Affiliates.

Advocacy

Building more affordable housing units is one critical way to address housing needs in New York State. However, it is not enough. As social ills related to shelter compound, we must pursue other strategies to affect transformative change.

We must advocate. We must raise our voice for those who cannot in order to change the policies and systems that perpetuate injustice. In recognition of:

- Our moral commitment to serve the least among us with Christ-like love, and
- Our understanding that truly effective nonprofit organizations both serve and advocate

HFH-NYS will craft a comprehensive advocacy agenda and share it with NYS elected officials at Advocacy in Albany in April.

*Together, our miniscule efforts can be multiplied
to accomplish the magnificent for New York State.*

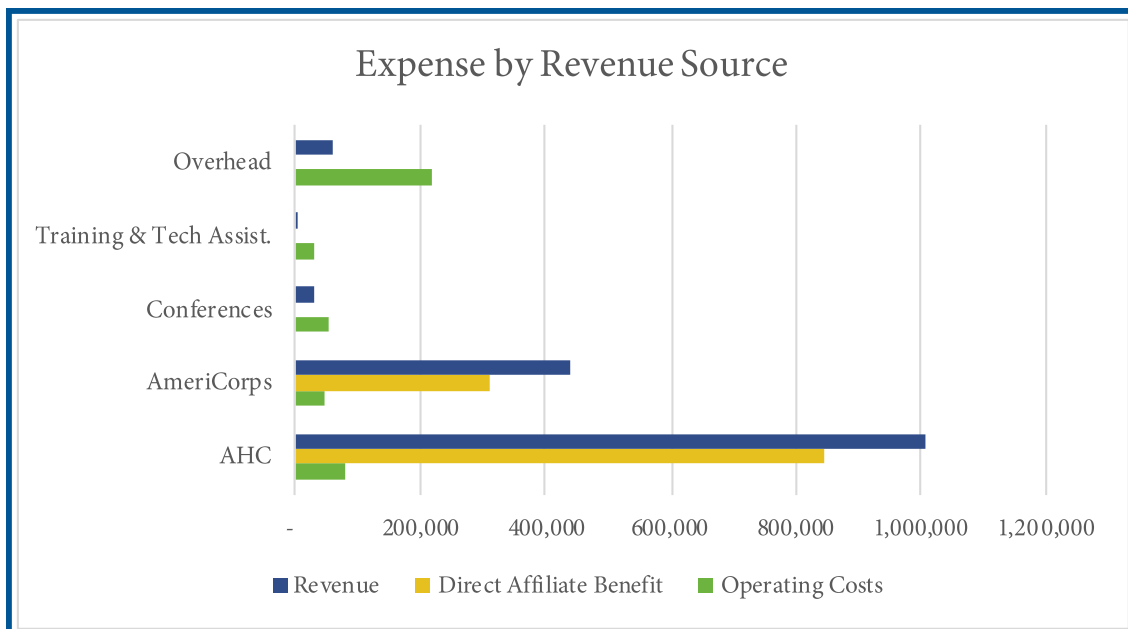


Financials

2013 - 2014 Financials			
	Revenue	Direct Resources to Affiliates	Operating Costs
CONTRACT PROGRAMS			
AHC Grant	1,010,550	847,000	79,616 (8%)*
AmeriCorps	440,553	310,944	46,475 (11%)*
OTHER PROGRAMS			
Conferences	30,202	-	54,736
Training & Technical	3,534	-	31,215
Tithe	-	-	5,065
NON-PROGRAM			
Affiliate Support	43,400	-	-
Donations & Other	17,710	-	-
Administration	-	-	215,606 (14%)**
TOTAL	1,545,949	1,157,944	432,713

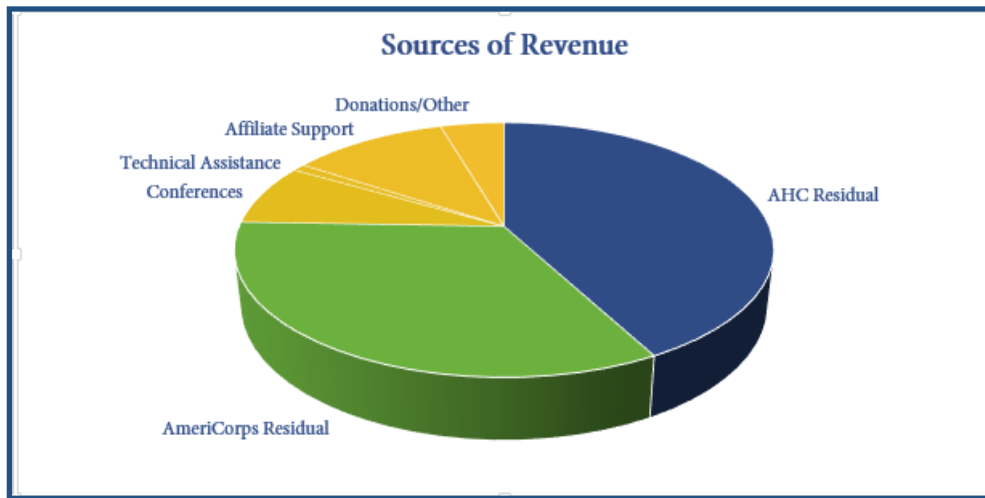
* = Percent of Program Revenue

** = Percent of Total Revenue

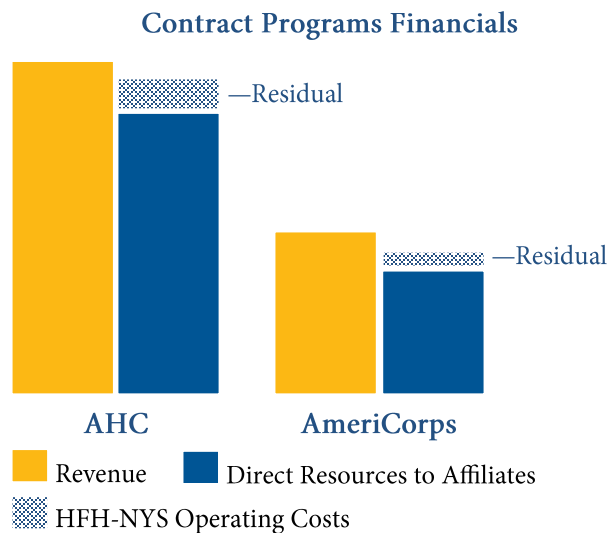




Financials Continued



Once contract revenue passes on directly to NYS Affiliates, the residual revenue is used to support HFH-NYS programming. This is demonstrated in the bar graph below.



Non-contract revenue is dedicated to, but cannot cover the costs, of training and the following services:

Tools & Technical Assistance

- Mortgage Documents
- Mortgage Origination Checklists
- Mortgage Portfolio Analysis
- Credit Review
- Criminal Background Checks
- Accounting & Other Professional Support
- Phone & Website Support

Training

- Annual ABL Conference
- Symposia
- Capacity Building Series
- Board Development Training
- On-Site Training Programs

And...

- Advocacy
- Disaster Preparedness
- Tithe

Supporting Affiliates

Adirondack HFH	HFH of Fulton County	Raquette Valley HFH
Broome County HFH	HFH of Genesee County	Rockland County HFH
HFH Buffalo	Herkimer County HFH	HFH of Seneca County
Cayuga County HFH	Livingston County HFH	SE Steuben County HFH
Champlain Valley HFH	Madison County HFH	HFH of Suffolk
Chautauqua Area HFH	HFH of Greater Newburgh	Sullivan County HFH
Chemung County HFH	Niagara Area HFH	Syracuse HFH
Columbia County HFH	North Country HFH	Thousand Islands Area HFH
Delaware County HFH	Oneida County HFH	HFH of Tompkins & Cortland Counties
HFH of Dutchess County	HFH of Ontario County	Ulster County HFH
Flower City HFH	Orleans HFH	HFH of Wayne County

Thank you to all of the NYS Habitat Affiliates that served on the Affiliate Council in 2014.
Supporting Affiliates are entitled to serve on the Affiliate Council in 2015.
If you are interested, please contact HFH-NYS at 607.748.4138 for details.

“In your name, we will work to foster integrity with our people-to-people partnerships ... [We] will disciple others – regardless of race, nationality, religion or socioeconomic status – to work together for the good of all; so that everyone can unite behind serving those in need within your communities.”

*- Kingdom Building for the 21st Century:
Voices from the Soul of Habitat for Humanity, Mission Principle #4*

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NYS Builders Association
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Staff Accountant

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Food Bank of Southern Tier
Director of Resource Development
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A Special Thanks!

HFH-NYS would like to thank all of our partners who helped contribute to our collective impact and advanced Habitat's mission in New York State.



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What will we build next?