



# Annual Endowment Report

as of Dec. 31, 2023

# Together, we can change lives

Around the world, billions of people lack access to a decent, affordable home, but thanks to you, Habitat for Humanity is working hard to make a difference. Since 1976, we have helped more than 59 million people build or improve the place they call home, and our work has grown to include neighborhood revitalization, advocacy and technological innovation in the housing sector. An issue as vast as housing insecurity requires a multifaceted response, and with your help, Habitat is leading the way in ensuring people across the globe know what it feels like to have safe, secure shelter.

In fiscal year 2023, Habitat helped more than 13.4 million people through new home construction, rehabs and repairs, housing finance, and disaster recovery, and more than 9.5 million people gained the potential to improve their housing conditions through training and advocacy. We also mobilized more than 895,000 volunteers to help build, advocate and raise awareness about the global need for shelter.

We are so grateful to all of the faithful volunteers, donors and partners who helped make this work possible. Your gifts to Habitat's endowment support our mission and allow us to remain ready as new needs arise. This report provides a few examples of how your gifts to Habitat help people around the world build safe, strong homes and communities.

The following stories highlight the impact of your generosity and demonstrate the ability of individuals and communities around the world to work together for a brighter future:

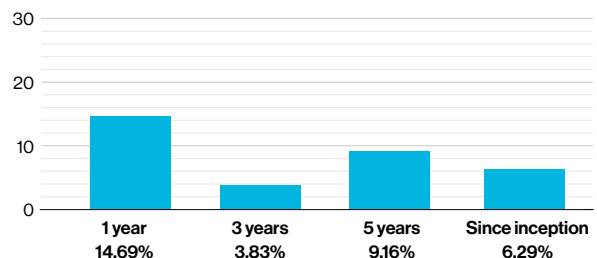
- Residents in marginalized neighborhoods in Lafayette, Louisiana, and Pittsfield, Massachusetts, are rallying to revitalize their communities.
- Habitat is replacing dirt floors with concrete ones to improve the health and well-being of children in Latin America and the Caribbean.
- A community center in Puerto Rico is using solar energy to keep neighborhood residents safe and connected.
- Habitat for Humanity's Terwilliger Center for Innovation in Shelter is creating green jobs for young people and women in Kenya.

Thank you for your steadfast support of Habitat and our vision of a world where everyone has a decent place to live. Together, we can provide support to people and communities in need across the globe. Your help truly makes a difference.

## Growth of Habitat's Endowment Fund



62.6% Equity total  
 35.7% Fixed-income total  
 1.7% Cash assets total  
 100% TOTAL ASSETS



\*Endowment Fund numbers are as of Dec. 31, 2023.

## Building for the future

Jan has been a volunteer and donor with Habitat for Humanity of Orange County in North Carolina since the early 2000s, when she joined a Women Build group. She continued to volunteer occasionally before she retired and began devoting weekends to Habitat builds in her area.

Eventually, she expanded her outreach, completing a Global Village build in Myanmar in 2020. Building a house entirely of bamboo for an 80-year-old stroke survivor was a unique experience for Jan, who enjoyed learning about all the different ways bamboo could be used in building.

“A lot of our time was built shaving down 1-inch squares of bamboo into a round shape with a pencil-point end to make bamboo nails,” Jan says, laughing. “It was just the experience of a lifetime. It was really wonderful.”

The amazing people she met and the loving community she worked in left lasting impressions on her, and she is very excited that Global Village is resuming after being suspended for several years during the COVID pandemic. Jan is also looking to the future by leaving a legacy gift to Habitat’s endowment to ensure she can continue to make a difference in the lives of people seeking stable housing.

“I had a mutual fund I inherited many years ago that wasn’t part of my retirement plan,” Jan says. “I liked the idea of being able to donate a sizable amount and getting an annual payment from the annuity.”

With the help of Habitat’s planned giving experts, Jan set up a charitable gift annuity, designating her local affiliate, Habitat Orange County, to receive the final proceeds after her lifetime.

“The more I’ve had these experiences, the more impressed I’ve been by the mission, the work and the organization of Habitat,” Jan says. “Our local staff – both in the office and the construction crew – are just wonderful. The people you work with are just wonderful. I look forward to building with them every time.”



In 2020, Jan volunteered with Habitat to build a house entirely out of bamboo in Myanmar. Though she has done many Habitat builds, creating a home from bamboo was particularly meaningful for her.

Now, thanks to her legacy gift, Jan can keep building with Habitat long into the future. She has seen firsthand the impact housing can have on families and communities, and she’s happy to know that her donation can help Habitat continue to serve the community she loves.

“Affordable housing is such a need in this country, and it reaps such benefits to the families,” Jan says. “Having a stable home helps the children, gives a sense of pride and helps the community. There’s no downside to helping Habitat.”



# Distributions totaling \$181,877 have been made in the following categories:

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

### Habitat helps revitalize a neighborhood in Louisiana

After enduring decades of discrimination and disinvestment, residents in McComb-Veazey, a predominantly Black neighborhood in Lafayette, Louisiana, are rallying to revitalize their community. In partnership with Lafayette Habitat for Humanity, community members are identifying and leading projects to transform the neighborhood.

“The neighborhood has changed a lot,” says Trincella Bonnet, a resident. “There’s more pride in the community. I’m very excited about the future of McComb-Veazey.”

In 2011, Lafayette Habitat began partnering closely with the McComb-Veazey Neighborhood Coterie, a resident-led planning body that formed in 2006 to create neighborhood revitalization plans.

“This community has been asked what they wanted for years, and nothing materialized,” says Tina Shelvin Bingham, a coterie leader and Lafayette Habitat’s community development director. “Habitat and other funders were able to bring resources into the community and help us sell the vision of what could happen.”

In 2018, when Lafayette Habitat began participating in a five-year project to evaluate Habitat’s approaches to neighborhood revitalization, the affiliate was able to connect the neighborhood planning group to resources that would help it implement its neighborhood plan. Residents identified building a central community gathering space as a top priority. Lafayette Habitat worked with the neighborhood group to design and renovate a formerly adjudicated property owned by the Lafayette Consolidated Government. The affiliate manages and maintains the Community House, a one-room space that hosts coterie meetings, local events, trainings and more.

Residents are energized by the physical changes in the neighborhood and are participating more in community



Before Habitat intervened, the McComb-Veazey Community House was in very poor condition. Now, members of the neighborhood feel comfortable meeting in their improved community center.

gatherings. A survey found that 76% of McComb-Veazey residents engaged in at least one community meeting or event over the last five years.

“Since I’ve been a part of the coterie, they have helped strengthen my voice,” Trincella says. “At one time, I was scared to speak. But now I feel more confident in speaking up for the rights of the community and for what their needs are. They know my voice.”

### DONORS

Avis Goodwin Memorial Fund  
Crystal Coast Habitat for Humanity  
The Bauer Foundation Endowment  
Joseph E. Logan Funds  
Ruth E. Russell Trust Fund  
Ted & Joan Bear Family Endowment

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

### Replacing 100,000 dirt floors with concrete in Latin America and the Caribbean

Approximately 40% of the people in Latin America and the Caribbean live in poverty. Nearly 10 million homes in the region have dirt floors, causing serious health problems for the people who live in them, especially children and older adults. Dirt floors are a breeding ground for parasites, bacteria and insects that often cause respiratory diseases, anemia, immunodeficiencies, malnutrition and injuries. Children are especially vulnerable because they crawl, play and walk on the bare ground.

A change as simple as replacing dirt floors with concrete can have big benefits for the health of the families living in these homes. A study analyzing how household health improved after dirt floors were upgraded to concrete showed improvements in children and adults. Children experienced a 78% reduction in parasitic infections, a 49% reduction in diarrhea and an 81% reduction in anemia, while adults showed a 59% increase in housing satisfaction, a 52% decrease in depression, and a 45% decrease in stress.

In April 2022, Habitat for Humanity and the Inter-American Cement Federation, or FICEM, signed an alliance to develop an initiative called “100,000 floors to play on.” The initiative aims to replace 100,000 dirt floors with concrete by 2028 in Latin America and the Caribbean. “100,000 floors to play on” will focus on women-led households with children younger than 6, adults older than 65 or people with disabilities.

The “100,000 floors to play on” program has already benefited 12,608 households across 10 countries in just two years. In collaboration with FICEM, Habitat offices across Latin America and the Caribbean are helping set up these families for future success. Concrete is durable and safe, and it is both economically and environmentally friendly.

The children living in homes with new concrete floors now have a healthy place to study, play and sleep and will miss fewer days of school because of illness. Their parents worry less about their families’ well-being and sleep more soundly. Older residents and people with disabilities can move around their homes safely and are sick much less often.

#### DONORS

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

### Silvia’s story

Silvia’s young daughter, Melany, spends most of her time playing on the exposed floor. It’s where her imagination takes flight. She props up coloring books – her favorite activity – and plays with her doll and her stuffed animals. Their family was selected to have their home’s dirt floor changed to concrete as part of a pilot project from FICEM that grew into the “100,000 floors to play on” initiative.

Melany’s parents had concrete floors placed in the living room and bedroom. This project has created a big improvement in the family’s quality of life and health. “Before, the house used to get so wet that my little girl would get very sick,” says Silvia. “She had a lot of diarrhea and coughing. She used to get sick every 10 or 15 days. She also got her hands very dirty, and she ate with her hands like that. Now with the concrete floors, she hardly gets sick. When I got my floor, my girl got so much better.”



Melany is now able to play on a new concrete floor in her family’s home in Guatemala. Because of Habitat’s investment in her future, she has been healthier and happier.

## Rebuilding and recovery — \$34,440

### Good energy: A community builds resiliency with solar power in Puerto Rico

In Puerto Rico, where weather-related emergencies are not uncommon, a solar-powered energy hub provides a safe place for families to charge their electrical devices and store medicine. Thanks to Habitat for Humanity's capacity-building program — designed to help community-based organizations in Puerto Rico increase their ability to help mitigate weather-related risks and minimize vulnerabilities — the communities of St. Just, San Antón and Los Mirtos in San Juan now have an energy hub to help in emergencies.

The energy hub is at La Conde, a community space created by Parceleras Afrocaribeñas por la Transformación Barrial. Led by an intergenerational group of local Afro-Caribbean women, Parceleras Afrocaribeñas provides cultural, recreational, artistic and business opportunities that support equity and social justice for local Black communities.

Parceleras Afrocaribeñas developed the action plan for the energy hub in response to power outages affecting the community. Power outages during storms have become a common occurrence for residents in Puerto Rico, especially after Hurricane Maria.

"In moments of energy collapse, many people in our community didn't have anywhere to go to charge their devices and equipment to alleviate the stress that not having electricity obviously causes," says Mapenzi Chibale Nonó, co-founder of Parceleras Afrocaribeñas por la Transformación Barrial.

Parceleras Afrocaribeñas received a \$20,000 grant from Habitat to help make its plan for the energy hub a reality. The solar-powered hub includes safety windows and doors



The new energy hub at La Conde helps residents stay connected amid electrical issues and gives them a safe place to shelter during storms.

that help it function as a shelter during storms, and it will include a refrigerator to store medicine.

"Because of its security windows and doors, storm shutters, solar energy and elevation, it is an important safe space in our community in response to hurricane season," Mapenzi says.

Habitat Puerto Rico executive director Amanda Silva says that working with local organizations like Parceleras Afrocaribeñas that have the "knowledge and the respect of their communities" has been integral to the development of solutions that help even more families build resiliency against future weather-related disasters.

"Community-based organizations are able to identify vulnerabilities and achieve concrete results and address their community's particular needs," Amanda says.

Habitat's holistic hurricane recovery program has also supported home repairs and new construction, securing land tenure, long-term improvement to shelter and land resilience issues, and workforce development programming on the island.

"Participating in the capacity building program was an opportunity to think more deeply about how our organization can best respond to community needs in a sustainable way, especially during weather emergencies like hurricanes," Mapenzi says.

#### DONORS

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



## Advocacy — \$11,327

### Welcome to Habitat Voices in Action

Habitat’s five-year U.S. advocacy campaign, Cost of Home, found solutions and helped implement policies that helped 6.6 million individuals gain improved access to stable, affordable homes. Cost of Home concluded June 12, 2024, but the need for policy and system changes to ensure that more families can have safe, decent places to live remains strong. Habitat’s efforts to change policy at the local, state and federal levels are now unified under an umbrella name: Habitat Voices in Action. Under this new title, Habitat for Humanity is actively pursuing legislative change as an integral part of the mission to address housing needs nationwide.

Through Habitat Voices in Actions, Habitat is strengthening its position to influence policies and systems. In addition to our direct construction and renovation work in partnership with families in need of decent and affordable shelter, Habitat has the ability – and now more than ever, the responsibility – to promote concrete, practical public policy housing solutions, ensuring that more families can find appropriate, quality, affordable housing across the U.S.

Habitat Voices in Action will challenge the entire Habitat network to integrate advocacy as a sustained, core function. Evolving from time-bound campaigns like Cost of Home to a state of integrated advocacy will enable Habitat to conduct sustainable, effective and long-term advocacy strategies that maximize impact.

This new advocacy agenda promotes four key themes and example policy solutions that Habitat strongly believes need be addressed comprehensively – at city, state and national levels – to increase access to quality housing and, in turn, improve the lives of millions of families in the U.S.:

- Advance homeownership opportunities for lower-income households.
- Promote access to a range of safe, healthy, affordable housing options.
- Promote financial stability for individuals and families.
- Cultivate and preserve healthy and vibrant communities.



With Habitat Voices in Action, Habitat will integrate advocacy work throughout our programming, putting policy change at the core of our work.

### Advocacy success story in San Francisco

Habitat for Humanity Greater San Francisco was a visible supporter of Proposition A, a referendum in San Francisco that successfully gained voter approval for \$300 million in bonds that the city will use to construct, develop, acquire or rehabilitate housing – including workforce housing and senior housing – that will be affordable to extremely low-income and moderate-income households. San Francisco’s goal with Proposition A is to create 1,500 units of affordable housing, helping to meet the city’s housing goal of approving 82,000 new homes, 46,000 of which will be designated as affordable, below-market units, in the next eight years. Habitat San Francisco endorsed Proposition A and provided a sponsored argument in favor of the measure in the city’s election information guide.

#### DONORS

Anonymous

Joseph E. Logan Funds

Thomas Laird (Tom) Jones Advocacy Fund for Overcoming Global Poverty

## Global Impact Fund — \$13,361

### Habitat and residents forge legacy of change in Massachusetts community

Central Berkshire Habitat for Humanity is partnering with residents and local organizations to improve the quality of life in Westside, a historically marginalized and disinvested neighborhood in Pittsfield, Massachusetts. Westside faces high unemployment, low homeownership rates, an aging housing stock and a lack of communal green spaces.

In 2009, Central Berkshire Habitat engaged residents and partners to jointly implement a holistic, community-centered neighborhood revitalization approach to spark changes in the community. Carolyn Valli, Central Berkshire Habitat's CEO, says listening to residents, hiring them, and centering on their hopes and dreams for the neighborhood have been key to driving improvements.

After hearing from residents that community members struggle to connect with local services, Central Berkshire Habitat hired two community navigators – local people with lived experience and cultural responsiveness who can help residents understand and navigate complex systems to reduce barriers to access. Community navigators and residents partnered to find affordable housing options and access food assistance and mental health resources.

Central Berkshire Habitat built on the immediate success of the model and hired additional community navigators. Now, six full-time community navigators speaking three languages – English, French and Spanish – partner with Westside residents as they navigate complex systems and access critical services.

Residents are encouraged by the progress they've seen in the neighborhood and the way the community has rallied together to improve the quality of life in Westside. "It makes me shed happy tears to see the change that Habitat and the residents have brought to this community," says Tonya, who lives in Westside with her husband and children. "It gives you an extra bounce in your step to be in the Westside."

In Westside and communities across the U.S., Habitat affiliates are partnering with residents to implement neighborhood revitalization projects and inspire lasting, communitywide change. "We're considered community



Anthony is a resident of Pittsfield and grew up in a Habitat home. He entered Central Berkshire Habitat's Repair Corps training team to learn construction skills for homebuilding.

developers now," Carolyn says. "At the end of the day, that's the legacy we want to have. It's about how we have helped change the entire community based on what the community wants."

The Habitat-led coalition of residents and local partners have come together to:

- Create a workforce development program that trains future homebuilders.
- Build more affordable, decent homes and encourage other affordable home developers to invest and build in the neighborhood.
- Improve public safety by expanding the hours that social workers are on call to support police calls.
- Develop new parks and improve existing parks.
- Advocate successfully for new, safe sidewalks.
- Create murals that reflect the residents' vision for the future of their community.

#### DONORS

Anonymous

Carol & George P. Bauer Endowment

Jimmy and Rosalynn Carter Fund

Joseph E. Logan Funds

Judith L. Cherwinka

Karin Larson

Rose Shure

RV Care-A-Vanner Endowment Fund



## Closing the gap in youth employment in Kenya

Africa is home to the world's youngest population, with almost 200 million people between ages 15 and 24. Alarming, approximately 72 million of these young people – primarily young women – are not employed or actively enrolled in education or training programs, according to the International Labour Organization. In Kenya, the overall unemployment rate is 12.7%, but among people 15 to 34, the unemployment rate is 67%.

This staggering youth unemployment in Kenya and other African countries can be attributed to societal and cultural norms, especially in male-dominated industries like the construction industry, where young people comprise 35% of the workforce and women represent just 10%. The housing and construction sector provides an excellent opportunity to bridge the unemployment gap, though, by providing decent employment opportunities.

In response, Habitat for Humanity's Terwilliger Center for Innovation in Shelter has created a project called "Driving Green Growth in the Construction Sector" in partnership with the Dutch government's Challenge Fund for Youth Employment. The three-year initiative aims to create, match and improve more than 900 "green jobs" for young people in the housing and construction sector. These green jobs also contribute to sustainability efforts and environmental preservation or restoration. Notably, 34% of the jobs will be

allocated to women. By scaling green job opportunities in home construction for Kenyan young people, this project will also contribute to sustainable economic development in several communities.

To achieve these objectives, the Terwilliger Center has partnered with Kenyan companies Gjenge Makers, MycoTile and The Toolkit iSkills to mobilize young men and women to receive training on renewable energy technology skills and collecting, packing and processing agricultural and plastic wastes.

To ensure sustainability and enhance the engagement of women and young people in the construction sector, project partners are also receiving support in implementing safeguarding measures; developing and implementing business plans; and developing and implementing guidelines and procedures specific to women and young people.

"Empowering youth and women in the construction sector is not just about building structures; it's about building a sustainable future," says Joshua Kangogo, project coordinator at the Terwilliger Center. "By driving green growth, we are laying the foundation for inclusive innovation that will shape tomorrow's world, one that thrives on diversity and environmental protection."



Since the jobs project began, 760 women and young people have been reached, with 206 women securing decent jobs with wages above Kenya's minimum of \$120 per month, marking a significant step toward gender equality in the sector. Over 750 young people have been trained in soft and employable skills, and 252 have been certified by the National Industrial Training Authority, the National Construction Authority and Dig in Vision International in welding and solar installation skills.

## A home brings comfort, stability and the opportunity to grow

Anthony and Sophia had just applied for a Habitat for Humanity home when the COVID-19 pandemic began. They urgently needed a safe, secure home where they and their children – Anthony, 4; Takoda, 5; Taya, 9; and Grace, 14 – could thrive. Unfortunately, the family was forced to shelter in place in a rental that had an insufficient heating system, extensive water damage and black mold.

“The floors were falling through in our bathroom, and you could see to the basement underneath,” Sophia says. Even more dangerous was the black mold on all the windows. Mold can be toxic, especially for people with respiratory issues. Sophia says she experienced breathing problems, and the children developed allergies and got rashes.

Today, the family is thriving in a healthy, affordable Habitat home.

Through Habitat classes on financial management, the couple learned more about how to budget, build credit and handle expenses. The classes also helped them make friends with other Habitat homeowners. “It was like a family there,” Anthony says. “We got to get things off our chest and just talk about life and about the struggle.”



Anthony and Sophia are thrilled to finally have a home of their own where they can build equity and help their children thrive.

Like all Habitat homeowners, Anthony and Sophia worked alongside volunteers building their home. They were inspired and shocked by the number of people assisting them during their homebuying process.

“People were coming out of the woodwork trying to help us, saying ‘What can we do to help your dreams?’” she says.

Anthony and Sophia are grateful that their mortgage, insurance and household bills combined are significantly less than their past rent. With the savings, they have fulfilled their dream of becoming entrepreneurs: They purchased a food truck and now run a growing business. As a result, they feel that they can be powerful role models for their children.

“I saw the struggle of my parents when I was growing up,” Sophia says. “That’s something that my kids aren’t going to witness with us owning a business and a home now. Moving into this Habitat house has been life-changing for us.”

“ I don’t think we’ve ever had such a feeling of comfort, stability and reassurance, and it’s all from a home.”

– Sophia, a new Habitat homeowner



"I literally will walk up to my house and take a step back. I know people think I'm crazy when they're driving by. But I'll just take a step back and just look. This is magnificent. It's a really, really good feeling."



Ysa was diagnosed with breast cancer when she was in her late 30s. The cancer was aggressive, so she underwent a double mastectomy, chemotherapy and radiation. She was most concerned with ensuring her four children were taken care of, so having a home of their own means the world to her. Ysa is grateful for Habitat and all the donors and volunteers who helped make her dream of homeownership a reality.



**everyone**  
needs a place to call home



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