

# Habitat for Humanity of Williamson County, Texas

## 5-Year Strategic Plan beginning July 1, 2023

**approved 6-6-2023**

each Goal & Objective is a part of HFHWC's parent organization, HFHI, strategic plan  
local priorities and action items are the decision of HFHWC

**GOAL: BUILD COMMUNITY IMPACT**

**Objective: Improve Housing Conditions**

	Strategic Priorities	Action Plan	Responsibility of	Target Metric
<b>2023-2024</b>	Create home ownership opportunities in Williamson County	<ol style="list-style-type: none"> <li>1. WC CDBG CARES Act and other awarded funds are used to acquire land on which to build homes for 2024-2025 and beyond               <ol style="list-style-type: none"> <li>a. \$286K remains in the fund</li> </ol> </li> <li>2. Obtain funding to allow for hiring a Construction Services Coordinator position               <ol style="list-style-type: none"> <li>a. WC CDBG grant request submitted April 2023</li> <li>b. Ameriprise &amp; ChickFila grant request to be submitted June 2023</li> </ol> </li> <li>3. Increase the number of sub-contractors willing to work with HFHWC</li> <li>4. Build and sell 4 homes to qualified Homeownership Program participants</li> </ol>	<ol style="list-style-type: none"> <li>1. Executive Director</li> <li>2. Resource Development</li> <li>3. Homeowner Services</li> <li>4. Homeowner Services</li> </ol>	<ol style="list-style-type: none"> <li>1.8 lots</li> <li>2.2 grants submitted for implementation in 2023-24</li> <li>3.1 secured in each trade category</li> <li>4. By fiscal year end</li> </ol>
	Ensure all legal and financial requirements are met within existing HFHWC policies	<ol style="list-style-type: none"> <li>1. All condo regime details are correctly dated and in place for Shepherd's Village development home sales</li> <li>2. Update deed changes for Shepherd's Village development and for any other homes built/sold by HFHWC</li> </ol>	<ol style="list-style-type: none"> <li>1. ED/HS Dept Director</li> <li>2. ED/HS Dept Director</li> </ol>	<ol style="list-style-type: none"> <li>1. By 9-1-23</li> <li>2. Complete by 9-1-23</li> </ol>
	Identify and utilize opportunities to sustain home ownership in Williamson County	<ol style="list-style-type: none"> <li>1. Repair homes owned by individuals with income below 80% of WC median income</li> <li>2. Increase the number of sub-contractors willing to work with HFHWC in the Home Repair Program</li> <li>3. Maximize current location for ReStore</li> <li>4. Develop long-range vision for ReStore Program</li> </ol>	<ol style="list-style-type: none"> <li>1. Homeowner Services</li> <li>2. Homeowner Services</li> <li>3. ReStore Director</li> <li>4. ED/ReStore Director</li> </ol>	<ol style="list-style-type: none"> <li>1. 61 total home repairs</li> <li>2. 1 in each trade category</li> <li>3. Land use plan developed by Dec 2023</li> <li>4. By 5-1-24</li> </ol>
	Expand community involvement in HFHWC programs	<ol style="list-style-type: none"> <li>1. Identify &amp; begin relationship with new corporations in WC</li> <li>2. Create partnership with Southwestern University students (fine arts and athletics)</li> <li>3. Ongoing church/congregation engagement established</li> <li>4. Host Habitours with businesses/churches/youth groups/civic clubs</li> <li>5. Construction Services Coordinator trains new volunteers for Homeownership and Home Repair project completion</li> </ol>	<ol style="list-style-type: none"> <li>1. Executive Dir/ReStore Dir./Dev Dir.</li> <li>2. Resource Dev/HO Services</li> <li>3. Resource Development</li> <li>4. Dev. Dir/Dev. Coord</li> <li>5. Homeowner Services</li> </ol>	<ol style="list-style-type: none"> <li>1. 3-5 new partnerships in by 1/1/24</li> <li>2. 20 students involved in at least 1 vol opp each</li> <li>3. 2-4 Vol teams recruited by 11/1/24</li> <li>4. 1 tour/qtr</li> <li>5. 2 consistent vols with Jan 1 start date</li> </ol>
<b>2024-2025</b>	Create home ownership opportunities in Williamson County	<ol style="list-style-type: none"> <li>1. HFHWC owns land on which to build homes in the current year and the 2025-2026 year</li> <li>2. Homes are constructed and ready for sale to qualified Homeownership Program participants</li> </ol>		
	Expand community involvement in HFHWC programs	<ol style="list-style-type: none"> <li>1. Expand referral system to more church and civic groups to complete "handyman" services for HFHWC Home Repair clients</li> <li>2. Focus on new corporations in West Williamson County</li> <li>3. Streamline program application process</li> </ol>		

		<ul style="list-style-type: none"> <li>o Implement an online process for both the Homeownership Program and Home Repair programs</li> <li>o Recruit, train, and have volunteers available to assist potential applicants with the application process</li> </ul>		
	Identify and utilize opportunities to sustain home ownership in Williamson County	<ol style="list-style-type: none"> <li>1. Repairs of homes owned by individuals with income below 80% of WC median income</li> <li>2. Finalize and implement first steps in long-range vision for ReStore Program</li> </ol>		
<b>2025-2026</b>	Increase access to HFHWC programs	1. Implement a system to address “homes beyond repair” issue		
	Create home ownership opportunities in Williamson County	<ol style="list-style-type: none"> <li>1. HFHWC owns land on which to build homes</li> <li>2. HFHWC acquires land on which to build in future years</li> <li>3. Homes are constructed and ready for sale to qualified Homeownership Program participants</li> </ol>		
	Identify and utilize opportunities to sustain home ownership in Williamson County	1. Implement next steps in long-range vision for ReStore Program		
<b>2026 – 2027</b>	Create home ownership opportunities in Williamson County	<ol style="list-style-type: none"> <li>1. HFHWC owns land on which to build homes</li> <li>2. HFHWC acquires land on which to build home in future years</li> <li>3. Homes are constructed and ready for sale to qualified Homeownership Program participants</li> </ol>		
	Identify and utilize opportunities to sustain home ownership in Williamson County	1. Implement final steps in long-range vision for ReStore Program		
<b>2027-2028</b>	Create home ownership opportunities in Williamson County	<ol style="list-style-type: none"> <li>1. HFHWC owns land on which to build homes</li> <li>2. HFHWC acquires land on which to build homes in future years</li> <li>3. Homes are constructed and ready for sale to qualified Homeownership Program participants</li> </ol>		
	Identify and utilize opportunities to sustain home ownership in Williamson County	1. Explore additional ReStore location in Williamson County		

**GOAL: BUILD SECTOR IMPACT**

**Objective: Partner to Increase Shelter Access**

	<b>Strategic Priority</b>	<b>Action Plan</b>	<b>Responsibility of</b>	<b>Target Metric</b>
<b>2023-2024</b>	Individual and group volunteers are fully informed of HFHWC activities	<ol style="list-style-type: none"> <li>1. Key Volunteer e-news specific updates</li> <li>2. Corporate group e-news on future homeowners/training ops/schedule</li> </ol>	<ol style="list-style-type: none"> <li>1. Dev Coordinator./ED</li> <li>2. Resource Development</li> </ol>	<ol style="list-style-type: none"> <li>1. Bi-Monthly</li> <li>2. Bi-Monthly</li> </ol>
	Support market approaches that increase products, services & financing for affordable housing	<ol style="list-style-type: none"> <li>1. Help City of Taylor determine long-term land ownership for Taylor Demonstration Project to provide 12 affordable homes in Taylor</li> <li>2. Maintain a seat on the GT Housing Advisory Board &amp; attend monthly mtgs</li> </ol>	<ol style="list-style-type: none"> <li>1. Executive Director</li> <li>2. Homeowner Services Dir</li> </ol>	<ol style="list-style-type: none"> <li>1. By Oct 1</li> <li>2. 80% attendance</li> </ol>
<b>2024-2025</b>	Support market approaches that increase products, services & financing for affordable housing	<ol style="list-style-type: none"> <li>1. Construction recycling efforts are in place and coordinated with ReStore recycling program</li> <li>2. Research options for 3<sup>rd</sup> party financing of Habitat homes</li> <li>3. Continue membership in the Taylor Demonstration Project to provide 12 affordable homes in Taylor</li> </ol>		

<b>2025-2026</b>	Support market approaches that increase products, services & financing for affordable housing	<ol style="list-style-type: none"> <li>1. Recycling activities are a regular part of every HFHWC program/administration</li> <li>2. Partnership with for-profit developer is finalized and development is started</li> <li>3. 3<sup>rd</sup> party financing is implemented for Habitat home construction</li> </ol>		
<b>2026-2027</b>	Support market approaches that increase products, services & financing for affordable housing	<ol style="list-style-type: none"> <li>1. Construction in the new development with for-profit developer is underway</li> </ol>		
<b>2027-2028</b>	Support market approaches that increase products, services & financing for affordable housing	<ol style="list-style-type: none"> <li>1. Continue membership in the Taylor Demonstration Project <ol style="list-style-type: none"> <li>a. City of Taylor Building Code is changed to allow smaller lot size and/or home size</li> </ol> </li> </ol>		

## BUILD SOCIETAL IMPACT

### *Objective: Inspire to End Poverty Housing*

	<b>Strategic Priority</b>	<b>Action Plan</b>	<b>Responsibility of</b>	<b>Target Metric</b>
<b>2023-2024</b>	Serve as a leading voice in growing awareness of housing as a critical foundation for breaking the cycle of poverty	<ol style="list-style-type: none"> <li>1. Participate in City of Georgetown hosted events/committees <ol style="list-style-type: none"> <li>a. Maintain a seat on the GT Housing Advisory Board &amp; attend monthly mtgs</li> <li>b. City Council housing focus area panel</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>1. <ol style="list-style-type: none"> <li>a. Homeowner Services</li> <li>b. Executive Director</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>1. <ol style="list-style-type: none"> <li>a. 80% attendance</li> <li>b. follow-up with each council member</li> </ol> </li> </ol>
	Educate on HFHWC mission, vision & core values	<ol style="list-style-type: none"> <li>1. Renew/create relationships with Round Rock businesses</li> <li>2. Renew relationship with City of Round Rock</li> <li>3. Share homeownership impact research final report</li> <li>4. Share homeownership impact research data points with funders through grant applications</li> </ol>	<ol style="list-style-type: none"> <li>1. ED/Resource Dev</li> <li>2. ED/Resource Dev</li> <li>3. Homeowner Services/Resource Dev</li> <li>4. Resource Development</li> </ol>	<ol style="list-style-type: none"> <li>1. 1 networking event/mo</li> <li>2. Meet with 3 staff/council by Dec 1</li> <li>3. Website doc; 1/gtr social media &amp; e-newsletter</li> <li>4. Every grant written Oct 1-June 30</li> </ol>
<b>2024-2025</b>	Educate on HFHWC mission, vision & core values	<ol style="list-style-type: none"> <li>1. Renew/create/expand relationships in Round Rock</li> <li>2. ReStore signage includes connection to HFHWC mission/vision</li> <li>3. Upgrade website <ol style="list-style-type: none"> <li>a. Pop-up banners installed and used for emergency/critical event notification</li> </ol> </li> </ol>		
<b>2025-2026</b>	Serve as a leading voice in growing awareness of housing as a critical foundation for breaking the cycle of poverty	<ol style="list-style-type: none"> <li>1. Engage other housing organizations about providing services in Williamson County</li> </ol>		
<b>2026-2027</b>	Serve as a leading voice in growing awareness of housing as a critical foundation for breaking the cycle of poverty	<ol style="list-style-type: none"> <li>1. Engage other housing organizations about providing services in Williamson County</li> </ol>		
<b>2027-2028</b>	Policies are changed to allow for more affordable housing across the county	<ol style="list-style-type: none"> <li>1. Support effort to change City of Taylor building code to allow for smaller lot size and smaller homes within city limits</li> </ol>		
	Serve as a leading voice in growing awareness of housing as a critical foundation for breaking the cycle of poverty	<ol style="list-style-type: none"> <li>4. Recruit and help other housing organizations provide services in Williamson County</li> </ol>		

## BUILD A SUSTAINABLE ORGANIZATION

### Objective: Mobilize Resources & Steward Them Faithfully

	Strategic Priority	Action Plan	Responsibility of	Target Metric
2023-2024	Affiliate "in good standing" with parent organization, HFHI, is a maintained	<ol style="list-style-type: none"> <li>All reports and annual fees are submitted</li> <li>"Habitat 2.0" impact on HFHWC is understood and action plan is developed</li> </ol>	<ol style="list-style-type: none"> <li>ED/Accountant/Homeowner Services/Resource Dev</li> <li>ED/Board</li> </ol>	<ol style="list-style-type: none"> <li>All submitted on time</li> <li>Monthly reports to Board/plan by March 2024</li> </ol>
	Community is informed on HFHWC mission, vision & core values	<ol style="list-style-type: none"> <li>Renew/create relationships with Round Rock businesses</li> <li>Renew relationship with City of Round Rock</li> <li>Utilize technology, events, and personal interactions to share current activities &amp; accomplishments</li> </ol>	<ol style="list-style-type: none"> <li>ED/Resource Dev</li> <li>ED/Resource Dev</li> <li>Homeowner Services/Resource Dev/ED</li> </ol>	<ol style="list-style-type: none"> <li>1 networking event/mo</li> <li>Meet with 3 staff/council by Dec 1</li> <li>Monthly e-newsletter, 4-6 FB posts/wk; 6 events</li> </ol>
	Paid staff onboarding, training, management and retention	<ol style="list-style-type: none"> <li>Weekly Department Staff Meeting</li> <li>Weekly Staff Directors Meeting</li> <li>Fall and spring all-staff training</li> <li>Staff input into strategic plan</li> <li>Habitat Texas annual conference</li> </ol>	<ol style="list-style-type: none"> <li>Staff directors</li> <li>ED</li> <li>ED/Staff directors</li> <li>ED</li> <li>ED/Resource Dev/Homeowner Services</li> </ol>	<ol style="list-style-type: none"> <li>90% of calendar year</li> <li>2 sessions</li> <li>2 sessions/online courses</li> <li>ED</li> <li>3 staff attend full conference</li> </ol>
	Fund the organization/mission	<ol style="list-style-type: none"> <li>Operating expense revenue                             <ol style="list-style-type: none"> <li>Meet net ReStore revenue goals                                     <ol style="list-style-type: none"> <li>obtain and maintain corporate donors to ReStore</li> <li>insulate ReStore building</li> </ol> </li> <li>Increase awareness of Cars for Homes program</li> </ol> </li> <li>Homeownership &amp; Home Repair Program                             <ol style="list-style-type: none"> <li>Construction fundraising campaign is instituted</li> <li>Hops for Houses Craft Beer Festival (Feb 24) is fully sponsored</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li> <ol style="list-style-type: none"> <li>ReStore Director</li> <li>Resource Development/ReStore Director</li> </ol> </li> <li> <ol style="list-style-type: none"> <li>Resource Development</li> <li>Resource Development</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li> <ol style="list-style-type: none"> <li>Full staffing                             <ol style="list-style-type: none"> <li>100 committed to program</li> <li>In-kind donation by 10-1-23</li> </ol> </li> <li>Construction site &amp; ReStore signage weekly/social media posts/website/e-news</li> </ol> </li> <li> <ol style="list-style-type: none"> <li>April-May 2024</li> <li>Dec 2023</li> </ol> </li> </ol>
	Ensure adequate facilities and equipment/services are available to paid and volunteer staff	<ol style="list-style-type: none"> <li>Fully use MS 365                             <ol style="list-style-type: none"> <li>MS 365 training for current staff</li> <li>Purge out-of-date electronic files</li> </ol> </li> <li>Fully Utilize QuickBooks                             <ol style="list-style-type: none"> <li>Close each month by the 23<sup>rd</sup> day of the following month</li> <li>Update chart of accounts</li> </ol> </li> <li>Update policies and procedures in each department                             <ol style="list-style-type: none"> <li>Update/write Standard Operating Procedures</li> <li>Train on standard operating procedures</li> </ol> </li> <li>2118 North Austin Avenue property improvement plan                             <ol style="list-style-type: none"> <li>Plan developed</li> <li>Exterior signage</li> <li>Develop capital campaign</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li> <ol style="list-style-type: none"> <li>Operations Specialist</li> <li>ED/Operations Specialist</li> </ol> </li> <li> <ol style="list-style-type: none"> <li>Accounting &amp; Ops</li> <li>Accounting &amp; Ops</li> </ol> </li> <li> <ol style="list-style-type: none"> <li>Acctg&amp;Ops/RD/HO Services/ReStore</li> <li>Each department staff &amp; Dir</li> </ol> </li> <li> <ol style="list-style-type: none"> <li>Executive Director</li> <li>ED/Dept Directors</li> <li>ED/Resource Development</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li> <ol style="list-style-type: none"> <li>by 8/1/2023</li> <li>by 12/31/2023</li> </ol> </li> <li> <ol style="list-style-type: none"> <li>12 on-time reports</li> <li>By June 30, 2024</li> </ol> </li> <li> <ol style="list-style-type: none"> <li>written/updated by 12/31/23</li> <li>by 3-1-2024</li> </ol> </li> <li> <ol style="list-style-type: none"> <li>By 12-1-2023</li> <li>By 9-1-2023</li> <li>By 3-1-2024</li> </ol> </li> </ol>

	Strengthen paid and volunteer staff skills & leadership opportunities	<ol style="list-style-type: none"> <li>Annual training is in place for each staff position <ol style="list-style-type: none"> <li>Sales training for all ReStore employees</li> <li>All staff are trained and utilize Charity Proud database as appropriate</li> <li>Create mentor/shadow relationship with other affiliates for each department director</li> </ol> </li> <li>Expand key volunteer base <ol style="list-style-type: none"> <li>Utilize Construction Services Coord to train one-day construction vols &amp; recruit to participate regularly for Homeownership Program (earliest start 1-1-24)</li> <li>Utilize Construction Services Coord to train one-day construction vols &amp; recruit to participate regularly for Home Repair Program (earliest start 1-1-24)</li> </ol> </li> <li>Special event volunteer training is held prior to the event <ol style="list-style-type: none"> <li>Hops for Houses Craft Beer Festival</li> <li>Connect key volunteers with the importance of giving an annual monetary contribution</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>Department Directors</li> <li>Homeownership Services</li> <li>Resource Dev/ED</li> </ol>	<ol style="list-style-type: none"> <li>One meeting   each item below quarterly</li> <li> <ol style="list-style-type: none"> <li>2 new vols</li> <li>2 new vols</li> </ol> </li> <li> <ol style="list-style-type: none"> <li>3 mtgs (Dec, Jan, ind)</li> <li>2 mtgs (Jan &amp; June)</li> </ol> </li> </ol>
	Paid staff onboarding, training, management and retention	<ol style="list-style-type: none"> <li>Each new hire receives orientation</li> <li>Salary/Benefits stated numerically in opening posts &amp; offer letters</li> <li>Salary adjustments made annually</li> </ol>	<ol style="list-style-type: none"> <li>Operations Specialist/ED/Dept Director</li> <li>Dept Directors/ED</li> <li>Dept Directors/ED</li> </ol>	<ol style="list-style-type: none"> <li>Completed by end of 2<sup>nd</sup> day of employment</li> <li>For each post/offer</li> <li>Included in budget adopted by Board</li> </ol>
	Strengthen financial safety and security throughout the organization	<ol style="list-style-type: none"> <li>Utilize Organizational Excellence Committee to evaluate financial mis-management risks and provide procedure improvements for each identified risk</li> <li>Implement outsourcing of financial reports and financial future year planning</li> </ol>	<ol style="list-style-type: none"> <li>OE Committee/ED</li> <li>ED</li> </ol>	<ol style="list-style-type: none"> <li>Process evaluation completed Nov 1 with new processes identified by Jan 1</li> <li>In place by August 1</li> </ol>
<b>2024-2025</b>	Affiliate "in good standing" with parent organization, HFHI, is maintained	<ol style="list-style-type: none"> <li>All reports and annual fees are submitted on time</li> <li>"Habitat 2.0" impact on HFHWC is understood</li> <li>Future relationship with HFHI is determined</li> </ol>		
	Fund the organization/mission	<ol style="list-style-type: none"> <li>Program funding <ol style="list-style-type: none"> <li>Investigate feasibility of "Raise the Roof" concert series</li> <li>Spring construction fundraising campaign is held</li> <li>Hops for Houses Craft Beer Festival <ol style="list-style-type: none"> <li>new location is confirmed for 2024 event</li> <li>after-party and/or concert feasibility is determined for 2024 and/or 2025</li> </ol> </li> <li>Research other CDBG opportunities outside of WC, e.g., General Land Office</li> </ol> </li> <li>Operating funding Identify sponsorship opportunities for specific staff positions</li> </ol>		
	Ability to continue to provide housing solutions in WC is ensured	<ol style="list-style-type: none"> <li>Executive Director and Board of Directors understand the financial impact of "Habitat 2.0" on HFHWC</li> <li>Board of Directors determine if HFHWC will continue to be a Habitat affiliate, become an independent housing agency or become a member of another federation of housing organizations</li> </ol>		
	Strengthen paid and volunteer staff skills & offer leadership opportunities	<ol style="list-style-type: none"> <li>Provide cross-training opportunities within each department and across departments</li> <li>Special event volunteer training is held prior to the event <ol style="list-style-type: none"> <li>Hops for Houses Craft Beer Festival</li> <li>Race to Build</li> </ol> </li> <li>Connect key volunteers with the importance of giving an annual monetary contribution</li> </ol>		
	Ensure adequate facilities and equipment/services are available to paid and volunteer staff	<ol style="list-style-type: none"> <li>Upgrade phone system to be more responsive (ability to easily change main message)</li> <li>2118 North Austin Avenue property improvement plan continues to be implemented</li> <li>Security systems expanded</li> <li>Write and train on standard operating procedures</li> <li>ReStore</li> </ol>		

		<ul style="list-style-type: none"> <li>a. Product fixture replacement/enhancement – sink, shower, door/window, ceiling fan, light</li> <li>b. Drop-down electric plugs for extended light/ceiling fan fixtures</li> </ul>		
	Community is informed on HFHWC mission, vision & core values	<ul style="list-style-type: none"> <li>1. Renew/create relationships in northeastern Williamson County</li> <li>2. Google listing is kept up to date</li> </ul>		
<b>2025-2026</b>	Ensure adequate facilities and equipment/services are available to paid and volunteer staff	<ul style="list-style-type: none"> <li>1. Construction warehouse is acquired and utilized by staff and volunteers</li> <li>2. Increase individual donations/deliveries by acquiring an additional ReStore 20' box truck</li> <li>3. 2118 North Austin Avenue property improvement plan completed <ul style="list-style-type: none"> <li>a. Security systems fully engaged</li> <li>b. Entrance to each activity is easy to identify and parking is near each entrance</li> <li>c. ReStore warehouse, sales floor, donation receiving is built and utilized by paid/volunteer staff and customers</li> </ul> </li> </ul>		
	Ensure adequate controls, procedures & procedures are in place	<ul style="list-style-type: none"> <li>1. Ensure all homes built meet HFHI design standards</li> </ul>		
	Strengthen paid and volunteer staff skills & offer leadership opportunities	<ul style="list-style-type: none"> <li>1. Connect key volunteers with the importance of giving an annual monetary contribution</li> <li>2. Special event volunteer training is held prior to each event <ul style="list-style-type: none"> <li>a. Hops for Houses Craft Beer Festival</li> <li>b. Race to Build</li> </ul> </li> </ul>		
	Fund the organization/mission	<ul style="list-style-type: none"> <li>1. Program funding <ul style="list-style-type: none"> <li>a. Women Build Campaign</li> <li>b. If feasible, "Raise the Roof" concert series is held</li> <li>c. Hops for Houses Craft Beer Festival <ul style="list-style-type: none"> <li>i. New location is used</li> <li>ii. concert and/or after party is held</li> </ul> </li> </ul> </li> <li>2. Operating funding <ul style="list-style-type: none"> <li>a. Race to Build" event is held in Georgetown</li> <li>b. End-of-year campaign</li> </ul> </li> <li>3. Hold donor recognition event</li> </ul>		
<b>2026-2027</b>	Community is informed on HFHWC mission, vision & core values	<ul style="list-style-type: none"> <li>1. Renew/create relationships in Round Rock</li> <li>2. Google listing is kept up to date</li> <li>3. ReStore signage includes connection to HFHWC mission/vision</li> </ul>		
<b>2027-2028</b>	Ensure adequate facilities and equipment/services are available to paid and volunteer staff	<ul style="list-style-type: none"> <li>1. Trash trailer with lift system is available for each home construction/repair site</li> <li>2. Replace ReStore 40' box truck</li> </ul>		
	Strengthen paid and volunteer staff skills & offer leadership opportunities	<ul style="list-style-type: none"> <li>1. Construction training is offered consistently for volunteers and paid staff</li> <li>2. Connect key volunteers with the importance of give an annual monetary contribution</li> </ul>		
	Fund the organization/mission	<ul style="list-style-type: none"> <li>1. Program funding <ul style="list-style-type: none"> <li>a. Women Build Campaign completed and funds used to build a home</li> <li>b. "Race to Build" event is held in Georgetown</li> <li>c. Hops for Houses Craft Beer Festival <ul style="list-style-type: none"> <li>1. New location is used to meet size need for activities (concert and/or after party) and # of attendees/breweries</li> </ul> </li> </ul> </li> <li>2. All activities fully sponsored</li> <li>2. Operating funding <ul style="list-style-type: none"> <li>a. If feasible, hold "Raise the Roof" concert series</li> </ul> </li> </ul>		
	Strengthen paid and volunteer staff skills & offer leadership opportunities	<ul style="list-style-type: none"> <li>1. Special event volunteer training is held prior to the event <ul style="list-style-type: none"> <li>a. Hops for Houses Craft Beer Festival</li> </ul> </li> </ul>		

	b. Race to Build		
--	------------------	--	--