



**Board of Directors
Meeting, January 25, 2022**

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Call to Order	Stephen Westbrook	
Mission Moment	Paul Woodruff	
Minutes of November 30, 2021 Meeting	Pattye Taylor-Phillips	
Strategic Topic	Introduction of New Members / Why Habitat	All
Treasurers Report	Rob Anderson	
CEO Report	Kimberly McKinney	

Committee Reports:

Discussion of any requiring Board action and/or questions regarding written reports.

Other/Open Business

Adjournment of Full Board

Executive Session

Adjournment

MARK YOUR CALENDARS:

Upcoming Events

Tuesday, March 22, 2022

Board Meeting, 11:30 AM

Tuesday, April 26, 2022

Board Meeting, 11:30 AM

Tuesday, May 24, 2022

Board Meeting, 11:30 AM

Tuesday, June 28, 2022

Board Meeting, 11:30 AM

“A world where everyone has a decent place to live”

Minutes from the Meeting of the Board of Directors of
Habitat for Humanity Saint Louis (HFHSL)
November 30, 2021

The following members of the Board of Directors and other interested parties participated in this Board meeting via conference call to avoid personal contact during the Covid-19 virus outbreak. Participants are listed below:

Stephen Westbrook	Pattye Taylor-Phillips	Paul Woodruff
Rob Anderson	Ed Alizadeh	Kimberley Batteast Moore
Amy Berg	Jim Del Carmen	Matt Guymon
Tiffany Harvey-Horton	Malaika Horne	LaDawn Ostmann
Chris Roetheli	Lauren Talley	Steven Scott
Floyd Simms	Linda Loewenstein	Marc Hirshman
Bob West	Kimberly McKinney	

Stephen Westbrook called the meeting to order at 11:33 am.

Mission Moment: Avis McHugh shared the mission moment. She has worked for Habitat Saint Louis for 20 years. In all this time serving Habitat, she thought she had “seen it all”. This month, she had the opportunity to experience something very unique. She led our newest homeowner, who is blind, as he walked through his new completed home for the first time. When designing the space, Avis asked the homeowner how he wanted to “move about and use” each area, such as the kitchen for cooking, the bathroom for showering, bedroom space, etc. to ensure that the home design was in sync with the way he would naturally move around in the home. They used his feedback in the design. During the walkthrough, Avis walked the homeowner through the house, beginning at the front door, and moving to each room/space. The homeowner counted steps and used his hands to feel the walls, cabinetry, doors, etc. from point to point in the house (such as the front door to the kitchen, etc.), and to the other spaces in the home so that he could develop a mental picture of the rooms and location of cabinets, fixtures, etc. During the walkthrough, the homeowner stopped to take a small break – he was a bit overwhelmed. He told Avis, when God takes away one sense, he multiplies the other senses and he just needed some time to process what he was experiencing. He was very grateful and excited about his new space, and the Habitat Team was excited to work with him through the build and purchase process. Avis summarized by saying that God brings us together to help families and give them a start at buying their first home, and it is very rewarding experience.

Minutes: A motion to approve the minutes from the October 26, 2021, Board of Directors meeting was made by Rob Anderson and seconded by Amy Berg. The motion was approved.

Strategic Topic: The 2022 Budget Proposal was presented by Rob Anderson, Treasurer. He thanked Irena for her work developing this package. Below are details of the discussion:

The Finance Committee reviewed and approved the 2022 Budget Proposal last week. Assumptions were based on regular monthly income/expenses from January to October 2021 plus any additional activity expected to occur before the end of the year. HFHSL continues to present a budget package which includes a stand-alone organizational budget, combined only with project specific construction budgets for which there is certainty regarding, among other things, funding sources, build timing, and mortgage loan commitments.

Income:

Mission Support = \$1,219,000 including:

- Keystone Partners (Build Benefits) based on 2021 performance + those who have indicated via persona contact that they hope to return in 2022.
- General Donations/ Appeals projected based on the consistency in the numbers year over year even in the critical 2020.
- A trivia event is planned for the fall along with other third-party benefit events. Expected revenue \$15,000.
- The Mission Support Revenue Structure is:
 - 46% General Donations/Appeals
 - 40% Keystone Partners (Build Benefits)
 - 14% Other

Restricted Support

State of MO Allocation

In 2021, a State of MO allocation was requested and received for \$250,000. After the fee for grant management, \$225,000 in expense reimbursements will be covered. Based on the anticipated timing of draw requests, a portion of the expense reimbursement will be reflected in 2021 financials (construction material cost for specific hoes). But \$125,000 is projected to be received in 2022 and is reimbursable for a portion of Family Service and Volunteer Management payroll expenses, as well as other Program Equipment and Supply expenses.

Affordable Housing Assistance Program (AHAP) Tax Credits

Projected revenue \$603,955. HFHSL will be applying for \$1,000,000 in AHAP tax credits for the 2021-2022 period. If awarded, credits will be allocated to RDP expenses as noted, as well as costs associated with the future annual audit (2022 audit has been covered via current AHAP tax credits). The number of credits applied for is consistent with the credits awarded over the past five years and will again be considered by MHDC and the State of Missouri to be a capacity building award which will require and allow HFHSL to leverage new and high dollar amount donations. Eligibility for the program will require current donors to increase their previous giving level to best maximize the credits as a capacity building mechanism.

In-Kind

Total projected In-Kind donations to be obtained in the form of labor and materials is \$140,000. The number is based on the actual relationships with partners and reflects a percentage of in-kind verses total expense of between 5%- 6:25%. Previously the percentage was closer to 20% but a significant reduction of in kind from HFHI has occurred since the beginning of the pandemic.

Transfer to homeowners

Projection is based on the transfer of 13 homes in 2022.

Historical transfer of homes is: 7 in 2018, 10 in 2019, 1 in 2020, 8 in 2021, 13 in 2022.

- 2 of the homes from Gate District Project have been 70% completed in 2021.
- 3 more homes from the same project will be done in 2022.

- 7 homes from Lookaway II completely will be done and sold (1 of which is 20% complete).
- 1 KMOV home (location to be confirmed but projected as University City).

The total amount received from the transfers will be \$2,340,000.

Home closing utilizing the Mortgage Loan Fund (MLF) which originated in 2018 will continue to occur. Current investors – each at an initial \$1 million commitment – include Midland States, Royal Banks of Mo, First Bank, Citizens National and Sterling. Commitments from those currently participating cover all anticipated 2022 closings. Additionally, staff proposes to continue to originate Tier 1 mortgages with banks if/when it makes financial sense to the organization, using affordable mortgage pricing consistent with HFHI Policy, with funding at closing and a 2nd Note that is forgivable over 30 years.

Project specific construction budgets will continue to assume that current 1st note sale price amounts remain consistent, with an interest rate of 2.5%, while continuing to ensure an affordable mortgage for the partner families.

Grants

All 2022 homes have a budgeted and secured subsidy by different funding sources. The total revenue of \$945,695 to be recognized from grants includes:

- AHTF - \$611,445
- CDA/HOME - \$195,250
- Buyer Subsidy (through either CDA or AHTF) - \$120,000
- Safety Room - \$9,000
- Other RD - \$10,000

Art Place Initiative (API)

HFHSL will continue in a general contractor role in 2022. Estimated revenue of \$206,250 from the API project is based on 2022 budget provided to HFHSTL and includes 15% fees calculated on total of 7 units for total cost \$1,375,000. Additionally, HFHSL will be reimbursed for self-performed services provided during that project estimated at \$112,000.

ReStore

Pre-Covid level of hours and sales are projected for both Restores. Projected sales in total are ReStore South Side (RSS) \$550,000 and ReStore Des Peres (RDP) at \$615,000. Annual historical performance from 2017 – 2021 was displayed in the budget package distributed to the board.

NMTC

This budget does not anticipate a New Market Tax Credit (NMTC) transaction but does reflect semi-annual interest payments and dividend income along with closing cost amortization expenses for the remaining deals. This item is a GAAP expense, and not a cash effect to the budget. As always, the potential for a NMTC will be sought. During 2022, there will be no roll

off NMTC transaction(s) with a corresponding recognition of GAAP revenue and a corresponding increase in organizational net assets.

Other Income Notes

The \$319,750 on the proposed budget includes:

- RDP building maintenance and utilities expenses reimbursed per lease agreement - \$170,000.
- ReStore DP – Management fee for utilizing the building - \$110,000
- Potential sale of fully depreciated assets - \$5,000
- Rebates received from insurances - \$10,000
- Mortgage Loan Fund service fees - \$5,000
- Other (cancellation of debt, rents, other) - \$19,750

The budget makes no assumption regarding the sale of the outparcel.

Amortization Interest Income

This represents the recognized interest income from the allocated portion for 2022 of unearned interest revenue related to the 2nd forgivable notes. The numbers are tied and dependent on the number of houses sold and amounts of the HFHSL forgivable note.

QALICB

In 2020, Habitat entered into a ground lease agreement with HFHSL QALICB Real Estate Holding LLC. The lease term is for 25 years. The activity between both organizations is eliminated in consolidation. No cash impact from this activity.

Total Revenue Projected for HFHSTL in 2022 Budget Proposal - \$8,698,003

- Mission Support – 25%
- Grants – 17%
- Transfer to homeowners – 32%
- ReStore Sales – 16%
- Other – 10%

Expenses

The 2022 Budget was created splitting the payroll expenses in detail by departments (Family Services, Real Estate Development, Volunteer Service, Marketing and Construction) whereas in previous years, all were included as a total in Program or Resource Development expenses. As such, department budgets appear higher than in prior years.

Management & General Expenses

Projected expenses decrease due to:

- Payroll savings realized from administrative reorganization (no DOO)
- Group Health Insurance savings through October, increase projected for last qtr. 2022

- Reduced legal fees, late fees, and interest on various lines of credit including Royal Banks recently renewed at 4.5% interest (based on use of credit which has also been lowered).
- Reduced expenses for office equipment and services due to new less expensive agreements.

Resource Development Expenses

2022 will include several large appeals, 2-3 postcards as well as 2-3 targeted, smaller appeals.

Marketing

Increased due to reallocation of staff salary/benefits. Other expenses include external printing and reproduction, advertising, and professional services

Volunteer Services

Increased due to reallocation of staff salary/benefits. Other expenses include continuance of volunteer scheduling software, costs related to construction leadership including a kickoff event and orientation expenses.

Program General Expenses

Total amount projected - \$1,086,978 (decrease versus 2021 projection of \$1,487,939). The adjustment is primarily based on changes in the payroll expenses presentation. Other expenses included:

- Discount of Mortgages for homes not included in NMTC project - \$129,813
- Forgivable Note Amortization expenses - \$106, 995
- Interest expenses on various loans \$112,000 (lines of credit with Peoples, Royal Banks, and IFF)
- Habitat for Humanity SOSI fee \$25,000.

While the modification of the HFHI US Stewardship and Organizational Sustainability Initiative (US-SOSI) continues to be under development to become an Investment Fee as part of the Collaborative Development overhaul, this Budget assumes a \$25,000 payable in two installments as consistent with prior years budgets.

Home Construction Expenses

Increase reflects the market increase of construction materials and services. All other operating expenses were reduced according based on actuals over the past.

Real Estate Development

Increased due to reallocation of staff salary/benefits. Other expenses include lawncare of vacant properties, appraisals, and various fees (recording, AHAP tax credit, land option).

Family Services

Increased due to reallocation of staff salary/benefits that were previously part of Program General expenses. Other expenses include family selection and support activities such as educational classes, emergency support for families, and house dedications.

ReStore

Expenses include pay increases and various applicable training in an effort to limit staff turnover. Funds have also been allocated for necessary maintenance at both properties, but specifically RDP (partially recoverable via lease agreement). The Cost of Goods Sold (COGS) is also included as an expense line item/store. This Budget assumes an AHAP tax check exchange pursuant to the Amended Lease Agreement that will result in \$0 cash rent due in 2022 for ReStore Des Peres, as well as enough cash to pay Property Taxes and Insurance Due on the RDP facility.

Other Expenses

QALICB: In 2020, Habitat entered into a ground lease agreement with HFHSL QALICB Real Estate Holding LLC. The lease term is for 25 years. The activity between both organizations is eliminated in consolidation. No cash impact from this activity.

New Market Tax Credit: GAAP impact of \$206,650 including the following and partially offset by revenue.

- Discount of Mortgages (of homes included in NMTC deal) \$104,082
- Forgivable Note amortization expenses - \$22,739
- Amortization expenses - \$49,729
- Interest Expenses - \$23,194
- Other related NMTC 2017 & 2020 deals - \$6,906

Total Expenses Projected for HFHSTL in 2022 Budget proposal - \$8,682,582

- Home Construction – 44%
- ReStore - 20%
- Program General – 15%
- Management – 7%
- Resource Development – 5%
- Family Services – 3%
- Real Estate Development, Marketing, Volunteer Management – 3%
- Other – 3%

A motion was made to approve the 2022 Budget by Steven Scott and seconded by Malaika Horne. The motion was approved.

Treasurer's Report:

Rob Anderson provided an overview of the Financial Dashboard as of October 31, 2021. He noted that we have 26% of our Board Commitments remaining. There are a lot of home closings this year, with 10 homes under construction. 1 closing is scheduled today, and 2 tomorrow. There will be 5-7 closings completed between now and the end of the year. ReStores have had a strong year.

CEO Report:

Success & Shout Outs - Thanks to the entire Board for your support this year. Special thanks to Ed Alizadeh (only retiring member on call) and others retiring from the Board after 6 years of service.

Resource Development

Appeals

QR Post Card Mailing: 6 gifts for \$1,725

- In tracking of how much traffic the QR code which is driving to the website page with more information on why it is important to give locally, there has been a definite uptick in people visiting that page (the QR code was also included on the reply device of the winter appeal, so some of the traffic may be a result of the winter appeal.
- 4 of the 6 gifts were an increase of 50% or more over previous giving. One gift remained the same as previous giving, and the last gift was from a super-lapsed (37+ months) donor. In this case, the last donor gift was February 2015.

Limited Appeal: 7 gifts totaling \$5,700

- 2 gifts were up significantly from previous giving and 4 were down slightly.
- One of the donors giving to this effort had not given to HFHSL since 2006 but is listed in records as a major donor to HFHI. After receiving both the post card and the limited appeal, they gave at \$5k.

Winter Appeal: 60 gifts totaling \$9,185 (through 11/21/21)

- This appeal dropped 2 weeks ago, so it's still in its infancy.

State Allocation

ARCHs has uploaded all documents to the State of MO portal for final review. Plans are underway for submittal of the first draw request (approximately \$100k) on December 15th.

Home for the Holiday KMOV

Dedicated on November 22nd – more can be found at:

[Moments before new Home 4 Holiday owner enters his new abode | | kmov.com](http://kmov.com)

[Home 4 Holiday owner relishes in his new home | | kmov.com](http://kmov.com)

Plans are underway to close on the home prior to December 21st.

Program

Neighborhoods/ Home Construction/Homebuyers

Upcoming closings have been scheduled (again) with Security Title, the Affordable Housing Trust Fund, St. Louis Housing Authority (2 of 3), Midland States Bank and buyers as noted below:

November 30th: 3445 Park Avenue

December 1st: 1317 S Tucker and 1321 S Tucker

Two additional homes in Gate (Park Avenue) will be scheduled for mid-December.

Lookaway Phase 2 – 7 homes, \$446,751: No further update as the Project Manager has been out. No response has been received to the motion to strike / answer to plaintiff response to the Lingard petition.

Art Place Initiative (API): House 1 is finished, closing is pending. House 2 and 3 (a three family) continues. More on the project can be found (along with a few familiar faces!) at:

[A Home for Art - STLMade \(thestl.com\)](http://thestl.com)

Future Builds:

Those listed below represent no change from the prior report(s):

University City Phase 3 – 3 homes, \$400,150: No change.

Old North St. Louis Phase 3 – 3 homes, \$270,000. CDA has notified us of a possible sound issue related to the sites identified (and funded), awaiting their review. Site is immediately adjacent to homes built previously on Clinton.

Management/General/Covid 19

Vaccine Mandate

Although OSHA guidance was released, based on the legal challenges, OSHA suspended the Emergency Temporary Standards for the foreseeable future and, as such, Habitat Saint Louis has “hit the pause button” on this for now.

Board Governance (for discussion and approval)

Items Requiring Board Action and at the recommendation of Board Governance Taskforce:

- Approval of Officers.
- Approval of At Large Executive Committee members.
- Approval of Board nominees including both new and renewing members.
- Approval of Alumni Board addition.

For consideration as Officers:

2022 Officers / Executive Committee:

President:	Stephen Westbrook (as elected 2016)
President Elect:	Amy Berg (as elected 2020)
Treasurer:	Rob Anderson (proposed)
Secretary:	Pattye Taylor-Phillips (proposed)
General Counsel:	Matt Guymon (proposed)
At Large:	Malaika Horne (proposed)
	LaDawn Ostmann (proposed)
	John Short (proposed)

Per terms of the bylaws, only those noted as proposed and in bold require Board action (others listed are for reference).

2022 New (or returning) Members Proposed (alphabetical order):

Personal meetings have been held with the candidates listed below. Additionally, the Board job description and Statement of Commitment has been shared with each so that expectations are clearly outlined.

1. Jami Boyles, Returning Candidate, Previous Service 2014-2019, <https://www.linkedin.com/in/jamiboyles>
2. Abby Kepple, <https://www.linkedin.com/in/ajkepple/>
3. Brian Pratt, <https://www.linkedin.com/in/brian-pratt-946ba339/>
4. Kevin Wilson, <https://www.linkedin.com/in/kevin-wilson-0a78869/>

The individuals noted below are completing their first term and are being recommended for **renewal as provided for in HFHSL by laws:**

1. Subash Alias
2. Rob Anderson
3. Jared Boyd
4. Jamey Edgerton
5. LaDawn Ostmann
6. John Short

We say good-bye but also express **our heartfelt appreciation** to the following retiring Board Members: Ed Alizadeh, Anna Hart, Emily Martin, and Josh Udelhofen.

It is also the recommendation of Board Governance that Nat Walsh be added to the Alumni Board. For reference, a previously approved description of the Alumni Board follows.

Definition: There shall be a category of Board member known as an *Alumni Board* who is nominated and elected by the Board of Directors. Alumni Board members shall be selected from those Board members who have served on the Board of Directors with distinction and excellence. Alumni member candidates must have served the Board with distinction and be considered deserving of same for outstanding service.

An Alumni Member shall be entitled to receive all written notices and information which are provided to the Board of Directors, to attend all Board of Directors meetings, to participate in meetings of the committees in which they serve and encouraged to attend all other events conducted by Habitat for Humanity St. Louis. An Alumni Board Member shall not be subject to any attendance policy, counted in determining if a quorum is present at a meeting, entitled to hold office, or entitled to vote at any Board meeting.

Eligibility: To be considered for designation as an Alumni Board Member, a person must be a current or former member of the Habitat for Humanity St. Louis Board of Directors who:

1. Has served the Board of Directors with distinction
2. Held an important leadership role, and made or continues to make significant contributions to the organization
3. Engaged in major volunteer or advocacy activities in his or her service on the Board
4. Completed the term(s) for which he or she was elected
5. Participates in one (1) or more activities (e.g., events, volunteerism, fund-raising, government relations, networking, etc.) each year

Election: Members shall be elected for an initial term of three (3) years, renewable without limit at the discretion of the Board. Alumni Board Members may resign at any time and may be removed from office at any time by the Board for any reason or for no reason. Alumni Board Members shall have such duties and responsibilities as may be agreed to from time to time on an individual basis between the Member and the Board and/or the CEO.

**As approved November 2018*

A motion was made by Rob Anderson to accept the recommendations for the 2022 Board, 2022 Officers /Executive Committee, and the Alumni Board, and seconded by Lauren Talley.

HFHI

Due to the holiday, the November Collaborative Operating Model call will occur the Monday prior to the Board meeting. Based on the pre-reads, the investment fee will be a formula inclusive of:

- Population: a flat fee for every person in an affiliate's GSA. +
- Revenue: a % of total revenue based on three-year period average –
- Production Credit: a credit based on number of houses completed x

- Area Median Income adjustment: affiliates will be “ranked” based on AMI. Fee will increase/decrease by the value assigned to the corresponding rank. Affiliates with AMI in the top 25% and the bottom 25% will have their fee adjusted by a set percent.

Holidays

As shared in an earlier email: If you wish to assist Habitat families for the holidays, please visit the link below:

<https://www.habitatstl.org/holidayworkshop/>

Both ReStores will be closed December 24th – January 3rd, inventory will occur December 28th - 29th with auditor observation on December 30th.

The administrative office will be closed December 23rd, 24th and 31st.

There being no further business for the entire board, the meeting adjourned at 12:18 pm. The motion was made by Ed Alizadeh and seconded by Amy Berg. The motion was approved.

The 2022 Board Retreat will be scheduled for a date in late January or early February.

The next Board Meeting is Tuesday, March 22, 2022, at 11:30 am.

Respectfully submitted: Pattye Taylor-Phillips, Board Secretary

Habitat for Humanity Saint Louis Dashboard
as of November 30, 2021

RESOURCE DEVELOPMENT	November	YTD	Notes:		
New Donors	43	180			
New Keystone Benefit Members (\$1500+ Annually/Mission Support)	15	79			
Build Benefits Pledged	\$0	\$249,500			
Build Benefits Recd To Date	\$19,545	\$324,240	Not all groups go through pledge process		
Renewed Donors	61%				
BOD Funds Pledged	\$0	\$39,650			
BOD: Funds Received	\$49,650	\$60,050			
BOD % Giving		89%			
BOD Meeting Attendance	62%				
PROGRAM					
Homes Under Construction	10		Not including API / API +2		
Homes Closed	1				
Average Cost / Closed Home	\$239,924				
Future Build Sites Available	15		4 or 5 LaSaisonII, 6 Lookaway, 2 Gate Dist., 2 UCity		
Applicants Pipeline	53	200+			
Mortgage Loan Fund Balance	\$ 2,445,000		Update pending.		
RESTORE	YTD Actual	YTD Budget	%	Annual Budget	Notes
Revenue RSS	\$ 473,693	\$ 438,487	108%	\$461,986	Sales Only
Revenue RDP	\$ 510,413	\$ 573,358	89%	\$ 612,391	
ReStore P/L	\$ 462,079	\$ 186,991		\$ 259,180	
# of Donations	619	164 Pick Ups/Drop Offs: 51 RSS and 404 RDP			
FINANCIALS					
Income: Mission Support	\$ 984,536	\$ 767,000	128%	\$990,000	
Program	\$ 580,003	\$ 3,096,902	19%	\$4,750,532	
ReStore	\$ 2,444,945	\$ 2,355,016	104%	\$2,690,254	
Management General	\$ 929,358	\$ 132,000	704%	\$132,000	
Other					
TOTAL INCOME	\$ 4,938,842	\$ 6,350,918	79%	\$8,562,786	
Expenses: Home Construction	\$ 358,117	\$ 2,155,484	17%	\$2,999,225	CIP = \$1,693,786
Operating	\$ 2,235,322	\$ 2,520,509	89%	\$2,902,433	
ReStore	\$ 1,982,866	\$ 2,168,025	91%	\$2,431,074	
TOTAL EXPENSES	\$ 4,576,305	\$ 6,844,018	67%	\$8,332,732	
Net Profit/Loss	\$ 362,537	\$ (493,100)		\$230,054	
	YTD 2021	YTD 2020	Change		
Year/Year Change in Cash	\$ 211,242	\$ 186,884	\$	24,358	
Year/Year AP	\$ 481,952	\$ 713,764	\$	(213,812)	
Year/Year Debt LT	\$ 3,257,332	\$ 3,280,232	\$	(22,900)	
Year/Year Debt ST	\$ 905,584	\$ 951,166	\$	(45,582)	

Habitat for Humanity Saint Louis Dashboard
as of December 31, 2021

RESOURCE DEVELOPMENT	December	YTD	Notes:		
New Donors	87	267			
New Keystone Benefit Members (\$1500+ Annually/Mission Support)	24	103			
Build Benefits Pledged	\$0	\$249,500			
Build Benefits Recd To Date	\$14,500	\$358,740	Not all groups go through pledge process		
Renewed Donors	78%				
BOD Funds Pledged	\$2,500	\$42,150			
BOD: Funds Received	\$20,700	\$80,750			
BOD % Giving		100%			
BOD Meeting Attendance	62%				
PROGRAM					
Homes Under Construction	5		Not including API / API +2		
Homes Closed	6				
Average Cost / Closed Home	\$239,924				
Future Build Sites Available	15	4 or 5 LaSaisonII, 6 Lookaway, 2 Gate Dist., 2 UCity			
Applicants Pipeline	53	200+			
Mortgage Loan Fund Balance	\$4,090,610	Both Royal Banks and FirstBank renewed with a second \$1 mill each			
RESTORE	YTD Actual	YTD Budget	%	Annual Budget	Notes
Revenue RSS	\$ 473,693	\$ 438,487	108%	\$461,986	Sales Only
Revenue RDP	\$ 510,413	\$ 573,358	89%	\$ 612,391	
ReStore P/L	\$ 462,079	\$ 186,991		\$ 259,180	
# of Donations	474	120 Pick Ups/Drop Offs: 47 RSS and 307 RDP			
FINANCIALS					
Income: Mission Support	\$ 1,215,062	\$ 990,000	123%	\$990,000	
Program	\$ 2,160,649	\$ 4,750,532	45%	\$4,750,532	
ReStore	\$ 2,696,758	\$ 2,690,254	100%	\$2,690,254	
Management General	\$ 963,271	\$ 132,000	730%	\$132,000	
Other					
TOTAL INCOME	\$ 7,035,740	\$ 8,562,786	82%	\$8,562,786	
Expenses: Home Construction	\$ 1,534,806	\$ 2,999,225	51%	\$2,999,225	CIP = \$616,030
Operating	\$ 2,753,139	\$ 2,902,433	95%	\$2,902,433	
ReStore	\$ 2,278,294	\$ 2,431,047	94%	\$2,431,074	
TOTAL EXPENSES	\$ 6,566,239	\$ 6,844,018	67%	\$8,332,732	
Net Profit/Loss	\$ 469,501	\$ 230,054		\$230,054	
	YTD 2021	YTD 2020	Change		
Year/Year Change in Cash	\$ 281,552	\$ 142,817	\$	138,735	
Year/Year AP	\$ 325,467	\$ 761,099	\$	(435,632)	
Year/Year Debt LT	\$ 3,253,933	\$ 3,280,232	\$	(26,299)	
Year/Year Debt ST	\$ 374,798	\$ 882,624	\$	(507,826)	

Habitat for Humanity Saint Louis Board of Directors Meeting
Tuesday, January 25, 2022
CEO Report

Success and Shout Outs!

Strategic Topic/Board Governance

Welcome new members – Abby Kepple, Brian Pratt and Kevin Wilson and returning member – Jami Boyles. Each will briefly introduce themselves during the January meeting and share more on their “*Why Habitat*”. If other members would also like to briefly share your own “*Why Habitat*”, please let me know OR feel free to speak up during the virtual meeting.

The Board in numbers...

- Currently 28 people strong (not including Alumni members)
- Male 60% / Female 40%
- White 60% / Non-White 40%
- Affiliation: Business or Corporate 40%, Construction 18%, Community 18%, Finance 14%, HR/Legal 10%
- Member Length of Service: 3 years or less 42%, 4-6 years 40%, More than 6 years 18%

Resource Development

Harper Zielonko, Director of Resource Development has returned on a minimal basis (10 hours per week) and will return full time from maternity leave as of February 21st. The RD team is wrapping up plans for 2022 including timing of mailings / newsletters and a content calendar to keep information consistent.

Current third-party benefit events include:

- The Mid America Carpenters Regional Council is donating \$2 for every shot the St. Louis University Billikens (Men’s and Women’s Basketball) “*nail*” this season (Men’s and Women’s).
- The Chamberlin Group (financial/tax service) will be asking their 1500 clients who use tax services to round up for Habitat Saint Louis.

State Allocation

First draw submitted as of January 14th.

Program

Neighborhoods/ Home Construction/Homebuyers

December closings included two LaSaison properties (1 remaining), three Gate District properties (2 remain under construction) along with the first Art Place Initiative closing. Closings are anticipated for Itaska (KMOV) and the last LaSaison property in February. Both Royal Banks of MO and First Bank renewed their commitment to the mortgage loan fund with a second one million dollars each.

Lookaway Phase 2 – 7 homes, \$446,751: 1 of 7 houses is under construction. Excavation on remaining homes to being in approximately 30 days. The Lingard lawsuit has been assigned to Division 13 Judge Bruce F Hilton for hearing and determination.

Art Place Initiative (API): As shared above, the first home has closed. House 2 and 3 (a three family) continues.

Future Builds:

Those listed below represent no change from the prior report(s):

University City Phase 3 – 3 homes, \$400,150: No change.

Old North St. Louis Phase 3 – 3 homes, \$270,000. CDA has notified us of a possible sound issue related to the sites identified (and funded), awaiting their review. Site is immediately adjacent to homes built previously on Clinton.

Management/General/Covid 19

HFHI

Work on Habitat 2.0 Financial Model continues – the intent is for continued modeling of how the investment fee is calculated during 2022, policy development in 2023 and implementation by June 2024 (when Stewardship and Organizational Sustainability Initiative sunsets). Based on current discussions, the investment fee will be mandatory; the collaboration on direct mail may not be – and the cost to fundraise has become a more frequently asked question.

If you have any questions not covered in above, please feel free to email me in advance of Tuesday's meeting and I will prepare for / add to our discussion. Thanks.