



Annual Endowment Report

as of Dec. 31, 2022

Your partnership makes a difference

Decent, affordable shelter is the cornerstone of our work. Our belief that everyone deserves a safe, secure place to call home is what drives us to continually adapt, expand and innovate. Your partnership with Habitat for Humanity enables us to bring sustainable housing solutions to families across the U.S. and around the world. Together, we can develop new, better construction materials; create multigenerational wealth through investments in communities; and, of course, build homes with those who need us most.

In fiscal year 2022, Habitat partnered with more than 7.1 million people build or improve the place they call home. An additional 5 million people realized the potential to improve their housing conditions through training and advocacy. Thanks to your generosity, our endowment fund provides permanent funding to support our mission.

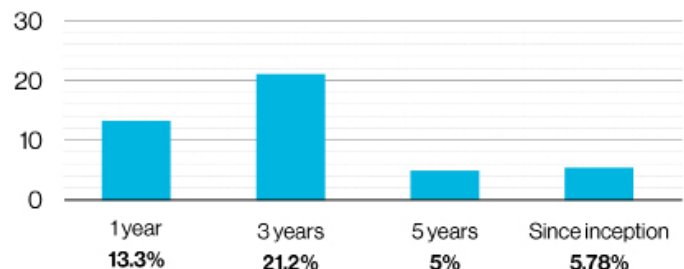
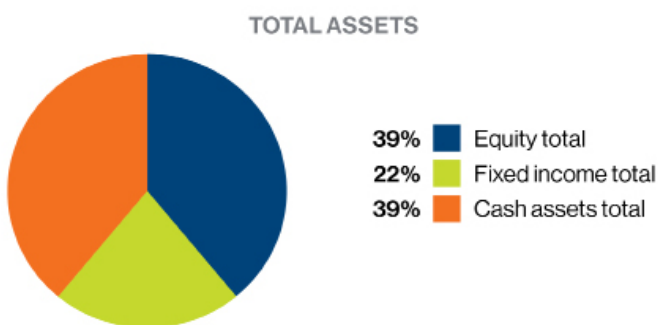
This report showcases how our generous donors have impacted millions, from refugees in Ukraine to communities in Tennessee. One such donor is Karin Larson, whose legacy gift singlehandedly transformed our endowment fund and will help us provide life-changing aid to those seeking strength, stability and self-reliance through shelter. Other donors, like Habitat RV Care-A-Vanners Larry and Ty, measure their impact in foundations poured and walls raised, in addition to their estate gift to the endowment fund.

Collectively, the stories in this report highlight the amazing work accomplished around the world thanks to investments in our endowment:

- A planned neighborhood built by Habitat Nashville in Tennessee in 2010 continues to welcome residents and add more features like parks, walking trails and a playground.
- Habitat offices in eastern Europe follow our Pathways to Permanence approach to help refugees with their short-, mid- and long-term housing needs.
- In Washington, Habitat Seattle-King County studies and addresses racist housing practices by advocating for the Covenant Homeownership Act.
- Habitat Northern Arizona creates an innovative starter home model in response to its community's tremendous need for affordable housing.
- Homes built by Habitat Nepal in the Eastern Terai region use resilient cement bamboo frame technology to create new pathways to stability and security for families.

Your investment makes these and countless other projects possible. By supporting our endowment fund, our donors ensure that our work will continue to impact families and communities for generations. Thank you for helping Habitat build brighter futures.

Growth of Habitat's Endowment Fund



*Endowment Fund numbers are as of Dec. 31, 2022.

Habitat's RV Care-A-Vanners travel with a purpose

Larry and Ty have enjoyed working with Habitat for Humanity since 2013. Before retiring, Larry worked in the oil industry for 40 years, and Ty spent 23 years serving as a medical secretary. Each worked 14 to 16 hours a day, calling themselves workaholics who love to accomplish a challenge. Even after the couple said they retired, Ty continued to work in billing for a major scaffolding company. Eventually, she retired for good, but they both still felt the need to give back since they have always loved volunteering and working hard.

Their son, Todd, was going to college for construction management and was volunteering on the weekends for Habitat for Humanity. The couple liked the sound of that, so they looked it up online, eventually finding the page about Habitat's RV Care-A-Vanners, who travel the country in their recreational vehicles and volunteer on home builds as a group.

"We love to travel, we had a recreational vehicle, so this would be perfect," Ty says. "The rest is history!"

Their first build was in Dade City, Florida, in 2013. They chose a build close to their daughter's family so that they could spend time with their grandkids when they weren't working. Nearly 11 years later, Ty and Larry have completed more than 100 builds, some in two-week increments and others for a month at a time.

"We are on the Disaster Team," Larry explains. "Ty is the new member volunteer coordinator for Habitat's RV Care-A-Vanners and president of the Winnebago Habitat RV Care-A-Vanner Builders. We led a team to Hawaii to build and helped lead Women Builds, and we have both served as representatives of the RV Care-A-Vanners at the National Conference. We have even done a build in Alaska!"

Any time they are asked about volunteering with Habitat's RV Care-A-Vanner program, they are quick to tell others that it does not require any building skills. All that's needed to build is a recreational vehicle and "a mission in their heart to make a difference in a family's life."



Ty and Larry have been proud volunteers with Habitat's RV Care-A-Vanners for more than a decade.

Habitat RV Care-A-Vanners share their skills with everyone and work together as a team, so there are opportunities for all skill levels. Larry and Ty particularly like that they can work with homeowners and with others who have the same passion for giving back.

In addition to volunteering, the couple has generously left a portion of their estate to Habitat's endowment fund in their will, a decision that will ensure their generosity continues to impact families for years to come.

"This is a wonderful way to keep our legacy alive through the lives of others," Larry says. "A family works hard to apply and acquire this home. It is such a commitment from the family to change their lives. We feel that this makes for better communities and a better world."

Thankfully for Habitat and the families Larry and Ty reach through their volunteerism and generosity, the couple has no plans to fully retire from Habitat's RV Care-A-Vanners anytime soon.

"We feel very blessed to have the opportunity, the health and the skills that enable us to make a better life for others," Ty says. "We seem to get so much more back than what we give."

Distributions totaling \$202,802 have been made in the following categories:

Building and serving families (U.S.) — \$92,996

Neighbors thrive in Nashville, Tennessee

When the neighborhood of Park Preserve in Nashville welcomed its first homeowner in 2010, Habitat of Greater Nashville had dreams of building a thriving, affordable community to combat the city's surging housing market. Much like elsewhere in the United States, Nashville has had a housing affordability crisis that makes it more and more financially impossible for many families to remain in the city.

More than a decade later, 178 Habitat homeowners — 21 of whom built their homes during the 36th Jimmy & Rosalynn Carter Work Project — now call Park Preserve home. During the next few years, 26 more affordable Habitat homes will be built in Park Preserve, as will a 59-acre park developed by Metro Nashville Parks and Recreation in partnership with Habitat Greater Nashville.

The tight-knit community regularly sees neighbors tending to their gardens and children riding their bikes and playing basketball in a cul-de-sac. The addition of the park — flanked by the soon-to-be restored Parkwood Baseball Community fields and set to feature walking trails and a playground — will create even more space for families to enjoy their neighborhood together.

For Park Preserve residents Erica, Neil and D'Shawna, having a strong community and a safe, affordable place to call home has been life-changing.

Moving for the last time

Three years ago, Erica and Neil's family of five packed their belongings to move. Past moves were filled with uncertainty, but this move was different — the family knew they would be moving into their forever home. "The fact that we have this house, the rent is not going up, and my kids are able to have that sense of security and stability is just such a relief for me as a mom," Erica says. The family enjoys gardening, meeting neighbors and feeling like they're truly a part of their community. "My kids won't feel the uncertainty that I grew up feeling," Erica says. "That they have a yard to play in, they



D'Shawna is grateful that her daughter Ariana has a room of her own.

have neighbors that they can make friendships with through the years, means a lot to me." Neil echoes Erica's joy at finally having a stable place for their family. "This is our house forever," he says.

Stability in a new community

Before moving into their home, D'Shawna and her daughter, Ariana, were sharing a bedroom and bathroom in her uncle's basement. When her uncle relayed his intentions to sell the house, D'Shawna partnered with Habitat to build a home for Ariana. "She has somewhere that she knows will always be here," D'Shawna says. "She has a home. She has a foundation. Coming from a home where you feel safe and loved and have a lot of good energy, I think that will open a lot of opportunities for her in the future. I think she'll be capable of everything." The home has even meant more opportunities for D'Shawna, who has gone back to school to finish her bachelor's degree. When D'Shawna walks down the hall of her home, she often steals a glance into Ariana's room and watches her daughter's imagination take shape as she plays with building blocks and reads books. "She has her own space," D'Shawna says. "And I'm grateful to be able to give her that."

DONORS

Avis Goodwin Memorial Fund
The Bauer Foundation Endowment
Ted & Joan Baer Family Endowment
Joseph E. Logan Funds
Ruth E. Russell Trust Fund

Building and serving families (global) — \$29,753

Ukraine crisis response: 1 year report

Russia’s invasion of Ukraine one year ago has forced more than 13 million people from their homes, causing approximately US\$40 billion in damage to Ukraine’s housing sector. It has displaced some 5 million people within the country, and over 8 million others are living as refugees across Europe. The conflict has destroyed Ukraine’s infrastructure, decimated businesses and leveled homes as families flee for their lives, taking little or nothing with them, desperate for stability, warmth, and a place to live in safety and dignity.

In keeping with our Pathways to Permanence approach, Habitat for Humanity’s response to this crisis meets affected families where they are, supporting their short-, mid- and long-term housing needs. Before the conflict, Habitat for Humanity had already worked in the region for decades, developing expertise, experience and a network of partners who bring their own skills, knowledge and contributions to the affordable housing market. In our Ukraine response, we leverage that experience to increase access to shelter and influence affordable housing policies, assisting families fleeing unspeakable violence, chaos and uncertainty. While our programs may differ according to individual needs and the context in which we address them – from Poland to Romania, Hungary, Germany and Slovakia – our vision remains firm: to help families build their resilience through affordable, dignified housing.

In the first 12 months since the conflict began, Habitat served more than 35,000 people through a range of interventions, from emergency travel kits with items such as blankets and hygiene products to rental assistance, hotel vouchers, and the placement of refugees from Ukraine with host families in neighboring countries. In some cases, we have fully subsidized housing costs for families as they identify and secure employment. In other cases, we have furnished apartments with sofas, bed frames, mattresses, appliances, linen and other supplies to ensure comfort and habitability. And we have refurbished vacant buildings and spaces and provided upgrades to collective shelters to house larger numbers of refugees.

Habitat aims to apply the Pathways to Permanence approach for the first time inside Ukraine – where an estimated

140,000 residential buildings have been damaged or destroyed – while continuing to strengthen our response in neighboring countries. As a global leader in the housing sector, we are committed to supporting the short-, mid- and long-term housing needs of the Ukrainian people as they prepare to rebuild.



Decades-long conflicts between Ukraine and Russia forced Andrei, Tatiana, and their daughters Nasta and Lisa from their home twice in the past eight years. Volunteers at the Romanian border referred them to Habitat for Humanity Romania, where the staff immediately secured 12 days for them in a local hotel. When that period expired, they decided to stay longer in Romania, so Habitat arranged for them to live indefinitely in an apartment in Bucharest. Andrei and Tatiana have found jobs in their new neighborhood, and their daughters are thriving. The family says they feel lucky to have met such good people in Romania who have helped them integrate more easily into a new lifestyle.

DONORS

- The Bauer Foundation Endowment
- Shirley Brabson Memorial Fund
- Joseph E. Logan Fund
- Keith Mulrooney Endowment Fund

Rebuilding and recovery — \$34,440

Rebuilding in Puerto Rico

Habitat for Humanity of Puerto Rico continues its response to two hurricanes: Hurricane Maria in September 2017 and Hurricane Fiona in September 2022.

Maria, a Category 4 hurricane, damaged or destroyed more than 230,000 homes, mainly through extremely high winds. As a Category 1 storm, Hurricane Fiona's historic rainfall resulted in deadly flooding that caused widespread devastation. More than 725,000 households reported damage from Hurricane Fiona. The Federal Emergency Management Agency received nearly 1 million requests for housing aid in the month after Fiona, 88% of which were eligible for assistance.

Before Hurricane Maria, housing production was declining on the island, with 13,000 new homes built in 2007 and only 1,300 built in 2017. Much of the skilled workforce had left the island by 2017, and Puerto Rico was not equipped to handle the aftermath of such a destructive storm. Many unskilled workers remained, but they needed proper training to build sturdy, hurricane-resistant homes. Hurricane Maria, and the 22% increase in housing prices that followed from 2018 to 2021, amplified the housing deficit. Additionally, most homes in Puerto Rico are in flood zones, lack insurance or are built without consideration of local building codes. All these factors increase the vulnerability of communities and households to disasters.

Fortunately, the homes Habitat built in Puerto Rico are proving to be resistant to hurricanes. After Hurricane Fiona struck, Habitat Puerto Rico reached out to homeowners and repair clients to check on their well-being. Only one Habitat home suffered minor hurricane-related damage, and only 5% of the repair clients whom we reached requested a follow-up with Habitat related to housing, food, medicine and other unmet needs.

Habitat Puerto Rico is helping families affected by both hurricanes to secure long-lasting, permanent housing and supporting Puerto Rico's recovery in four main areas:

- Repairing or rehabilitating existing housing and building safe and affordable homes.
- Strengthening capacity within the construction sector, households and communities.
- Helping those who lack clear title to their property obtain secure tenure.
- Exchanging knowledge acquired with the government and stakeholders to improve public policy and develop long-term solutions.



Elizabeth is the owner of PEC Contractors, a small business in the coastal town of Salinas, Puerto Rico, and Javier works for the company. After Hurricane Maria, Javier and his family were forced out of their own house, which was severely damaged by the storm. “I’ve struggled to lift my home back up, but I lack the knowledge and ability to fix it,” he says. PEC Contractors and Habitat have been working together to repair nearly four dozen hurricane-damaged homes in the area. “Thanks to Habitat, and to the growth that I’ve had, I’ve been able to buy a lot of equipment, like trucks, that I didn’t have previously,” Elizabeth says.

DONORS

Ellwood A. Coppess Memorial Endowment
Joseph E. Logan Fund
Frank E. Payne & Seba B. Payne Foundation Fund

Advocacy — \$11,327

Advocate for change in your community

Housing inequality is a primary culprit behind the large racial wealth gap between Black and white households in the U.S. Mobilizing public and political will to craft and implement remedies necessary for a more just future is critical to rectifying the years of unjust housing policies that continue to impact families today.

Habitat’s advocacy in action

Habitat has seen just how powerful housing advocates are in shaping their communities. In Washington state, Habitat for Humanity established a group to study and address racist housing practices such as redlining, exorbitant loan rates, gentrification and discriminatory housing appraisals. The group included people who have experienced a lack of access to typical mortgage products, fair home appraisals or quality real estate agents to represent them. After a year, the group established a list of actionable budget and policy items that were brought to the Washington state legislative session in 2023, along with the results of the study.

Partially as a result of this study and Habitat’s advocacy efforts, a group of legislators introduced House Bill 1474, also known as the Covenant Homeownership Act. The bill would create a new down-payment and closing-cost assistance program for first-time homeowners or their descendants, who had been excluded by the covenants in the state before the Fair Housing Act was passed in 1968. Habitat for Humanity of Washington made advocating for this bill a top priority. In addition to testifying in hearings, sending thousands of emails and making countless phone calls, Habitat worked with a lobbying firm and met with key players on the committees that the bill needed to get through, sharing their data and accounts of the struggles of homeowners who are Black, Indigenous or people of color. HB1474 passed in Washington’s House and Senate, and in May 2023, Governor Jay Inslee signed the bill into law.

“Numerous families will benefit from this, and those families are going to be able to build generational wealth,” says Cliff, advocacy and policy manager at Habitat Seattle-

King County. “Therefore, we’re going to see stronger communities that are resilient against displacement, and we are going to be able to finally make a huge dent in closing the racial homeownership gap here in Washington state.”

Here are six overarching practices to keep in mind as you advocate for adequate, affordable housing.

- 1 LEARN.** Learn more about your community by following local news, signing up for relevant community newsletters, watching or attending meetings with elected officials, and following social media accounts that cover local issues.
- 2 CONNECT.** Reach out to your local representative or official by email, handwritten note or phone call. Simply introduce yourself and let them know that you care about adequate, affordable housing.
- 3 SHARE.** Everyone has a relationship with housing, and it can be impactful to share why housing is important to you. Share your housing story with friends, neighbors and local officials and invite them to share their story in return.
- 4 JOIN.** Find local organizations, like Habitat, already advocating for adequate, affordable housing in your community. Existing housing groups and coalitions can facilitate events, help shape policy priorities and connect you with community members who have similar interests.
- 5 MOBILIZE.** Encourage your friends, family and neighbors to join in your efforts for adequate, affordable housing. More housing advocates taking action means more and better housing policies.
- 6 CELEBRATE AND REFLECT.** Meaningful change can often take time. Remember to pace yourself and cherish every win — big or small — along the way.

DONORS
 Tom Jones Advocacy for Overcoming Global Poverty
 Joseph E. Logan Fund

Global Impact Fund — \$34,287

Starter home model revolutionizes affordable housing in Arizona

Like communities across the U.S., the city of Flagstaff, Arizona, is facing a housing affordability crisis. The cost of housing in the popular mountain city has reached record highs, with the median home price soaring to \$650,000. Meanwhile, the dearth of affordable housing has made it difficult for the city to recruit and retain essential community workers, such as teachers, police officers and firefighters. They simply can't afford to live in Flagstaff.

Habitat Northern Arizona created an innovative response to its community's tremendous need for affordable housing: the starter home model. By 2028, the affiliate plans to build 50 starter homes – simple and efficient 500-square-foot residences – and procure enough land partnerships for 50 more. The new starter homes will increase the affordable housing stock and keep low-wage earners rooted in Flagstaff. Through key partnerships with local organizations, volunteers and land donors, Habitat Northern Arizona was also able to scale its starter homes by driving down labor and construction costs – a nationwide barrier to building affordable housing.

“We loved the idea that a small concept home would allow us to build more with the same budget,” says Eric Wolverton, chief executive officer at Habitat Northern Arizona. “We found a way to take equity and turn it into a savings program that homeowners can actually use to cash out when they outgrow their starter home.”

The first two starter homes were constructed by local Coconino Community College students and installed on land donated by the city's Land Trust Program. The course instructor, Ken Myers, says his students' role inspired the next generation of homebuilders: Two students who helped build the first starter home have already launched their own contracting companies.

Local architect and former Habitat Northern Arizona board president Karl Eberhard designed the basic starter home with vaulted 23-foot ceilings and large windows to offer a spacious feel with plenty of natural light. The homes are also all-electric and equipped with solar panels and thermal insulation to keep energy costs low. Habitat affiliates can customize the design to fit construction contexts.



Habitat Northern Arizona's 500-square-foot starter homes feature a lofted bedroom, kitchen, full bathroom, living area and 23-foot vaulted ceilings.

Homebuyers purchase the house with a \$1,000 down payment, immediately reducing a major barrier to entry for many low-income home seekers. They then put \$833 in monthly principal payments into a savings account, which is set aside for the homeowner to access once they move out. Habitat Northern Arizona reserves the right to the property when a homeowner moves out, ensuring that another low-income Flagstaff resident can buy the starter home. When a homeowner moves out, Habitat Northern Arizona pays them for the principal they've invested into the starter home – \$10,000 annually for each year they lived there.

Residents can already feel the model's impact. Tucker, who was the first to move into one of the starter homes, describes his new space as “just perfect.” He can't wait to share his home with Aria, his 9-year-old daughter who lives with her mother in Colorado, when she visits.

“It's the best thing I could ask for,” Tucker says. “That's what any parent would want, to provide good housing and a good life for their children. It's even better knowing this house gets passed on to someone else, and I'll move somewhere else and actually have the financial means to do that.”

DONORS

Carol & George P. Bauer Endowment
 Jimmy & Rosalynn Carter Fund
 Judith Cherwinka
 Karin Larson Endowment Fund
 Joseph E. Logan Fund
 Rose Shure

Innovative construction technology helps create stability in Nepal

In Nepal's Eastern Terai region, homes built with cement bamboo frame technology are creating new pathways to stability and security for families.

"Nepal is one of the least-developed countries in the world," says Eliza Sthapit, national director of Habitat for Humanity Nepal. "Soaring land prices and rapid rural-to-urban migration are key causes for lack of access to affordable housing for most in urban Nepal. In rural Nepal, low economic opportunities, lack of proper education and infrastructure are key causes."

Bamboo is already a popular building material for low-income families in Nepal, but more traditional building methods lack the structural integrity to withstand harsh weather or disasters. The homes built using the new cement bamboo frame technology are constructed with specially treated bamboo and cement plaster that makes them disaster-resilient and sustainable. Cement bamboo frame technology was developed by Base Bahay Foundation, an organization founded by the Hilti Foundation.

"There are many benefits to building with cement bamboo frame technology," says Luis Felipe Lopez, head of



Habitat is working with local and international partners to scale cement bamboo frame technology in Nepal, with the goal of creating a self-sustaining industry to build resilient homes like these.

technology at Base Bahay Foundation. "The most important are that houses built using the technology are more resistant to earthquakes due to their low mass, experience 70% less carbon emissions than those using conventional construction systems and help create jobs in local communities."

A multifaceted group of local and international partners are working together to scale the use of cement bamboo frame technology in Nepal, including Habitat, Base Bahay Foundation, nongovernmental organizations, financial institutions, local communities, masons, bamboo treatment centers, and federal and local governments. Part of Habitat Nepal's work to advance the use of cement bamboo frame technology includes helping local governments and communities understand the benefits.

"Bamboo is one of the only building materials that low-income families can afford to build with," says Yuban Malla, program director at Habitat Nepal. "They build with untreated bamboo that does not have much structural stability. These families often reside in disaster-prone areas, and they are not only affected by heavy winds and fires but are also the first to be hit by floods."

The cycle of low-income families having to rebuild with bamboo every few years has resulted in bamboo being regarded as a "poor family's building material." Habitat Nepal is working to change that perception by inviting community members and officials to visit the cement bamboo frame homes and ask residents questions about the homes' durability. Habitat Nepal also advocates to change policies in favor of building with bamboo and works to secure government funding to build more homes.

"In both Nepal and the Philippines, we are seeing how an innovative housing solution can make a life-changing difference for families," says Johann Baar, director of affordable housing and technology at the Hilti Foundation and member of the foundation's executive board. "We are excited to continue to work together with Habitat and a diverse coalition of partners to promote housing and process innovations that have significant scale and impact."

A legacy of generosity

Ask anyone who knew Karin Larson to describe her, and one of the first words they will use is humble. She was an innovative leader, a maverick in her field of financial services, and a whip-smart mentor to those lucky enough to work with her, but what most remember Karin for is her kindness, generosity and humility.

It wasn't until after she passed away in April 2021, in fact, that her family learned just how generous Karin had been in her estate plans, because she never boasted about her philanthropic endeavors. Karin left a gift that has singlehandedly transformed Habitat for Humanity International's endowment fund, providing life-changing aid to those seeking strength, stability and self-reliance through shelter. Despite her transformative wealth, though, Karin never forgot her humble roots or lost her Midwestern sense of hard work and caring for her community.

"She was an inspiration, whether it be to women, people from humble roots, people who have challenges," says Joe Lumarda, Karin's friend and colleague at Capital Group. "She was somebody who you got strength from."

Born in Minneapolis, Minnesota, to working-class parents, Karin was the first in her family to go to college. Shortly after graduating with a business and international relations degree from the University of Minnesota, Karin moved to California to work as a secretary for Capital Group, one of the nation's oldest and largest financial services companies. Karin rose through the ranks, moving up from secretary to statistician at a time when women weren't often trusted with financial decisions or leadership. In 1968, she was promoted to equity analyst, and by the 1970s, she was the first female research director and then chair of Capital International Research, Inc. Along the way, she made a point of mentoring young talent, hoping to encourage the development of future leaders.

Karin's commitment to education was evident in her philanthropic choices. Those who knew her well were aware of the four pillars of her philanthropy: faith-based organizations, helping the disadvantaged, education and culture. Since 1997, Karin had been giving to Habitat because of her desire to combat the homelessness she saw



Karin chose to honor her family's humble roots and change lives with her transformative gift to Habitat for Humanity International's endowment fund.

in Los Angeles and around the country.

Karin's nephew Greg says his aunt selected causes to support based on "her roots and where she's really needed. Even the day before she died, she talked about homelessness. It was very important to her. She talked about liking to make a difference and for her large contributions to be transformational – kind of like what she's done for Habitat."

Karin will continue to inspire generations of new homeowners with Habitat thanks to her generosity. What those close to her will remember most, though, are the small moments together, the sharp wit, and the Midwestern sensibilities that never faded. Karin loved driving around Los Angeles in fast cars fitted with hand controls so that she could cruise even after a genetic condition caused her to need a wheelchair. She never threw out items that could be reused or held sentimental value. She preferred her gifts to be anonymous, even when she knew they would change lives.

"She always talked about how blessed she was," Greg says. "She was very thankful for what she had in her career, so she always wanted to share it with other people and other organizations. She was an inspiration to a lot of people."

Katherine is an AmeriCorps construction crew lead serving her second term. Support of Habitat's endowment helps fund projects like this one in Charlotte, North Carolina, where active Habitat AmeriCorps members and AmeriCorps alumni, who are now staff at Habitat for Humanity of the Charlotte Region, gathered for a day of building under Katherine's leadership at a new home on Primrose Avenue.



everyone

needs a place to call home

Bryan Landry

Senior Director, Planned Giving



285 Peachtree Center Ave. NE, Suite 2700, Atlanta, GA 30303-1220 USA

322 W. Lamar St., Americus, GA 31709-3543 USA

(800) 422-4828 plannedgiving@habitat.org habitat.org