

2021  
Annual  
Report



Greater Fox Cities Area  
**Habitat**  
for Humanity®



**Through Shelter,  
We Empower.**

“

Your lead abatement program is a Godsend. We've waited over a year for a willing contractor to complete the work – with your help the lead is contained, and the home is no longer unsafe. Thank you to all those at Habitat that made this happen.”

– NILEEN

Connect with us!



## From the President & CEO



The year 2021 was certainly memorable. Navigating through almost two years of a pandemic has provided challenges - we became experts at working and meeting virtually, we built homes with a reduced crew of construction staff and volunteers, and we temporarily reduced our shopping and donation hours of operation at the ReStores.

In spite of everything, we overcame obstacles and became stronger in the process. We changed the lives of 215 families and 524 people. We held two Rock the Block community events in Neenah and New London which resulted in 55 homes and community projects receiving exterior repairs and landscaping updates. We proudly celebrated 15 years of ReStore operations and diverted over 1.5 MILLION pounds of usable materials from local landfills. Our Almost Home program assisted 119 families to give them the boost they needed to get closer to their goal of homeownership. Over 1420 volunteers and donors were involved in helping us fulfill our mission of everyone having a decent, safe place to live. Fox Cities Habitat raised \$1,996,240 from individual and sponsor donations, enabling us to continue with our programs.

Because of you, we continue to grow our Almost Home services, expand into new neighborhoods, strengthen our ReStore operations, and engage more volunteers and donors in our work. We have implemented a new lead abatement program that will allow us to help many families dealing with lead in their homes.

On behalf of Greater Fox Cities Area Habitat for Humanity, I want to thank our donors, sponsors, volunteers and Senior Crew, Board of Directors and staff, committee members, and, most of all, our Habitat families who entrusted us with helping them to build strength and stability through shelter for themselves and future generations.

Blessings and peace,

John Weyenberg  
President/CEO

## Our Mission

Seeking to put God's love into action, Habitat for Humanity brings people together to build homes, communities, and self-reliance.

## Our Philosophy

### BUILD

Volunteers and family partners build and repair homes with donated materials and labor.

### FINANCE

Families pay for their homes or home repairs with affordable financing terms. Habitat receives no profit from the sale and the homeowner pays no interest.

### REINVEST

All mortgage and loan payments are reinvested into Habitat programs to help more families.

# Imagine a world where everyone has a decent place to live.



# Our Programs



## HOMEBUYER PROGRAM

Our Homebuyer program makes the dream of ownership possible for many Fox Cities families. A safe, affordable home empowers a family to invest in a secure future for themselves and their children. It allows qualified, low income, hardworking people to purchase a home with a 0% interest mortgage loan.



## HOME REPAIR PROGRAM

The Home Repair program provides reputable and affordable home repair solutions to low income homeowners so the family's health, safety, and well-being is enhanced. These services may also alleviate serious safety risks and code violations.



## ALMOST HOME

The Almost Home program helps people become eligible for our Homebuyer program. Case managers prepare buyers for ownership with financial education, guidance and resources to qualify.



## RENTAL PROGRAM

Habitat's Rental program creates a unique, temporary housing solution for families in the Almost Home program. Habitat purchases blighted properties and rehabilitates them into safe, decent and affordable rental properties.



## ROCK THE BLOCK

Rock the Block is a multi-day event that kicks off Habitat's Neighborhood Revitalization efforts in targeted communities. Habitat brings together residents, municipalities and community partners to complete exterior home repairs for low income homeowners and community projects to improve and beautify the neighborhood surrounding the homes.



## HABITAT RESTORE

Habitat for Humanity ReStores are nonprofit home improvement stores and donation centers that sell new and gently used furniture, appliances, home accessories, building materials and more. The proceeds from these sales directly fund Fox Cities Habitat's mission.



## GLOBAL HOMEBUILDING

Habitat for Humanity's vision is a world where everyone has a decent place to live. Fox Cities Habitat partners with developing countries to provide financial and volunteer resources desperately needed to improve their housing conditions.

## The need for affordable housing:

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**1 in 10 households in Wisconsin spend half or more of their income on housing.\***

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**There is a shortage of 125,000 affordable rentals available for extremely low-income families in Wisconsin.\***

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**There is a 3- to 5-year wait for subsidized housing in the Fox Cities.**

\*Source: (2020). Out of Reach. National Low Income Housing Coalition.

## Why affordable housing matters:

Habitat for Humanity knows that a decent, affordable place to live can create a situation where homeowners save more, invest in education, pursue opportunity and have more financial stability.

Families are considered cost-burdened when they pay more than 30% of their income for housing. That cost burden makes it difficult to afford necessities such as food, transportation, education and medical care.

Affordable home ownership provides stability and builds equity for families, helping them rise out of poverty.



## What is Habitat's role in addressing affordable housing in the Fox Cities?



Fox Cities Habitat is a leader in providing innovative housing solutions to address the needs specific to low-income families in our community.

- For families interested in becoming homeowners: Habitat's Homebuyer, Almost Home and Rental programs.
- For current homeowners needing critical home preservation and repair services: Habitat's Home Repair program and Rock the Block.
- For vulnerable neighborhoods and communities—those with decreasing property values and home ownership rates: Rock the Block.
- For the entire community: Habitat ReStores.

# Lives touched in 2021 by Fox Cities Habitat



“I totally agree with what Nelson Mandela once said that “A nation should not be judged by how it treats its highest citizens, but its lowest ones” Habitat for Humanity is changing and touching ordinary families like ours by providing opportunities to own an affordable house or home. This makes USA special among other countries.” –SAMUEL MUCYO

**643** volunteers helped on Fox Cities Habitat build sites, in both Appleton Habitat Restores and behind the scenes

**55** home and community projects were completed when Fox Cities Habitat’s Rock the Block (RTB) program helped to involve local residents in revitalizing two neighborhoods – including Neenah Downtown East and New London

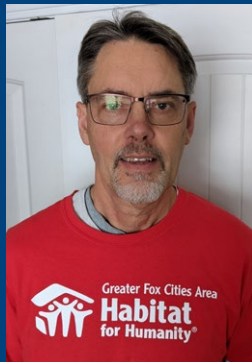
**165** children can now study, play and find peaceful slumber that allows for the sweetest of dreams

After the loss of her husband, Phyllis and her children had the opportunity to move anywhere, but Phyllis could not leave her home in Neenah. Her home is a historic landmark established by the Neenah Historical Society, and was part of the Rock the Block program in 2021. Several repairs were done to her house. It is a much safer place to live now. She voices, “this is the only place my children can call home.”



**1.5M** pounds of usable materials diverted from the landfills by Appleton ReStores

**119** families have gotten the extra boost they needed through the Almost Home program



“I like that the donated materials will have an opportunity to be used rather than going in a landfill and the profits go toward building homes. It’s a win for the community. The employees and

volunteers are amazing people and make it an enjoyable place to be.” –CHRIS VOLKMAN

**14** families around the world have had opportunities to build a better life because of Fox Cities Habitat’s financial and volunteer support

# How Opportunities Open

Every family who receives a home from Habitat for Humanity must meet certain requirements.

## 1

### SHOW A NEED

Each potential homebuyer is facing some sort of inadequate living condition. Whether it's unaffordable rent, homelessness, living in a home in disrepair or a home that is inaccessible for a family member with disabilities, each family who comes to Greater Fox Cities Area Habitat for Humanity demonstrates a need for a new home.

## 2

### CAN PAY BACK LOAN

Although Habitat for Humanity homes are zero interest loans, a family is still required to make payments on that loan. Home ownership requires a mortgage and families who receive help from Habitat for Humanity are receiving an opportunity to achieve something they couldn't do otherwise. Families work with Habitat staff to make sure they can make monthly payments before construction begins.

## 3

### IS WILLING TO WORK FOR THE HOME

Habitat for Humanity homes are not a handout. Families must help in the construction process and are expected to put in 300 to 500 hours of labor to help build their home, build other Habitat family homes, learn how to take care of their home through workshops, volunteer at our ReStore and do community service outside of Habitat. This way families learn how their home is constructed and how to fix or repair parts of their home once they are living there.



Gina and her children Keondre (9) and Alika (14) moved into their Habitat home in 2021.

After a long dark journey that brought her to Habitat, Gina is seeing the light. "This house means so much to us. Now we have a home where we can gather for holidays, birthdays, and cook-outs with friends. I can have things that I have always wanted: a clothesline outside, my own washer and dryer, a yard for a garden, and a place to plant lilac and rose bushes. We didn't just purchase a house, this is the Jackson Family Home!"

As Gina completed her 300 hours of required sweat equity, she felt like her work was not only going towards an affordable home for her family, but also helping other families with the same dream.

Gina shared, "Thanks to Fox Cities Habitat and all the donors and all the previous homeowners, this dream wouldn't be coming real if it wasn't for you! My family will be forever grateful, and I have an amazing story of people coming together to get it done."



Stats of positive impact for neighborhoods where Rock the Block took place provided by Tim Styka, City of Menasha Police Chief

▼ **78%**  
Runaways

▼ **75%**  
Domestic violence

▼ **67%**  
Truancy

▼ **58%**  
Drugs

▼ **58%**  
Ordinance violations

▼ **43%**  
Property damage and parking complaints

▼ **29%**  
Juvenile complaints

▼ **18%**  
General theft

Karen, a recent Rock the Block homeowner shared, "My husband and I have three children and two of them suffer from genetic disorders. We've put all of our money into medical expenses and time into caring for our kids, that we were unable to take care of the repairs we knew our home needed. When Habitat for Humanity started advertising that they were bringing Rock the Block to my neighborhood, my husband and I immediately knew this was our shot."

**Karen & Michael Hilde**  
Rock the Block Program







**Samuel Mucyo Family**  
Almost Home  
& Homeowner Programs

The Mucyo family moved into their Habitat home in early 2021 and welcomed a baby shortly after. The father, Samuel has worked with Almost Home since 2018. He continues to help Habitat through offering translation services to refugees. Because of Habitat, he had the ability to go back to school to earn a degree. He wants to ensure that his family is financially stable and thriving.

–THE MUCYO FAMILY



**Vickie Gonzalez Family**  
Homeowner Program

Vickie and her two sons, Eric and Ricky, closed on their Habitat home in July of 2021. They have been a part of the Fox Cities Habitat program for several years before qualifying to be homebuyers, and have worked very hard to achieve their dream of being homeowners. Vickie said, “One thing I have learned throughout these difficult times, and life lessons, is how much strength and faith I had to become a strong person.”

–THE GONZALEZ FAMILY



**Jennifer Sou Family**  
Homeowner Program

Jennifer heard about Fox Cities Habitat when she was working through a temp agency. She and her three sons moved into their Rehab home in 2021 and are enjoying the homeowner lifestyle. They love the yard, the neighborhood, and having their own bedrooms. Jennifer is very grateful to everyone that supported her on her path to becoming a homeowner.

–THE SOU FAMILY

# In Wisconsin, 1 in 10 households spend half or more of their income on housing.



Even before the coronavirus pandemic, nearly one-third of households in the United States faced housing cost burdens – paying either 30% of their income for housing (cost-burdened) or 50% of their income on housing (severely cost-burdened) – due to increased housing costs and growing income inequality. As the economic fallout from the pandemic continues, millions of families are at risk of losing their homes and more than 37 million households are cost-burdened, with little income to afford food, health care and other basic necessities. With more than 17 million severely cost-burdened households in the U.S., advocating for home affordability and stability for homeowners and renters is as important as ever.

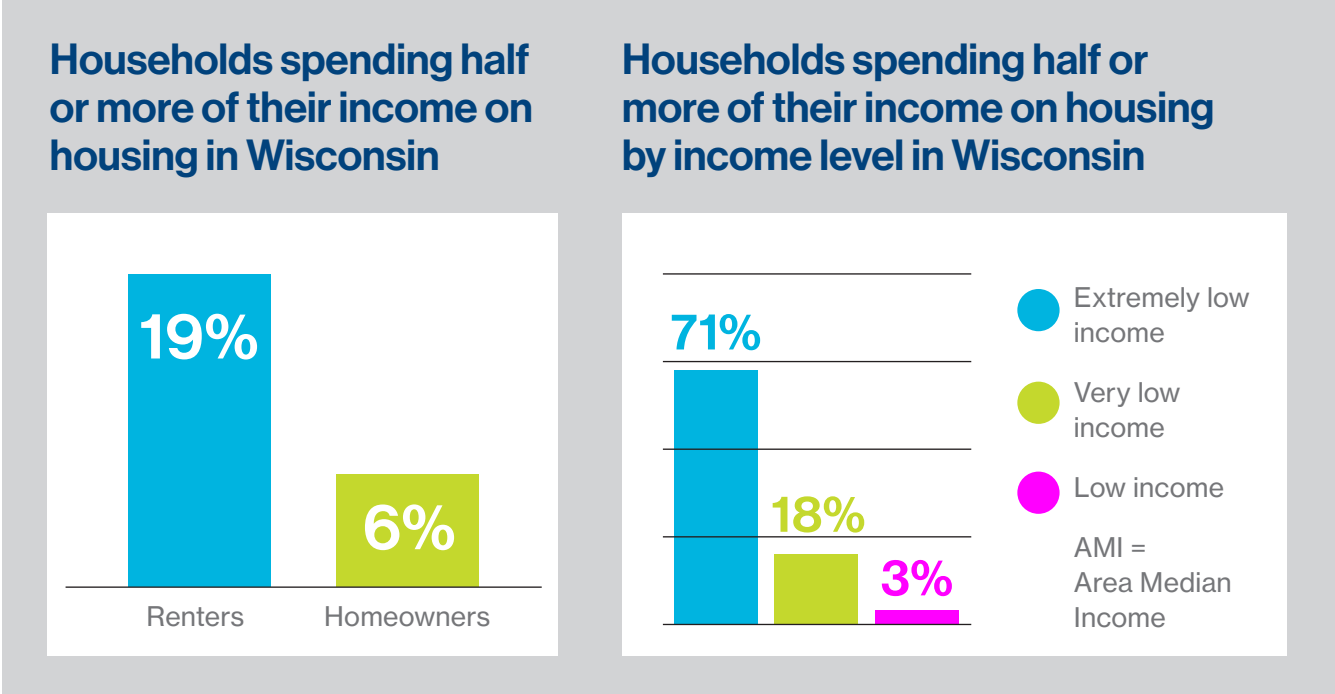
**\$17.27/hour or \$35,913 annually**

Wage required to afford fair market rent for a two-bedroom apartment in Wisconsin (\$898), working 40 hours per week.

(State minimum wage: \$7.25/hour or \$15,808 annually)

**-125,011**

Shortage of affordable and available households for extremely low-income renters in Wisconsin.





## Leaving a Legacy

We'll never forget the first time we met Herman. It was at a Senior Crew Info meeting at ReStore West. We asked him why he wanted to join Senior Crew and he said he'd been working as a greeter at Wal-Mart and since retiring from that, he missed seeing lots of people.

When he joined our Senior Crew, he blessed us by being an outstanding and very dedicated volunteer. But we believe Habitat blessed him too. Herman enjoyed so many friendships with the staff

and other volunteers at ReStore. He always had a smile on his face! When he shared with us that he had cancer, everyone rallied around him, giving him hugs and love and sending him cards and gifts when he wasn't able to volunteer. His new Habitat "family" truly cared about him. It obviously meant a lot to Herman because when he passed, he left his home and belongings to Habitat. An estate sale was held and all proceeds benefited Habitat. Herman's legacy will live on in a place that he loved. We wish he was here so we could hug him and say thank you for this tremendously generous gift.

ReStore Volunteer Coordinator Amy Christensen added, "You could see Herman's smile from a mile away and feel the warmth of his personality radiate the minute he walked through the door. He left an enormous hole in our ReStore hearts and will most definitely never be forgotten."

## Make a Difference—Volunteer!

Your skills can help our organization provide affordable housing solutions for deserving families in the community.

- ReStore Sales and Support Staff
- Building Homes
- Site Host
- Meal Donor
- Rock the Block
- Senior Crew
- Logistics and Warehouse
- Office
- Special Events & Behind-the-Scenes
- Speakers Bureau

To learn more about these opportunities visit [FoxCitiesHabitat.org/volunteer](https://www.FoxCitiesHabitat.org/volunteer)



**ReStore East**  
3000 East College Ave.  
Appleton, WI 54915  
(920) 830-8400

**ReStore West**  
5402 West Integrity Way  
Appleton, WI 54913  
(920) 830-8400

## Make ReStore Your Store!

When you are ready for your home improvement project, make ReStore your first stop. Warning: You might get more than you bargained for with home improvement goods and materials, DIY inspiration and unexpected finds. Plus, know that you are doing good by upcycling and using recycled materials. Now, doesn't that feel great? ReStores are nonprofit home improvement stores and donation centers that sell new and gently used items like furniture, appliances, flooring, cabinetry, tiles, home renovation items, building materials and much more. And when you find your hands full with materials after the renovation project? We accept donations, too. Your purchases and donations help build community as we continue our work to improve homes for families throughout the Fox Cities.

Visit Online: [FoxCitiesHabitat.org/ReStore](https://www.FoxCitiesHabitat.org/ReStore)



Thank you to our donors and sponsors

## Community Builder



Acts 20:35 Family Fund\*

Basic Needs Giving Partnership Fund\*\*

Jay & Janet Fulkerson Family Fund\*

## Dream Builder



The Marilyn W. Taylor/ Wolht Cheese Fund\*  
Wallace Family Foundation  
Herman Tollenaar^  
Dave & Jane Voss  
Mike & Peggy Weller  
Anonymous – One Family Helping Another Pay It Forward

\* within the Community Foundation for the Fox Valley Region | \*\* supported by the U.S. Venture Fund for Basic Needs, the J.J. Keller Foundation, and other community partners | ^ in memory

## Generation Builder

Mike & Marianne Alexander Family  
Anonymous  
Appleton Alliance Church  
Amcor Cares Foundation  
Associated Bank  
John & Mary Barkmeier  
The Boldt Company  
Bright Idea Fund\*  
Bob & Gerri Heffron  
The Home Depot Foundation  
Eric & Mari Kessenich  
Eli Lilly and Company Foundation,  
Inc.  
Mary M. Kabacinski Designated  
Fund\*  
McMahon Associates, Inc.  
Jon & Nancy McMurtrie  
Mary Beth Nienhaus  
Outagamie Rescue Plan Nonprofit  
Grant Program\*\*\*  
St. Joseph Catholic Church Appleton  
Milton & Trudy Staskal  
ThedaCare  
U.S. Venture/Schmidt Family  
Foundation, Inc.  
Wells Fargo Foundation

## Family Builder

Anonymous (2)  
City of Neenah  
City of New London  
A Longtime Volunteer  
Mark & Diane Eimmerman  
Faith Lutheran Church Glendale  
Appleton  
First Presbyterian Church of Neenah  
Focus on Energy, partnering with  
Wisconsin Utilities  
Galloway Company  
Lenore & Mark Geisthardt  
J.J. Keller & Associates Inc.  
Stephen & Carole Johnson  
William & Dorian Jordan

Robert & Lynne Keller  
Norman Krutzik▲  
Lowe's Corporation  
Miller Electric Mfg., Inc.  
Salmon Foundation, Inc.  
The Seifert Family Fund  
St. Thomas More Congregation  
State Bank of Chilton  
Tadych's Econo Foods  
Dr. Nate & Holly VanZeeland  
Waupaca Foundry, Inc.  
WOW We-Care Charity

## Cornerstone Builder

American National Bank  
Amusement Devices Inc.  
Anonymous (4)  
Bank of Kaukauna  
Capital Credit Union Charitable  
Giving Fund\*  
Christ the King Lutheran Church -  
Combined Locks  
County Materials Corporation  
Crane Engineering Sales, Inc.  
The Du Chateau/Pawlowski Fund  
Pam & Dean Gruner  
Bill & Ginny Devine  
Tina & Douglas Dieterich  
Dura-Fibre, LLC  
Electric City Lanes  
Steve & Susan Endries Charitable  
Fund\*  
Chuck & Terri Gafford  
The George & Jan Elias Family Fund\*  
Charlie & Beverly Goff  
Jim & Tammi Johnson  
Kaukauna Utilities  
The Robert L. Keller Fund\*  
Kimberly-Clark Corp.  
Mark & Mary Loper  
Diane & Daniel Lynch  
Menasha Corporation  
Menasha Utilities  
Network Health Hometown  
Advantage Fund<sup>v</sup>

Lynn & John Pfefferle  
Mike▲ & Lydie Pfefferle  
Premier Community Bank  
Bill & Cheryl Schmidt  
Tim & Joann Schwan  
Speedy Clean Inc.  
St. Bernadette Catholic Church,  
Appleton  
Les & Dar Stumpf Family Fund\*  
Catherine Tierney  
Toyota Motor Corporation  
Underhill Hartlein Family Fund\*  
Bob & Jackie Weber  
John & Jennifer Weyenberg

## "In-Kind" Builders

A. O. Smith Corporation  
Appleton Retirement Community  
Lacy & Jim Banko  
Becher Electric & Lighting LLC  
Blue Print Service Company Inc.  
The Boldt Company  
Brincks Exteriors  
Broan-NuTone, LLC  
Buechel Stone Corporation  
Closet 1 Interiors  
Concentrix  
Costco Wholesale  
Cree, Inc.  
DuPont  
First Supply  
Fleet Farm Appleton  
Fleet Farm Waupaca  
FORE Investment Group  
Fox Valley Technical College -  
Electrical Trades Program  
G & H Trucking  
GAF Corp  
Habitat for Humanity -  
Oshkosh ReStore  
Hein Electric & Supply Company  
Holy Spirit Kimberly  
Integrity Insurance  
J.F. Lopez Roofing  
The Jeske Company

Kohler Company  
Kolbe Windows & Doors  
Levolor  
Don & Judy Loth  
Lowe's Corporation  
Maine Creek Properties  
MCC Inc.  
Milwaukee Tool  
Nest  
New London Building Supply  
Northstar Environmental  
Owens Corning  
Pierce Manufacturing  
Pinnow Sheet Metal Inc.  
Plexus Corporation  
Portside Builders  
Pottery Barn - Appleton  
Rawhide Youth Services  
Red Lion Hotel Paper Valley  
Rollie Winter & Associates  
Schneider Electric  
School Specialty  
Security-Luebke Roofing  
Square D  
Thrivent Financial  
Herman Tollenaar▲  
VF Outdoor, Inc.  
Valspar  
Virtue Homes LLC  
Weather-Tite Exteriors  
Whirlpool Corporation  
Williams Sonoma - Appleton  
Yale Residential Security Products

## Golden Hammer Members

Anonymous (9)  
Bill Balza▲  
Chuck Barnum  
Joyce Beyer  
Marvin Cummings▲  
Ellen Daly▲  
Pat▲ & Dave▲ Day  
Bill and Ginny Devine  
Ralph Dorn

Mary "Pee Wee" Doverspike  
Fred and Bonnie Ebbesen  
George and Jan Elias  
Mike and Pat Exarhos  
Fredrich Fahrback▲  
Dean and Pam Gruner  
Lucille Haferbecker▲▲  
Sue and Doug Hahn  
Marilyn Harding▲  
Judy and Ron Hooyman  
Jim▲ and Mary Kabacinski  
Norman Krutzik▲  
Sid Landsverk▲  
Robert Law▲  
Mark and Mary Loper  
Richard Mantey III and  
Kim Heid-Mantey  
Bill and Sue McCarty  
John Morth Sr.▲  
Norman and Peggy Munson  
Keith Niemuth▲  
Carter and Carol Noble  
Jim Parker  
Margaret Schaefer  
Milton and Trudy Staskal  
Herman Tollenaar▲  
Thomas M Vraney▲  
Nancy Woods▲  
Wayne and Carol▲ Ziebell

\* within the Community Foundation for the Fox Valley Region

\*\*\* funded through the federal American Rescue Plan Act of 2021

<sup>v</sup> issued by the Waukesha County Community Foundation

▲ in memory

All effort has been made to ensure accuracy. We apologize for any errors or omissions.

Contact Amy McGowan,  
Development Director | 920-378-8613  
AmyM@FoxCitiesHabitat.org

## Board of Directors

### Chairperson

Jackie Weber | Retired VP Member Engagement & Growth, Thrivent

### Vice-Chairperson

Dennis Episcopo | Senior Pastor, Appleton Alliance Church

### Treasurer

Charlie Goff | General Partner, NEW Capital Management

### Secretary

TJ Minnehan | President, Bank of Kaukauna

### Board of Director Members

Rayon Brown | Executive Director for Diversity, Equity, and Inclusion/Chief Diversity Officer,  
Fox Valley Technical College

Coreen Dicus-Johnson, J.D. | President/CEO, Network Health

Mike Kalinowski | Retired Manager of Supply Chain Analysis, Kimberly Clark

Amy Sabourin | Vice President of Human Resource Services, J. J. Keller & Associates, Inc.

Kathi Seifert | Owner & President, Katapult, LLC

Catherine Tierney | President/CEO, Community First Credit Union

Rob Underhill | Retired, Kimberly Clark

Dave Van Lieshout | Owner/Attorney, Van Lieshout Law Office

Mike Weller | CEO, Mike Weller & Associates, LLC

Gina Glover | Career Coach & Speaker, Gina Connects LLC

Dr. Sabrina Robins | Chief Operations Officer, Abaxent LLC

James Williams | President, U.S. Lubricants, U.S. Venture

## Financials

### ASSETS

Cash and cash equivalents	\$	1,221,612
Certificates of Deposit	\$	401,695
Other Receivables	\$	9,309
Contributions and Grants Receivable	\$	293,431
Prepaid Expenses	\$	24,952
Inventories	\$	3,063,890
Property and equipment, net	\$	3,213,553
Restricted Cash	\$	13,940
Investments	\$	1,183,065
Investments held by The Community Foundation	\$	6,000,987
Mortgage Loans Receivable	\$	1,623,206
Rental Properties	\$	1,042,756

**Total Assets** **\$ 18,092,396**

### LIABILITIES AND NET ASSETS

Accounts payable	\$	133,399
Accrued payroll	\$	73,152
Mortgage escrows	\$	282,473
Refundable advances	\$	111,287
Other current liabilities	\$	56,457
Notes payable	\$	4,664,450

**Total Liabilities** **\$ 5,321,218**

### NET ASSETS

Without Donor Restrictions	\$	11,846,565
With Donor Restrictions	\$	924,613

**Total Net Assets** **\$ 12,771,178**

**Total Liabilities & Net Assets** **\$ 18,092,396**

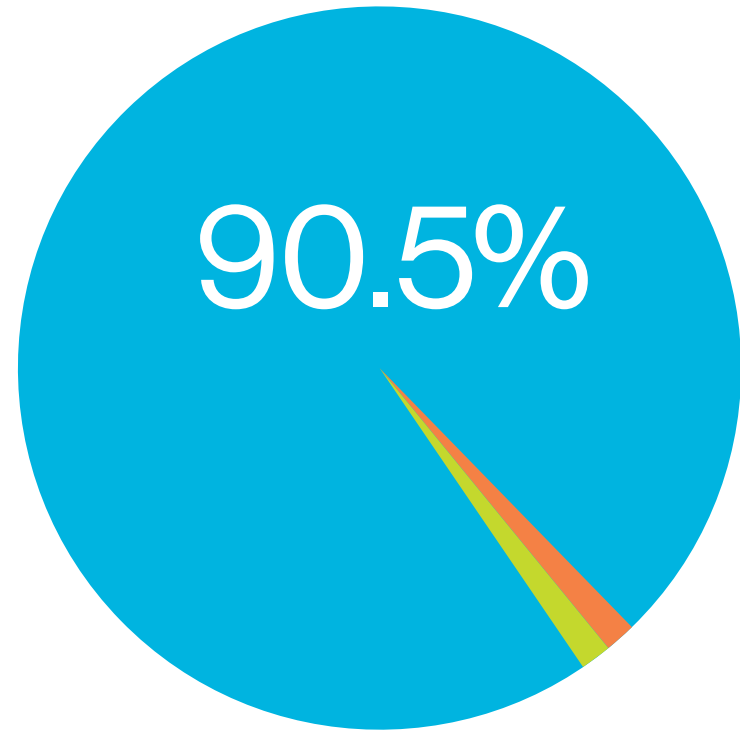
**REVENUES, GAINS & SUPPORT**

Contributions, Grants & other in-kind	\$	3,437,394
ReStore in-kind contributions	\$	1,037,373
Sales to homebuyers & home repair services	\$	2,510,342
Mortgage loans discount amortization	\$	184,223
ReStore sales	\$	1,558,666
Return on investments and beneficial interest	\$	632,630
Gain on sale of mortgage loans receivable	\$	2,198,091
Gain on second mortgages	\$	103,052
Rent income	\$	98,469
Other income	\$	7,200
<b>Total Support and Other Revenue</b>	<b>\$</b>	<b>11,767,450</b>

**EXPENSES**

Program Expenses		
Housing	\$	5,498,423
ReStore	\$	2,541,802
Management and general	\$	424,395
Fundraising	\$	417,983
<b>Total Expenses</b>	<b>\$</b>	<b>8,882,603</b>

**How much of a dollar donation goes towards our programs?**



**90.5%** Program Expenses  
**4.8%** Administrative Expenses  
**4.7%** Fundraising Expenses



Thank you!



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**Habitat**  
for Humanity®