



*A Quarterly Newsletter of Habitat For Humanity Lima Area, Inc.*  
Spring, 2005

**Announcing:**  
**Habitat for Humanity, Lima Area, Inc.**  
**Annual Meeting**

Tuesday, May 10, 2005, 7:30 p.m.

Market St. Presbyterian Church  
Room 201 (west wing of the church)  
(Corner of Market and Cole Sts., Lima)

The By-Laws of Habitat for Humanity, Lima Area, Inc. mandate an “Annual Meeting.” So one reason that we are again planning such a meeting is to fulfill the directives of our By-laws. In reality, however, the Annual Meeting is about so much more than just fulfilling the directives of our By-laws.

As a Board and Staff, we know very well how important you—our supporting constituency—are to the ministry we attempt to faithfully carry out each year. The Annual Meeting is our way of giving you an opportunity to become more fully informed about the operations of the affiliate. It provides an opportunity to review the work of the past year and to report on the goals that will shape the affiliate’s ministry in the coming year. It also offers us a way to report on how we have been as stewards of the considerable resources (including finances) you entrust us with to carry out our ministry.

This is even more important this year in that we the Board of Directors and Staff embarked last July 1 on a three-year Capacity Building Plan. This plan will take us to the point of building eight houses each year. Already as we have entered the beginning stages of this plan, we can see that it will force us to change. We know what some of these changes will be but we are still finding our way into others. You can prepare yourself to better understand what this means by reading the Executive Director’s article beginning on page 2.

As Board and Staff, we extend a special invitation to you to put this important meeting on your calendar. Bring your questions, your observations, and your counsel. We hope through our reporting and conversation, our affiliate will be strengthened in its commitment to place qualified persons in more adequate, simple, decent houses.

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Have you visited [www.habitatlima.org](http://www.habitatlima.org) recently???

## From Your Executive Director

Lavon J. Welty



## Capacity Building

Those of us who pay attention to local news of the Lima area have heard or read of the conversations that are taking place around housing issues in the city. At the heart of the conversation is the question of what to do with vacant or deteriorated housing. How many such houses exist? Some recent estimates suggest that as many as 700 vacant houses are within the city. Many other deteriorated and run down houses also exist. Substandard housing can be found outside the city in Allen County whether in rural areas or smaller towns.

Some of these houses are drug houses but more often they are homes to families who can afford no more than these substandard dwellings. Many of these families are trapped in lower income circumstances where they have no hope of home ownership via conventional mortgages from banks and credit unions.

The city of Lima and Allen County are not unique when it comes to housing problems. Substandard housing can be found everywhere. It is this reality that provides the challenge for Habitat for Humanity affiliates everywhere. "No more shacks" is the rallying call of Habitat for Humanity affiliates around the world.

When it comes to the problems around housing in Lima and Allen County, Habitat for Humanity, Lima Area, Inc. cannot be seen as *the* answer. Building four houses a year provides a hand up for four partner families but four houses only make a barely visible dent in the entire problem just as the work of all the affiliates together only begins to solve the problem.

### Habitat for Humanity International's Challenge

So Habitat for Humanity founder Millard Fuller and those who now have picked up the mantle of leadership of Habitat for Humanity International

continue to challenge local affiliates to do more to address this very serious issue in our country and around the world. Capacity Building is the byword for this challenge.

To help affiliates increase their capacity, Habitat for Humanity International has made funding available through a larger grant from the United States Department of Housing and Urban Development. Funding is on a competitive basis and can only be used for staffing. In affiliates that have no paid Executive Director, the funding must be used for hiring a person in that position. Where executive directors are in place, the funding must be used to employ a resource developer.

The grants are for three years with the funding covering 100% of the salary the first year, 70% the second, and 30% the third. Capacity must increase by at least 15% over the course of the three year grant.

### Lima Affiliate Chosen

In late 2003 and early 2004, then Executive Director Judy Waller focused her work on completing the lengthy application for the Capacity Building Grant. This included a detailed three year projection as to how our affiliate would increase its output of homes. Capacity Building, however, is not only about building more houses but also strengthening our organizational muscle. The plan Judy put together was intended to make our affiliate stronger, more sustainable and better able to serve our community.

With the support of the Board of Directors, Judy developed a plan that would double our capacity from four homes each year to eight. It proposed the hiring of a Resource Developer with a total grant request of \$82,505.00. With her visionary view to the future, she proposed many initiatives that would strengthen the affiliate and position the affiliate to continue to grow beyond the scope of the grant.

*(Continued on page 5)*

## Summit St. Ground Breaking



Summit St. —a Field of Dreams

It is still a field today. For two new Habitat for Humanity partner families, it represents the dream of home ownership. As many as fifty persons gathered on a beautiful sunny morning, Thursday, April 14, for a ground breaking celebration on this "field of dreams," the next site where Habitat for Humanity, Lima Area, Inc. plans to build houses. Located on North Summit St. just north of the former Emerson Elementary School, the site will eventually be the setting for six Habitat for Humanity houses. The present groundbreaking was for two houses to be built with new partner families, Earnestine Ward and Juna Konst.

The first house to be built with Earnestine Ward has been fully funded by a generous contribution from an Allen County couple that wishes to remain anonymous. Six Bluffton area cooperating churches under the auspices of their Inter-church Board have committed themselves to provide the bulk of the volunteer labor for construction of the house.

The second house to be built with Juna Konst is sponsored by the Catholic Collaborative which is made up of area Catholic parishes and institutions. A steering committee consisting of representatives of these organizations meets regularly to plan fundraising activities and recruit volunteers for all phases of the construction of the house. It is being built in memory of Sr. Johnene Wellmann, remembered by her brother, Frank, in the

celebration as one who was constantly reaching out to and serving others.

Sister Teresita member of the Catholic Steering Committee and teacher at Lima Central Catholic High School planned a very meaningful Ground Breaking service. It included a Native American ceremony in which the land is blessed in each of the four directions. Using scripture readings and prayers, participants took evergreen branches to scatter colored water in each direction.

It will be several weeks before construction on the houses can begin due to ongoing site preparations. More pictures can be seen on the Habitat Web site [http://habitatlima.org/apr\\_14\\_pics.htm](http://habitatlima.org/apr_14_pics.htm). With Earnestine and Juna, we look forward to the beginning of actual construction and eventual completion of their new homes.



Juna (left) and Earnestine (right) taking shovels surrounded by friends at the ground breaking

### Affiliate Recognition....

Habitat for Humanity, Lima Area, Inc. was one of ten non-profit agencies nominated for "Non-Profit of the Year" in Allen County. A program of the Lima/Allen Chamber of Commerce, the award is to recognize the non-profit organization that has most effectively carried out its mission and responded to the needs of the community. While our affiliate is not among the three finalists, we are honored to have been nominated for this special award.



## From Your Resource Developer

**Jack E. Black** In the summer of 2003 I had to make a decision that would have a tremendous impact on my life. Should I continue teaching at Lima Senior High School or retire in 2004 after 30 years of teaching? After many hours of thought and prayers, I decided it was time to do something else with my life.

I was looking for a place that was "God-centered" where I would be helping others. I never dreamed that it would happen so soon, but July 1, 2004 was my first day to work for the affiliate. Judy Waller, then Executive Director, took me to visit two new partner homeowners. That day I began to understand what Habitat is all about.

These two families were so excited that they would really be homeowners. You could see that homeownership was providing them stability and independence as well as pride and a sense of accomplishment. Since that first day, I have learned so much and each day brings new challenges.

I thought the first month or so I would raise at least enough money raised to build two or three houses. Then reality hit. This is not going to be that easy. So I have learned that it will take some time to develop a plan to get the word about this great organization.

God has blessed me so much here at Lima Habitat. Working with Lavon Welty, Stan Bauman, and our wonderful Board of Directors is such a pleasure. Continue to pray not only for me, but for the entire Lima Habitat organization as we continue God's work of providing simple, decent houses for families to call home.

**Thanks to our 2004 individual contributors....**Conrad Aebker, Donald Ammon\*, Fred & Mary Amstutz\*, Karla Amstutz, Thomas & Beth Arbeit, Oren & Arleta Augsburg\*, William Bassett, Joan Bauman\*, Stan & Suzanne Bauman\*, Ted & Barbara Bauman\*, Dwight & Mary Kay Becker\*, Marion Berry\*, Rick & Karen Biederman\*, Gary & Marilyn Bishop\*, Jack & Debbie Black\*, Mitchell & Patricia Black\*, Rev. Stephen Bloom\*, Glen & Mary Blosser\*, Otto & Bette Bollenbacher, Claude & Mary Boyer\*, Lawrence & Jane Brown\*, Glenn & Judy Buller\*, Don & Elaine Brubaker\*, Marie Carter\*, Thomas & Alice Charlton\*, Stan & Joenita Clemens\*, William & Goergiana Cook\*, Fred & Georgia Cress\*, Cecily A. Crider, James & Deanna Dellinger, John Diller\*, Bruce & Barbara Dukeman, Brian & JoEllen Engle, Royce & Ellen Engle\*, Scott & Nancy Engle, Stanley & Pamela Engle, Barbara Prizon Evans, Clyde Evans\*, James & Barbara Fisher\*, Paul & Suzanne Ford, Ruth Fosnaugh, Kay Fowler, Tom & Geraldine Frueh, Carl Gauthier, Judy Gauthier, Michael & Alice Giesken, Lyle & Judith Gilbert\*, Douglas & Suzanne Graham, David Gratz, Justin Gratz, Jean Grothouse, Ronald & Judith Hagaman\*, Sonia Haggerty, Michael & Ellen Hanafee\*, James & Nancy Hanf\*, William & Kathryn Hanz, Dwight & Virginia Hartman\*, Ruth Hartzler\*, Mel & Dottie Hathaway\*, Don Hauserman\*, Dean & Pat Hawk\*, Grace Heaston, Glennys Henry\*, Kim Henry, Robert G. Herman, Bruce Hilty\*, Mark & Marj Hilty\*, Pauline Hirschler\*, Melinda Hobler\*, Arthur & Delores Holden, Margorie L. Hollinger\*, Marj Hollinger\*, Charles F. Irwin\*, Karen Rust Jarvis\*, Robert & Arleen Joyce\*, William & Willadene Keeney\*, Mitch & Ann Kingsley\*, Phil & Anne Kingsley\*, Kelly Kirk, Willetta Knepper, Elaine Kriemeyer\*, Lois B. Landfair, Margaret Larese, James & Cheryl Leaman, Leland & Dorothy Lehman\*, Jerome & Anne Leibrecht\*, J.J. & O.A. Liebrecht\*, Carl & Sandra Liechty\*, Pauline Light\*, Li Chuan Lin, Kathryn E. Luginbill\*, William & Elizabeth Lynch\*, Robert Mackey, Barbara Martin\*, Hope F. Mathwig\*, Mary McCoy, David Moser, John & Mary Ann Moser\*, Sherman & JoAnn Nance, Stan & Ruth Naylor\*, Daryl & Lori Nestor\*, Elmer & LaVera Neufeld\*, Rebecca Neville, Lamar & Deborah Nisley\*, Dean & Joanne Niswander\*, Wendell Nofziger\*, Rose Marie Norton, Ronald & Susan Nott, Rev. Michael O'Malley\*, Francis Oruma\*, Duane & Kathleen Oswald, Wanda Pannebecker\*, Paul & Bertha Paupe, Andrew & Laura Penca\*, Ernest & Vi Porzelius\*, Joan Pulley, Eugene & Eloise Purdy, Christine Purves\*, James & Pamela Raabe\*, Todd Rainey\*, James P. Reber, Anne Reichenbach\*, Lisa Schienbach\*, David & Margaret Rusmiel\*, Danny Drotos & Therese Saggau, William Scherger, Charles & Barbara Schierloh\*, John Schneider\*, Elizabeth Shelly\*, Ken & Natalie Shenk\*, Luther & Geneva Shetler\*, Donald & Maxine Smith, Floran & Susan Smith, Michael & Charlene Smith\*, Del & Lee Snyder\*, Willis & Betty Sommer\*, Jeffrey Steinke, Mark & Elaine Suderman, Phyllis Suter, Ed & Marilyn Taylor, James & Nancy Thompson, Robb & Mary Emma Triplett\*, Betty J. Troyer\*, Ed Van Horn\*, Carl & Connie Voss, Randy & Dawn Wapperom\*, Todd & April Warren, J. Richard & Margaret Weaver\*, Jim & Jane Weaver\*, William & Peggy Weldy, Lavon & Carol Welty\*, Don & Helen Wright, Anita Yoder\*, John D Yoder & Lynda Nice\*, Gary & Kristy Young, Linda Young, Peggy Young, Harold & Ann Zimmer

\*Club 1000 Members

### **Capacity Building** *(Continued from page 2)*

In this competitive field the Board was almost surprised when the grant was approved. But it was also sobering to face the reality of the challenge that comes with the challenge of a 100% increase in housing construction output. Some wondered whether we might have been more modest in our projection.

The broader experience tracked by Habitat for Humanity International in capacity building in many affiliates over the years provided helpful guidance to our own strategic planning as we prepared the grant application. Smaller affiliates, labeled "Home Builders," build 1-4 houses each year. They are operated largely by volunteers with only part time paid staff if any. Boards are "working boards" made up primarily of persons who serve as chairs of the various needed committees.

Such an organization is satisfactory when only building a few houses each year. But when the affiliate grows, it needs to change to respond to the larger challenge. Affiliates that build 5-9 houses each year are "Block Builders" and typically employ a full-time Executive Director, a full-time Resource Developer, and at least a part-time Construction Supervisor. As growth occurs, part-time staff for financial record keeping and family services is also employed. The Board begins to move away from the working Board to more of a governing Board with greater emphasis on being part of the resource development effort.

### **Becoming a "Block Builder"**

This is the transition that our affiliate here in Lima is beginning to move through. We have employed a Resource Developer, Jack Black, who is hard at work. A number of our committee chairpersons no longer sit on the Board of directors. As we move toward building eight houses each year fund-raising will necessarily become a greater emphasis of the staff and board. The various committees will need to work more independently under the overall direction of the Executive Director with less direct reporting to the Board of Directors

than in the past.

This is an exciting time for the affiliate. We are told that we have no choice but to change if we want to increase capacity. Some of these changes may come easily while others will be resisted.

Even if we move to eight houses a year Habitat for Humanity, Lima Area, Inc. will not be a major player in the larger housing problems of Lima and Allen County. Yet we will be helping four more families achieve the dream of home ownership, a dream that was beyond their reach before they encountered Habitat for Humanity.

The next level after "Block Builder" is "Neighborhood Builder" where the affiliate builds 10-20 houses each year. Today that seems totally out of reach. But remember, not long ago eight houses seemed out of sight. To some, it still seems quite ambitious! But with diligence and commitment, we can do it!

This may be more than you ever wanted to know about Capacity Building. Yet I wanted to explain the steps we have taken in the past nine months so you can better understand what we are working on. This awareness, I hope, will help you to hold us in your thoughts and prayers as we do our part in facing the great need for simple, decent housing in our city and county!

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### **Did you know...**

- there are Habitat affiliates in 100 countries around the world?
- that a Habitat house is completed every 24 minutes somewhere in the world?
- that the 200,000<sup>th</sup> Habitat for Humanity house will be dedicated this summer in Knoxville which will house Habitat's millionth person since the global nonprofit homebuilder laid its first foundation nearly 30 years ago?
- and that the 200,001<sup>st</sup> house will be dedicated in SriLanka 24 minutes after the dedication in Knoxville?
- Read more about Habitat efforts around the world at [www.habitat.org](http://www.habitat.org).



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Market St. Presbyterian Church  
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Spencerville United Church of Christ  
St. Gerard's Catholic Church  
St. John's Catholic Church (Delphos)  
St. Matthew Lutheran Church—Ruth Circle  
Trinity United Methodist Church (Delphos)  
Trinity United Methodist Church (Lima)  
United Methodist Church (Lima District)  
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