

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.

Habitat for Humanity of Mesa County

Board of Directors

January 29, 2026-Minutes

Location: ReStore Conference Room

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

Board Members Absent: Bob Caldwell, Lexi Mull

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

Darah called the Board of Directors meeting to order at 7:39 a.m.

BL volunteered to do the opening reflection for February'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 edit on date at the top, and DR 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 the benchmark.
3. Operating Checking account did not meet benchmark.
4. Total contributions met the benchmark.
5. Total operating costs did not meet the benchmark.
6. ReStore revenues did not cover the benchmark for G&A expenses.
7. Total payroll did not meet benchmark for the month.
8. Homeowner mortgage payments covered the principal on loan payments.

Charts and graphs were reviewed.

NW reported.

Ratios and Analytics-

NW reported.

Income Statement

Total income is up.

Building maintenance increase-fall cleanup

Dues and subscriptions-typically goes up and down. Palisade and GJ Chamber of Commerce fees.
Employee activities-Thanksgiving gift cards to City Market and year end bonuses in December.
Vehicle expenses-tire change and battery replacement.

Financial statements

NW reported.

BL made a motion to accept financials. MA seconded. Financials were approved unanimously by the Board of Directors.

New Business/Other Information:

- All board members need to sign and return the volunteer waiver and support area checklist.
- New construction manager, Shannon, is doing great and hitting the ground running.
- Monday the new community outreach person starts (Beau).

COMMITTEE REPORTS

Exec Committee (DG presented):

Changes in staff and jobs for some employees.

Governance Committee (LC presented):

Application for a board member reviewed. Darah will set up a meeting with him.

Fundraising/PR & Marketing (NC Presented):

Women Build in March.

Regal movies are going through the end of the month.

Construction Committee (MM Presented):

- Shannon's first day. (He does not have his GC license yet).
- Progress continued while Shannon was being hired.
- Specialty/custom requests continue and Shannon reviews those.

Homeowner Selection Committee (BL):

Did not meet.

Homeowner Support Committee (LC & BL Presented):

Reviewed homeowner updates and discussed specific challenges.

ReStore Advisory Committee (LC Presented)

- Reviewed changes within the store, including staff changes and workload changes.
- Deep dives were completed this past month by Christina to see what can be done to help the store be more successful.
 - Pricing
 - Customer service

Volunteer Advisory (DG Presented):

Tanya taking over volunteer coordination.

Dip in construction volunteer hours due to injuries of volunteers outside of the construction site.

ReStore volunteer doesn't have a lot of change right now.

Women's Build on March 28th.

MArr made a motion to adjourn the meeting at 9:02 am; DR seconded; the board unanimously approved to end the meeting.

Habitat for Humanity of Mesa County

Board of Directors

February 26th, 2026-Minutes

Location: ReStore Conference Room

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

Board Members Absent: Bob Caldwell (Proxy: Mike Moran), Brittany Lauer (Proxy: Lexi Mull)

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.

BM offered opening reflection and MArr volunteered to do the opening reflection for March meeting.

Board Minutes - DG asked for the Board of Directors to take a few minutes to review the prior month's Board meeting minutes. BM made a motion to approve the minutes with edit on date at the top, and LM seconded the motion. All members agreed.

Financials- NW reported the financials for the prior month.

Benchmarks-

1. Total revenues covered operating costs.
2. Restore sales did not meet the benchmark.
3. Operating Checking account did not meet benchmark.
4. N/A
5. Total operating costs did meet the benchmark.
6. ReStore revenues did not cover the benchmark for G&A expenses by about \$15K.
7. Total payroll did meet benchmark for the month.
8. Homeowner mortgage payments covered the principal on loan payments.

Charts and graphs were reviewed.

NW reported.

Ratios and Analytics-

NW reported. \$3000 in corporate donations for WB event, \$2500 in foundation, CO Gives \$13K, \$2000 from trust, Inkind- Bryant Furnaces and Whirlpool for homes, Grants- include HUD reimbursement, rental income consistent.

Income Statement

Payroll was down, vehicle expenses for box truck, and volunteer expenses.

Financial statements

NW reported.

NC made a motion to accept financials. BM seconded. Financials were approved unanimously by the Board of Directors.

New Business/Other Information:

- Reviewed Habitat 2.0 and the only option is to move to the next tier. Board agreed that there was no decision to be made.
- Reviewed easement agreements submitted by Clear Networx. Board discussed that the maps did not show the access to be in the existing easements, which was the condition provided. Board voted to approve with updated maps showing easement within existing utility easement.
 - 2636 North Ave (MArr made motion, DR seconded, board approved request to sign with updated maps showing use within existing easement)
 - Cottage Gardens (MArr made motion, NC seconded, board approved request to sign with updated maps showing use within existing easement)
- Prop 123- Board in favor of sending letter of support for Prop 123 to JBC.

COMMITTEE REPORTS**Exec Committee (DG):**

No updates

Governance Committee (LC):

Application for a board member reviewed. DG meeting with candidate next week and will present at March meeting.

Fundraising/PR & Marketing (LC):

Women Build in March. New Foundation to Front Doors fundraising initiative

Construction Committee (MM):

- Shannon's first day. (He does not have his GC license yet).
- Progress continued while Shannon was being hired.
- Specialty/custom requests continue and Shannon reviews those.

Homeowner Selection Committee (BL):

Did not meet.

Homeowner Support Committee (LC):

Reviewed homeowner updates.

ReStore Advisory Committee (LC Presented)

Net sales down from last year but up from last month. Need to start posting on FB marketplace.

Volunteer Advisory (DG Presented):

Volunteer appreciation event at end of April (date TBD). Hours at ReStore same as last year.
SCSEP funding back.

NC made a motion to adjourn the meeting at 9:02 am; DR seconded; the board unanimously approved to end the meeting.

Habitat for Humanity of Mesa County

Board of Directors

March 26, 2026-Minutes

Location: ReStore Conference Room

Board Members Present: Natalie Waddell, Darah Galvin, Milton Arroyo, Nevin Carlson, Lexi Mull,

Board Members Absent: Mike Moran (NW), Darren Ridgway (NC), Bill McDonald (MArr)

Guest: Kevin Chesney

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

Darah called the Board of Directors meeting to order at 7:30 a.m.

MArr offered the opening reflection and BL volunteered to do the opening reflection for April.

Board Minutes - DG asked for the Board of Directors to take a few minutes to review the prior month's Board meeting minutes. MArr made a motion to approve the minutes, 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 the benchmark.
3. Operating Checking account did not meet benchmark.
4. N/A
5. Total operating costs did meet the benchmark.
6. ReStore revenues did not cover the benchmark for G&A expenses by about \$25K.
7. Total payroll did meet benchmark for the month.
8. Homeowner mortgage payments covered the principal on loan payments.

Charts and graphs were reviewed.

NW reported.

Ratios and Analytics-

NW reported.

In-kind donations included ranges, and fridges & Home Depot gift card

Reviewed Foundation donations

Income Statement

NW reported.

Building maintenance reviewed: glass break sensors, water heater, and landscaping maintenance.

Financial statements

NW reported.

LM made a motion to accept the financials. BL seconded. Financials were approved unanimously by the Board of Directors.

New Business/Other Information:

- Review of the installation of lines from the city on the power poles, which are technically on Habitat property.

LM made a motion to approve this installation of the lines, MArr seconded; Board unanimously approved.

- BC resigned from the board
- Proposed new board member, Kevin Chesney

NW made a motion to approve Kevin C to become a board member; MArr seconded. All board members unanimously approved (NC recused due to a conflict of interest as both NC and KC are employees of Alpine Bank).

- One of the drivers gave notice that they were ending employment immediately as of yesterday. Will be hiring for that position.
- Hiring skilled construction laborers (2 or 3) through the end of May from Glenwood Habitat. They started this week on Tuesday.

COMMITTEE REPORTS**Exec Committee (DG):**

Beau and Laurel went to Denver to defend Prop 123 funding; Rep Taggart stated there are no plans to pull funding from the homeownership side.

Faith in Action (LM):

Beau is meeting with a bunch of different churches and organizations to create relationships.

Outreach Committee (NC):

Progress in fundraising and sponsorships is up from last year so far.

Foundation to Front Door: Membership-based giving program-everything from \$10-\$250/mo.

Governance Committee (LC):

No updates

Fundraising/PR & Marketing (LC):

Women Build this weekend. New Foundation to Front Doors fundraising initiative

Construction Committee (LC):

Interpersonal challenges are being worked on

A lot of the work has been repaired and is moving forward faster now.

Homeowner Selection Committee (BL):

Did not meet.

Homeowner Support Committee (BL):

Reviewed homeowner updates.

One homeowner has not met the required hours to drop down to 16 hours per month, though they were told they had through error. This will be discussed soon with the homeowner.

ReStore Advisory Committee (LC Presented)

Numbers between Clover and Quickbooks are not matching. This is being worked on now that we know.

Various changes coming to help with sales.

Volunteer Advisory (DG Presented):

Bob Wall joined this committee and is volunteering at the ReStore.

Points for volunteering that are redeemable for a Habitat shirt, sweatshirt, hat, etc.

NC made a motion to adjourn the meeting at 9:03 am; LM seconded; the board unanimously approved to end the meeting.

Habitat for Humanity of Mesa County

Board of Directors

April 30, 2026-Minutes

Location: ReStore Conference Room

Board Members Present: Natalie Waddell, Darah Galvin, Milton Arroyo, Nevin Carlson, Lexi Mull, Kevin Chesney, Darren Ridgway, Bill McDonald,

Board Members Absent Brittany Lauer

Guest: None

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

Darah called the Board of Directors meeting to order at 7:30 a.m.

Bill offered the opening reflection and BL was volunteered to do the opening reflection for May.

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 DR seconded the motion. All members agreed and the minutes were approved.

Fundraising- Beau completed fundraising training for the board.

Financials- NW reported the financials for the prior month.

Benchmarks-

1. Total revenues covered operating costs.
2. Restore sales did not meet the benchmark.
3. Operating Checking account did not meet benchmark.
4. Contribution benchmark was met.
5. Total operating costs met the benchmark.
6. ReStore revenues did not cover the benchmark for G&A expenses by about \$18K.
7. Total payroll met benchmark for the month.
8. Homeowner mortgage payments covered the principal on loan payments.

Charts and graphs were reviewed.

NW reported.

Ratios and Analytics-

NW reported. WB fundraiser, grants 140K for 2 homes,

Income Statement

NW reported.

Financial statements

NW reported.

MArr made a motion to accept the financials. BM seconded. Financials were accepted unanimously by the Board of Directors.

New Business/Other Information:

- Sidewalk sales agreement reviewed. NC made motion. 2nd by MArr. The sale was unanimously approved by all board members.

COMMITTEE REPORTS

Governance Committee (DG)

MM resigned from board. NC and NW are moving and this will be NC's last meeting. NW will update when last meeting will be. Discussed need for interim VP to fill the opening for rest of FY. BL was nominated by DR and seconded by NC. All voted in support.

Reviewed 2 applications for new board members. CS and CD. NW made motion to approve both applicants to the BOD. BM 2nd. All voted in support.

Exec Committee (DG):

Discussed strategic plan update. BOD was asked to review and submit feedback before next meeting.

Faith in Action (LM):

Notes reviewed.

Outreach Committee (NC):

Reviewed Foundation to Front Door program, sponsorship opportunities, corporate sponsorships.

Construction Committee (LC):

Moving along. Things going well. Additional skilled volunteer support would be helpful. Discussed approval of subcontracting out some items to keep with 6/30 deadline. Roaring Fork construction team helping out through end of May.

Homeowner Selection Committee (BL):

Reviewed presented applicants for homeowner selection. KC made motion to approve selection and it was 2nd by DR. All members voted to approve.

Homeowner Support Committee (BL):

Notes reviewed.

ReStore Advisory Committee (LC Presented)

Notes Reviewed.

Volunteer Advisory (DG Presented):

Notes Reviewed.

Reminders: Board Build scheduled for 6/13 8am-12pm/

MArr made a motion to adjourn the meeting at 9:03 am; DR seconded; the board unanimously approved to end the meeting.

Habitat for Humanity of Mesa County

Board of Directors

May 28th, 2026-Minutes

Location: ReStore Conference Room

Board Members Present: Natalie Waddell, Milton Arroyo, Nevin Carlson, Lexi Mull, Kevin Chesney, Darren Ridgway, Bill McDonald, Brittany Lauer

Board Members Absent: Darah Galvin

Guest: None

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

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

BL offered the opening reflection and BM volunteered to do the opening reflection for June.

Board Minutes - BL 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, and NW seconded the motion. All members agreed and the minutes were approved.

Financials- NW reported the financials for the prior month.

Benchmarks-

1. Total revenues covered operating costs.
2. Restore sales did not meet the benchmark.
3. Operating Checking account met benchmark.
4. N/A
5. Total operating costs met the benchmark.
6. ReStore revenues did not cover the benchmark for G&A expenses.
7. Total payroll met benchmark for the month.
8. Homeowner mortgage payments covered the principal on loan payments.

Charts and graphs were reviewed.

NW reported.

Ratios and Analytics-

\$337,850K from Waldeck, Fundraiser expenses showing Sam's expenses from WB, Received Wealth Building Grant, CB grant reimbursement, Rental income from condos is the same

Income Statement

NW reported.

Financial statements

NW reported.

MArr made a motion to accept the financials. DR seconded. Financials were accepted unanimously by the Board of Directors.

New Business/Other Information:

- Discussed moving next month's board meeting to a virtual option for June.
- Update n

COMMITTEE REPORTS

Governance Committee (DG)

Reviewed board applications from Karen Troester and Trevor Rene. CD made a motion to approve the applications and LM 2nd the motion. All board members approved.

Reviewed 2 applications for new board members. CS and CD. NW made motion to approve both applicants to the BOD. BM 2nd. All voted in support.

Exec Committee (DG):

Discussed that the Construction Manager position will be opening.

Faith in Action (LM):

Notes reviewed.

Outreach Committee (NC):

Reviewed Foundation to Front Door program, BF will be presenting to Lion's Club, working to set up visits to churches.

Construction Committee (BM):

Moving along. SS reports that the homes will be completed by 6/30.

Homeowner Selection Committee:

N/A

Homeowner Support Committee (BL):

Notes reviewed.

ReStore Advisory Committee (LC Presented)

Notes Reviewed. Had conversations around customer service, pricing, low quality items, and now taking clothes.

Volunteer Advisory (DG Presented):

Notes Reviewed.

Reminders: Board Build scheduled for 6/13 8am-12pm

CS made a motion to adjourn the meeting at 9:03 am; KC seconded; the board unanimously approved to end the meeting.