



The Giving Common

An Initiative of the Boston Foundation

www.thegivingcommon.org

Habitat for Humanity Greater Boston, Inc.



General Information

240 Commercial Street, 4th Floor
Boston, MA 02109
(617) 423-2223

Website

<http://www.habitatboston.org>

Organization Contact

Lark Palermo larkpalermo@habitatboston.org

Year of Incorporation

1987

Statements & Search Criteria

Mission Statement

Habitat Greater Boston is an affiliate of Habitat for Humanity International. We share the vision of a world where everyone has a decent place to live and are dedicated to ending poverty housing throughout the world as a matter of justice, mercy, compassion and humility.

In the Boston area we partner with low-income families to build simple, decent, affordable homes. We believe homeownership is a vital step to help families break the cycle of poverty and a linchpin for neighborhood revitalization. Families are selected for our program based on their level of need, willingness to work, acceptance of responsibilities and ability to repay a mortgage. Families must complete at least 300 hours of sweat equity and attend at least 10 homeowner education classes. Qualified families purchase Habitat homes with zero-interest mortgages, enabling them to own their home.

Background Statement

Habitat Greater Boston was incorporated in 1987 as an affiliate of Habitat for Humanity International. Since that time we have developed over 100 homes in the Greater Boston area and have helped change the lives of over 1000 families.

Impact Statement

Habitat Greater Boston achieved several long term goals in 2013, positioning us to make important investment decisions in 2014. We completed construction of the fifth and final phase of Blue Hill Place. We also completed the Navarre Street Condominiums and conveyed the first two units at the Red Rose Condominiums (formerly the "Bradeen Street Project") to new Habitat families. Renovation of the two Dorchester Terrace units owned by our affiliate will be completed in 2014.

In 2013, Habitat Greater Boston received the largest individual gift in its history from the Estate of Teddi Richman. Teddi directed her executor to donate the proceeds from the sale of her Brookline home to our organization. Habitat Greater Boston also participated in a New Market Tax Credit transaction in partnership with two other Habitat affiliates.

Needs Statement

Funding: As a charity, Habitat Greater Boston relies on charitable gifts and donations. We use very little government funding for our projects. an additional source of revenue for our affiliate.

Donations to the ReStore: Habitat opened a store in West Roxbury that accepts donations of gently used household items, furniture, appliances and building materials. These products are sold to the public at a substantial discount in order to generate funds for Habitat projects.

Real Estate Development Opportunities: Habitat Greater Boston has developed homes in several Boston neighborhoods as well as in Belmont, Newton and Needham. We want to expand our work to other municipalities within our geographic service area, such as Chelsea, Revere, Medford and Malden. In order to do so we need donations of land and/or residential buildings in need of renovation.

Connections with other self-help programs: Habitat for Humanity believes low-income families need a hand up, rather than a handout. We want to partner with other like-minded organizations to help families learn how to help themselves, leading to long-term sustainable improvement in their lives.

CEO/Executive Director Statement

Like many people, Habitat for Humanity captured my imagination the very first time I heard about the organization and its work. One is constantly bombarded by worthy requests for time and treasure, but there was something especially compelling in the Habitat message. Perhaps it was the opportunity to combine personal charity with personal action and to see tangible results taking shape in the form of decent, attractive homes in our communities and neighborhoods. No doubt the aspect of community and teamwork implicit in the prospect of building a house with like-minded volunteers was part of it, an idea made that much more powerful in that Habitat volunteers work alongside the very families who will occupy those homes.

The process of providing decent, affordable homes to working families is one of breaking cycles of poverty, giving children the stability to learn and grow, and to reclaim neighborhoods by planting the seeds of community. Whether by charitable donation, or volunteering, or both, the gift of homeownership is a gift which does not end with completion of a house; it is essentially a legacy. Habitat Greater Boston remains part of that legacy by working with families to give them the skills of homeownership and financial management. As they pay off their mortgages (at 0% interest) to Habitat Greater Boston we continue to be a resource for them whenever they encounter difficulties or financial hardship.

Service Categories

Housing Development, Construction & Management

Community & Neighbourhood Development

Geographic Areas Served

We serve the following Greater Boston areas: Arlington, Belmont, Boston, Brookline, Cambridge, Chelsea, Dedham, Dover, Everett, Lexington, Lincoln, Malden, Medford, Melrose, Needham, Newton, Revere, Somerville, Stoneham, Waltham, Watertown, Wellesley, Weston, Winchester, Winthrop, and Woburn.

Please review online profile for full list of selected areas served.

Programs

Neighborhood Revitalization Initiative

Description

Habitat Greater Boston received a grant from Wells Fargo to launch the Neighborhood Revitalization Initiative and with help from students at Harvard Business School we have created a roadmap to develop this program.

The Neighborhood Revitalization Initiative will allow us to serve more families and reach more people, while increasing brand awareness in communities that will benefit from our work. Making homes accessible for seniors and making necessary repairs will increase people's pride in their homes, leading to pride in their communities, and stronger communities, overall.

Homeownership creates an incentive for families to improve their neighborhoods. Homeowners pay property taxes and they are more likely to vote. Their children are more likely to graduate from high school and avoid teenage pregnancy.

Habitat Greater Boston will help low-income people stay in their homes by using our volunteer labor forces to make critical repairs.

Budget

200000

Category

Housing, General/Other Home Repair Programs

Population Served

Poor, Economically Disadvantaged, Indigent, Elderly and/or Disabled,

Program Short Term Success

Program Long term Success

Program Success Monitored By

Examples of Program Success

Management

CEO/Executive Director

Executive Director

Ms. Lark Jurev Palermo

Term Start

Nov 2005

Email

larkpalermo@habitatboston.org

Experience

Ms. Palermo has an extensive background in housing, nonprofit management, law and real estate development. Prior to joining Habitat, she was General Counsel at The Community Builders, a nonprofit affordable housing development company headquartered in Boston. She is the former Commissioner of the Division of Capital Asset Management, the Massachusetts state agency responsible for all state real estate transactions and building projects such as courthouses, state and community colleges, recreational facilities and hospitals. From 1986 to 1992, Ms. Palermo was a partner in the real estate department of WilmerHale, LLP. She is the former chair of the Board of Trustees of the Massachusetts College of Art and Design, a member of King's Chapel and she received her B.S. in Communications from Boston University and her J.D. from Suffolk University Law School.

Senior Staff

George O'Malley

Title

Director of Projects

Experience/Biography

Ms. Jennifer Kolodziej

Title

Director of Family Services

Experience/Biography

Ms. Theresa Lakin

Title

External Relations Manager

Experience/Biography

Staff Information

Full Time Staff

10

Part Time Staff

6

Volunteers

2500

Contractors

0

Retention Rate

100%

Staff Demographics - Ethnicity

African American/Black

	1
Asian American/Pacific Islander	3
Caucasian	10
Hispanic/Latino	1
Native American/American Indian	0
Other	0

Staff Demographics - Gender

Male	8
Female	8
Unspecified	0

Formal Evaluations

CEO Formal Evaluation	Yes
CEO/Executive Formal Evaluation Frequency	Annually
Senior Management Formal Evaluation	Yes
Senior Management Formal Evaluation Frequency	Annually
NonManagement Formal Evaluation	Yes
Non Management Formal Evaluation Frequency	Annually

Plans & Policies

Organization has a Fundraising Plan?	Under Development
Organization has a Strategic Plan?	Under Development
Organization Policy and Procedures	Under Development
Nondiscrimination Policy	Yes
Whistleblower Policy	No
Registration	Yes
Permit?	Yes

Board & Governance

Board Chair

Board Chair	Ms. Suanne C St. Charles
Company Affiliation	Holland & Knight, LLP
Term	Nov 2013 to Nov 2015
Email	suanne.stcharle@hklaw.com

Board Members

Name	Affiliation	Status
Mr. James Dever III	Sovereign/Santander	Voting
Ms. William DiSchino	Barkan Management Company	Voting
Mr. Robert E. Kenney	Kenney Development Company, Inc.	Voting
Mr. James Kirby	C3-Commercial Construction Consulting	Voting
Mr. Jordan P Krasnow Esquire	Goulston & Storrs	Voting
Ms. Susan Winston Leff	Retired	Voting
Mr. Michael E Liu AIA	The Architectural Team	Voting
Ms. Gisela LoPiano	Boston Private Bank & Trust Company	Voting
Mr. Mahmood Malihi	Leggat McCall Properties	Voting
Ms. Lark Jurev Palermo	Habitat for Humanity Greater Boston	Exofficio
Mr. Anthony Papantonis	Nauset Construction	Voting
Ms. Suanne St. Charles Esquire	Holland & Knight, LLP	Voting
Mr. Howard Wayne Esquire	Wayne, Richard & Hurwitz, LLP	Voting
Ms. Kathryn West	Partners HealthCare System, Inc.	Voting

Board Demographics - Ethnicity

African American/Black	0
Asian American/Pacific Islander	2
Caucasian	11
Hispanic/Latino	1
Native American/American Indian	0
Other	0

Board Demographics - Gender

Male	9
Female	5

Unspecified 0

Board Information

Board Term Lengths	3
Board Term Limits	3
Number of Full Board Meetings Annually	5
Board Meeting Attendance %	90%
Written Board Selection Criteria?	Under Development
Written Conflict of Interest Policy?	Yes
Percentage Making Monetary Contributions	100%
Constituency Includes Client Representation	No

Financials

Fiscal Year

Fiscal Year Start	July 01, 2013
Fiscal Year End	June 30, 2014
Projected Revenue	\$2,500,000.00
Projected Expenses	\$2,500,000.00
Endowment?	No
Credit Line?	Yes
Reserve Fund?	Yes
Months Reserve Fund Covers	6

Detailed Financials

Revenue and Expenses

Fiscal Year	2013	2012	2011
Total Revenue	\$3,852,131	\$2,772,657	\$2,322,052
Total Expenses	\$2,716,164	\$2,986,589	\$2,690,699

Revenue Sources

Fiscal Year	2013	2012	2011
Foundation and Corporation Contributions	--	--	--
Government Contributions	\$0	\$0	\$0
Federal	--	--	--
State	--	--	--
Local	--	--	--
Unspecified	--	--	--
Individual Contributions	\$1,624,292	\$1,082,242	\$1,270,413
Indirect Public Support	--	--	--
Earned Revenue	\$1,550,630	\$228,093	\$44,951
Investment Income, Net of Losses	\$5,140	\$10,403	\$703
Membership Dues	--	--	--
Special Events	\$216,588	\$217,700	\$160,107
Revenue In-Kind	\$455,481	\$377,691	\$363,397
Other	--	\$856,528	\$482,481

Expense Allocation

Fiscal Year	2013	2012	2011
Program Expense	\$2,394,776	\$2,454,676	\$2,209,534
Administration Expense	\$179,226	\$244,761	\$164,166
Fundraising Expense	\$142,162	\$287,152	\$316,999
Payments to Affiliates	--	--	--
Total Revenue/Total Expenses	1.42	0.93	0.86
Program Expense/Total Expenses	88%	82%	82%
Fundraising Expense/Contributed Revenue	8%	22%	22%

Assets and Liabilities

Fiscal Year	2013	2012	2011
Total Assets	\$9,560,711	\$8,656,572	\$8,838,826
Current Assets	\$1,283,745	\$816,536	\$1,169,981
Long-Term Liabilities	\$936,690	\$1,112,831	\$1,174,739
Current Liabilities	\$394,128	\$449,815	\$356,229
Total Net Assets	\$8,229,893	\$7,093,926	\$7,307,858

Short Term Solvency

Fiscal Year	2013	2012	2011
Current Ratio: Current Assets/Current Liabilities	3.26	1.82	3.28

Long Term Solvency

Fiscal Year	2013	2012	2011
Long-Term Liabilities/Total Assets	10%	13%	13%

Top Funding Sources

Fiscal Year	2013	2012	2011
Top Funding Source & Dollar Amount	--	--	--
Second Highest Funding Source & Dollar Amount	--	--	--
Third Highest Funding Source & Dollar Amount	--	--	--

Capital Campaign

Currently in a Capital Campaign?

Anticipated In 3 Years

Comments

Foundation Staff Comments

Financial summary data in the charts and graphs above is per the organization's IRS Form 990 for FY13 and is per the organization's audited financials for FY12 and FY11. For FY13, the asset and liability data is per the audit. The "other" revenue line item includes sale of property for FY12 and FY11.

Contributions from foundations and corporations are listed under individuals as the breakout was not available.