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

— NILEEN

From the President & CEO

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

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

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

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

Blessings and peace,

John Weyenberg
President/CEO
Imagine 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 self-reliance.

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

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

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

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

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

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

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

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

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

**GLOBAL HOMEBUILDING**
Habitat for Humanity’s vision is a world where everyone has a decent place to live. Fox Cities Habitat partners with developing countries to provide financial and volunteer resources desperately needed to improve their housing conditions.
The need for affordable housing:

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

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

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


Why affordable housing matters:

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

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

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

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

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

- For families interested in becoming homeowners: Habitat’s Homebuyer, Almost Home and Rental programs.
- For current homeowners needing critical home preservation and repair services: Habitat’s Home Repair program and Rock the Block.
- For vulnerable neighborhoods and communities—those with decreasing property values and home ownership rates: Rock the Block.
- For the entire community: Habitat ReStores.
643 volunteers helped on Fox Cities Habitat build sites, in both Appleton Habitat Restores and behind the scenes

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

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

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

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

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

“Lives touched in 2021 by Fox Cities Habitat

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

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

“I like that the donated materials will have an opportunity to be used rather than going in a landfill and the profits go toward building homes. It’s a win for the community. The employees and volunteers are amazing people and make it an enjoyable place to be.” —CHRIS VOLKMAN

“I like that the donated materials will have an opportunity to be used rather than going in a landfill and the profits go toward building homes. It’s a win for the community. The employees and volunteers are amazing people and make it an enjoyable place to be.” —CHRIS VOLKMAN
How Opportunities Open

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

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

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

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

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

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

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

Gina shared, “Thanks to Fox Cities Habitat and all the donors and all the previous homeowners, this dream wouldn’t be coming real if it wasn’t for you! My family will be forever grateful, and I have an amazing story of people coming together to get it done.”
Stats of positive impact for neighborhoods where Rock the Block took place provided by Tim Styka, City of Menasha Police Chief

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

Karen & Michael Hilde
Rock the Block Program
Samuel Mucyo Family
Almost Home & Homeowner Programs

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

— THE MUCYO FAMILY

Vickie Gonzalez Family
Homeowner Program

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

— THE GONZALEZ FAMILY

Jennifer Sou Family
Homeowner Program

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

— THE SOU FAMILY
Help Habitat make the #CostOfHome something we all can afford

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

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

$17.27/hour or $35,913 annually
Wage required to afford fair market rent for a two-bedroom apartment in Wisconsin ($898), working 40 hours per week.
(State minimum wage: $7.25/hour or $15,808 annually)

-125,011
Shortage of affordable and available households for extremely low-income renters in Wisconsin.

Households spending half or more of their income on housing in Wisconsin

<table>
<thead>
<tr>
<th>Renters</th>
<th>Homeowners</th>
</tr>
</thead>
<tbody>
<tr>
<td>19%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Households spending half or more of their income on housing by income level in Wisconsin

<table>
<thead>
<tr>
<th>Renters</th>
<th>Homeowners</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extremely low income</td>
<td>71%</td>
</tr>
<tr>
<td>Very low income</td>
<td>18%</td>
</tr>
<tr>
<td>Low income</td>
<td>3%</td>
</tr>
</tbody>
</table>

AMI = Area Median Income
Leaving a Legacy

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

When he joined our Senior Crew, he blessed us by being an outstanding and very dedicated volunteer. But we believe Habitat blessed him too. Herman enjoyed so many friendships with the staff and other volunteers at ReStore. He always had a smile on his face! When he shared with us that he had cancer, everyone rallied around him, giving him hugs and love and sending him cards and gifts when he wasn’t able to volunteer. His new Habitat “family” truly cared about him. It obviously meant a lot to Herman because when he passed, he left his home and belongings to Habitat. An estate sale was held and all proceeds benefited Habitat. Herman’s legacy will live on in a place that he loved. We wish he was here so we could hug him and say thank you for this tremendously generous gift.

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

Make a Difference—Volunteer!

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

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

To learn more about these opportunities visit FoxCitiesHabitat.org/volunteer
Thank you to our donors and sponsors

**Community Builder**

- Appleton
- Community First Credit Union
- U.S. Department of Housing and Urban Development
- Integrity Insurance
- J. J. Keller Foundation, Inc.
- Miron
- Wisconsin Department of Health Services
- Thrivent
- Community Foundation for the Fox Valley Region

**Dream Builder**

- Amerequip
- Bergstrom
- Great Northern
- Neenah Wisconsin
- ReStore

**Theda & Tamblin Clark Smith Family Foundation**

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

* within the Community Foundation for the Fox Valley Region  |  ** supported by the U.S. Venture Fund for Basic Needs, the J.J. Keller Foundation, and other community partners  |  ▲ in memory
Generation Builder
Mike & Marianne Alexander Family
Anonymous Appleton Alliance Church
Amcor Cares Foundation
Associated Bank
John & Mary Barkmeier
The Boldt Company
Bright Idea Fund*
Bob & Gerri Heffron
The Home Depot Foundation
Eric & Mari Kessenich
Focus on Energy, partnering with
Faith Lutheran Church Glendale
Bob & Gerri Heffron
Mark & Diane Eimmerman
Anonymous (2)
Family Builder
Anonymous (2)
City of Neenah
City of New London
A Longtime Volunteer
Mark & Diane Eimmerman
Faith Lutheran Church Glendale
Appleton
First Presbyterian Church of Neenah
Focus on Energy, partnering with
Wisconsin Utilities
Galloway Company
Lenore & Mark Geisthardt
J.J. Keller & Associates Inc.
Stephen & Carole Johnson
William & Dorian Jordan
Robert & Lynne Keller
Norman Krutzik*
Lowe’s Corporation
Miller Electric Mfg., Inc.
Salmon Foundation, Inc.
The Seifert Family Fund
St. Thomas More Congregation
State Bank of Chilton
Tadych’s Econo Foods
Dr. Nate & Holly VanZeeland
Waupaca Foundry, Inc.
WOW We-Care Charity
Lynn & John Pf efferle
Mike* & Lydie Pfefferle
Premier Community Bank
Bill & Cheryl Schmidt
Tim & Joann Schwan
Speedy Clean Inc.
St. Bernadette Catholic Church,
Appleton
Les & Dar Stumpf Family Fund*
Catherine Tierney
Toyota Motor Corporation
Underhill Hartlein Family Fund*
Bob & Jackie Weber
John & Jennifer Weyenberg
Cornerstone Builder
American National Bank
Amusement Devices Inc.
Anonymous (4)
Bank of Kaukauna
Capital Credit Union Charitable
Giving Fund*
Christ the King Lutheran Church -
Combined Locks
County Materials Corporation
Crate Engineering Sales, Inc.
The Du Chateau/Pawlowski Fund
Pam & Dean Gruner
Bill & Ginny Devine
Tina & Douglas Dieterich
Dura-Fibre, LLC
Electric City Lanes
Steve & Susan Endries Charitable
Fund*
Chuck & Terri Gafford
The George & Jan Elias Family Fund*
Charlie & Beverly Goff
Jim & Tammi Johnson
Kaukauna Utilities
The Robert L. Keller Fund*
Kimberly-Clark Corp.
Mark & Mary Loper
Diane & Daniel Lynch
Menasha Corporation
Menasha Utilities
Network Health Hometown
Advantage Fund*
“In-Kind” Builders
A. O. Smith Corporation
Appleton Retirement Community
Lacy & Jim Banko
Becher Electric & Lighting LLC
Blue Print Service Company Inc.
The Boldt Company
Brincks Exteriors
Broan-NuTone, LLC
Buechel Stone Corporation
Closet 1 Interiors
Concentrix
Costco Wholesale
Cree, Inc.
DuPort
First Supply
Fleet Farm Appleton
Fleet Farm Waupaca
FORE Investment Group
Fox Valley Technical College -
Electrical Trades Program
G & H Trucking
GAF Corp
Habitat for Humanity -
Oshkosh ReStore
Hein Electric & Supply Company
Holy Spirit Kimberly
Insurance Integrity
J.F. Lopez Roofing
The Jeske Company
Kohler Company
Kolbe Windows & Doors
Levolor
Don & Judy Loh
Lowe’s Corporation
Maine Creek Properties
MCC Inc.
Milwaukee Tool
Nest
New London Building Supply
Northstar Environmental
Owens Corning
Pierce Manufacturing
Pinnow Sheet Metal Inc.
Plexus Corporation
Portside Builders
Pottery Barn - Appleton
Rawhide Youth Services
Red Lion Hotel Paper Valley
Rollie Winter & Associates
Schneider Electric
School Specialty
Security-Luebke Roofing
Square D
Thrivent Financial
Herman Tollenaar*
VF Outdoor, Inc.
Valspar
Virtue Homes LLC
Weather-Tile Exteriors
Whirlpool Corporation
Williams Sonoma - Appleton
Yale Residential Security Products
Golden Hammer Members
Anonymous (9)
Bill Balza*
Chuck Barnum
Joyce Beyer
Marvin Cummings*
Ellen Daly*
Pat* & Dave* Day
Bill and Ginny Devine
Ralph Dorn
Mary “Pee Wee” Doverspike
Fred and Bonnie Ebbe sen
George and Jan Elias
Mike and Pat Exarhos
Fredrich Fahrbach*
Dean and Pam Gruner
Lucille Haferbecker*
Sue and Doug Hahn
Marilyn Harding*
Judy and Ron Hooyman
Jim* and Mary Kabacinski
Norman Krutzik*
Sid Landsverk*
Robert Law*
Mark and Mary Loper
Richard Mantey III and
Kim Heid-Mant ey
Bill and Sue McCarty
John Morth Sr.*
Norman and Peggy Munson
Keith Niemuth*
Carter and Carol Noble
Jim Parker
Margaret Schaefer
Milton and Trudy Staskal
Herman Tollenaar*
Thomas M Vraney*
Nancy Woods*
Wayne and Carol* Ziebell*

* within the Community Foundation for
the Fox Valley Region
** funded through the federal American
Rescue Plan Act of 2021
† issued by the Waukesha County
Community Foundation
* in memory

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

Contact Amy McGowan,
Development Director | 920-378-8613
AmyM@FoxCitiesHabitat.org
**Greater Fox Cities Area 2021**

**Board of Directors**

**Chairperson**
Jackie Weber | Retired VP Member Engagement & Growth, Thrivent

**Vice-Chairperson**
Dennis Episcopo | Senior Pastor, Appleton Alliance Church

**Treasurer**
Charlie Goff | General Partner, NEW Capital Management

**Secretary**
TJ Minnehan | President, Bank of Kaukauna

**Board of Director Members**
Rayon Brown | Executive Director for Diversity, Equity, and Inclusion/Chief Diversity Officer, Fox Valley Technical College
Coreen Dicus-Johnson, J.D. | President/CEO, Network Health
Mike Kalinowski | Retired Manager of Supply Chain Analysis, Kimberly Clark
Amy Sabourin | Vice President of Human Resource Services, J. J. Keller & Associates, Inc.
Kathi Seifert | Owner & President, Katapult, LLC
Catherine Tierney | President/CEO, Community First Credit Union
Rob Underhill | Retired, Kimberly Clark
Dave Van Lieshout | Owner/Attorney, Van Lieshout Law Office
Mike Weller | CEO, Mike Weller & Associates, LLC
Gina Glover | Career Coach & Speaker, Gina Connects LLC
Dr. Sabrina Robins | Chief Operations Officer, Abaxent LLC
James Williams | President, U.S. Lubricants, U.S. Venture

**Financials**

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

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

**LIABILITIES AND NET ASSETS**
- Accounts payable $133,399
- Accrued payroll $73,152
- Mortgage escrows $282,473
- Refundable advances $111,287
- Other current liabilities $56,457
- Notes payable $4,664,450

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

**NET ASSETS**
- Without Donor Restrictions $11,846,565
- With Donor Restrictions $924,613

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

**Total Liabilities & Net Assets** $18,092,396
**REVENUES, GAINS & SUPPORT**

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

**Total Support and Other Revenue**: $11,767,450

**EXPENSES**

**Program Expenses**
- Housing: $5,498,423
- ReStore: $2,541,802
- Management and general: $424,395
- Fundraising: $417,983

**Total Expenses**: $8,882,603

How much of a dollar donation goes towards our programs? **90.5%**

90.5% Program Expenses

4.8% Administrative Expenses

4.7% Fundraising Expenses
Thank you!