



Habitat
for Humanity®
Victoria



Annual Report 2019-2020



Habitat for Humanity's completed works and building in progress throughout Victoria

Total families helped into home ownership:

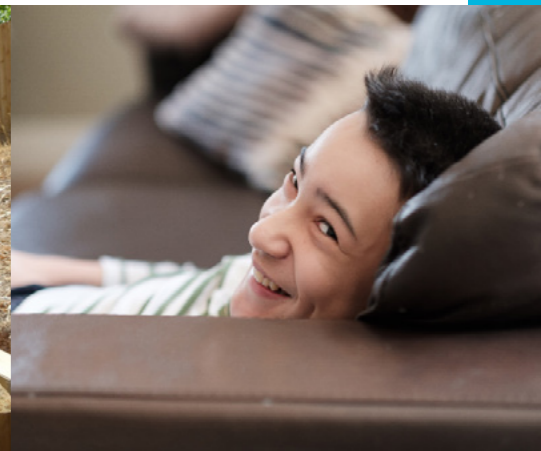
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Why? Our cause

A world where everyone has a decent place to live

How? Our mission

Seeking to put God's love into action, we bring people together to build homes, communities and hope

What? Our outcomes

A community of supporters is built enabling Habitat for Humanity Victoria to build more affordable housing and equip our Partner Families to build the strength, stability and independence they need to build a better life for themselves and their families

Our Values

- Empowering and engaging
- Driven to make a difference
- A trusted partner
- Generous and caring
- Responsible and resourceful

About us

Habitat for Humanity Victoria is part of an affiliated Habitat for Humanity network, working in over 70 countries worldwide towards its vision of a world where everyone has a decent place to live. Established in 1976, Habitat for Humanity International is the world's number one not-for-profit provider of housing and improved shelter for low-income families.

In pursuit of this vision, Habitat for Humanity Victoria builds simple, safe, decent and affordable homes and undertakes home repairs, all aimed at building strength, stability and self-reliance through shelter. We provide our Partner Families with a pathway out of poverty and into home ownership, changing lives forever.

Whilst our work is strongly focused on the needs of vulnerable households in Victoria, we also provide support to families in Cambodia with our 'Home For A Home' initiative – every time we build a house in Victoria, we support the building of a home for a family in need in Cambodia.



Chairman's report

As I reflect on a year like no other, we have all had to weather extenuating difficulties, and some of our objectives have required re-visiting. I will focus on the positive outcomes we have achieved. Our vision is a world where everyone has a decent place to live - to build houses and help Victorian families out of housing stress. In the last financial year, we completed the house on Lot 5 at Yea, handing over the keys to Melanie and her two children in August 2019. We are also nearing completion of Tracey's home at Lot 4 - a house specially designed to cope with the needs of Joshua who has cerebral palsy. We are working towards a handover before the end of 2020, subject to COVID 19 restrictions.

Our project at Crib Point on the Mornington Peninsula is the location of our next development. Stage 1, consisting of 3 homes, has commenced with site works completed and Partner Families selected. One of these homes will be sold to assist with funding this project. The finished development will see 6 homes constructed with 4 Partner Families moving into affordable homes they will own.

Every house we build locally attracts a \$3,500 contribution for the construction of a home overseas as part of the Home For A Home program. In addition to that, last year we initiated a Global Village build where 12 team members from Habitat for Humanity offices in Australia, (including 5 self-funded Victorian team members), spent a week building a new home in Siem Reap, Cambodia. I was lucky enough to be one of the five and found the experience very humbling and rewarding. It was fantastic to connect with the Habitat office in Cambodia and experience how they build homes for local families in need.

Under our Home Repairs Program (formerly Brush With Kindness), we were also able (pre-COVID 19) to coordinate a number of maintenance projects in the outer eastern regions, where we now have links with several community aid organisations.

Our ReStore team led the construction of a Tiny House. Designed initially as a promotional tool, it created considerable interest and was recently sold at modest profit. I am pleased to reflect on the continued growth of our ReStores at Kilsyth South and Rosebud, as they now jointly raise funds for nearly 2 new home builds each year.

While we have been unable to hold our usual functions this year, we had a highly successful Annual Dinner last year raising \$63,000. We also held our first International Women's Day Lunch, where we had the opportunity to introduce many new supporters to our organisation and its purpose-driven work.

Looking ahead, I'm excited to share a new initiative we have launched – Build Back. A bushfire recovery housing project designed to assist families whose homes have been lost in the bushfires. This program will provide temporary accommodation suited to the needs of the family, while they rebuild on their site. The Lord Mayor's Charitable Foundation is providing the funding for 3 x 2-bedroom shipping container-based transportable homes, which will be located in the Towong Shire, in North Eastern Victoria.

People have said that “when the going gets tough, it's the tough who get going”. That is what our team has done this past year and I'm proud of our ability to adapt and 'pivot' as an organisation so that we are able to help those who need it most.

Robert McLauchlan
Board Chairman

Yea on a page

The Yea Heights Estate development has its origins in our desire to assist families affected by the 2009 Black Saturday Bushfires. After developing the site and connecting all required services, we have now built 17 houses on this affordable housing estate which provides “a place to call home” for our Partner Families and their children. We plan to build another 4 houses and complete the project by mid 2021.



“Having a home will allow our family to have hope for the future and to have a home to enjoy. I can’t begin to explain how this will change mine and my children’s lives,”
- Habitat Homeowner, Melanie and her children Nick and Chloe

2009: land bought in October

2011: Town Planning Permit issued

2012: first house handed over to David in June

2018: House 10 handed over to Nicole in March

2019: Melanie’s home handed over in August

2020: Tracey’s house finished, in September (handover delayed due to COVID 19)

2020: September, start work on Kelly’s home

2021: Yea affordable housing project completed - 21 new Partner Families in home ownership



Executive Director's report

The past financial year has been particularly tough. In addition to the challenges of COVID 19, we had to engage a new Registered Builder to join our Board in the last quarter of 2019. This caused our flagship Affordable Home Building program to slow for a period. We also experienced some challenges in fundraising and struggled to achieve the traction we were seeking from supporters.

As we started to overcome those challenges the turbulence and uncertainty of COVID 19 started to impact our organisation and programs. We quickly found our volunteer program on our build sites stopped, key fundraising events were cancelled, our ReStores closed in March, our staff began working remotely and their hours and remuneration were reduced.

We quickly set a goal to make sure we were in good shape and positioned to do more of our purpose-driven work by the end of September. I am pleased to report that, with the very generous support of “[our community supporters](#)” we achieved that goal and more.

During that 6 month period we:

- Completed the purpose built house for Tracey and her family on Lot 4 at Yea
- Completed the civil/site works for our new project at Crib Point
- Planned our Build Back pilot project to provide temporary housing from modified shipping containers for families impacted by the 2019/20 Bushfires
- Grew ReStore's online trading presence using “click and collect” when we couldn't open our doors for trading

- Raised sufficient funds to enable us to plan the completion of our long term Affordable Housing project at Yea – 4 houses to be built in 2021
- Started work on Kelly's new home on Lot 1 at Yea

Importantly we revisited our “why” and affirmed our cause is to build “[a world where everyone has a decent place to live](#)”. We also committed to building a stronger and broader “[community of supporters](#)” to ensure we could do more. Our “[community of supporters](#)” includes a diverse range of people – our Board, our donors, our volunteers, our corporate partners, our Partner Families, our skilled tradespeople, our staff; and you.

Without the generous contribution of each of our supporters we could not achieve the life-changing and outstanding outcomes which provide each of our Partner Families a stronger foundation for life. Over time, that foundation helps to open the door to opportunities and improved outcomes for children and parents across education, employment, health and lifestyle, and helps each to experience a little more happiness; an elusive factor we all seek.

The tools we use to help achieve those outcomes include bringing people together to build homes, communities and hope alongside the empowerment generated through home ownership. We plan to do more each year to improve access to affordable housing and improve shelter in our community. We invite you to join our growing “[community of supporters](#)” and help us become more effective in communicating our cause and building a world where **EVERYONE** has a decent place to live.

Please join us and be part of that life-changing outcome.

Philip Curtis
Executive Director

Introducing Build Back

We are excited to launch 'Build Back' - building temporary houses for bushfire affected families so they can have a safe and secure place to live whilst they rebuild their homes.

The Black Summer bushfires earlier this year were catastrophic, destroying 3094 homes, killing 33 people and burning over 17 million hectares of land across the nation. The impact has been devastating, and the affected communities are still suffering due to the health, economic and psychological impacts of COVID-19. Suitable temporary housing accommodation is critical to helping these communities recover, thrive and build back strength, stability and independence.

The Bushfire Recovery Housing pilot program will include the building of three, 2-bedroom temporary houses in the Towong Shire, created from shipping containers.

Our 2020 program sees us working with selected families to provide them with temporary housing solutions that are suitable for their needs for a period of up to 3 years while they rebuild their home.

This pilot project would not be possible for Habitat for Humanity Victoria without the very generous support from the Lord Mayor's Charitable Foundation, who have provided a grant of \$180,000 to fully fund the project. The Foundation is committed to increasing the supply of affordable housing to prevent homelessness.

Our Partner Families in the project, the Felthams, Maddern & Graham, and Brooks all lost their homes and more to the fires. They are all looking forward to having a safe and secure place to live as they begin to rebuild their homes.

"Everything I owned was destroyed. The fire left the cows and the grass in the valley but my cottage, farm equipment, motorbikes and sheds were all gone. All my life in ashes" says Robert (Bob) Maddern.

Bob was blocked at the road junction and was unable to visit his property for two days after the fires had ceased to check what was left remaining at this property, including his livestock and dogs.

Since the bushfires, Bob has been living on his property in a caravan with limited access to amenities.

Bob's friend and fellow Habitat home recipient, Dudley Graham, has been moved to another property until their temporary home is delivered.

"I've been lucky to have had a lot of help since the fires and I'm really looking forward to the temporary home being set up on site. It will be good to have a base, somewhere we can both spread out that is comfortable and convenient: a home to live in" says Bob.

The home will provide Bob and Dudley with a safe and secure place to live whilst they rebuild. Though the home they build won't be filled with 76 years of treasures, it will be a home in which to create new memories on the property that Bob has nurtured for nearly thirty years.

Construction of these temporary houses began in August 2020 with plans to have families in their new temporary homes before the end of December, so they can start building back their homes and their future.



Financial overview

Habitat for Humanity (Victoria) Inc. had another positive result for the financial year ended 30 June 2020 with an overall surplus of \$231,516 before allocating the Build Back Grant to a reserve. This was pleasing given the tough environment experienced, particularly since March 2020.

The result was contributed by gross revenue of \$1.76 million and gross expenses of \$1.53 million.

A few key points to note with respect to the above surplus are:

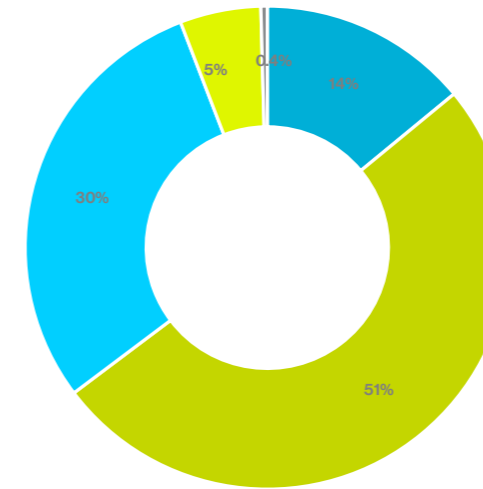
1. Donations, grants and fundraising events totalled over \$895,000 including a provision of \$180,600 towards our Build Back project, which has been taken to a reserve.
2. The ReStore operation continued to perform well with a surplus of over \$212,000.
3. We received government assistance via the Jobkeeper, Cashboost and State Government Grants totalling \$95,442 during the COVID 19 period.
4. Our property sales were down, but these will pick up in 2021 as more properties are completed and passed onto new Partner Families.

Many of us take for granted just how important it is to have a home to raise our families. We are thankful to our community of supporters who allow Habitat for Humanity to grow and share the vision of a “[world where everyone has a decent place to live](#)”.

I look forward to exciting opportunities ahead for Habitat for Humanity.

Alan Harman
Treasurer

Revenue sources

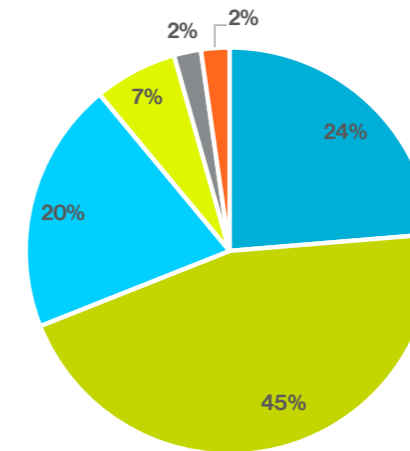


■ Property sales ■ Donations and grants ■ Restore ■ Government support ■ Other

Gross revenue:

Property sales	\$247,499
Donations and grants	\$895,145
ReStore	\$519,776
Government support	\$95,442
Other	\$7,571
TOTAL	\$ 1,765,433

Expenditure allocation



■ Property costs & Building Program ■ Admin incl. salaries
 ■ Restore ■ Finance
 ■ Event costs ■ Other

Areas of spending were:

Property costs & Building program	\$363,343
Admin incl. salaries	\$694,653
ReStore	\$307,056
Finance	\$101,397
Event costs	\$32,863
Other	\$34,605
TOTAL	\$1,533,917

90
ReStore volunteers



2000+
volunteer hours per
month

\$519,000
total revenue raised
by our ReStores



27%

Clothing & shoes



22%

Furniture
(office & home)



17%

Hardware &
building items



16%

Bric-a-Brac



11%

Electrical items



7%

Books & DVDs



ReStore report

ReStore is a social enterprise of Habitat for Humanity Victoria raising funds to support the Affordable Home Building program which is creating a better future for vulnerable Victorian families. ReStore sells all kinds of donated goods, new and used, through our stores in Kilsyth, Rosebud and online. By shopping at ReStore, our customers are partnering with us as we work to build “a world where everyone has a decent place to live”.

Rather than going to landfill, pre-loved items are re-purposed and re-used, benefiting the donor, buyer, environment and ultimately the people we help into a new home. Across the 2 stores, we receive and sell stock in 6 broad categories as detailed on the infographic on the left.

In FY2019-20 our ReStores sold over \$519,000 of stock, generating a surplus of over \$212,000 which provided a remarkable contribution to our home building program. Approximately 20% of income resulted from online sales.

There are three key pillars to the work of ReStore, each one vital to our success;

- 1. Customers** – 250 customers come into our stores daily, leading to 120 transactions. ‘Word of mouth’ is our most effective advertising, since customers have a very positive shopping experience at ReStore and want to tell others. Our busy locations in Kilsyth and Rosebud are also an advantage. Our focus is on the local communities around each store, an aspect which will be strategic for us in future growth.
- 2. Volunteers** – We could not operate without the help of our fabulous volunteers. Currently there are 90 people on our rosters, collectively giving us over 2,000 hours of their time every month, which is the equivalent of 11 full-time workers. Our ongoing success depends on continual recruiting, training and resourcing of volunteers to carry out a wide range of duties.

3. **Donors** – A constant supply of good stock is vital. We rely on our donors, both domestic and commercial to give us usable items they no longer need. Our Kilsyth store specialises in hardware and office furniture, offering the public a distinctive edge over regular op shops.

Going forward, our strategy is to engage more effectively with commercial and business partners who make us their 'charity of choice' when it comes time to recycling their surplus stock, furniture and equipment. This becomes more essential to us as commercial and government agencies increasingly adhere to sustainability policies in the area of waste management.

It goes without saying that the COVID 19 situation has dramatically affected our sales since March 2020. One positive from this is that we've been forced to adapt and innovate in response to the challenges. Our online selling, for example has subsequently seen great improvement.

The future for ReStore is exciting as we continue to grow and expand, exploring new and effective ways to build our three 'pillars' and therefore make a bigger difference to the mission of Habitat for Humanity in Victoria.

We express our heartfelt thanks to our customers, volunteers and donors for being part of "our **community of supporters**".

Russell Croxford
ReStore Manager

Tiny home, big outcome

With the support of ReStore, we built our first ever tiny house. Making its debut at the Tiny House Festival held in Bendigo, we undertook a 'live' build to highlight the critical need for affordable housing our society is currently facing and to promote awareness of Habitat for Humanity Victoria.

"This was the first time we have ever built such a house in Australia. Although it was for promotional purposes, it was a complete contrast to the other houses we have built in Victoria over the past 25 years," said Executive Director, Philip Curtis.

The Tiny House was built to promote ReStore and all it has to offer, as a fantastic resource for sustainable goods and upcycling opportunities. Our Kilsyth store in particular has a whole section dedicated to DIY and building products.

We were able to sell the tiny house privately in early 2020, with all the proceeds contributing to our flagship Affordable Home Building program. We learnt a lot from this endeavour and have been able to transfer these new skills to our new temporary housing initiative Build Back; Bushfire Recovery Housing.



Our build volunteers



1,157 hours
volunteered on our building programs



‘ From the initial prompting from my 8 year old son stating “Dad, you should help build a home for a family that needs one” to being accepted and being involved in the wider-arching course has greatly exceeded my initial expectations. I am sincerely very grateful for the opportunity, thank you again.’

- Andrew from Corelogic who spent 4 days volunteering in Yea, as part of Corelogic’s Building Emerging Talent Program

‘Our partners are vital to our cause. With their support, we’re able to build brighter futures for families in need by providing much needed housing solutions.’

- Phil Wright, Business Development Manager



We proudly acknowledge our project sponsors, partners and suppliers

- ANZ
- ARUP
- Assa Abloy Australia
- Budget Bayswater
- Bunnings Trade
- Camberwell Electrics
- CSR Bradford
- DB Rickard Electrical
- Dowell Windows
- Dulux Group
- Contract Plumbers
- Homes for Homes
- James Hardie Australia
- Lendlease
- Metricon Homes
- Moores
- Reece
- Section Technologies
- Universal Fans
- USG Boral

“Alone we can do so little; together we can do so much”

- Helen Keller

Financial Supporters

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

Cooper Investors	The Red Bowl Fund
Lord Mayor’s Charitable Foundation	Wheelton Philanthropy
The MaiTri Foundation	The William Buckland Foundation
Origin Energy Foundation	

We also recognise and thank:

Executive Director’s Circle of Supporters

Anthony Bryer	Matthew Hick
Anthony Lennon	Murray & Rosemary Baird
Baillieu Myer AC & Sarah Myer	Melville & Suzanne Edwards
Brian Finch	Paul Wheelton AM KSJ
Daniel & Michelle Liebau	Peter Fry
Graeme Sinclair	Peter Shields
Greg Cooper	Philip & Jenny Curtis
Graham Reeve	Ross & Jenny Kemp

Build Partners

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

Schools & Universities

Billanook College	Sacred Heart College Geelong
Carey Baptist Grammar	Waverley Christian College
RMIT University	

Governance & The Board

Habitat for Humanity Victoria is an Incorporated Association and a Public Benevolent Institution dedicated to providing decent and affordable shelter and housing for all those in need.

We are committed to working to eliminate inadequate and poverty housing. Habitat for Humanity Victoria 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 and our other programs; including our Home Repairs program (formerly Brush with Kindness) and our social enterprise, ReStore.

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.

Robert W. McLauchlan – Chairman

Qualifications: Certificate of Architectural Draftsmanship RMIT

- Former Managing Director of McLauchlan & Associates, Building Design Consultants for 38years
- Fellow, Life member and Past President of the Building Designers Association of Victoria (Now known as Design Matters National)
- Former Board Member of the Building Designers Association of Australia
- Former Judging panel member of the Master Builders’ Association of Victoria Housing Awards
- Former member of the CEO Institute
- Former President of the Blackburn Tennis Club
- Recipient of the Habitat for Humanity Australia Board’s Meritorious Service Award

Philip Curtis - Executive Director

Qualifications: LLB, BEc, MAICD

- 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 and Board Chairman of Baptcare Affordable Housing Ltd.
- Served as Director with Baptcare Ltd for 12 years, the last four as Chairman.
- Past Chairman of CHBC LINKS Inc. (retired May 2018)

Natalie Elliott – Director

- Natalie's career has spanned across senior roles in public health, finance and philanthropy
- Specialised in the advice, development and implementation of philanthropic strategies and practice models for some of the largest private philanthropists in Australia which has resulted in the effective distribution of more than \$500m over the past 10 years
- Works exclusively for the Cooper Family Office, spanning private investment, philanthropy and social enterprise activities
- Serves as the Chair of the 16th Street Foundation

Alan Harman - Director/Treasurer

Qualifications: Bachelor of Business (Accounting), Masters in Innovation and Entrepreneurship, Graduate Certificate in Financial Planning, Chartered Accountant (CAANZ member)

- Client director at Pitcher Partners, providing caring and practical accounting, tax and advisory services for many private and family businesses
- Member of various Management and Improvement committees at Pitcher Partners
- Past Executive Committee member and Treasurer of New Community Ringwood Church (retired)
- Past Chairman and Management Committee member of NCR Bargain Browser Management Team (retired)

Doug Elliott - Director

- Doug is a Registered Building Practitioner with extensive experience in the construction industry
- He also holds Certificate IV qualifications in Building and Construction, Training and Assessment and Work Health & Safety
- He is a Director of Delpro Building Group
- He is currently teaching at the Builders Academy Australia (since Jan this year) as a Contract Trainer (Building and Construction)
- He has experience working with Registered Training Organisations and has a passion to share his industry knowledge and experience with those in the building industry

Ross Kemp – Director & Deputy Chairman

Qualifications: B. Com, MBA, FCA, FCIS

- Over 30 years' experience as a senior financial manager in ASX listed companies
- Experienced in areas of Corporate Development, Management and Budget Reporting, Capital Expenditure, Treasury, Tax, and Company Secretariat
- Over 20 years Board experience in not-for-profit sector
- Director Baptcare Limited 2003 – 2013 (Treasurer 2010 – 2013)
- Currently a Director of Habitat for Humanity Australia Ltd

Anthony Lennon – Director

Qualifications: BA, Grad Dip Bus Admin, MAICD

- Joined Peet Ltd, an ASX listed national residential property developer in 1991 and joined the Board of Directors in 1996.
- Held a number of executive roles with Peet including establishing their operations in Australia's eastern states and overseeing significant expansion. His responsibilities with Peet have included project management, broadacre acquisitions, marketing and financing

Graeme Sinclair – Director

Qualifications: B. Com, FAICD

- 36 years with the Myer Family Group, including 13 as CEO
- 40 years' of financial and investment management services
- Former Director of Mirrabooka Investments Ltd, Peet Ltd and former Chairman of Australian Geographic Retail P/L
- Former Trustee of the William Buckland Foundation
- Recipient of the Habitat for Humanity Australia Board's Meritorious Service Award

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

With your participation and support, Habitat for Humanity can achieve its vision of a world where everyone has a decent place to live.

We encourage and invite you to invest your time, money, resources and/or ideas to 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 you can contribute to and support our vital and life changing programs.



Get Involved

Donate

Make a one-off donation, become a regular supporter through our monthly giving program or join our Executive Director's Circle.

Donations can be made at habitatvic.org.au or contact our office for more information.

*Donations over \$2.00 are tax deductible.

Partner with us

Corporate partnership packages can be designed to meet your organisation's needs while also supporting our cause.

Please contact Phil Wright, Business Development Manager on 03 8720 9200 or email pwright@habitat.org.au for more information.

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 visit our website www.habitatvic.org.au/volunteer to fill out our online form for volunteer enquiries or email vic.info@habitat.org.au.

Make a Bequest

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

For more information please contact Philip Curtis, Executive Director on 03 8720 9200 or email pcurtis@habitat.org.au

Support our ReStores

ReStore is a social enterprise providing additional funds to support our Affordable Home Building program and other programs. You can support ReStore by donating goods, volunteering or shopping.

Find out more at www.habitatvic.org.au/restore

