



# The Giving Common

An Initiative of the Boston Foundation

[www.thegivingcommon.org](http://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](mailto: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
<b>Asian American/Pacific Islander</b>	3
<b>Caucasian</b>	10
<b>Hispanic/Latino</b>	1
<b>Native American/American Indian</b>	0
<b>Other</b>	0

### Staff Demographics - Gender

<b>Male</b>	8
<b>Female</b>	8
<b>Unspecified</b>	0

### Formal Evaluations

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

### Plans & Policies

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

# Board & Governance

## Board Chair

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

## Board Members

<b>Name</b>	<b>Affiliation</b>	<b>Status</b>
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

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

## Board Demographics - Gender

<b>Male</b>	9
<b>Female</b>	5

<b>Unspecified</b>	0
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### Board Information

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



# Financials

## Fiscal Year

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

## Detailed Financials

### **Revenue and Expenses**

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

### **Revenue Sources**

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