



# Annual Report 2016-2017

Building homes, communities and hope



Partnership



Transform

Communities



Participate



Faith



Home

*A world where everyone has a decent place to live*

**Habitat for Humanity, Australia (Victoria) Inc  
(ABN 65 023 265 336)**

**2016 – 2017 Annual Report**

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## **2017 Chairman's Report**

Habitat for Humanity Victoria has had another productive year. Our team remains strong while managing recent staff changes.

Our National office is undergoing significant evolution with a new Chair and a new CEO both appointed in recent weeks. I would like to thank the outgoing Chair Chris Franks for several years of positive leadership during which time Habitat for Humanity Australia has increased its income and the value of the overseas programs. Thank you also to Martin Thomas for his contribution as CEO, who also leaves Habitat for Humanity Australia with a strong team, strong growth and flourishing programs. I welcome, in their respective roles the new Chair Duncan West and CEO Sarah O'Connor and look forward to their input as HFHA and the State Affiliates strengthen their working relationship.

Our primary functions for the year were the Annual Chairman's lunch at Cranlana, where a packed room heard from Steven Persson, CEO of Homes for Homes. A number of new Habitat for Humanity supporters attended this event. Once again I thank our wonderful benefactor Mr. Baillieu Myer for his generosity and for the use of his family home to host this event.

The other major event was our Annual Fundraising Dinner where attendees heard an informative address from social researcher Claire Madden on 'generational trends'. Significant funds were raised on the night and special thanks are due to The Nissan Australia Foundation for their support as our Event Partner.

Special events are not just the "gala days". Attending a house handover is a special event, and we had two in the past year and several coming up. I would encourage everyone to attend a house handover ceremony to experience just what it means to the recipient family.

While we tend to measure our results in numbers of houses built, there are many other measures of progress. Funds raised, volunteers engaged, systems implemented, donors gained, families impacted, publicity received. Our achievements are reflected in all these areas and the improvements are due to the hard work and diligence of our staff.

Having recently concluded his role as Manager of ReStore, I thank John Graham for his time developing ReStore into a sustainable business. His successor, Russell Croxford, now has the mandate to grow the business and I look forward to his new initiatives. Thank you to Julie Hall who joined our ReStore team as Warehouse Manager during the year.

Onsite, the team headed by Graeme Mitchell including Anthony Catanzaro, our Registered Builder, Rod Brooks and a raft of volunteers is to be commended for the works they are doing; sometimes under less than ideal conditions for efficient building.

Within the office the Management team continues to build solidly. Our appreciation continues for the guidance and direction of Philip Curtis who is constantly pushing our growth by re-visiting methods and obtaining external expertise where it may have been lacking. Phil Wright is a great support, bringing with him a wealth of knowledge within the corporate sector.

Jenny Curtis established herself quite rapidly as an all-round asset and continues to enhance the team performance with her diligence and versatility. More recently Holly Tregenza has brought her skills to supplement our Web and promotional initiatives.

Many thanks to the Board, to Alan Harman our Treasurer, an unrelenting role at any time; Ross Kemp, Chair of the Fundraising Committee; Graeme Sinclair who consistently adds value with his knowledge of the Philanthropic community; Anthony Catanzaro our registered Builder and Bruce Barry. A special mention to Brian Head who retired during the year after more than 20 years on the board and as our registered Builder. Brian was an integral part of the Whitehorse Chapter, building several homes. His wise counsel and strong Habitat values will be missed by the Board.

Our donors remain a substantial key to the viability of our program. Trusts, Foundations, Corporate Partners and individual donors remain as keys to our growth. An enormous vote of thanks and gratitude is due to all in this essential category of supporter. As always we have challenges to address with rising costs and scarcity of accessible land among them. However, with plans to strengthen our Board and add new chapters, I am confident in the ability of our team to successfully rise to those challenges.

**Robert McLauchlan**

Chairman

November 2017



## Executive Director's Annual Report 2017

Housing affordability remains one of the so called "BBQ conversations" of our day. I sometimes think about how our children will find a way to buy their first home. But the problem is even greater if you are a low income family caught in the spiral of ever increasing rents and housing prices that so often result in a struggle to stay housed, force families to live in substandard housing or to live far from jobs, schools and other services. Sometime affordable housing doesn't result in affordable living.

Research reveals that housing stress grips 115,000 Victorian households. Over 22,000 Victorians face homelessness each night. Over 33,000 people remain on waiting lists for public housing in our State.

Access to affordable housing continues to be a growing problem within our community. It is impacting more families; especially the disadvantaged and vulnerable. There is little doubt that more needs to be done to provide better and greater access to affordable housing solutions.

At Habitat for Humanity we are doing what we can to provide more affordable housing through our unique home building program that assists families into home ownership. We believe in the empowerment that comes from home ownership. We know that a stable housing situation helps to generate improved outcomes in the areas of education, employment, health and lifestyle for children and parents.

Habitat for Humanity is a global Christian-based, humanitarian not-for-profit organisation and is the world's largest not-for-profit home builder. We are building simple, safe, decent affordable housing for low income families living in housing stress. We believe in the importance of having a place to call home and that our programs help to provide each Partner family with a pathway out of poverty.

As at 30 June 2017 we had helped 57 Victorian families into ownership of a safe, decent and affordable home. We also had 3 new houses under construction at Yea. We plan to have these 3 houses and 3 more built by mid 2018. Our program is growing. We are reducing our build times to help more low income families into ownership of an affordable home. The provision of "sweat equity" by our Partner Families and their repayment of an interest free loan remain key planks in our affordable home building program.

Industry information reveals the cost of building a "budget 3 bedroom house" in Australia starts from \$160,000; which doesn't include gardening, fencing, blinds, energy efficient heating and cooling, flyscreens, driveways, paving or outdoor areas. No solar hot water to help reduce running costs. These are all items we choose to include in our affordable Habitat for Humanity homes so that they are ready to be occupied by our Partner families.

I am pleased to say that we can build an affordable three bedroom home with all of those missing items listed above for less than \$130,000. This enables our partner families to move into a completed ready to occupy house and start to turn that house into a home.

It is within this environment that Habitat for Humanity operates and seeks to partner with low income families living in housing stress and assist them to become home owners. We partner with businesses and local communities to build

homes and help to break the cycle of poverty because access to decent and affordable housing matters.

At Habitat for Humanity we have a vision for a world where everyone has a decent place to live.

As a faith based organisation our mission is to put God's love into action by bringing people together to build homes, communities and hope.

We believe that mission is achieved when an improvement in people's lives can be measured; with preferential opportunities created for the poor and those who are vulnerable and disadvantaged and on the margins of our communities. We can't solve the entire problem on our own. We can make a difference by helping one Partner family at a time and we will continue to do so.

We are committed to building communities and sustaining the health and wellbeing of our Partner families. Our desire is to build stronger, resilient and cohesive communities where there is real hope for the future.

### ***What have we done?***

The past year has contained a number of significant achievements along with some significant challenges. We were excited as we helped our Geelong Chapter complete a new project at **Rix Street, Herne Hill** and Michael and his daughter Kiani moved into their new home in December 2016; just 5 months after the slab was poured. We valued the support provided for that project by the Myer Foundation and the Dow Chemical Company Foundation.

We were also excited when Chris and Jacqui and their 2 boys moved into their new home in **Prospect Rise, Yea** in May 2017. This build had taken longer than planned and we appreciated their patience as this project progressed. It is encouraging to see their garden being established and "a house becoming a home". This was the 9<sup>th</sup> house completed as part of our major affordable housing project known as the Yea Heights Estate development.

We are continually challenged by the need to keep raising funds to support our affordable home building program. In the past 12 months we have received very generous support from a number of donors. As a result we now have the funds available to build the next 6 houses in the Yea Heights Estate development and plan to have these houses completed by mid 2018. We are planning with confidence for the year ahead. We have started to plan for the next group of houses to be built at Yea. We are aiming to finish this major affordable housing project in 2019.

Another significant achievement in the past year is the continued growth in the performance of our **Kilsyth ReStore**. We are repositioning ReStore as a social enterprise and looking for ways to expand its operation. It is a credit to our ReStore Manager, John Graham, and his hard working team of volunteers that such good progress has been achieved in the past year.

Our **ReStore at Rosebud**, operated by the faithful team of volunteers who support our **Mornington Peninsula Chapter**, also had a very significant and successful year. We thank Chris Wyatt for the excellent leadership he has provided. Our Rosebud team continue to look for a new parcel of land to develop for affordable housing. In the interim they have committed to fund one of the next houses to be built at Yea from their funds and thereby help another low income family into home ownership. Our two Restore ventures combined to again be our largest financial contributor in the past year.

We have continued to operate our **Brush with Kindness** program during the past year. We are exploring ways to expand and operate that program into the suburbs; with a particular emphasis in the Outer Eastern region as we seek to support and assist more families in need of improved shelter and housing. We continue to value the financial support provided by Telstra for this important volunteer based program.

We also contributed funds to support another 4 homes overseas through the Habitat for Humanity Australia's "Home for a Home" program. Each time we complete a new house in Victoria we provide funds to build a new home as part of Habitat for Humanity Australia's affordable housing project in Cambodia. It is exciting to know that our local home building program is also helping to improve housing and shelter for families in need overseas.

### ***Becoming sustainable and financially self sufficient***

We have, in the past year strengthened our financial base so that our organisation is sustainable and self-sufficient. We have also retired some debt. We have now reached the point at which the combination of Partner family loan payments and the surplus from Restore is covering nearly all of our overheads.

We are getting closer to reaching the point at which we believe that the affordable loan repayments from our Partner families will cover all of our operating expenses (excluding building costs and land acquisition). Our accelerated and growing building program is getting us closer to this point and we hope to reach this goal by early 2019 as we complete more houses at Yea.

Thereafter, we anticipate that nearly all of the funds raised by our organisation, including the surplus from ReStore, will be directed into the home building program. This will help us to achieve our long term goal of assisting 100 Partner families into home ownership as soon as we can.

### ***Our team and supporters – thank you!***

We were sad to see John Graham leave our ReStore team at the end of June. We thank John for nearly 5 years of service in which he helped to move ReStore from Ringwood to our current premises in Kilsyth and oversaw significant growth in our ReStore enterprise. We thank him for his contribution and leadership during his time of service.

We welcomed Julie Hall to the ReStore team in August 2016 as our Warehouse Manager. We watched in amazement as Julie took control of the warehouse and started to bring order out of chaos and helped to better organise our volunteers to collect and deliver new stock. We have appreciated the generous support of Gandel Philanthropy to support this new role in the first year.

In late July 2017 we welcomed Russell Croxford as our new ReStore Manager. We look forward to working with Russell and supporting him as he seeks to further grow and expand our ReStore operation.

I thank Graeme Mitchell, our Construction Manager, for the many miles travelled between our sites to oversee our various home building projects. Without his contribution our projects would be more difficult to manage and complete. Rod Brooks has continued to support our volunteers through the BWK and home building programs.

The office has continued to function smoothly under the management of Jenny Curtis who has also supported our Office volunteers. Jenny has also worked closely with our Partner families

to answer questions and help them through the process of buying their new homes and keeping their loan payments up to date. Phil Wright, Business Development Manager has made a very valuable contribution as he has worked alongside our Corporate partners, overseen our volunteer program and helped to develop and strengthen our programs and supporter base.

It is important to acknowledge the work and enormous contribution made by all of our volunteers; whether through our Chapters, on our build sites, on BWK days, in our ReStores at Kilsyth and Rosebud or in the office. Without your support we could only dream of helping our Partner families into home ownership and providing them with real hope for the future.

Thank you to our ever growing group of corporate partners who support us in so many and varied ways. We value and appreciate your support; whether it is through the provision of building materials, volunteer teams and/or donations of product for sale through ReStore. Thank you for your support in helping us to break the poverty cycle and build stronger and more resilient communities.

I also wish to recognise the generosity of our growing group of donors and financial supporters. Thank you for your generous contributions and for entrusting us with your gifts and the resources you have provided to enable us to better serve more families in need within our community. We trust that you will continue to partner with us as we seek to do more by serving our community through well planned and innovative programs.

During the course of this year Brian Head, one of our longest serving Directors, stood down from his role as our Registered Builder. We thank Brian for his many years of faithful service as a Board Member, as a Member of the Whitehorse Chapter and as a volunteer. He has been involved in the building of many affordable houses during nearly 20 years of service. We wish him well as he takes time to explore other activities and interests.

May I also take this opportunity to thank our Chairman, Robert McLauchlan, and each of our Board Members for their support, encouragement and contribution during the past year.

**Philip Curtis**

Executive Director

November 2017



## The Heart of Habitat: Partner Family Story

Michelle, pictured on the far left as guest speaker at Habitat's 2017 Annual Dinner, is Mum to three young kids. Her family moved into their new Habitat for Humanity built home at Prospect Rise, Yea, in February 2013



Prior to that they had lived in a rented and remote farm house near Flowerdale in very poor conditions. The

house contained rising damp and mould which caused health problems for the children, including asthma. Water was from a tank which had to be strained or boiled before it could be used for drinking, washing or baths/showering. The house had few amenities and was cold in winter and hot in summer. There were rats and mice in the house.

Rental and living costs were high for the family. Regular trips to the doctor were part of normal life. Michelle says that she knew things were hard, but didn't know how to make changes for the better. She felt stuck with no way out. Her parents were concerned for her wellbeing, but were unable to assist.

Since moving into their new home over 4 years ago Michelle has reported on improved health for herself and each of the children. Her two older children are doing much better at school and are now in accelerated learning programs. Her youngest has new found self-confidence and is doing better at school. Living costs have been reduced.

**Michelle recently reported that last year she declined the offer of a Christmas hamper from a local agency as she felt her family was in a better position financially and no longer needed such support. She thought there were others in the community with a greater need than her family.**

Her parents have reported that their own health has improved as they have seen Michelle's and the children's situation improve over time.

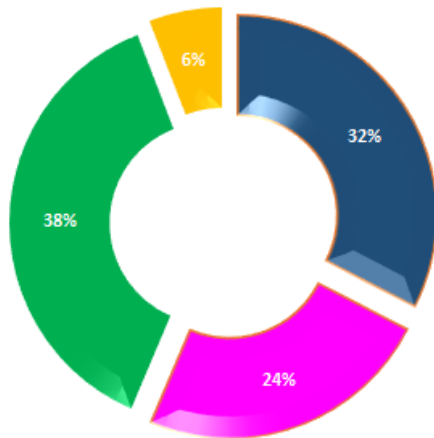
Michelle has planted a beautiful garden at her home which reflects her brighter outlook on life. She has broken out of the cycle of poverty and now has real hope for the future; for herself and her children. Michelle is actively involved in the local community and does what she can to support others in need of assistance.

## Treasurers Report and Financial Overview for 2016-17

Habitat for Humanity Victoria, had a strong result for the financial year ended 30 June 2017, with an overall surplus of \$387,678.

This was contributed by strong gross revenue of \$2,229,148 and gross expenses of \$1,841,470.

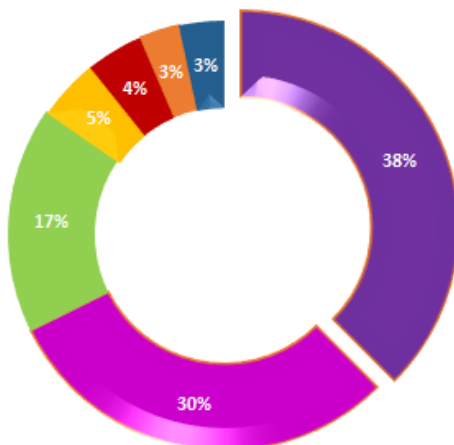
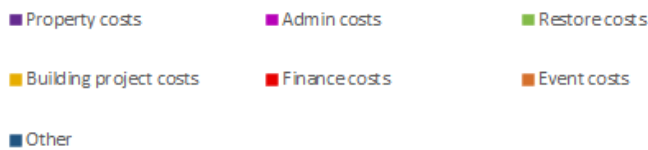
### REVENUE SOURCES



The gross revenue sources:

Property sales	\$ 840,909
Donations and grants	\$ 725,591
Restore	\$ 531,750
Other	\$ 130,898
<b>TOTAL</b>	<b>\$ 2,229,148</b>

### EXPENDITURE ALLOCATION



Areas of spending were:

Property costs	\$ 690,998
Admin incl. salaries	\$ 554,659
Restore	\$ 312,384
Building project	\$ 85,506
Finance	\$ 80,372
Event	\$ 56,914
Other	\$ 60,637
<b>TOTAL</b>	<b>\$ 1,841,470</b>

A few of the achievements with respect to the above surplus are:

1. Donations and grants grew by over 200% during the year as a result of some large donations, which was very pleasing;
2. Our property settlements achieved an overall profit of \$149,911. This revenue is reinvested in partner loans to our partner families so the cash-flow will not be realised for some time;
3. The Restore operation continued to perform well with a surplus of \$219,366 and
4. Events and fundraisers raised a net surplus of \$41,597;
5. Overall administration expenses are just under 25% of gross revenue.

All of the above results have allowed Habitat Victoria to have a strong cash surplus of \$795,000, most of which is already earmarked to fund new house builds over the next 12 months.

Finally, a big thank-you to the many volunteers who help turn the mission of Habitat into a reality, from those who help with our home builds, organising our fundraisers, assisting with our Restore operation and many other activities. We are thankful for your ongoing involvement in giving your time to support our cause. We recognise that without the assistance of our volunteers we would be unable to provide our service to the community.

I look forward to exciting opportunities ahead for Habitat as we push towards our target of 100 homes in the next few years.

**Alan Harman**

Treasurer

November 2017



## **Business Development Manager's Annual Report 2017**

This year we held 41 volunteer days with groups from Corporate partners, schools and Universities providing the majority of these teams; in total 435 volunteer days of work. Once again Telstra, with their ongoing support of Brush with Kindness (BWK) are the largest participant with 19 volunteer work days. In addition to the financial contribution from Telstra we raised a further \$28,000 from corporate volunteer days. This has been trending up and we aim to further increase the amount raised in the next financial year. The majority of volunteer days occurred at Prospect Rise, Yea and at Rix Street, Geelong; with several days at other locations with BWK activity.

We began planning early in the year to expand the BWK program into the Outer Eastern suburbs. We were able to send a Telstra team to a home in Healesville to help a family in need and another in Nunawading for a family impacted by a long term disabling illness. Sadly there has not been as much demand/opportunity for these days as we had hoped. We plan to grow a network of organisations that can refer needy families to us. We're planning to grow a self-funded BWK program in the outer East, to gradually complement our Home building program.

Paid volunteer days have grown with movement to Corporate Partners committed to both volunteering, contributing funds and ongoing involvement in our affordable home building program.

We value the long term support from schools and Universities such as Carey Grammar, Sacred Heart School and Melbourne University HFH Club. Sacred Heart School in Geelong held a 3 day program at Yea with great success and raised funds to support our home building program.

During the year we were given the opportunity to partner with Monash University's new John Bertrand Leadership program by working with a team of their "brightest and best" on an area of need for HFHV. The student team developed a report and presented their key findings to our Board. We are taking on board several of their ideas and will endeavour to work with Monash again next year to benefit both parties.

In July 2017 we appointed Holly Tregenza in the role of Communications Coordinator for 2 days a week. We welcome Holly and we are excited about the opportunities to improve and grow the effectiveness and range of our Communications strategy in the coming year.

During the year we have been working to develop an online platform for Restore to build the profile of our cause and the awareness of Restore in Kilsyth and Rosebud. This was launched in October 2017, via a new website [www.habitatrestore.org.au](http://www.habitatrestore.org.au)

The Habitat for Humanity home building model depends heavily on well-run volunteer days and ours have been very successful, in large part due to Rod Brooks, our Volunteer Coordinator. Rod runs the days so well and ensures the volunteers get an enjoyable, satisfying and very safe volunteer day. His investment in the cause and his people skills along with his helpful oversight of our volunteer teams is outstanding. I would also like to thank Tony Bryer who continues to volunteer his time on a weekly basis and works tirelessly to help the teams on site.

A highlight of the year for me was, speaking at the house handover to Chris and Jacqui in May. It was indeed very meaningful to be a part of such a significant and happy day.

**Phillip Wright**  
Business Development Manager  
November 2017

## The Heart of Habitat: Volunteer Story

Visit Kilsyth ReStore on a Friday and you will be greeted by Bruce, who has volunteered with Habitat for Humanity and ReStore for the past two years.

Bruce started volunteering after his regular shopping trips to ReStore evolved into an earnest desire to help the Habitat for Humanity cause. As a credit manager by trade and a woodworking and tools expert by passion, Bruce loves putting his skills to use on the shop floor.



Customer service is important to Bruce. He believes in respecting everyone who walks into ReStore. In his role, he enjoys being able to provide great prices and quality products and invest in the customer.

'I help them without sitting on their shoulder... I greet them, ask if they need assistance, and then offer my knowledge and show them the range. I'm careful not to harass them. I like speaking to people and treating them with respect' he says.

Other volunteers working on a Friday have become friends. Bruce 'always has a good laugh' with them. 'We're all mad. It's nice to be mad together'.

Bruce would like to volunteer on more days but says he can't fit any more in between volunteering at Maroondah hospital and being a part of Knox and District Woodworking Club, where he makes wooden toys for disadvantaged children. He uses these skills to hand-craft goods for ReStore to sell; like wooden chopping boards.

His interest in woodworking stems from his father, who owned a saw mill and farm. He has excellent knowledge of the worth of different tools, and has taken on the task of correctly valuing donated tools for sale.

**'I can't imagine not being here. There is a lot of satisfaction in the knowledge that funds are going to help families that wouldn't otherwise be able to own a home. Home ownership gives people self-esteem, it allows them to contribute to their community, and it helps their children and improves their overall environment. I spread the word about Habitat for Humanity to as many people as I can', he says.**



## ReStore Manager's Report 2017

As I write this report I have just concluded my first three months as the ReStore Manager having taken over from John Graham in late July. After a brief handover it was 'all systems go' as I took on the management of all the existing systems and processes; which have kept me very busy.

From day one, I realised that simply maintaining operations is not enough and it's vital that we grow the ReStore enterprise. To that end one of the key challenges for me going forward is to invest ample time in growth strategies. The ReStore Business Plan, prepared in October 2016 offers clear goals and objectives which have been very helpful in providing a framework to guide me and the team towards future growth.

Over the last year or so our ReStore financial performance has been steady, but still short of our intentionally ambitious targets for progressively increasing the overall surplus, as set out in the business plan.

After considerable thought and conversation in my initial weeks I have identified three key areas that I believe are our immediate priorities:

1. *More customers.* This will drive up sales, build a larger network of interested supporters and create a more energetic atmosphere. We have implemented changes in our advertising and communications to help boost numbers into the store.
2. *More volunteers.* This is vital for greater overall effectiveness including the benefit of releasing me to work on the 'bigger picture'. We have recently added 4 new to the team. We need more to grow the team and the enterprise.
3. *More online sales.* We have improved our Graysonline sales but there is room to take much greater advantage of Gumtree, Ebay, Trading Post and other online selling platforms.

A recent 3-day trip to New Zealand to meet with the Habitat for Humanity New Zealand team with Phil Wright was extremely insightful. They have a fantastic ReStore team in New Zealand, with 19 stores, large profits, and much to teach us. I came away challenged and motivated. The trip confirmed the above 3 priorities for us and offered many practical ideas; including how to better manage stock, volunteers, promotion and point-of-sale systems.

Sourcing donated stock is an ongoing challenge, not so much in the domestic area (eg, home furniture), which is always forthcoming, but in larger quantities of commercial or building items. We continue to build our corporate relationships in order to open up more avenues of donation.

Another challenge is the management of space in the warehouse and showroom areas. In light of this we are keeping our eye on opportunities to broker deals that deliver goods directly to customers from donors. We recently signed up with 'Social Traders', a trading network, which will help link us more directly to buyers.

The bulk of this report relates to our Kilsyth South operations, simply because it's my main focus at present. But we must acknowledge the amazing effort and huge contribution of our very successful Rosebud Restore, which although different in methodology to Kilsyth South continues to excel in customer numbers and financial contribution to our building program. They have a large, dedicated and capable team of volunteers under the leadership of Chris Wyatt, and are continuing to make a vital contribution to Habitat for Humanity's work in Victoria.

I'd like to sincerely thank our wonderful ReStore teams at Kilsyth South and Rosebud. Julie Hall is doing an outstanding job managing the warehouse and I can't speak highly enough of the huge team of volunteers who are the lifeblood of ReStore; without whom we couldn't do what we do! I would also like to acknowledge and thank John Graham for laying an excellent foundation for us through his hard work and vision for the future of ReStore.

It is a real privilege to have joined the wonderful team at Habitat for Humanity Victoria, to be in this role and to serve in this way. I appreciate the challenges of the position and value the opportunity to serve God and the many people we encounter through this vital work.

**Russell Croxford**

ReStore Manager

November 2017



## The Heart of Habitat: Volunteer Story

Veteran Habitat for Humanity volunteer John has accumulated over thirty days volunteering on home build sites and Brush with Kindness days across Regional Victoria. That's an entire month spent building homes and hope.

Since getting involved in 2011 through his work at Habitat for Humanity Corporate Partner ARUP, John has made the

Habitat for Humanity cause his own. Over the past six years, he has become one of the most consistent figures in the Habitat for Humanity volunteer roll call.

John says he not only embraces the opportunity to help but also the volunteer days themselves. He has enjoyed being a part of the building process and sees value in the teamwork underpinning work done on Habitat for Humanity build sites.

Although he has never been in housing stress himself, John can see what a difference a stable home can make to the life of a family.

**'To put your head on the pillow and not have to worry about paying your bill or paying your mortgage... if a family can worry less about putting a roof over their head, it means the kids can go to school and have security. It's the first step to many more good things' says John.**

The tangible, measurable difference one pair of hands can make to a family's life is what keeps John coming back.

'Everyone needs a stable home. I'm very happy to help', says John.





## **Governance and the Board for 2016-2017**

### **Governance**

Habitat for Humanity, Victoria is an Incorporated Association and a Public Benevolent Institution dedicated to providing safe, simple, decent and affordable housing and improving shelter for low income families living in housing stress. It is an Income Tax Exempt Charity and a Deductible Gift Recipient. It is also a Charity registered with the Australian Charities and Not for Profit Commission.

No fees are paid to those serving as Directors. However, reasonable expenses incurred by Directors during the course of their role on our Board can be reimbursed. Every effort is made to keep all costs within reasonable and modest budgets.

The Executive Director is responsible for the day to day operation and management of the Association as delegated by the Board. The Executive Director meets regularly with staff to develop policies, monitor strategies and issues and the Association's performance. The Executive Director also has oversight of the home building activities of our Chapters and the selection of our Partner families.

The Board makes decisions that are critical to the ongoing success of Habitat for Humanity, Victoria; including setting the Association's strategic direction and establishing its policies. The Board is also responsible for:

- endorsing the selection of Partner families,
- approval of land purchases and budgets for Home Building projects; and
- monitoring the performance of the organisation's activities and overseeing its financial position.

### **Board Members**

#### ***Robert W. McLauchlan (Chairman)***

**Qualifications:** Certificate of Architectural Draftsmanship

**Experience**

- Proprietor of McLauchlan & Associates, Building Design Consultants for 30 years.
- Member of the Building Designers Association of Vic. Past Committee Member and President of the Association for 4 years.
- Board Member – Building Designers Association of Australia.
- Judge – Housing Awards, for the Master Builders' Association of Victoria.
- Member of the CEO Institute Pty Ltd.
- Committee Member & President – Blackburn Tennis Club.

#### ***Philip Curtis (Executive Director)***

**Qualifications:** LLB, BEc, MAICD.

**Experience:**

- Involved in private legal practice since 1983
- Principal of Moores Legal 1992 to 2009
- Accredited Specialist in Commercial Litigation 1994 to 2008 and LIV Accredited Mediator
- Member Law Institute of Victoria
- Director of Bapcare Ltd, currently Chairman
- Director of Bapcare Affordable Housing Ltd, currently Chairman.
- Chairman of CHBC LINKS Inc.

**Alan Harman (Treasurer)**

**Qualifications:** Bachelor of Business (Accounting), Masters in Innovation and Entrepreneurship, Graduate Certificate in Financial Planning, CA

**Experience:**

- 19 years with Pitcher Partners, accounting firm, currently as a Client Director in the Private Clients
- Executive Committee member of New Community Ringwood (church) for 7 years
- Management Committee member of NCR Bargain Browser Management team from 2008 to current, (also Chaired Committee for first 4 years).

**Bruce Barry**

**Qualifications:** PhD, MBiomedE, MEngSc, BE(Hons), DipCE, TTTC.

**Experience:**

- Chairman of West Gippsland Chapter for approximately 4 years
- Prior to retiring, Principal Lecturer Biomechanics at RMIT, 1980-1997
- Head of Civil Engineering at Phillip Institute of Technology, 1965-1980

**Brian Head (Retired Feb 2017)**

**Qualifications:** Degree in Civil Engineering, Chartered Professional Engineer (Retired),

Registered Domestic Building Practitioner

**Experience:**

- Employed by VicRoads 1959 - 1994
- Board Director and Whitehorse Chapter member 1995 - 2011
- Church Council Member
- Student accommodation building committee 1979 - 2009
- Ski Lodge Building Committee 2005 - 2010.

**Ross Kemp (Deputy Chairman)**

**Qualifications:** B. Com., M.B.A., FCA, FCIS.

**Experience:**

- Over 30 years senior financial management experience in ASX listed public companies.
- Experience in Corporate Development, Management and Budget Reporting, Capital Expenditure, Treasury, Accounting, Tax and Company Secretarial.
- Over 15 years Board experience in not-for-profit enterprises
- Director - Baptcare Limited 2003- 2013 (Treasurer 2010-2013)
- Chairman, Ashburton Baptist Community Services Inc.

**Graeme Sinclair**

**Qualifications:** B.Comm, CA, ACIS, FAICD

**Experience:**

- 36 years with the Myer Family Group; including 13 years as its CEO
- 40 years' experience in finance and investment management services
- Director of Mirrabooka Investments Ltd, former Chairman of Australian Geographic Retail P/L
- A Trustee of The William Buckland Foundation
- Previous involvement in a number of other professional, community and philanthropic organisations.

**Anthony Catanzaro (Registered Builder Appointed Nov 2016)**

**Experience:**

- Owner operator of a small building and construction business
- Experience as a home assessor for insurance companies and involved with Bushfire and flood claims

## **Financial Supporters**

**We gratefully acknowledge the financial support provided by the following Foundations and Organisations:**

Kel and Rosie Day Foundation	The Dow Chemical Company Foundation
Lions International	The Myer Foundation
Rotary International (Geelong Central Club)	The Sidney Myer Fund
Telstra	The William Buckland Foundation
The Collie Foundation	The Yulgilbar Foundation

### **We also recognise and thank:**

#### **Executive Director Circle Supporters**

Andrew Lane	Melville & Suzanne Edwards
Anthony Bryer	Michelle Liebau
David and Christine Wells	Murray & Rosemary Baird
Graeme Sinclair	Paul Wheelton AM KSJ
Greg Cooper	Peter Fry
Jenny and Phillip Curtis	Ross Kemp
Matthew Hick	Tim and Julie Adam

#### **Build Partners**

Anthony Bryer	Ian Watkinson
Brian Finch	Jillian David
Bruce Barry	John Allen
Christine Butler	John Evans
David Hein	Maureen Doonan
Geoff & Liz Broadbent	Peter Dikschei
Howard Fearn-Wannan OAM	Peter Horbury
	Phil Beruldsen

#### **Schools & Universities**

Carey Baptist Grammar School  
Melbourne University Friends of Habitat for Humanity  
Monash University – John Bertrand Leadership Excellence Program  
Sacred Heart College Geelong  
SEDA College

**for their regular and faithful financial contributions and  
for the practical support given to our Home Building Program**

## **We Proudly Acknowledge Our Project Sponsors, Partners and Suppliers**

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**Nissan Australia Foundation**  
**Origin Energy Foundation**  
**Reece**  
**Section Technologies**  
**Signorino Tiles**  
**USG Boral**

# How You Can Participate

With your participation and support Habitat for Humanity, Victoria can achieve its vision of “a world where everyone has a decent place to live”. Your time, money, resources or ideas can help make a real difference in the lives of people living in housing stress and in need of “a hand up”.

Habitat for Humanity is a volunteer based organisation that operates with the generous support of many people. There are many ways to contribute to and support our vital and life changing programs.

## Donate

A single donation will make a difference. Or you could become a regular supporter through monthly giving as a Build Partner or as part of our Executive Director’s Circle.

Donations can be made at [www.habitat.org.au/vic](http://www.habitat.org.au/vic) or contact our office for more information. Donations over \$2.00 are tax deductible.

## Volunteer

Our volunteers play a crucial role through a diverse range of activities in our Home Building and Brush with Kindness Programs, in our ReStores and in our office.

Please contact our Volunteer Coordinator on 8720 9200 or email [vic.info@habitat.org.au](mailto:vic.info@habitat.org.au)

## Support our ReStores —Kilsyth & Rosebud

ReStore is our social enterprise providing additional funds to support our operation and Home Building Program. You can support ReStore by donating, volunteering or shopping.

Visit our ReStores at:

- 2/128 Canterbury Road, Kilsyth and
  - 17 Henry Wilson Drive, Rosebud
- Or online at [habitatforhumanityrestore.org.au](http://habitatforhumanityrestore.org.au)

## Partner with us

Corporate partnership packages can be designed to meet your organisation’s needs while also supporting our partner families.

Please contact Philip Curtis, Executive Director on 8720 9200 or email [pcurtis@habitat.org.au](mailto:pcurtis@habitat.org.au) to explore how your business can be a corporate partner.

## Make a Bequest

By leaving a gift to Habitat for Humanity, Australia (Victoria) Inc. in your Will, you can make a lasting impact by supporting vulnerable people for many years to come.

For more information please contact our Executive Director, Philip Curtis on 8720 9200.



## Contact Details

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Website [www.habitatrestore.org.au](http://www.habitatrestore.org.au)

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