



Annual Endowment Report

as of December 31, 2024



Letter from Jonathan

At Habitat, we honor many ways to give. Volunteers give their time, helping on build sites or advocating for housing equity. Skilled workers give their talents, raising walls and developing new and innovative ways to improve housing. And generous donors give their support through gifts that help build better homes, stronger communities and brighter futures for people around the world.

One of the most meaningful ways to make a lasting difference at Habitat is by making a gift to our endowment, which is invested for the benefit of our mission, creating a legacy of impact for generations to come. We are deeply grateful to all our endowment donors – those who provide general mission support and those who direct gifts to specific purposes aligned with their philanthropic priorities. By creating a named endowment fund in honor of someone dear, donors transform love into hope in perpetuity, building a future where every family can experience the security and dignity of a safe home for generations.

Since its inception, Habitat's endowment has grown to \$65,898,683, and we have distributed \$6,498,390 to Habitat programs. As more individuals contribute gifts to Habitat's endowment, financial support for the organization continues to increase, resulting in greater impact.

Thank you for your generosity. Your support of our endowment helps us create a dependable source of funding that fuels our mission and advances our vision for decades to come.

Together, we are opening the door to a better tomorrow.

The best way to ensure your gift to Habitat continues to help people for years to come is to give to our endowment. When you make an endowment gift to Habitat, we use the earnings or capital appreciation from that gift to support a Habitat program of your choice.

Creating an endowment fund with Habitat is easy and offers the freedom to direct gifts to a specific purpose aligned with individual giving priorities. You can provide funds through cash, stock, retirement assets, real estate or complex assets, and you can give now or through planned giving methods such as a will, trust or life insurance policy.

Habitat affiliates can also establish endowed funds for their local benefit, enabling donors to direct their gifts to specific affiliates or programs that align with the donors' interests. We invite you to read about the transformative work of the Crystal Coast, North Carolina, affiliate, generously funded by the Joseph E. Logan Fund, on page 10.

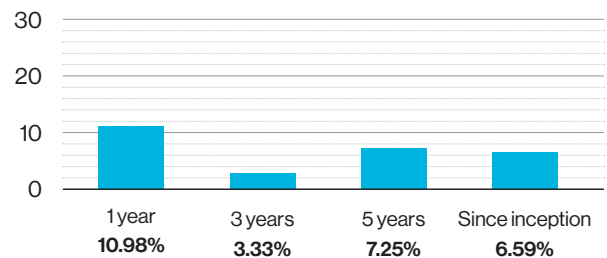
Thanks to the generous and faithful partnership of our endowment manager, Bank of America, the management fee for Habitat's endowment is significantly lower than the average fees charged by money managers and community foundations. Management of our endowment is overseen by the finance committee of our board of directors and is ratified by the entire board. Investment options are regularly reviewed and evaluated to ensure they align with our goals and values.

A common misconception is that you need to be "wealthy" to create an endowment fund, but that's not the case at Habitat. You can start your own endowment fund at Habitat with a minimum gift of \$100,000. With a hand up from you, Habitat homeowners can access necessary resources and develop the confidence they need to invest in themselves and their communities. These outcomes create positive change that impacts multiple generations and entire communities.

Growth of Habitat's Endowment Fund*



- 63.7%** ■ Equity total
- 34.8%** ■ Fixed income total
- 1.5%** ■ Cash assets total



In 2024, distributions totaling \$2,846,435 were made in the following categories:

Building and serving families (U.S.):	\$182,459
Building and serving families (global):	\$61,912
Rebuilding and recovery:	\$64,291
Global Impact Fund:	\$2,513,551
Advocacy:	\$22,990
Crystal Coast, North Carolina, Affiliate Endowment Fund:	\$1,232

*Endowment Fund numbers are as of Dec. 31, 2024.

In 2024, distributions totaling \$2,846,435 were made in the following categories:

Building and serving families (U.S.) fund – \$182,459

Veterans Build offers critical repairs to help veteran homeowners

Home is everything to Army veteran Alvin and his wife, Shirley, who live in Indian River County, Florida. They take great pride in their home and treasure the peace of mind it gives them. Since moving into their home in 2008, they have worked diligently to maintain its integrity. That all changed when Shirley was diagnosed with dementia. Alvin struggled with the mounting needs of their home while caring for his wife. As his own seizure disorder prevents him from working, it is difficult to address the repairs the home needs.

The National Low Income Housing Coalition finds that 2.5 million veterans heading households are at least 55 years of age, and 24% have housing cost burdens. Older veterans are more likely than civilians to have a disability – 35% versus 28% – which may require home modifications and health and other supportive services as they age.

Habitat for Humanity's Repair Corps program, part of our Veterans Build initiative, helps former military members complete repairs to the interior or exterior of their homes to alleviate critical health, life and safety issues or code violations. These can include basic repairs; a reconfiguration of space; a modification for accessibility; or the installation or extension of plumbing, mechanical or electrical systems.

Knowing that he needed to address some of the issues in his home, Alvin turned to Habitat for Humanity of Indian River County, who introduced him to the Repair Corps program. Habitat worked with The Home Depot Foundation and rallied additional support from the Veterans Council of Indian River County and the Veterans Housing and Rehabilitation and Modification Pilot Program. With their help, the roof of Alvin's home was replaced, ensuring that Alvin and Shirley could avoid a lapse in their insurance coverage. They were also unaware of a leak that had weakened the floor and allowed mold to grow behind their kitchen appliances, affecting their health. These issues have been resolved, and the weak floor



Thanks to the generosity of donors, veterans like Alvin can partner with Habitat to complete necessary home repairs, ensuring they can remain in their homes safely for years to come.

has been replaced. An air conditioning system was also installed to help prevent mold.

Alvin is incredibly thankful to Habitat and donors like you for all the help he and his wife have received. A gift to Habitat's endowment supports repairs and renovations for veterans and their families so that they can stay in the homes they love longer and more comfortably.

“My heart is full of joy,” Alvin says. “Thank you all for your blessing. I am so grateful for you and your help in fixing our home. When I walk around my house now, I begin to dance. Thank you!”

DONORS

- Avis Goodwin Memorial Fund
- The Bauer Foundation Endowment
- Joseph E. Logan Fund
- Ruth E. Russell Trust Fund
- Ted & Joan Bear Family Endowment
- The Hope Waggenger Korin Endowment
- Anne Dunivin Endowment for Southern Crescent
- Habitat for Humanity Fund

Building and serving families (global) — \$61,912

Strengthening operations in Ukraine with a new branch

Habitat is proud to announce the official opening of its new branch in Ukraine. After years of partnership with local and international organizations to support the housing reconstruction and development needs that have arisen from Russia’s full-scale invasion of Ukraine, this expansion comes at a crucial time, as the nation faces an unprecedented need for housing due to the ongoing war and displacement.

The new branch will focus on providing safe, affordable housing, rebuilding damaged homes, and enhancing community resilience through local partnerships and advocacy for effective housing policies. It will work to empower local communities by providing training in construction, advocating for inclusive housing policies, and fostering partnerships with both public and private sectors. Habitat Ukraine will prioritize the most vulnerable populations, including internally displaced people and low-income families, and will work closely with local nongovernmental organizations, the private sector and local authorities to ensure that reconstruction efforts align with sustainable development goals.

“The opening of Habitat for Humanity in Ukraine marks a critical expansion of our efforts in Europe,” says Rick Hathaway, Habitat’s vice president, Europe and Middle East. “By establishing a strong presence here, we are not only addressing immediate housing needs but also contributing to the long-term stability and growth of communities. This move reflects our deep commitment to supporting the region as it rebuilds and thrives.”

Since Russia’s full-scale invasion of Ukraine in February 2022, Habitat has assisted thousands of refugees from the region. Habitat has been responding to the crisis from Day 1, offering refugees emergency services and helping them find short-, mid- and long-term accommodation in neighboring countries by supporting housing arrangements with host families, refurbishing and furnishing communal spaces, repurposing empty spaces, subsidizing rentals, and running social rental programs.

Habitat has also been active within Ukraine, contributing to emergency response efforts and supporting displaced families. Through partnerships with local and international



In the city of Kalush at the foothills of the Carpathian Mountains in western Ukraine, the new Habitat branch will transform an abandoned kindergarten into a social housing project that will serve residents in need of a stable place to live.

entities in Ukraine, we have successfully supported vulnerable families with direct repairs and winterization upgrades, along with repairs to vital community infrastructure in the hardest-hit regions. Additionally, we are supporting war-affected communities by modernizing multiapartment buildings to be energy-efficient and upgrading basements to provide safe shelter from missile attacks. The new branch will build on this foundation, scaling up operations to meet the growing needs of communities across Ukraine.

Guided by our mission to bring people together to build homes, communities and hope, we are committed to restoring stability and dignity to those affected by devastation. Every milestone we achieve is possible because of donors who have taken action, and we are profoundly grateful for their unwavering support in creating a world where everyone has a decent place to live.

“Behind every number is a story – a grandmother who can’t leave her damaged home because she has nowhere else to go, a child who misses their bedroom and their toys, a family living in a single room because it’s all they can afford,” says Orkhan Aliyev, Ukraine chief of party for Habitat for Humanity. “These are the people we’re fighting for, and their stories remind us why this work matters.”

DONORS

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



This home in the Philippines was built without a strong foundation, making it particularly susceptible to disasters. Habitat's Terwilliger Center for Innovation in Shelter supported the development of a solution called Beam Monolith that reinforces foundations and helps homes withstand the region's typhoons.

Rebuilding and recovery — \$64,291

Strengthening homes in the Philippines

Cara's home in Cebu City was built in 2021, just months before Super Typhoon Odette struck the Philippines, leaving devastation in its wake. It was constructed incrementally, without a proper foundation, so when the typhoon hit, it ripped the roof off and damaged the walls badly enough that Cara's family could no longer live there.

Throughout the Philippines, many homes are constructed without adequate foundations, making them more susceptible to damage from typhoons or earthquakes. A Habitat survey found that an estimated 1.6 million houses nationwide have structurally unsound foundations or no foundations at all.

To address this challenge, Habitat hosted a global crowdsourcing competition to identify innovative and cost-effective solutions for retrofitting homes in need of stronger foundations. The competition garnered 81 proposals from

24 countries. Innovations needed to rely on noninvasive structural interventions that gave homes seismic resistance to magnitude-6.5 earthquakes and wind resistance to 125 miles per hour. Proposals also had to include the ability to install the structural supports within 12 days, using local materials, and at a cost of no more than US\$125 per home.

The winning solution, known as Beam Monolith, was developed by a team of faculty members from the Institute of Engineering Construction at the University of the Philippines. Beam Monolith uses isolated reinforced concrete footings placed on the four corners of the house, then connects all sides of the structure by a reinforced concrete beam. The solution is intended to withstand earthquakes and strong winds and can be applied for future incremental builds, such as adding a second floor to the existing structure.

Because the Beam Monolith system can be constructed relatively quickly and with readily available materials, Cara was able to watch skilled workers install it and truly gain an understanding for how it will improve her home's safety and stability. After watching the installation, she also feels more confident about hiring builders and working with them to construct a second story on her home. Cara is excited to finally live in a safe home that can withstand natural disasters and serve her family for years to come.

When you donate or leave a legacy gift to Habitat's endowment, you're doing more than building and repairing individual homes like Cara's. You're helping Habitat work with companies around the world to develop unique solutions to global housing issues. Together, we can provide innovative solutions that change the way homes are constructed and provide families with safety and security long into the future.

DONORS

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

Global Impact Fund — \$2,513,551

A legacy of generosity

Jimmy and Rosalynn Carter are well-known for their lifetime of humanitarian work. The Carters' faithful service with Habitat for Humanity, which included building and improving homes alongside volunteers and homeowners around the world, was largely responsible for the exponential growth in Habitat's mission and message. Countless people will sorely miss them, but with your support for the Carter Growth Fund, part of Habitat's Global Impact Fund, their legacy of assisting others will continue.

President Carter saw the great work Habitat was doing, but he recognized that we could not achieve our mission alone. The Jimmy & Rosalynn Carter Work Project, an event the Carters hosted for more than 30 years, has brought together more than 108,100 volunteers to build, renovate and repair 4,447 Habitat homes in 14 countries while raising awareness of the need for affordable housing.

The Carters were champions and groundbreaking voices for affordable, decent housing for all, helping Habitat's impact grow from thousands of people served per year to millions and inspiring people around the globe with their dedication. As Habitat approaches our 50th anniversary, we are considering how we can grow our impact considerably – honoring the Carters as we do so.

The Carter Growth Fund drives catalytic growth, inspiring people to join the cause of decent, affordable shelter. We invite donors to contribute to the Carter Growth Fund to help increase affordable homeownership opportunities; expand the diversity and number of individuals who work alongside Habitat, our partners and homeowners each year; and promote new laws and systemic changes that support equitable housing opportunities.

A strategic investment in the Carter Growth Fund through a gift to Habitat's endowment will catalyze Habitat's global efforts to help 50 million additional people by fiscal year 2028. The work we continue to advance today reflects the Carters' spirit and our shared Christian values. With your help, we will ensure their legacy resonates for decades to come, helping millions of people around the world improve their quality of life.



DONORS

- Anonymous
- Carol & George P. Bauer Endowment
- Jimmy and Rosalynn Carter Endowment Fund
- Joseph E. Logan Fund
- Judith L. Cherwinka Memorial Fund
- Karin Larson
- Rose Shure
- RV Care-A-Vanner Endowment Fund

Creating a gift that keeps on giving

Longtime Habitat donor Gen Ramirez has always been passionate about helping others. She started her career by assisting first-generation Latino students from mostly low-income urban schools, helping them develop the skills and knowledge to succeed. She has worked both as a university administrator and faculty member, teaching literature, writing and critical thinking while also managing the student learning center at California State University, Long Beach. There, she developed programs that supported students in challenging disciplines, ensuring they had the tools they needed for success after graduation.

“My attraction to charitable giving is often groups that help people help themselves, so that they aren’t permanently dependent on some kind of assistance,” Gen says, nodding to her work as an educator.

After 48 years in higher education, Gen retired but still wanted to help others. Inspired by the Carters’ connection to Habitat for Humanity, she met with a Habitat gift planner and discovered the Carter Growth Fund – a meaningful way



With the help of Habitat’s gift planners, Gen created an endowment that will ensure her generosity continues to impact families long into the future.

to honor the Carters’ legacy. Having already established a scholarship fund at her alma mater, Gen knew she could direct her IRA distributions to Habitat, supporting its mission without increasing her taxable income.

“I started having the required minimum distributions go to Habitat, and I was timing them strategically to be sent during months I had already learned there were matching gift opportunities, because I also believe in maximizing the impact of what you’re giving,” Gen explains. “The logic to me was, hey, if someone is going to double this, that’s the time to send it!”

Working with Habitat and other nonprofit institutions also taught the longtime educator a thing or two about how easy it can be to give back.

“I had this idea that endowments were these really large sums of money that some wealthy person had donated,” Gen says. “It really wasn’t until later on that I understood that those large sums are made up of lots of smaller sums, and you don’t have to be a well-to-do person to get involved in creating or supporting an endowed fund at an organization.”

Gen worked with Habitat’s gift planner to contribute to the Carter Growth Fund with a planned gift, ensuring that her generosity would appreciate over time and continue to have an impact long into the future.

“To me, that’s the beauty of an endowment,” she says. “It’s the gift that keeps on giving.”

Advocacy – \$22,990

Home Equals tackles health issues through housing

Many donors who give to the endowment choose to direct their gifts in a specific way, like supporting our advocacy work to change housing systems and expand equitable access to stable and affordable housing around the world. Habitat for Humanity International’s Home Equals campaign, which was launched in 2023, uses funding from donors like you to advocate for improvements to the housing conditions of 1.1 billion people living in informal settlements around the world and to conduct important research that has helped us focus our efforts.

María, a resident of Barrio Esperanza in Oberá, Argentina, participated in a project with Habitat for Humanity Argentina to address the critical link between inadequate housing and health issues, particularly among vulnerable families. With poor sanitation contributing to high child mortality rates, the initiative provides training, tools and technical support to help families improve their living conditions.

María, her husband and her four daughters live in a prefabricated wooden home. Before partnering with Habitat, they used a bucket for bathing, which María says was complicated, because “you have to heat the water in a pot, put it in the bucket, carry a water hose, and then bathe the person.”

Their bathroom also afforded no privacy, which was difficult for her four daughters as they navigated adolescence. At the end of 2024, María received a set of sanitary bathroom fixtures and took part in the program’s training workshops.

Participants receive education on housing-related health risks before accepting material kits for necessary repairs, such as sanitation, electrical safety, flooring and roofing. A key innovation is the integration of menstrual health, ensuring that proper bathroom facilities support women’s well-being. Through workshops and awareness campaigns, Habitat for Humanity Argentina is working to break the stigma surrounding menstrual health.

“The process for us to connect with Habitat was spectacular,” María says. “We were able to build the girls’ bathroom, which provided more privacy for everyone. There are many adolescent girls who don’t have the benefit



Thanks to Habitat, María now has a bathroom with running water in her home, and her daughters have the privacy they need.

of having a bathroom, privacy. Of course, it has a huge impact on the women, especially on the hygiene. Having a bathroom meant having dignity.”

Endowment gifts are more than financial contributions; they are acts of vision and trust. They ensure that our mission endures with the strength to confront the future. In deep gratitude, we honor those who dare to dream beyond the present by supporting our endowment.

DONORS

- Anonymous
- Joseph E. Logan Fund
- Thomas Laird (Tom) Jones Advocacy
- Fund for Overcoming Global Poverty

Crystal Coast, North Carolina, Affiliate Endowment Fund

Total fund: \$57,111.77

Total 2024 distribution: \$1,232

With the generous, steadfast support of the Joseph E. Logan Fund, the Crystal Coast, North Carolina, Affiliate Endowment Fund was established to expand the affiliate's Aging in Place and Ramp programs. The affiliate has installed 114 ramps in Carteret and Onslow counties, impacting over 226 individuals, including 114 families and 78 older adults. We are grateful for the support of the Joseph E. Logan Fund and the affiliate's wonderful work.

Installing ramps, restoring hope

For more than a year, Sheila had been a prisoner in her own home. After she lost her leg in an accident, she relied on a wheelchair, and the three brick steps leading from her front door became an insurmountable barrier. Her only connection to the outside world came through a small window, and at times she had no choice but to call the rescue squad for transport to medical appointments.

“I used to have a garden,” she said quietly during the initial home assessment. “I miss the sun on my face. I miss feeling the grass.”

Crystal Coast Habitat for Humanity, which serves Carteret County, where Sheila lives, understands that ramps and handrails can alleviate many safety risks while also providing independence for aging homeowners. A simple ramp can enable older adults to navigate their homes without assistance and support quality of life by preventing social isolation and allowing them to remain in their familiar environment. Ramps are essential for individuals with mobility issues who use wheelchairs or walkers, and for emergency responders.

The Crystal Coast Habitat Access Ramp program used funds from its endowment and partnered with local volunteers to construct a code-compliant wheelchair ramp

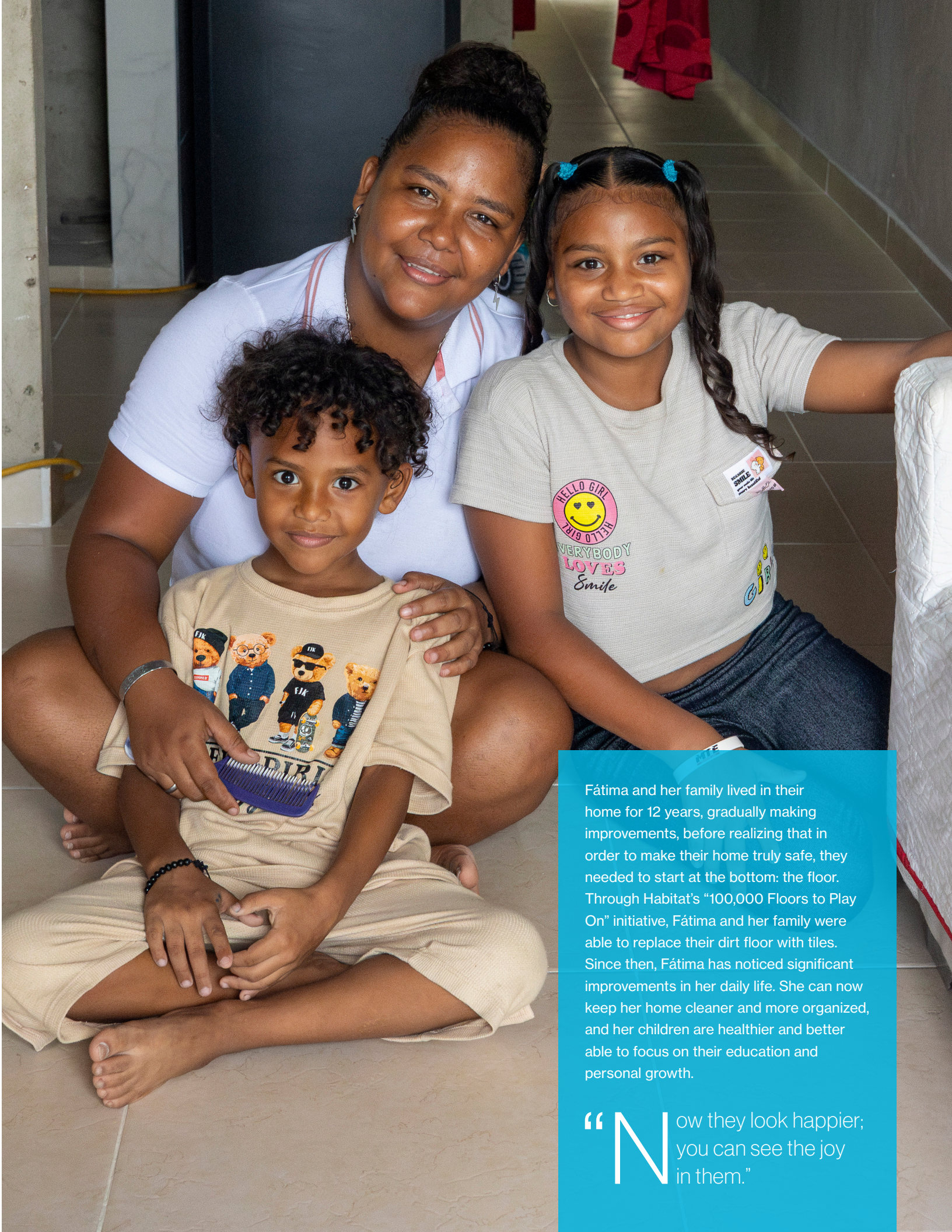


Sheila is thrilled to have a new ramp that allows her to leave her home and spend time outside.

at Sheila's home. The \$1,000 project included a 38-foot ramp with secure handrails on both sides, weather-resistant materials for long-term durability, and screws that allow for easy dismantling when needed. Twelve volunteers, including contractors and neighbors, worked for three days to complete the installation.

On installation day, as volunteers tightened the final bolts and swept away the last of the construction debris, Sheila appeared at her front door. Slowly, carefully, she wheeled herself onto the ramp for the first time. The volunteers stepped back, giving her space while staying close enough to help if needed. Sheila navigated down the gentle slope, her hands steady on the wheels, her face a mixture of concentration and wonder.

When she reached the end of the ramp, she stopped. For a long moment, she simply sat there, looking out at her yard, at the street beyond, at the world she had been separated from. A smile spread across her face. “I forgot what this felt like,” Sheila whispered. “I forgot what freedom felt like.”



Fátima and her family lived in their home for 12 years, gradually making improvements, before realizing that in order to make their home truly safe, they needed to start at the bottom: the floor. Through Habitat's "100,000 Floors to Play On" initiative, Fátima and her family were able to replace their dirt floor with tiles. Since then, Fátima has noticed significant improvements in her daily life. She can now keep her home cleaner and more organized, and her children are healthier and better able to focus on their education and personal growth.

“Now they look happier; you can see the joy in them.”

Kristina Knudsen

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