

Habitat for Humanity of Mesa County

Board of Directors

July 31, 2025-Minutes

Location: ReStore Conference Room

Board Members Present: Brittany Lauer, Mike Moran, Milton Arroyo, Natalie Waddell, Darren Ridgway, Darah Galvin, Lexi Mull

Board Members Absent: Bob Caldwell (proxy), Bill McDonald (proxy), Nevin Carlson (proxy)

The following members of the management staff were present: Laurel Cole

Darah called the Board of Directors meeting to order at 7:31 a.m. and Laurel offered the opening reflection. Bob volunteered to do the opening reflection for August.

Board Minutes - DG asked for the Board of Directors to take a few minutes to review the prior month's Board meeting minutes. NW made a motion to approve the minutes and LM seconded the motion. All members agreed.

DG asked for the Board of Directors to review the annual minutes. MA made a motion to approve and DR seconded. All members agreed

Annual Budget: The significant changes were due to building 6 houses rather than 4. MA made a motion to approve and DR seconded. Board unanimously agreed.

Financials - NW reported the financials for the prior month.

Benchmarks –

1. Total revenues did not cover operating costs.
2. Restore sales were down-did not meet benchmark.
3. Operating Checking account above benchmark.
4. Total contributions - did meet benchmark.
5. Total operating costs did not meet benchmark.
6. ReStore revenues did not cover the benchmark.
7. Total payroll was below benchmark for the month.

8. Homeowner mortgage payments covered the principal on loan payments.

Charts and graphs were reviewed.

Ratios and Analytics -

NW reported.

Financial statements

Payroll is still up because Nathan and Brian are both getting paid right now. July will be just Nathan.*DR approved financials and MM seconded. Financials were approved unanimously by the Board of Directors.

New Business/Other Information:

One of the homes still has a delinquent payment-it was not caught up last month and hasn't paid this month. This has been an issue before with the same homeowner. We must proceed with foreclosure, but they still have the opportunity to pay and get caught up. Send a pre-foreclosure letter.

Palisade Farmer's Market August 17th, September 7th, October 7th. Need volunteers.

All the money we raised from Colorado Gives has been going into an account that's not the operating account-this is just an FYI.

COMMITTEE REPORTS

Exec Committee (LC and NW presented):

No news from HFHI re: Montrose still.

Governance Committee:

Nothing for this month.

Fundraising/PR & Marketing (MArr Presented):

Working on setting up a Faith-In-Action Committee to partner with churches and organizations for long-term impact. During lent would be a good time to reach out to Catholic churches. Hope Through Homes flyer was created. Early bird tickets are being sold. Texas Roadhouse was turning people away saying they weren't doing a fundraiser so that impacted that.

Construction Committee (MM Presented):

Nathan is doing well.

2 interns are leaving, so Habitat is advertising for a construction crew lead. Interviews are being done now.

There was a send-off party for Brian.

Last house was done July 11th. There were many reasons it was done later than planned.

Houses are pre-allocated.

Homeowner Selection Committee (LC):

Did not meet.

Homeowner Support Committee (BL Presented):

Everyone meeting requirements. The biggest conversation point was regarding donated hours for babysitting each other's kids while the homeowner was doing construction hours. This has been rectified for now. One homeowner is having some health issues that has caused requests for waived hours. This is going to continue, so we will need to consult regarding accommodations. There are kids in the neighborhood causing a lot of problems, doing dangerous things, and targeting some homeowners that includes.

ReStore Advisory Committee (BC Presented)

We need ideas on how to improve sales. ReStore time of day needs changed. Wednesday is fine but will need to be after 3:30.

Volunteer Advisory (DG Presented):

Reviewed notes.

Jackie is sending out HabiChat newsletter to everyone.

7 group builds August through October.

MM motioned to adjourn meeting at 9:23 am; DR seconded; board unanimously approved to end meeting.

Habitat for Humanity of Mesa County

Board of Directors

August 28, 2025-Minutes

Location: ReStore Conference Room

Board Members Present: Brittany Lauer, Mike Moran, Bill McDonald, Natalie Waddell, Darren Ridgway, Darah Galvin, Nevin Carlson, Bob Caldwell

Board Members Absent: Lexi Mull (proxy), Milton Arroyo (proxy)

The following members of the management staff were present: Laurel Cole

Darah called the Board of Directors meeting to order at 7:31 a.m. and BC offered the opening reflection. MM volunteered to do the opening reflection for September.

Board Minutes - DG asked for the Board of Directors to take a few minutes to review the prior month's Board meeting minutes. MM made a motion to approve the minutes with edits regarding ReStore and a change in date on one item, and BMc seconded the motion. All members agreed.

Financials - NW reported the financials for the prior month.

Benchmarks -

1. Total revenues did not cover operating costs.
2. Restore sales did not meet benchmark.
3. Operating Checking account above benchmark.
4. Total contributions - first month in quarter, so did not meet benchmark.
5. Total operating costs did not meet benchmark.
6. ReStore revenues did not cover the benchmark.
7. Total payroll was below benchmark for the month.
8. Homeowner mortgage payments covered the principal on loan payments.

Charts and graphs were reviewed.

Ratios and Analytics -

NW reported. Financial statements NW reported.

2 Dell laptops are on this month, as planned.

A part-time temporary driver for construction was hired so that is listed.

DR approved financials and BL seconded. Financials were approved unanimously by the Board of Directors.

New Business/Other Information:

Laurel got her GC license so Habitat's license was transferred from Brian to Laurel. Quality Assurance packet was updated and reviewed.

Cyber Security

13G-Logos and store identifiers-authorized adaptations of the logo-this notes that we won't change the logo.

14-Store registration-description of Habitat restore was expanded. Basically 17 and 14 are now combined.

Reviewed covenants out loud.

MM made a motion that we reviewed QA and NC seconded. Board unanimously approved.

NC made a motion to approve covenants and MM approved. Board unanimously approved.

Discussed Nathan storing a couple pieces of equipment in our pull barn. This was agreed with a letter stating expectations with Nathan.

COMMITTEE REPORTS

Exec Committee (DG presented):

Homeowner from last month got all caught up in payments.

Delta GSA-beginning of September for final decision.

Best of the West-won Gold for best home construction.

HOA-first meeting done and a new board was voted in. 3 people on architectural committee.

Camelot 2 subdivision-still working on getting them to do an HOA.

Governance Committee:

Nothing for this month.

Fundraising/PR & Marketing (NC Presented):

Hope Through Homes October 17th.

\$10k in donations so far.

Silent Auction items needed Early Bird tickets on sale now

Everyone on the board-ask 3 companies if they would sponsor or donate a silent auction item.

Restaurant fundraisers aren't bringing in much income; staff are thinking through various options.

September 4th (GJ-United Way community event for non-profits) and September 7th is Palisade farmer's market.

Marshe is going to reach out to dealerships about donating a vehicle and do a raffle for it through the ReStore.

Continuing to get faith engagement up and going and reaching out to churches.

Construction Committee (MM Presented):

Foundations are getting poured all at once.

Group build for the board September 13, December 13th, March 14th, June 13. Half day morning builds.

Homeowner Selection Committee (LC):

Did not meet.

Homeowner Support Committee (BL Presented):

Everyone meeting requirements besides one applicant. She has new debt and old debt that was not disclosed that it wasn't paid off. Further, the willingness to partner has been challenging with same homeowner. A letter was sent regarding the expectations and deadline for debt payoff and agreement not to take on additional debt, as well as agreement on hours needing done and attendance in homeowner education classes.

ReStore Advisory Committee (BC Presented):

Lexi is part of this committee now too and that's helpful.

Sales/traffic are low still.

A lot of the meeting, options were discussed regarding changing location or other ways to get the store more sales.

\$25k of Pela windows were brought to the store yesterday (about 20 windows).

Volunteer Advisory (DG Presented):

Reviewed notes.

Volunteer hours were down in July. Lack of SCSEP (paid through government program volunteers) hours.

Jackie began surveys for volunteers to see what they like/don't like.

New volunteer, John & dog Sasha, in the volunteer room. Big donation of books from Barnes & Noble. Got records out too. Volunteers seem to be enjoying.

NW motioned to adjourn meeting at 8:59 am; DR seconded; board unanimously approved to end meeting.

**Habitat for Humanity of Mesa County
Board of Directors
September 25, 2025-Minutes**

Location: ReStore Conference Room

Board Members Present: Brittany Lauer, Mike Moran, Bill McDonald, Natalie Waddell, Darren Ridgway, Darah Galvin, Nevin Carlson

Board Members Absent: Milton Arroyo (proxy), Bob Caldwell (no proxy)

The following members of the management staff were present: Laurel Cole

DG called the Board of Directors meeting to order at 7:30 a.m. and MM offered the opening reflection. DG volunteered to do the opening reflection for October.

Board Minutes - DG asked for the Board of Directors to take a few minutes to review the prior month's Board meeting minutes. NC made a motion to approve the minutes with edits regarding ReStore and a change in date on one item, and DR seconded the motion. All members agreed.

Financials- NW reported the financials for the prior month.

Benchmarks-

1. Total revenues did not cover operating costs.
2. Restore sales did meet benchmark (with edited benchmark).
3. Operating Checking account above benchmark.
4. Total contributions - second month in quarter; did not meet benchmark.
5. Total operating costs did not meet benchmark.
6. ReStore revenues did not cover the benchmark.
7. Total payroll was below benchmark for the month.
8. Homeowner mortgage payments covered the principal on loan payments.

MM made a motion to approve the edited benchmark to \$59,000; LM seconded. All members agreed.

Charts and graphs were reviewed.

Ratios and Analytics-

NW reported.

\$1,633 should have been on the benchmarks-this has been updated for next month.

Grants \$2500 from CHFA

TOTALS column didn't total all columns-this will be updated next month.

Financial statements

NW reported.

Brandon-temporary driver's wage is in there.

Designers for CMU foundation is in this (Account 5280)-donations

Fees-Account 5331-Affiliate support fees for 2026 fiscal year-\$1800. Note: This was put on financials for when it was received; this was paid in September.

Grant fees-CDOH processing fee for Stratton Drive home (\$3k per house)

DR approved financials and BL seconded. Financials were approved unanimously by the Board of Directors.

New Business/Other Information:

Paid off the revolving loan that had been agreed and approved on. \$250k.

COMMITTEE REPORTS

Exec Committee (DG presented):

Hope Through Homes-3 weeks from tomorrow on October 17th from 5pm-8pm. Volunteers and attendees needed and noted. Silent Auction still needs items.

Revenue ideas - One idea is a rollerskating rink-Laurel has a written proposal for this.

Youth dance club (no alcohol)

Buy apartment complex and rent for revenue

Move/close ReStore / Get donations/recycled items from landfill

DIY classes for profit and sharing videos on social media

Tool rentals/tool library

Landscaping or yard work business

Buy bankrupt homes, renovate, and rent them out

Resale places like Lowes or Home Depot-have a booth to donate used tools, shovels, and more.

Ice cream shop

Rent out some more of the space (would lose tax exempt status though)

*Laurel will start a Google brainstorming sheet-feel free to do surface level research and add to that.

Governance Committee:

Nothing for this month.

Fundraising/PR & Marketing (NC Presented):

Hope Through Homes October 17th. Share out ticket links and continue requesting silent auction items. We have some TV spots on local channels for several months

Grand Junction Farmer's Market and MOD pizza fundraisers were done.

Trying to get Faith builds and partner with various churches

Seek Catholic church donations during lent.

Construction Committee (MM and BMcPresented):

Group build for the board December 13th, March 14th, June 13. Half day morning builds.

Some of the prices are coming in about 30% higher, so they are looking at various companies for this.

Some group builds have been completed.

HOA member coming to this meeting now which is great.

Homeowner Selection Committee (LC):

Did not meet.

Homeowner Support Committee (BL Presented):

Some challenges with willingness to partner due to requests that cannot be met with home customizations and changes.

ReStore Advisory Committee (LM Presented)

August-up from July but down from August 2024. 50% off sale generated \$19k in 2 days.

Working on the registration area and revamping the showroom floor.

Doing a donor discount card with hope of initiating more sales.

Volunteer Advisory (DG Presented):

Up from last month but down from last year.

Jackie is working hard to connect with United Way and AARP to get more volunteers too.

BMc motioned to adjourn meeting at 8:53 am; DR seconded; board unanimously approved to end meeting.

Habitat for Humanity of Mesa County

Board of Directors

October 30, 2025-Minutes

Location: ReStore Conference Room

Board Members Present: Brittany Lauer, Mike Moran, Bob Caldwell, Natalie Waddell, Darah Galvin, Milton Arroyo, Lexi Mull

Board Members Absent: Bill McDonald (proxy), Nevin Carlson (Proxy), Darren Ridgeway (Proxy)

Guest: Willy Corey, CPA

The following members of the management staff were present: Laurel Cole

Darah called the Board of Directors meeting to order at 7:34 a.m, and requested a chair pro tem for when she leaves at 8:45 am. MM made a motion to elect Secretary NW, and LM seconded. All board members were unanimously in favor. Darah volunteered to do the opening reflection for November's meeting.

Audit - Willy Corey, CPA, reviewed the audit. Motion to accept the audit from MM, seconded by BC; all members unanimously approved.

Board Minutes - DG asked for the Board of Directors to take a few minutes to review the prior month's Board meeting minutes. NW made a motion to approve the minutes with edits regarding ReStore and a change in date on one item, and LM seconded the motion. All members agreed.

Financials- NW reported the financials for the prior month.

Benchmarks –

1. Total revenues did cover operating costs.
2. Restore sales did not meet benchmark.
3. Operating Checking account above benchmark.
4. Total contributions - second month in quarter; did not meet benchmark.
5. Total operating costs did not meet benchmark.
6. ReStore revenues did not cover the benchmark.
7. Total payroll was above benchmark for the month.
8. Homeowner mortgage payments covered the principal on loan payments.

Charts and graphs were reviewed.

Ratios and Analytics –

NW reported.

Grants in total revenue (\$70k). BC home.

Program income is negative again; this is leftover cost from BC home (plumbing).

Fundraisers show \$65.00. This is the net for fundraising expenses. This month will be more with Hope Through Homes being done.

Statement of Activities: Advertising is a little more for radio expenses and swag and some other things in prep for Hope Through Homes.

Some maintenance, including shrub trimming and door repairs, is listed here.

Driver expenses are changing due to the temporary nature of the position, and some had to be let go.

Financial statements

NW reported.

MM moved to approve financials and BL seconded. Financials were approved unanimously by the Board of Directors.

New Business/Other Information:

Approved for Delta County. Some news stations are covering this now.

A name must be chosen for this. It's best to be as clear as possible.

Name: Habitat for Humanity of Mesa & Delta Counties was proposed (HFHMDC), as well as several others. However, the others are not as clear as to what areas it covers.

MM made a motion to approve this name (Habitat for Humanity of Mesa & Delta Counties), and BC seconded. All board members unanimously agreed.

COMMITTEE REPORTS

Exec Committee (DG presented):

Remote staffing: Two months left to make a final decision. Revisit next month.

Governance Committee:

Nothing for this month.

Fundraising/PR & Marketing (MA Presented):

Hope Through Homes was the best year to date with many sponsors. Netted approximately \$18k. Women's Build is the next big one in March 2026.

Movie ticket sales bundles begin November 1st through January 31st. This is at Regal cinema. The goal is for every board member to sell 5 bundles. 2 tickets for \$30.00. The final goal is 100 bundles. We need someone from 11-1 for Barnes and Noble fundraiser on November 8th. BC volunteered. Colorado Gives Day is Tuesday, December 9th, but we will start attempting to raise money December 1st.. Last year we raised \$8800.00, so we plan to raise more this year! Restaurant fundraisers are not doing that well, but we are working on this.

Progress on Faith Engagement Committee: Need board member for this. This is called "Faith in Action". LM volunteered for this.

Construction Committee (LC Presented):

Reviewed notes regarding where progress is with all of the homes. No major issues or challenges.

Homeowner Selection Committee (BL):

Did not meet.

Homeowner Support Committee (BL & LC Presented):

Communication boundaries are being set.

One homeowner is still struggling with the willingness to partner.

They are going to sign the agreement.

ReStore Advisory Committee (LM Presented)

ReStore holiday party: December 13th at 5:30 pm. Everyone is invited.

Discussed having more of a presence on eBay and Facebook Marketplace. Discussion continues on who will maintain this.

Challenges with people breaking into the dumpsters, abandoned cars, and more houseless traffic as well. This is being addressed with the police as much as possible.

LC briefly discussed revenue ideas from the Google Form that was sent out. The one that stood out the most that is most closely related to our mission and could work was suggested by BMc which was ADU and tiny home-building. This may have some partnership opportunities included as well. These homes could be good for both Mesa and Delta counties.

Volunteer Advisory (DG Presented):

Consistent trend of ReStore volunteer hours going down, which correlates with the lack of CSEP. There is no talk of funding, so this is likely over for the foreseeable future. This also happens when colder weather comes.

Construction site hours is down also. One of the volunteers fell a while back so that is part of it. Jackie is pushing to get the word out that people can volunteer at Habitat as well with United Way and a church group as well (Sharefest). Jackie is also learning what people liked and did not like in an attempt to identify trends and work off of that. UPS people have been helpful with this.

At 8:45 am, DG left the meeting. MM left at 8:30 am. NW is now the chair pro tem. Nothing more will be voted on besides ending the meeting due to not meeting the quorum requirement. The remaining discussion includes updates from the ReStore committee only.

MA motioned to adjourn the meeting at 8:57 am; BL seconded; the board unanimously approved to end the meeting

Habitat for Humanity of Mesa County

Board of Directors

November 20, 2025-Minutes

Location: ReStore Conference Room

Board Members Present: Brittany Lauer, Mike Moran, Bob Caldwell, Natalie Waddell, Darah Galvin, Milton Arroyo, Lexi Mull, Nevin Carlson, Darren Ridgeway, Bill McDonald

Board Members Absent: None

The following members of the management staff were present: Laurel Cole

Darah called the Board of Directors meeting to order at 7:31 a.m.

BMc volunteered to do the opening reflection for December's meeting.

Board Minutes - DG asked for the Board of Directors to take a few minutes to review the prior month's Board meeting minutes. NC made a motion to approve the minutes with edits regarding ReStore and a change in date on one item, and LM seconded the motion. All members agreed.

Financials- NW reported the financials for the prior month.

Benchmarks-

1. Total revenues did not cover operating costs.
2. Restore sales did not meet benchmark.
3. Operating Checking account below benchmark.
4. Total contributions did not meet benchmark.
5. Total operating costs did not meet benchmark.
6. ReStore revenues did not cover the benchmark.
7. Total payroll did not meet benchmark for the month.
8. Homeowner mortgage payments covered the principal on loan payments.

Several of these NW is looking into, because some of them are coded differently than they used to be.

Charts and graphs were reviewed.

Ratios and Analytics-

NW reported.

Churches-\$2k-2025 "Build Day"

Olsen Family Foundation donation

Lots of individual donations. \$10k donation from one person alone.

Cars for Homes

Fundraiser-\$1.8k income from Hope Through Homes

Lot cost piece needs reviewed and budget on each home chart is misleading regarding which houses money is being allocated to; may be some errors here. This will be reviewed.

Financial statements

NW reported.

Audit fees are on here.

Extra trash roll off from going through donation floor.

Got staff all matching shirts-one per day per person.

BMc made a motion to accept financials with the followups listed above. DR seconded. Financials were approved unanimously by the Board of Directors.

New Business/Other Information:

Fundraising mission

Donate to CO Gives-donations are matched through this.

Talk about Habitat in general.

Thank you's to the fundraising staff goes a long ways and boosts morale.

A past board member came into ReStore and would like to rejoin as a board member. They are doing a packet.

MM made a motion to approve this name (Habitat for Humanity of Mesa & Delta Counties), and BC seconded. All board members unanimously agreed.

COMMITTEE REPORTS

Exec Committee (DG presented):

Nothing to review.

Governance Committee:

Nothing for this month.

Fundraising/PR & Marketing (MA Presented):

Movie ticket sales bundles begin November 1st through January 31st. This is at Regal cinema. The goal is for every board member to sell 5 bundles. 2 tickets for \$30.00. The final goal is 100 bundles.

Colorado Gives Day is Tuesday, December 9th, but we will start attempting to raise money December 1st. Last year we raised \$8800.00, so we plan to raise more this year!

Main Street Bagels all day on the 9th if anyone wants to join and talk about Habitat.

During donation days for CO Gives, the expectation is that you ask 1 person per day for 25 days, for \$25.00.

Cars for Homes will be promoting giving as well (this is through HFHI). People should donate cars, even if they're not drivable. They tow it and sell it and then donate to Habitat from that.

Faith Engagement Strategy-Faith Based Committee will begin soon. Anyone can join-they don't need to be part of the board.

Construction Committee (LC Presented):

Reviewed notes regarding where progress is with all of the homes and updates on progress. There's some struggle to find a crane to set the trusses and finish concrete.

Homeowner Selection Committee (BL):

Did not meet.

Homeowner Support Committee (BL & LC Presented):

Challenges continue with ensuring everyone is meeting criteria and under required DTI with no new debt.

ReStore Advisory Committee (LM Presented)

Halloween sale and that weekend went really well.

Part time driver now and donations are big ticket and high quality items have been donated which is great.

Partnering with Bank of the Rockies for food drive and 20% off coupon for ReStore.

Black Friday sale 50% off entire store and they're promoting the event in the *Daily Sentinel*.

ReStore holiday party: December 13th at 5:30 pm. Everyone is invited. Everyone is heavily encouraged to wear ugly sweaters or ugly attire.

Volunteer Advisory (DG Presented):

Hours are significantly up from September.

SCSEP did receive funding but won't begin until at least January due to government shutdown.

Jackie is doing HFHI training to get new, and retain, volunteers.

Board Build December 13th 8am-12:30pm. Dress warm.

MA made a motion to adjourn the meeting at 9:01 am; BL seconded; the board unanimously approved to end the meeting.

Habitat for Humanity of Mesa County

Board of Directors

December 18th, 2025-Minutes

Location: ReStore Conference Room

Board Members Present: Mike Moran, Natalie Waddell, Darah Galvin, Milton Arroyo, Lexi Mull, Nevin Carlson, Bill McDonald

Board Members Absent: Bob Caldwell (Proxy: Natalie), Brittany Lauer (Proxy: Darah), Darren Ridgway (No Proxy)

The following members of the management staff were present: Laurel Cole

Darah called the Board of Directors meeting to order at 7:32 a.m.

NC volunteered to do the opening reflection for January's meeting.

Board Minutes - DG asked for the Board of Directors to take a few minutes to review the prior month's Board meeting minutes. LM made a motion to approve the minutes with edits regarding ReStore and a change in date on one item, and NW seconded the motion. All members agreed.

Financials- NW reported the financials for the prior month.

Benchmarks-

1. Total revenues did not cover operating costs.
2. Restore sales met the benchmark.
3. Operating Checking account below benchmark.
4. Total contributions met the benchmark.
5. Total operating costs met the benchmark.
6. ReStore revenues did not cover the benchmark by \$8,560.
7. Total payroll met benchmark for the month.
8. Homeowner mortgage payments covered the principal on loan payments.

Charts and graphs were reviewed.

Ratios and Analytics-

NW reported. Bray Cares grant received, funds from Wilson Family Foundation received, and reviewed Hope Through Homes costs.

Financial statements

NW reported. Discussed advertising costs were up due to Black Friday ad, contract labor for temp driver, payroll was corrected, and professional services due to final audit bill.

MM made a motion to accept financials with the followups listed above. BMc seconded. Financials were approved unanimously by the Board of Directors.

New Business/Other Information:

Bylaw updates reviewed and MM made motion to approve. BMc seconded the motion. The board unanimously approved the changes.

COMMITTEE REPORTS

Exec Committee (DG presented):

Did not meet due to the holidays.

Governance Committee:

Will meet next month.

Fundraising/PR & Marketing (NC Presented):

Total of over \$10K, Bro's Roofing interested in sponsoring Women Build, Regal fundraiser is ongoing through end of January, working on setting up another Mountain Air Roaster event.

Construction Committee (MM Presented):

Reviewed homeowner updates, need more core volunteers, Trusses set for first house and concrete scheduled for next lot.

Homeowner Selection Committee (BL):

Did not meet.

Homeowner Support Committee (LC Presented):

Reviewed homeowner updates and discussed specific issues.

ReStore Advisory Committee (LM Presented)

Best month of the year so far, December starting off slow. Continuing with Wacky Wednesday discounts but stopping Freaky Friday. Days Inn donating items due to renovation.

Volunteer Advisory (DG Presented):

Down 4 hours but normal drop for time of the year. Jackie is creating a volunteer hub to provide support and highlight volunteer needs.

MArr made a motion to adjourn the meeting at 9:01 am; NW seconded; the board unanimously approved to end the meeting.