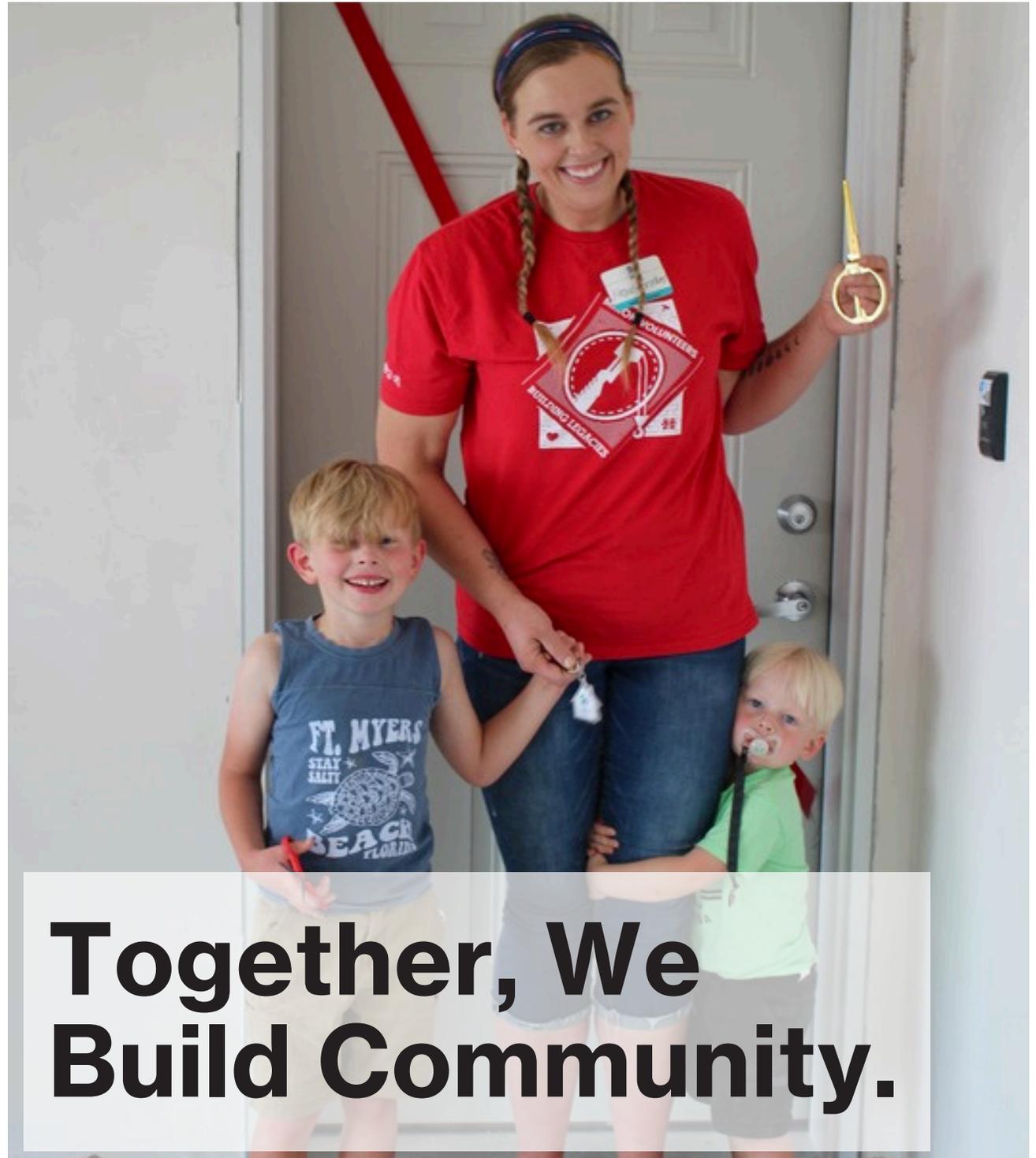


# 2025 Annual Report



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



**Together, We  
Build Community.**

“

Through the Homebuyer Program, I have learned that I'm stronger and more determined than I ever realized. This journey taught me patience.

”

— Valerie  
2025 Habitat Homeowners



## From the President & CEO



As we reflect on 2025, we are grateful for the partnerships that power our mission and the meaningful progress we achieved together. With your support, Fox Cities Habitat reached a historic milestone, building 20 homes and expanding access to safe, affordable housing across our community. The need for safe, affordable housing continues to grow, and our commitment to ensuring every family has a decent place to live remains strong.

Our impact extended beyond new construction. Through home preservation and revitalization efforts, families were able to remain safely in their homes. Volunteers contributed more than 67,000 hours, bringing energy, care, and commitment to build sites, repairs, ReStore shifts, and events.

Working alongside partner families, volunteers, donors, staff, and community supporters, we help families build stability and confidence. Together, we create more than houses, we build hope and opportunity for the future.

Because of you, Fox Cities Habitat was able to positively impact:

- 20** families who now say their dream of homeownership came true
- 67** families in the Fox Cities who now live in safer homes due to our Lead Safe Home Program
- 17** families in developing countries around the world through our tithing program
- 169** children in Fox Cities homes that can now study and play knowing they have a safe environment

John Weyenberg  
President/CEO

# A World Where Everyone Has a Decent Place to Live

## Our Mission

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

## Our Philosophy

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### 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.



# Our Programs



## HOME BUYER PROGRAM

Qualified families in the Greater Fox Cities Area pay affordable 0% interest mortgages and contribute "sweat equity" through education, building, or supporting the ReStore!



## ROCK THE BLOCK

Rock the Block unites residents, municipalities, and partners to complete exterior repairs for low-income homeowners, enhancing neighborhoods and boosting property values.



## HOME REPAIR PROGRAM

The Home Repair program provides reputable and affordable home repair solutions and referrals to low-income homeowners so that the family's health, safety, and well-being is secured.



## RESTORE

The ReStore sells affordable furniture, appliances, and more, with proceeds supporting Habitat programs and affordable homeownership.



## ALMOST HOME

The Almost Home program supports families on their path to homeownership with financial education, guidance, and resources to qualify for a Fox Cities Habitat home or on the open market.



## GLOBAL HOMEBUILDING

Fox Cities Habitat tithes 10% of unrestricted donations to support global housing projects, providing funds and volunteers to developing countries.

## The need for affordable housing:

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1 in 5 households in the Fox Cities area are cost burdened, paying more than 30% of their income on housing.

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There is a shortage of over 123,500 affordable rentals available for extremely low-income families in Wisconsin.

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There is a 2 to 4 year wait for subsidized housing in the Fox Cities.\*

\*Source: (2024). Appleton Housing Authority

## Why affordable housing matters:

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

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Affordable housing creates diverse communities, builds equity, reduces inequality, and ensures that people with different incomes can have safe and stable homes, ultimately improving overall well-being and decreasing homelessness.



## 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 program and Almost Home program.
- For current homeowners needing critical home preservation and repair services: Habitat's Home Repair program and Rock the Block.
- For vulnerable neighborhoods and communities—distressed properties in need of some TLC: Rock the Block.
- For the entire community: Appleton Habitat ReStore.

# Lives touched in 2025 by Fox Cities Habitat

# 1,656

volunteers helped on Fox Cities Habitat for Humanity build sites, at the Appleton Habitat ReStore, and behind the scenes

# 20

Homebuyer families can now say their dream of owning a safe, affordable home of their own has come true



"I buy into Habitat's philosophy of minimizing its carbon footprint and keeping items out of the landfill. Most importantly, knowing that what we do helps others afford a home — it's my way to pay it forward."

—Jim B  
ReStore Volunteer



Megan and her sons, Deklan and Callum, faced housing challenges as a single-income family but now have a safe, affordable home through their partnership with Habitat.

"To me, home is where love resides, a shelter from all storms, where friends always belong, where memories are made, where laughter never ends, a place of comfort and security, and a child's first and most important classroom." -Megan

# 1,665

households and companies in our community donated to the Fox Cities Habitat for Humanity's mission

# 79

children in Fox Cities homes can now study, play and sleep safer due to our Lead Safe Homes Program

# 17

families in developing countries around the world have had opportunities to build a better life because of Fox Cities Habitat's financial and volunteer support

# 1.13M+

pounds of usable materials diverted from the landfills by Appleton Habitat ReStore

Kong and her partner, Yia, are parents to three children: Vivy, Bella, and Ian. Before partnering with Fox Cities Habitat, the



family moved often, creating stress and uncertainty. Stable housing felt out of reach.

Today, their Habitat home provides security and space for their children to grow, learn, and simply be kids. That stability has helped the children thrive. Vivy has earned honor roll recognition at school. Bella received a youth leadership award and shines in her school band. Their home is more than a place to sleep. It is a setting where confidence, focus, and possibility can take root.

For Kong's family, this home is more than walls and a roof. It's a place where their family can thrive.

To hear more of her story, scan the QR code or click [here!](#)



# How Opportunities Open

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

1

## SHOW A NEED

Each potential homebuyer faces some form of inadequate living conditions. Whether it's unaffordable rent, homelessness, a home in disrepair, or one that is inaccessible to a family member with disabilities, every family that turns to Greater Fox Cities Area Habitat for Humanity demonstrates a need for safe and adequate housing.

2

## CAN PAY BACK A LOAN

Although Habitat for Humanity homes are zero interest loans, a family is still required to make payments on that loan. Homeownership 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

## WILLING TO WORK FOR THE HOME

Habitat for Humanity homes are not a handout. Families actively participate in the construction process, contributing 200 to 400 hours of labor to build their own home and those of other Habitat families. They also attend workshops to learn home maintenance, volunteer at our ReStore, and complete community service outside of Habitat. This hands-on experience helps families understand how their home is built and how to maintain or repair it once they move in.

## Building Communities Together



### Meet 2026 homebuyer Kong and Evalyna!

Kong and Evalyna are parents to two children, Cyphis and Azalea, and their family also includes a playful puppy named Starlight. Family time is incredibly important to them, and they enjoy fishing, hunting, camping, watching movies, and spending time outdoors together whenever they can.

Kong works in manufacturing, while Evalyna stays home with the kids. Over the years, their family has lived in several states, including California, Minnesota, Oklahoma, and Wisconsin. While these moves helped build resilience, they also made it difficult to feel settled, especially with extended family living far away. Today, they are grateful for stable employment, supportive friends and family, and a strong sense of purpose centered on caring for their children.

Currently, Kong and Evalyna live in a crowded two-bedroom, one-bathroom duplex with extended family. With nine people sharing the space, there is very little room or privacy, making it challenging for their children to play, grow, and have space of their own.

After learning about Habitat for Humanity through family and friends, Kong applied with the hope of creating a stable and independent future for his family. He has enjoyed learning new skills, volunteering at the ReStore, and preparing for homeownership. For Kong and Evalyna, home means comfort, safety, and belonging, and a place where their children can grow and thrive.



# Rock the Block is coming to Menasha!

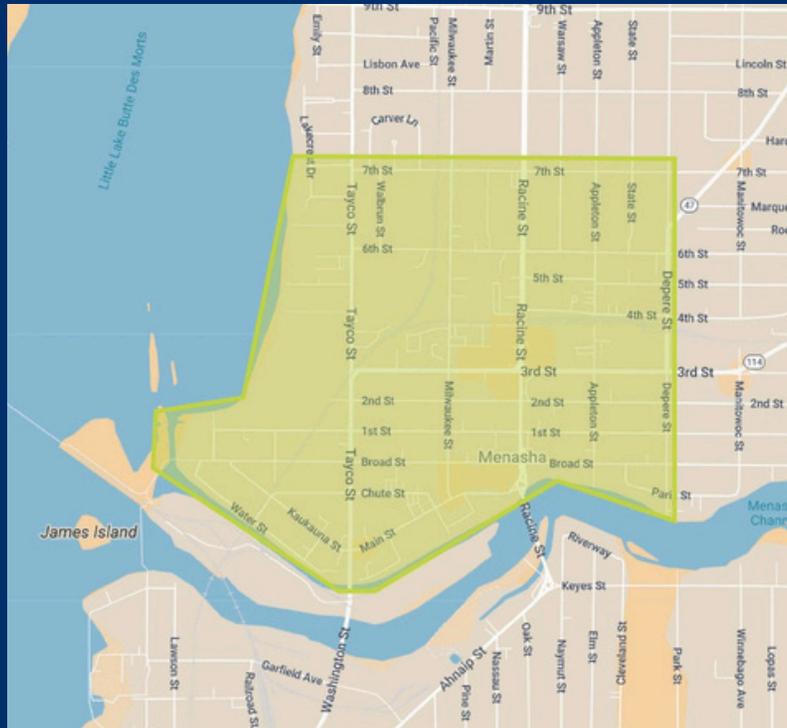
## May 14th-16th, 2026



Rock the Block is a catalyst for **neighborhood transformation**, through exterior repairs and beautification initiatives.



More than **250 volunteers** will help complete 20-30 projects.



Rock the Block serves communities by:

- Keeping neighborhoods clean and safe
- Increasing neighborhood pride
- Improving quality of life
- Unifying people with a common purpose
- Creating teambuilding experiences for sponsors, community groups, and neighbors

**Volunteer for Rock the Block!**  
Sign up now by scanning the QR code or clicking [here!](#)



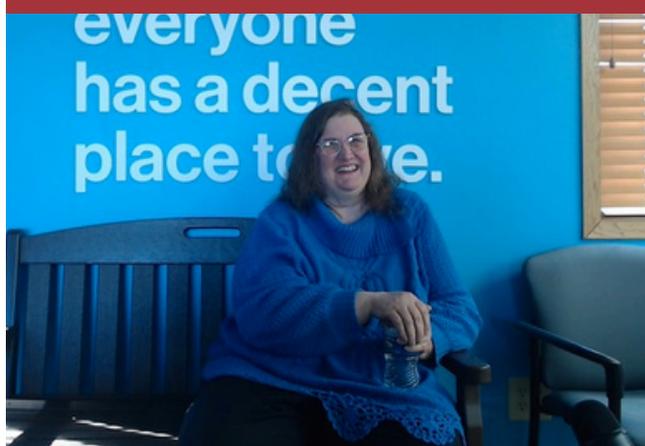


## Jill and Lea Homebuyer Program

Nearly two decades ago, Jill and Lea moved into their Habitat home. A home built not just with lumber and nails, but with love and teamwork. Today, they continue to thrive under the roof they helped raise—a home that has meant so much more than shelter.

For Jill and Lea, the home has provided independence, stability, and affordability—key ingredients to living full, meaningful lives. That independence was especially critical for Lea, who had undergone several hip surgeries before they moved in. Thankfully, the home was thoughtfully adapted to support her from the very beginning.

To read more about their story, scan the QR code or click [here!](#)



## Connie Homebuyer Program

More than two decades ago, Connie, a hardworking mother, partnered with Greater Fox Cities Area Habitat for Humanity, determined to build a stable future for her two children. Now, 24 years later, she looks back with deep gratitude and pride — celebrating the incredible milestone of paying off the very home that became the foundation for her family's success.

Owning her Habitat home transformed Connie's life. No longer faced with the uncertainty of unstable housing, she provided her children a safe, welcoming space to grow.

To read more about her story, scan the QR code or click [here!](#)



## Shannon and Gary Homebuyer Program

When Shannon applied to the Habitat Homebuyer Program back in 2010, she was a single mom with three young daughters and little hope that owning a home could ever be part of her story.

Since those early days, Shannon's life has grown in beautiful ways. Her then-boyfriend moved in, and they expanded the house to fit their newly blended family. They then got married, and Gary even legally adopted her daughters, cementing the bond they had all built together under one roof.

To read more about their story, scan the QR code or click [here!](#)



Help Habitat make the #CostOfHome something we all can afford

In the Fox Cities Area,



**1 IN 5 HOUSEHOLDS**

are cost burdened, paying more than 30% for housing\*

**\$21.71/hour or  
\$45,193 annually**

The hourly wage needed to afford a two-bedroom apartment at fair market rent in Wisconsin (\$1,129/month) while working 40 hours and keeping housing costs under 30% of income.

(State minimum wage: \$7.25/hour or \$15,080 annually)

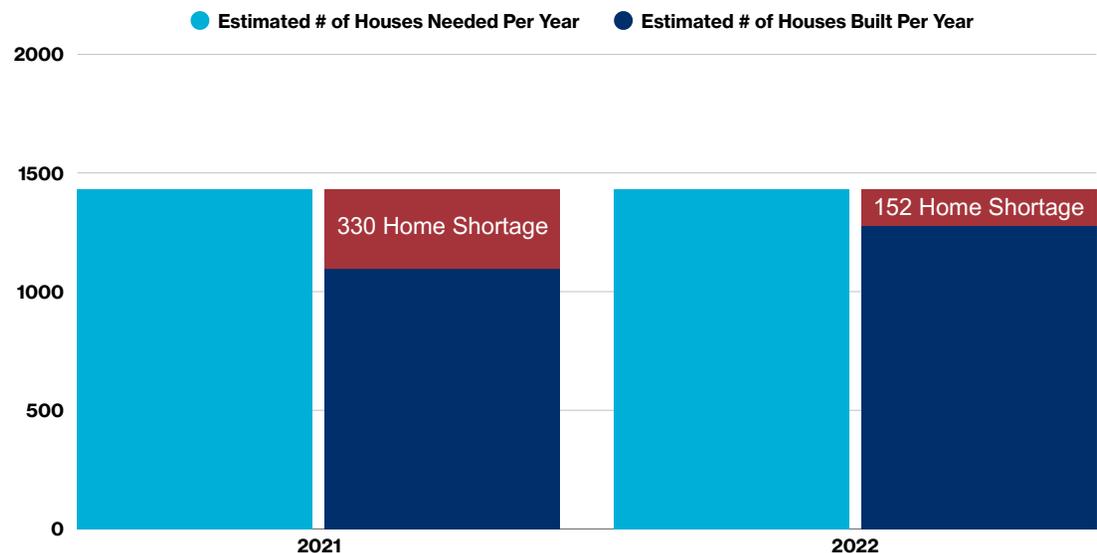
Source: [https://nlihc.org/sites/default/files/oor/Wisconsin\\_2023\\_OOR.pdf](https://nlihc.org/sites/default/files/oor/Wisconsin_2023_OOR.pdf)

**-123,864**

Shortage of rental homes affordable and available for extremely low-income renters in Wisconsin

Housing costs have reached their highest levels in years, while the supply of homes for sale has reached a new record low—the shortage being even greater for lower-priced homes. “Cost-burdened” refers to households that spend 30% or more of their income on housing expenses while “severely cost-burdened” households spend 50% or more. This financial strain affects low-income households’ ability to cover basic needs for a successful household such as food, healthcare, utilities, education, and more. It can lead to constant stress, limited savings, and increased risks of housing instability. Households that find themselves in these situations have a difficult time bouncing back from unexpected life events. The importance of advocating for home affordability and stability has never been greater.

**In the Greater Fox Cities Area, we are in need of more affordable homes to meet housing demands**



According to the Regional Housing Study completed in June of 2022 PREPARED BY: Outagamie County, Development & Land Services

# Building a Legacy of Compassion

For Bonnie and Fred, volunteering with Habitat for Humanity goes far beyond swinging hammers or raising walls—it's about building hope, creating meaningful connections, and making a lasting impact in the lives of others, both in their community and across the globe.

Their work on construction sites and the Family Selection Committee has not only allowed them to help others but has deeply enriched their own lives. "You've helped somebody learn a skill, and you've helped them toward a dream in a very hands-on way," Bonnie reflects. "And we've also gotten to meet those people—that's another way our lives have been enriched."

As longtime volunteers, they've seen firsthand the housing challenges that families in the Fox Cities face—unsafe living conditions, health struggles, and fears around housing instability. These experiences have opened their eyes to the real and often hidden barriers that keep people from having a decent place to call home.



To read more and watch their interview, scan the QR code or click [here](#)!



## Make a Difference – Volunteer!

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

- Construction
- ReStore
- Rock the Block
- Meal Donor
- Behind-the-Scenes
- Senior Crew
- Logistics and Warehouse
- Office
- Special Events
- Speakers Bureau

To learn more about volunteering, visit: [FoxCitiesHabitat.org/volunteer](https://FoxCitiesHabitat.org/volunteer)



Greater Fox Cities Area Habitat for Humanity

5402 Integrity Way, Appleton

## Not Your Average Thrift Store

Before visiting a hardware or furniture store, check out Appleton Habitat ReStore for unique finds and great deals. Why spend more when you can find what you need for less?

Anyone can shop or donate, with all profits supporting Fox Cities Habitat's mission to help low-income families achieve stability through housing. It's a win for you, the community, and the environment.

ReStore often features affordable new and used items like:

- Couches, tables, dressers and other furniture
- Flooring – vinyl, carpeting
- Building materials and tools
- Paint and paint supplies
- Windows and doors
- Refrigerators, freezers and ovens
- Cabinets, counter tops, vanities, toilets, sinks and fixtures



Thank you to our donors and sponsors!

**\$150,000+**



**J. J. Keller**  
Foundation, Inc.



**Mary Beth  
Nienhaus**

**\$75,000 - \$149,000**



Acts 20:35 Family Fund | Basic Needs Giving Partnership | One Family Helping Another Pay It Forward | The Kelsey Family

**\$50,000 - \$74,999**



**Chuck Barnum | Mary Kabacinski | Roy and Donita Gross Charitable Fund\***

# \$25,000 - \$49,999



Bob & Gerri Heffron | Eric and Mari Kessenich | George and Jan Elias | John and Julie Schmidt Family Foundation | Mike & Peggy Weller  
Robert & Lynne Keller | Robert and Patricia Endries Family Fund | Wallace Family Foundation

# \$10,000 - \$24,999



Advancing Black Homeownership Catalyst Grant | A Long Time Volunteer | Bob Hausserman | Community Foundation Grant Fund\* | Doug and Carla  
Salmon Foundation | Harvey Hubbell Foundation | Jeff & Tami McLaughlin Charitable Fund\* | John & Mary Barkmeier | Jon & Nancy McMurtrie  
The Community Vision Fund\* | The Seifert Family Fund\*

# Financial Partners



Alongside our leadership financial partners, more than 1,500 donors and volunteers support Habitat for Humanity through financial gifts, in-kind contributions, volunteer service, and donations to the Habitat ReStore. We are grateful for every way our community shows up to build strength, stability, and self-reliance through shelter.

\*within the Community Foundation for the Fox Valley Region

## Board of Directors

### Chairperson

Charlie Goff | General Partner, NEW Capital Management

### Vice-Chairperson

Dr. Sabrina Robins | Chief Operating Officer, Abaxent LLC

### Treasurer

Stacey Bartlett | Director of Accounting and Controller, J.J. Keller & Associates

### Secretary

TJ Minnehan | President, Bank of Kaukauna

### Board of Directors Members

Kristin Ausloos | VP - Controller, Treasurer, Faith Technologies Inc.

Jen Bauer | Senior VP – Marketing & Culture, Miron Construction

Kevin Beauchamp | President, Galloway Company

Rayon Brown | VP- Access, Community Engagement, and Regional Operations, FVTC

Marissa Downs | Principal, Mosaic Property Ventures

Brian Episcopo | Senior Pastor, Appleton Alliance Church

Isaac Geffers | Account Manager, Georgia-Pacific LLC

Greg Hartjes | Superintendent, Appleton Area School District

Sheng Lee Yang | Executive Director, Us 2 Behavior Health Care

Mary Lornson | Retired Senior Vice President of Lending, Community First Credit Union

Stephanie Lowney | Vice President- Strategy, Innovation, & Marketing, U.S. Energy

John Manion | Retired Chief of Police, City of Kaukauna

Timothy McCoy | Shareholder, Godfrey & Kahn

Lori Ney | Chief Human Resources Officer, Plexus Corp

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

### Thank you to the Board Members who concluded their Board service this year:

Kathi Seifert | Owner & President, Katapult

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

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

Jackie Weber | Retired VP Member Engagement & Growth, Thrivent Financial

Mike Weller | CEO, Mike Weller & Associates

## STATEMENT OF FINANCIAL POSITION (1)

AS OF JUNE 30, 2025

### ASSETS

Cash and Cash Equivalents	\$	765,365
Certificates of Deposit	\$	164,388
Accounts Receivable, net	\$	14,466
Contributions and Grants Receivable	\$	1,256,091
Prepaid Expenses	\$	92,825
Inventories	\$	5,352,960
Property and Equipment, net	\$	2,942,381
Operating Right-of-Use Assets	\$	94,619
Investment in Partnership	\$	48,950
Investments Held by The Community Foundation	\$	6,684,130
Mortgage Loans Receivable, net	\$	2,521,370
Rental Properties, net	\$	-
<b>Total Assets</b>	<b>\$</b>	<b>19,937,545</b>

### LIABILITIES AND NET ASSETS

Operating Lease Liabilities	\$	94,619
Accounts Payable and Accrued Expenses	\$	765,749
Mortgage Escrows	\$	45,573
Refundable Advances	\$	493,114
Deferred Revenue	\$	41,581
Notes Payable	\$	2,756,336
<b>Total Liabilities</b>	<b>\$</b>	<b>4,196,972</b>

### NET ASSETS

Without Donor Restrictions	\$	13,044,952
With Donor Restrictions	\$	2,695,621
<b>Total Net Assets</b>	<b>\$</b>	<b>15,740,573</b>
<b>Total Liabilities and Net Assets</b>	<b>\$</b>	<b>19,937,545</b>

# Financial Information

## STATEMENT OF ACTIVITIES<sup>(1)</sup> FOR THE 12 MONTHS ENDED JUNE 30, 2025

### SUPPORT AND OTHER REVENUE

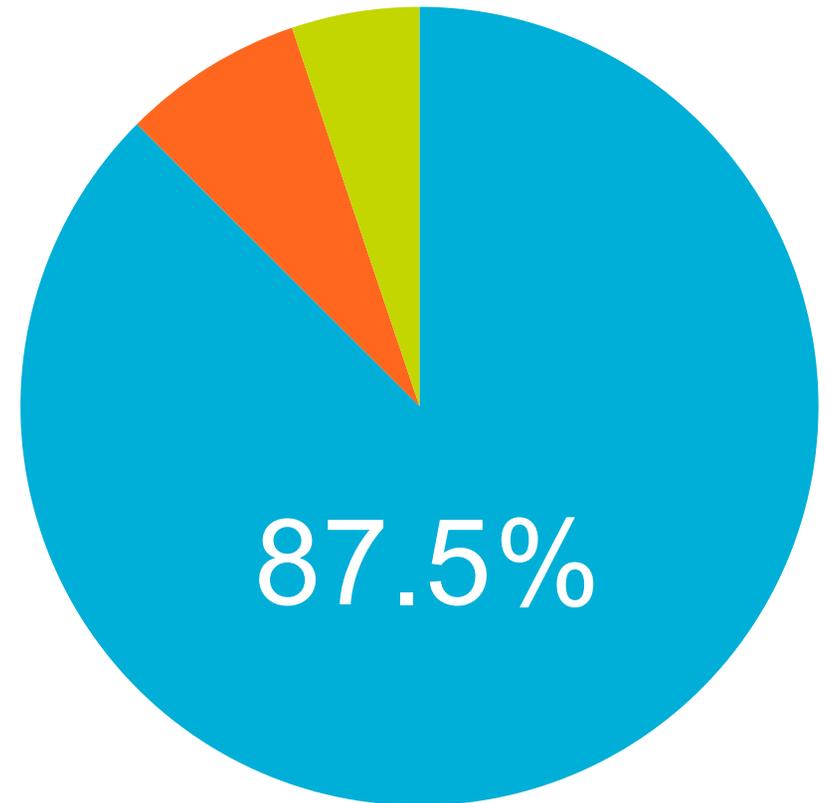
Contributions and Grants	\$ 7,066,512
Contributed Nonfinancial Assets	\$ 1,385,991
Sales to Homebuyers and Home Repair Services	\$ 4,246,808
Mortgage Loan Discount Amortization	\$ 156,897
ReStore Sales	\$ 1,101,176
Return on Beneficial Interest on Assets held by Community Foundation	\$ 647,919
Investment and Interest Income	\$ 39,997
Gain on Sale of Mortgages	\$ 389,459
Gain on Collection of Second Mortgages	\$ 44,553
Gain on Sale of Assets	\$ 196,265
Rent Income	\$ 51,036
Other Income	\$ 46,238
<b>Total Support and Other Revenue</b>	<b>\$ 15,372,851</b>

### EXPENSES

Program Expenses	
Housing	\$ 11,084,911
ReStore	\$ 1,994,886
Management and General	\$ 1,098,294
Fundraising	\$ 773,766
<b>Total Expenses</b>	<b>\$ 14,951,857</b>

<b>Change in Net Assets</b>	<b>\$ 420,994</b>
Net Assets - Beginning of Year	\$ 15,319,579
<b>NET ASSETS - END OF YEAR</b>	<b>\$ 15,740,573</b>

How much of a dollar donation goes towards our programs?



87.5% Program Expenses

7.3% Administrative Expenses

5.2% Fundraising Expenses

(1) Greater Fox Cities Area Habitat for Humanity Inc.'s auditors have expressed an unqualified opinion on the June 30, 2025 financial statements. Those financial statements include associated notes that are essential to understanding the information presented herein. The full set of statements and notes is available on Greater Fox Cities Area Habitat for Humanity Inc.'s website [www.foxcitieshabitat.org/financial-disclosure](http://www.foxcitieshabitat.org/financial-disclosure).



# Thank you!



Connect with us!



@FoxCitiesHabitat

Platinum  
Transparency  
2025

Candid.

Charity  
Navigator



+ FOUR-STAR +



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