



Statewide Conference

Session Descriptions & Presenter Bios

Monday, February 27th

4:00 – 5:30 PM: Registration in Main Lobby at Front Desk

5:30 – 7:30 PM: Dinner

6:00 – 7:30 PM: Program & Dialogue with Commissioner Ho

7:30 PM: Free Time to Mingle & Play Games

Tuesday, February 28th

8:00 – 9:00 AM: Breakfast

9:15 – 10:30 AM: Session 1

10:45 – 11:45 AM: Networking Forums

12:00 – 1:15 PM: Lunch & Meager Meal Panel

1:15 – 2:15 PM: Exhibitors & Free Time

2:15 – 3:30 PM: Session 2

3:30 – 4:00 PM: Exhibitors & Free Time

4:00 – 5:15 PM: Session 3

5:30 – 7:30 PM: Dinner

6:00 – 7:30 PM: Program & Keynote by Pastor Stephanie Williams O'Brien

Wednesday, March 1st

8:00 – 9:00 AM: Breakfast

9:00 – 10:15 AM: Session 4

10:30 – 11:45 AM: Session 5

12:00 – 1:15 PM: Lunch

1:15 – 2:00 PM: Professional Headshots, & Prize Drawings

2:00 – 3:15 PM: Session 6

Living Up To Our Commitment: Intro to U.S. Affiliate Safeguarding

Hosted by Dawn Daniels McNear, HFHI

Room: Wild Geranium

Get access to current information on Safeguarding Policy #34. Learn the steps needed to ensure full compliance with the policy as well as available resources. All Habitat entities should be working towards safeguarding compliance. This workshop will get you started on understanding safeguarding and the importance of compliance for the full Habitat network.

Balancing Store Operations While Supporting a Robust Donation Stream

Hosted by Jeremy Keen, HFHI

Room: Columbine

Finding a balance between supporting store operations and continuing to grow donor partnerships is essential to successful growth strategies. In this session we will discuss engagement strategies, partnership opportunities, and time management tips to support the creation of ongoing giving partnerships with businesses in their geographic service area.

Preparing an Advocacy Strategy for Local Engagement

Hosted by Jeru Gobezo, Habitat Minnesota,
Dayna Norvold, Rice Co Habitat,
Kathy Lange, Morrison Co Habitat
Jim Nelson, Lake Agassiz Habitat

Room: White Trout Lily

As a Habitat advocate, you are uniquely positioned to influence housing outcomes and drive change on behalf of your community. Local governments and agencies can help address the housing affordability crisis and have the ability to use local, state, and federal funding to create programs that better meet their communities' needs. Join us to learn about the policy tools and stakeholders that you can leverage to make progress toward meeting your communities' housing needs.

ReClaim: Using Deconstruction to Support Affordable Housing

Hosted by Kahya Fox and Natalie Heneghan, La Crosse Area Habitat

Room: Sanctuary

Habitat for Humanity La Crosse Area's ReClaim program raises over \$80,000/year for affordable housing. Lead staff and dedicated volunteers remove usable items from homes and businesses being demolished or undergoing a major renovation. Items are then sold at the ReStore to support the organization's mission all while diverting tons of material from the landfill. Learn more about the program, including logistics, marketing, outreach, & impacts.

Holistic Health & Home Repairs for Older Adults

Hosted by Lily Hoffman, HFHI; Denise Schapekahn, Aaron Johnson, and Heather Smith-Ahrens, Douglas Co Habitat

Room: Sanctuary Side Room

Aging in Place/Housing Plus is a holistic approach to serving older homeowners with repairs and modifications so that they may remain in their homes. The approach incorporates a functional assessment conducted by a health professional and a repair assessment conducted by the affiliate. This workshop will provide insight into serving older adults, the logistics of program implementation, and Douglas Co Habitat's experience of implementing aging in place approaches.

Tuesday, Feb. 28: 10:45am - 11:45am

Networking Forum 1: Advocacy, Fundraising, and Communications

Room: Columbine



Networking Forum 2: ReStore

Room: Wild Geranium

Networking Forum 3: Homeowner Services

Room: White Trout Lily



Networking Forum 4: Construction

Room: Sanctuary Side Room



Networking Forum 5: Volunteer Coordination

Room: Sanctuary

Habitat 2.0 Financial Model: Informing the Path Forward

Hosted by Ed Lee, HFHI
and Dan McColley, Brookings SD Habitat
Room: Columbine

Join this interactive discussion on the Habitat 2.0 financial model and help shape an important change initiative for the US network. This conversation will provide an update on the work of the Habitat 2.0 financial model and is designed to answer your questions and gather your feedback.

Homeowner Selection/ Mortgage Origination Overview: Part I

Hosted by Sonia Lee, HFHI
Room: Sanctuary Side Room

Overview of the multi-step homeowner selection process that is regulated by federal and state laws and the two phases of the mortgage origination process: (1) Homeowner Assessment phase, also known as the Equal Credit Opportunity Act (ECOA) phase, and (2) Final Loan Assessment phase, also known as the Real Estate and Settlement Procedures Act (RESPA) phase.

Must attend Part I and Part II.

Driver Safety

Hosted by Jeremy Keen, HFHI
Room: Wild Geranium

An overview of how to develop safe driving practices. The course covers: (1) Best Practices related to safe vehicle operations and (2) Time Management Practices to support safe vehicle operations.

Volunteer Career-Pathing: Turning Our One-Time Volunteers Into Leaders

Hosted by Shelly Halloran and
Darlene Laird, HFHI
Room: Sanctuary

Career-pathing volunteers is a strategic way to ensure our key volunteers are continuously engaging with our organization. In this session, participants will learn about how to identify volunteer skills, interests and goals, plan a potential trajectory, and support our volunteers as they grow into leaders at our affiliates. This session is great for managers who are interested in cultivating their key volunteers into committee leaders, board members, fundraisers, public liaisons, and more.

Budget Finalized & Ready to Go? Not Until You Have Completed a Cash Flow!

Hosted by Phil Hatlie, Habitat Minnesota
Room: White Trout Lily

Just because your budget balances, or maybe even shows a surplus, does not mean your Habitat affiliate might not experience a cash flow problem during the budget year. Let's discuss the importance of cash flow projections, why cash flow problems sometimes happen, build a 12-month cash flow projection using the budget and the balance sheet, and give some management strategies on how to manage cash flow.

From Keeping Up To Pulling Ahead: The Future of Fundraising

Hosted by Ed Lee and Sandy Smith, HFHI

Room: Columbine

Learn more about Habitat's future state vision for fundraising and the roadmap for this work.

Homeowner Selection / Mortgage Origination Overview: Part II

Hosted by Sonia Lee, HFHI

Room: Sanctuary Side Room

Overview of the multi-step homeowner selection process that is regulated by federal and state laws and the two phases of the mortgage origination process: (1) Homeowner Assessment phase, also known as the Equal Credit Opportunity Act (ECOA) phase, and (2) Final Loan Assessment phase, also known as the Real Estate and Settlement Procedures Act (RESPA) phase.

Must attend Part I and Part II.

It's About Relationships: Working to Build Diverse Boards, Staffs, & Volunteers

Hosted by Alicia Campbell, HFHI

Room: Wild Geranium

Building a Habitat affiliate that better represents our communities, and where all feel welcome to take part in our mission, takes more than following a checklist. Join us as we talk about creating a culture of inclusion and building relationships outside our regular networks.

Recruiting, Training, & Retaining High Performance Team Members

Hosted by Jeremy Keen, HFHI

Room: White Trout Lily

Building strong qualified teams is harder now than ever for Habitat ReStores. This session will include innovative ways to recruit, train and retain a diverse, talented team for store operations. Participants will share best practices for the employee life cycle – including creating job descriptions, hosting team training events, and establishing onboarding practices.

Modular Housing: Innovating Solutions

Hosted by Kahya Fox & Jeremy Reed,
La Crosse Area Habitat

Room: Sanctuary

Explore the use of modular housing as an option for increasing home production while decreasing costs. Follow Habitat for Humanity La Crosse Area as they explore this option by becoming a licensed modular home dealer.

Taking Your Advocacy Campaign to the Next Level With Creative & Tangible Tactics

Hosted by Hanna Heishman, HFHI

Room: Columbine

Looking to engage in advocacy but unsure how to begin? Facing barriers moving forward with local housing policy change? Explore advocacy tactics – like policymaker engagement, mobilization, communications, etc. – needed to improve the cost of home in your community. Leave this session prepared to carry out advocacy efforts with a toolbox of proven examples from across the Habitat network and an understanding of effective advocacy.

Exploring Long-Term Affordability through Community Land Trust Partnerships

Hosted by Chad Dipman, Twin Cities Habitat Staci Horowitz, City of Lakes CLT and Noah Hobbs, One Roof Community Housing Janelle Bennett, West Central Community Action

Room: Sanctuary

Access to affordable land for development, increasingly complex public resources, and continued price increases for home values are impacting Habitat's work. This session will highlight Twin Cities Habitat and City of Lakes Community Trust's partnership in development and highlight Community Land Trust work in Duluth through One Roof Community Housing. Attendees will have the opportunity to learn about potential land trust partnerships in their area of the state and ask questions about the benefits and challenges in utilizing community land trust models to support long-term affordability.

Engaging Major Donors: Building Your Major Gifts Program

Hosted by Lindsay Avery, HFHI and Amanda Hedlund, Winona Habitat

Room: Sanctuary Side Room

Many nonprofits are overwhelmed by the idea of soliciting major gifts because of the considerable time and effort involved. We are here to help make major gifts an integral part of your fundraising strategy simply and effectively. You will leave this session with the knowledge and tools to start a major gifts program as well as evaluate its success. This session is a great fit for fundraising team members, executive directors, and development committee leaders looking to start or revamp a major gift program.

Growing ReStore Operations - Marketing & Social Media

Hosted by Jan Hagerman and Regina Eckes, Twin Cities Habitat

Room: Wild Geranium

Jan Hagerman, Twin Cities ReStore Manager, will share how she grows their donor, shopper, and volunteer base through social media, DIY (Do it yourself) blogs, projects, and, weekly Facebook Live segments. She will also share how to create a good customer experience in-store. She will showcase how she brings her mantra to life "a drop in the bucket". Everyone can do a little more to help our earth by repurposing, recycling, and reusing items.

Human Resources for Small Nonprofits

Hosted by Deqa Essa and Susan Dayton, Beacon Interfaith Housing

Room: White Trout Lily

For those who have human resources as just one of the many "hats" they wear while running a small nonprofit. Bring your questions! This session will address a range of topics, including: personnel files, employee handbooks, job descriptions, compensation basics, corrective action, exiting employees, supervisor orientation and training, and benefits offerings and administration for small nonprofits (less than 10 staff).

Courageous Conversations on Race, Housing, & the Wealth Gap

Hosted by Maria Sepulveda, HFHI; Danielle Duncan, Twin Cities Habitat; Kevin Pelkey, Lakes Area Habitat; Kayla Schuchman, MN Housing; and Vincent Henry, Jr., Edina Realty

Room: Sanctuary

Join a courageous conversation on race, housing, and the wealth gap in the United States. Together, panelists will reflect on the latest data, strategies, and solutions to rectify the racial equity homeownership gap between white homeowners and black, people of color, and/or indigenous homeowners. Conversations will also explore how to address systemic inequities and respond to challenges within the housing ecosystem that arise at the intersection of race, housing, and wealth creation.

True Cost of Construction

Hosted by Chad Bouley, Twin Cities Habitat

Room: Columbine

Do you ever get asked the question, "What does it cost you to build a Habitat house?" and you're not sure how to answer it? Come to this session to learn how to think about the true costs of building a Habitat home, including how to consider In-kind donations, volunteer hours, and staff resources. The session will also address the difference between the affordability gap and the development gap and the potential resources for both.

Section 4 Capacity Building: Growing Your Affiliate with HFHI's Capacity Building Grant

Hosted by Mark Eul, HFHI

Room: White Trout Lily

The Capacity Building Grant provides funding for U.S. affiliates to hire a new, full-time, high-impact staff position. In addition to helping fund the salary of this position, the grant also provides funds for staff training and coaching support from HFHI organizational development consultants & grant managers. This course will walk affiliates through how to complete a successful application and prepare supporting documentation. Participants will receive templates and samples to assist in the grant preparation while working in small groups to develop plans.

ReNew the Block: Sustainability & Neighborhood Revitalization

Hosted by Kayha Fox and Don Huff, La Crosse Area Habitat

Room: Sanctuary Side Room

Take a deep dive into the history of the ReNew program at La Crosse Area Habitat. This collaborative program helps transform distressed neighborhoods and is designed to tightly focus home repairs, sustainable landscaping, neighborhood cooperation, and stormwater mitigation in a single city block for maximized economic, visual, and revitalization impacts. This project is unique and the first of its kind and will put the City of La Crosse in the National spotlight of sustainable communities.

Volunteer Recruitment & Retention: A Conversation with the Experts

Hosted by Chad Johnson, Central MN Habitat; Nathan Thompson, NSLC Habitat; Sara Gronholz, Douglas Co Habitat; and Kathy Lange, Morrison Co Habitat

Room: Wild Geranium

Learn from your Habitat peers about ways they have creatively solved the challenge of finding and keeping volunteers. From "road shows" to school builds, Habitat affiliates have been finding new ways to keep construction moving forward. Bring your questions and ideas to share.

Financial Matters for Beginners: What Questions Should I Be Asking?

Hosted by Mark Eul, HFHI

Room: Columbine

This is a beginner's level financial workshop designed to help affiliate staff and board members ask good questions about their financials. We'll take a quick look at financial reporting, financial health, delinquencies, using mortgages and reserves as well as related topics. Attendees will walk away with a better idea of what to look for and what to ask at their affiliate.

Practical Partnership: Habitat for Humanity and USDA Rural Development

Hosted by Michelle Wickliff and Dawn Winter, Minnesota Rural Development, and Cheri Johnson, Rice County Habitat

Room: White Trout Lily

Considering a partnership with USDA Rural Development? Already partnering but looking for ways to smooth out your process? Come learn more about the Section 502 Direct Home Loan program (purchase loans) and the Section 504 Home Improvement & Repair loan/grant programs as well as how the Habitat and USDA partnership works in practice (from presenters who have had a lot of practice). Best practices. Known sticking points. Q&A.

Outcome Measurement: Equipping Habitat to Tell our Impact Story

Hosted by Korinne Chiu; Kathleen Chapalla; and Melissa Rivera, HFHI

Room: Wild Geranium

This session will provide affiliate leaders at all levels with a basic understanding and knowledge of outcome measurement.

Board Members & Fundraising

Hosted by Lindsay Avery, HFHI Resource Development Expertise Hub

Room: Sanctuary Side Room

Board members and affiliate leaders, come get a crash course on engaging your board in fundraising. This session will equip attendees with the tools necessary to lead board members in your affiliate's fundraising efforts. You will learn how board members can effectively use their time, talent and treasure to help you establish board fundraising expectations and strengthen your board's ability to engage in fundraising activities. We will discuss how board members can participate in various stages of the fundraising cycle. This session is a great fit for executive directors, development team managers, board members or anyone involved in supporting or leading board members' fundraising efforts.

Presenter, Speaker, and Panelist Bios



Lindsay Avery, Senior Specialist, Resource Development, HFHI

Lindsay Avery was first introduced to Habitat for Humanity as a volunteer on a Women Build project in 2006 in Gulfport, MS, an area that was rebuilding after Hurricane Katrina. She began working with the Mississippi Gulf Coast affiliate, first as an AmeriCorps VISTA, then as a staff person. While with the affiliate, she served in several roles, including those in the Volunteer Services and Resource Development departments, and most recently as the Director of Resource Development for the Mississippi Gulf Coast and Baldwin County, AL affiliates. She joined HFHI in May 2022 and looks forward to helping affiliates across the network.



Chad Bouley, Chief Real Estate Officer Twin Cities Habitat

With a B.S. degree in Construction Management, Chad made the shift from for-profit commercial construction to Habitat in 2003. He has years of experience in construction, from project management to on-site construction, producing 50-60 homes per year. He is responsible for all home preservation and home creation work including land development, construction, material handling, public-based construction funding, and on-site coordination of over 15,000 volunteers annually. Chad is an integral part of executive leadership.



Kathleen Chaballa, Senior Analyst & Outcomes Measurement at HFHI

- Manages output and outcome measurement and reporting in the US in a highly-collaborative, affiliate-centric manner
- Former Deputy Director of Impact Measurement and Analysis at CARE
- Ph.D. in Educational Research, Measurement, and Evaluation with over 10 years of experience in roles focused on evaluation, database management, research, and capacity building



Janelle Bennett, Affordable Housing Coordinator WCMCA

Janelle Bennett has been with WCMCA for 5 years, and in the Affordable Housing Department for 4 of those years. Janelle is a HUD-Certified Housing Counselor and a Certified Loan Packager for USDA/Rural Development with a background in Real Estate and also in working with people with special needs. WCMCA completed a two-year long feasibility study funded by Minnesota Housing Partnership that determined West Central Minnesota would benefit from Community Land Trust housing. WCMCA has 4 homes in its CLT portfolio so far, one of which was a partnership with Douglas County Habitat. WCMCA has funding for two more partnerships with Habitat for 2023-2025 through MN Housing Impact Funds.



Alicia Campbell, Director of the Volunteer Expertise Hub, HFHI

Alicia Campbell has been with Habitat for a little over a year and a half. Alicia's journey into volunteer management started about 10 years ago when she became an AmeriCorps member, with the responsibility of engaging college students in volunteerism in their local community. Over the years, she has developed and led volunteer programs for nationally recognized organizations, including engaging youth and disaster volunteers. Alicia has a B.A. in Political Science from La Salle University, a M.A. in Public Admin-Nonprofit Management and a graduate certificate in HR from Keller Graduate School.



Korinne Chiu, Senior Analyst & Outcomes Measurement at HFHI

- Manage output reporting for HFHI and contribute to outcome measure initiatives
- M.A., Research Methods & Statistics with 15 years of experience in roles focused on data analysis and reporting, survey design and management, research and program evaluation
- Experience working in the non-profit and higher education sectors



**Dawn Daniels McNear,
US/Canada Safeguarding
Advisor, HFHI**

Proudly serving for 15 years in or supervising the Affiliate Support Center. She spent 6 years with MidOhio Habitat in Columbus, Ohio as the Family Services Director; overseeing the family selection, site selection, and family support. Dawn believes that her academic background (BA, Ohio Wesleyan University) coupled with her event-filled employment career (former gang counselor, working with suicidal teens, human trafficking work, and as a Head Start social worker) has prepared her for assisting affiliates with the multi-faceted areas involved with Safeguarding.



**Susan Dayton,
Human Resources Manager
Beacon Interfaith Housing**

In her role, Susan develops and implements Beacon's HR policies and practices, and oversees HR operations. Keeping Beacon's values at center, she is dedicated to Beacon's talent strategy and maintaining optimal employee and union relations. She is committed to ensuring that Beacon fosters a welcoming, collaborative, and inclusive workplace, and finds great reward in providing the consistent HR framework that in turn helps Beacon staff execute the broader vision in our community that "All people have a home". Susan has an MA in HR Management, a BA in philosophy, SHRM-CP certification and over two decades of experience in non-profit work including HR, administration, and financial crisis counseling.



**Chad Dipman,
Land Development Director
Twin Cities Habitat**

After three volunteer trips, a year of AmeriCorps, a few years as a site supervisor, and 15 years in Land Development, Chad continues his tenure at Twin Cities Habitat as the Land Development Director. Chad has a BS in Chemistry from Carleton College and a Master's in Urban and Regional Planning from the University of Iowa and is a certified Housing Development Finance Professional.



**Danielle Duncan,
Director of Equity & Inclusion
Twin Cities Habitat**

20 years as a public servant – ensuring that at-risk individuals, families, and communities receive equitable access to a multitude of opportunities. Danielle oversees the development and implementation of DEI-specific initiatives, designed to foster an inclusive environment for everyone. Danielle has received a Bachelor of Science with Cum Laude honors in Psychology from Augsburg University and a Master of Business Administration from the Carlson School of Management and is an accredited facilitator and qualified administrator of the Intercultural Development Inventory (IDI).



**Regina Eckes,
Marketing Manager
Twin Cities Habitat**

Regina Eckes joined Twin Cities Habitat for Humanity in 2021. As the Marketing Manager, she develops integrated campaigns and oversees advertising, social media, web development, and content creation. Regina holds a degree in Creative Writing from St. Cloud State University and a Certificate in Publishing from New York University. She believes serving the mission of Twin Cities Habitat is her most important work to date. Regina is a passionate crafter, gardener, and Twins baseball fan. She lives in Oakdale with her partner and their two cats.



**Deqa Essa,
CFO/ Vice President of
Administration, Beacon**

Deqa is responsible for the development of the financial management and administrative strategies for Beacon. She provides financial information, multi-year projections and analysis to help staff and board members assess risk and make strategic decisions. Deqa has over two decades of experience in finance, accounting, and human resources management within nonprofit organizations; prior to joining Beacon, she was VP of Finance and Admin at Emerge Community Development and Human Resources Director at Twin Cities Habitat for Humanity.



Mark Eul,
Organizational Development
Consultant, HFHI

Mark Eul has assisted U.S. affiliates in the field since 1994. He has worked for HFHI in various roles since 1985, including working in Kenya in a role similar to an affiliate executive director. Currently based in Springfield, MO, Mark enjoys working on family selection, family support, board development and volunteer management issues and has extensive experience working with new affiliates and with affiliates wanting to grow to a higher level of production. Mark embraces the idea of serving as many families as possible through a variety of community housing solutions.



Kahya Fox,
Executive Director
La Crosse Area Habitat

For over six years, Kahya Fox has been the Executive Director for Habitat for Humanity La Crosse Area. Before taking on her new role, Kahya was the Housing Assistant Director for Couleecap, Inc. With over twenty years of affordable housing experience, she has worked with a variety of housing and community development programs, including housing rehabilitation, home purchase, weatherization, housing counseling, flood assistance, land trust housing, and new housing construction. Kahya has a very strong commitment and understanding of the issues faced by individuals in poverty. She is also a certified Housing Counselor, Housing Quality Standards Inspector, and HOME Certified Specialist.



Jeru Gobeze,
Advocacy Director
Habitat Minnesota

Jeru leads Habitat Minnesota's efforts to mobilize and engage Minnesota's affiliates in advocacy and advancing public policy, specifically supporting just and equitable homeownership policy. Before her work building advocacy capacity and action in community and amongst nonprofits, Jeru managed a nonprofit social enterprise, training youth that experienced barriers to employment. Jeru is excited about demystify the state and local policy process so that Habitat advocates can drive the change needed to meet their communities' housing needs.



Sara Gronholz,
Community Engagement
Manager, Douglas Co Habitat

Sara Gronholz is the Community Engagement Manager at Habitat for Humanity of Douglas County. She joined Habitat in 2016, working alongside Habitat volunteers, donors, and supporters. In addition to providing volunteer leadership and engagement for the affiliate, Sara develops marketing and communications, and coordinates special event builds. As an avid reader, she's always on the lookout for good recommendations.



Jan Hagerman,
ReStore Manager
Twin Cities Habitat

Jan Hagerman has been part of the Twin Cities Habitat for Humanity team since 2015. Passionate about DIY, helping others, and doing good for the environment, she's served as Manager of the ReStore in New Brighton since 2019. Jan's eclectic background includes experience as a gemologist and ski instructor, and she ran food rescue programs for Trader Joe's. Jan has also traveled the country with Renaissance festivals and art shows. Her favorite and most important roles, though, are "mom" and "teacher of cool stuff."



Phil Hatlie,
Lending Programs Consultant
Habitat Minnesota

Phil has been working as a consultant with Habitat Minnesota since January 2023. Prior to Habitat Minnesota, Phil was a trainer and lender at Propel Nonprofits for 17 years, with the last two years as the Director of the Lending Program and the Fiscal Sponsorship Program. Phil's employment history includes being the Director of Finance at HECUA, Twin Cities Habitat for Humanity, and the Greater Mpls Council of Churches. He has done many trainings and many hours of technical assistance for nonprofits and boards around nonprofit finance and fiscal management.



Amanda Hedlund,
Executive Director
Winona Habitat

A Twin Cities native with 15 years of experience in nonprofit fundraising and leadership, Amanda has led \$1.3 million workplace giving campaigns, managed comprehensive annual giving programs, written and managed \$1.8 million in annual grants, and raised major gifts. Amanda moved to Winona with her family in 2017 and joined Habitat for Humanity serving Winona County as Executive Director, leading the organization through a \$1.5 million capital campaign and strategic planning process. Amanda also serves the community through the local Rotary club and as Past Chair of the Winona Community Foundation board.



Natalie Heneghan,
Community Outreach Director
La Crosse Habitat

Natalie Heneghan is the Community Outreach Director at Habitat for Humanity La Crosse Area. She brings experience in nonprofit program development, building rehabilitation, community education, and deconstruction. She also sits on the board of Build Reuse, a national nonprofit committed to making building material reuse the norm. Natalie holds a BA in History from Macalester College and a Master's in Heritage Studies and Public History from the University of Minnesota.



Hanna Heishman,
Advocacy Project Manager
HFHI

Hanna Heishman serves on the Government Relations and Advocacy Team at HFHI. In her current role, much of her time is dedicated to supporting the advocacy capacity of Habitat's U.S. and global network through management of strategic projects, including their advocacy grant portfolio and Habitat on the Hill. Before joining Habitat, Heishman worked for Mennonite Central Committee and Asylum Access in Quito, Ecuador. She graduated Cum Laude in 2016 from Eastern Mennonite University in Harrisonburg, Virginia, and holds a B.A. in peacebuilding and development with minors in political and gender studies.



Hanna Heishman,
Advocacy Project Manager
HFHI

Hanna Heishman serves on the Government Relations and Advocacy Team at Habitat International. In her current role, much of her time is dedicated to supporting the advocacy capacity of Habitat's U.S. and global network through management of strategic projects, including their advocacy grant portfolio and Habitat on the Hill, Habitat's annual legislative conference. Before Habitat, Heishman worked for Mennonite Central Committee and Asylum Access in Quito, Ecuador. She graduated Cum Laude in 2016 from Eastern Mennonite University in Harrisonburg, Virginia, and holds a BA in peacebuilding and development with minors in political and gender studies.



Vincent Henry, Jr.,
Licensed Realtor & Habitat
Minnesota Board Member

Vincent Henry has been a board member with Habitat Minnesota for over 2 years. He came to champion for closing the racial homeownership and wealth gap in MN. As a real estate agent, Vincent is passionate about guiding BIPOC folks through the home buying process and supporting their journeys to build generational wealth. Prior to becoming a licensed REALTOR® Vincent received both a B.A. and M.A. in Business Administration from Augsburg University. He also has served in various roles within several housing and youth-serving nonprofit organizations in the Twin Cities, including his current role as the Circle of Support Coordinator at Connections to Independence (C2i) working with foster care youth.



Noah Hobbs,
Director of Strategy and Policy
One Roof Community Housing

Noah has worked in the community development field for 10 years. He served as Lending Director for five years at One Roof Community Housing, growing the organization's CDFI from \$400,000 to \$4 million in five years. Noah now serves as Director of Strategy and Policy leading vertical integration efforts within One Roof and directing local, state, and federal policy to improve the CDFI environment and increase the production of affordable housing. Noah was elected to Duluth City Council in 2015 and appointed to serve in the same capacity in 2022. He has served as Council President and Vice President.



Lily Hoffman,
Health & Housing Manager
HFHI

Lily Hoffman, works to support the network in implementing strategies that improve health and racial equity by drawing on the intersections of health, housing, and other social determinants of health. This includes the older adult/aging in place work. She has a master's degree in public health and juvenile justice. For the past 14 years she has worked to design, implement, and evaluate programming, both locally and internationally, that brings together unlikely partners to address complex social and health issues. She is grateful to have the opportunity to learn from all the exciting and groundbreaking work being done by Habitat affiliates.



Don Huff,
VISTA
La Crosse Habitat

Don is a VISTA at Habitat La Crosse, working on sustainability projects and procedures. He has more than 30 years of experience in sustainability, environmental consulting, and compliance. Prior to Habitat La Crosse, he was retired from Dairyland Power Cooperative, where he served as Dir. of Environmental Affairs for 15 years. Before Dairyland, Don was an environmental consultant specializing in environmental risk assessment and hazardous waste site investigations. Don has a BS in Biology from the University of SD, an MS in Biology from UW-La Crosse and a PhD from the University of Oklahoma.



Chad Johnson,
Executive Director
Central Minnesota Habitat

Chad has been the Executive Director of Central MN Habitat since June of 2021. He has over ten years of nonprofit experience and has deep local roots and a passion for Central Minnesota. Chad has lead the growth of the School Build program, which gives high school students the opportunity to build a portion of a Habitat home at their school. This partnership gives local high schools, colleges, and youth organizations valuable, hands-on homebuilding experiences. The partnership helps students prepare for promising careers in the trades.



Staci Horowitz,
Operations Director, City of Lakes Community Land Trust

Staci Horowitz joined the CLCLT in March of 2006 and serves currently as the Operations Director overseeing homeownership programming as well as the organization's property development projects. Prior to her work with the CLCLT, Staci served as president of a small software technology firm, grant writing consultant, youth specialist, and medical sales consultant. Outside of her work with the CLCLT, Staci has facilitated various workshops for NeighborWorks® America and Grounded Solutions Network. She received her Bachelor of Arts in Dietetics from the College of St. Scholastica and lives in North Minneapolis.



Aaron Johnson,
Construction Coordinator
Douglas County Habitat

Aaron Johnson is the Construction Coordinator with HFH of Douglas County and is a Certified Aging-in-Place Specialist (CAPS) with the National Association of Home Builders. The CAPS designation program teaches the technical, business management, and customer service skills essential to help seniors make the choices that will help them stay in their homes safely and securely. Aaron leads the home modification AIP program and serves as the construction specialist in the Housing Plus model.



Cheri Johnson,
Family Services Coordinator
Two Rivers Habitat

Cheri joined the Two Rivers Habitat staff in April 2017, after being a volunteer on their Family Services Committee. Cheri has lived in Faribault for over 26 years, worked as a closer for Edina Realty Title, and is very involved in the Elks Club in Faribault. She is a part of Big Brothers/Big Sisters and volunteers within her community. Cheri works with our Family Services Committee to recruit and work with families; before and through the application process and beyond. She enjoys fishing, crafts, quilting, and Gardening.



Jeremy Keen,
Director of ReStore Support
HFHI

Jeremy has spent 12 years with HFHI. He first joined the team as a ReStore consultant. He and the team helped build the support work that continues today. Prior to coming to HFHI, Jeremy spent 5 years with Northern Fox Valley Habitat in Elgin, IL opening and running their first store. Jeremy's role on the ReStore Support team has shifted over the years, from doing consulting work to managing a regional ReStore Collaborative program with 30 affiliates in Florida. He also worked as the Director of the Suburban Atlanta ReStore network opening and running 5 ReStore locations in the Atlanta area.



Sonia Lee,
Director, Homeowner and
Mortgage Services, US Office

Sonia joined HFHI in August 2012 after working in the financial services industry. Her team's focus is to provide support to affiliates in the areas of homeowner selection and mortgage lending compliance, including qualified loan originator. That work enables affiliates to operate effectively and comply with regulatory requirements in the areas of applicant recruitment, mortgage origination through servicing and post-purchase support. Sonia is also a member for the Habitat Mortgage Solutions (HMS) Mortgage Origination Platform that offers technology, compliance and other related support for processing underwriting and loan closings for Habitat affiliates.



Dan McColley,
Executive Director
Brookings SD Habitat

Dan McColley serves the Brookings Area Habitat for Humanity as its Lead Mission Officer and Executive Director, a role he has filled since April of 2016. Under his leadership, Brookings Habitat has grown from an \$800,000 annual budget to \$1.25 million increasing the number of families served while investing in staff resources and increasing staff salaries by 65%. Brookings Habitat expanded its reach by extending its home-building program to neighboring Lake County, established its first endowment fund (with over \$7 million pledged), and adopted its first strategic plan.



Kathy Lange,
Executive Director
Morrison County Habitat

Kathy is well known in her community through her leadership of the CHI St. Gabriel's Health Foundation from 2011-2019. She has served as the Chairwoman of Faith Not Fear community action group focused on homelessness in Morrison County since 2018. She is also a Board Member of Oasis Central Minnesota focusing on people experiencing homelessness. She is passionate about the mission of Habitat and is eager to continue helping HFHMC provide affordable, safe housing in Morrison County.



Ed Lee,
VP US Transformation and
Affiliate Engagement, HFHI

Ed Lee works with departments across Habitat for Humanity International and with leaders of Habitat's U.S. affiliated network to create and implement a state of collaborative fundraising in the U.S. that positions Habitat for sustainable growth, relevance, and mission impact for decades to come. Under his leadership, Habitat for Humanity Greater Cincinnati created more than 680 affordable homeownership opportunities and preserved hundreds more, including through the merger of three affiliates into one organization. He grew affiliate revenue to \$10 million by leveraging fundraising, five Habitat ReStores, and mortgage banking.



Jim Nelson,
Executive Director
Lake Agassiz Habitat

Jim has been in that role since October, 2017. He oversees all operations including construction, mortgage origination, fundraising, family services and the ReStore thrift retail business. Nelson previously served as a member the senior leadership team at the Fargo-based CoreLink Administrative Solutions, from 2011-2017. Nelson graduated from North Dakota State University with a B.A. in Architecture and a M.A. in Architecture and Urban Design from Washington University in Saint Louis, Missouri. He is a licensed architect and holds a M.A. in Corporate Real Estate.



Dayna Norvold,
Executive Director
Rice County Habitat

Dayna has led Rice County Habitat as its Executive Director since November 2007. Dayna comes to Rice County Habitat with 12 years of experience in church youth ministry. She has a Master's in Counseling Psychology from the University of Minnesota and a Bachelor's degree in Psychology from the University of Wisconsin - Stout. Dayna has led over a dozen trips around the country to different Habitat affiliates that include youth and inter-generational groups. Dayna served in Lutheran Volunteer Corps in D.C. in 1995-1996 at Luther Place N Street Village. She has served as a Youth Dir. in Lutheran Congregations in Duluth, MN, Bellingham, WA, and Northfield, MN.



Jeremy Reed,
Construction Director
La Crosse Area Habitat

Jeremy Reed is a Construction Director at Habitat La Crosse Area, where Jeremy coordinates, leads, trains, and develops low-income housing that serves 5 counties. Jeremy oversees all Construction, Reclaim, and Critical Home Repair programs. Jeremy's accomplishments and certifications include Wisconsin Dwelling Contractor, Lead-Safe Renovation, Manufactured Home Salesman, and soon to be Installer certified. He also is a La Crosse Area Builders Association Board Member, a Wisconsin Builders Association Board Member, and serves on numerous committees in the local area.



Denise Schapekahm,
Homeowner Services
Coordinator, Douglas Co Habitat

Denise Schapekahm is the Homeowner Services Coordinator with Douglas County Habitat is the Aging-in-Place project manager given her role in planning and sharing the AIP program for over three years. Denise handles homeowner intake, and application processing, and sees each of the AIP projects through closing. Denise coordinates the visits with our Occupational Therapist (OT) to maintain the Housing Plus Model. She remains a great advocate for the homeowners throughout the process.



Kevin Pelkey,
Executive Director
Lakes Area Habitat

Kevin Pelkey has served as the Lakes Area Habitat Executive Director for 25 years. Outside of Habitat, he served as the Boy Scouts of America District Executive for 9 years. He is a graduate of St. John's University, Collegeville, MN and has a certificate in Non-Profit Management from Harvard Business School and a certificate in Non-Profit Management from University of St. Thomas. Kevin also currently serves as the Secretary on Habitat for Humanity of Minnesota's Board of Directors.



Melissa Rivera,
Affiliate Engagement &
Success Manager, HFHI

Melissa Rivera works to:

- Support/establish research priorities, design trainings/resources, and provide MEAL technical assistance to HFHI's teams and affiliated organizations
- Nearly 7 years as an Evaluation Consultant with Habitat's Neighborhood Revitalization team
- M.A. in Communications Research, with 10 years of experience in research and evaluation in the private and public sectors, across the US and Costa Rica



Kayla Schuchman,
Assistant Commissioner
Minnesota Housing

Kayla Schuchman was appointed Assistant Commissioner, Single Family, at Minnesota Housing in Jan. 2022. Before this role, she served as the Housing Dir. for the City of Saint Paul, worked as an affordable housing developer at the non-profit CommonBond Communities, and worked in multifamily affordable housing finance at Minnesota Housing. Ms. Schuchman holds a M.A. of Public Policy from the University of Minnesota's Humphrey School and a B.A. Degree in Economics from Macalester College, Saint Paul, Minnesota. Ms. Schuchman holds a Housing Development Finance Professional certification through the National Development Council, has served as a director on several nonprofit boards and was named a 40 under 40 by the MSP Business Journal.



Maria Sepulveda, Director of Global DEI Programs, HFHI

Maria Sepúlveda leads HFHI's diversity, equity and inclusion program strategy for Latin America, the Caribbean, Canada, and the US. Before joining HFHI, María served as Senior VP for Metro Denver Habitat, leading its advocacy, community development, government grants, community land trust, and homeowner and mortgage teams. Prior to this role, María served as vice president for Wells Fargo Bank's Commercial Real Estate and Community Relations divisions, associate attorney at Sherman & Howard, LLC law firm and enforcement attorney for the U.S. Securities and Exchange Commission. María's B.A. is from the University of Colorado-Boulder in International Affairs and her law degree is from the Catholic University of America, Columbus School of Law in Washington, D.C.



Sandy Smith, VP Resource Development Transformation, HFHI

Sandy Smith works with leaders of Habitat's U.S. affiliated network to co-create and implement a collaborative fundraising model. Prior to her current role, Sandy served for five years as Habitat for Humanity International's Senior Director of Individual Giving, leading a highly experienced and successful national fundraising team and growing collaboration with the affiliated network. Sandy is considered a national nonprofit leader and strategist in fundraising, board governance, volunteer management, event management and donor experience.



Nathan Thompson, Executive Director North St. Louis County Habitat

Nathan Thompson joined North St. Louis County Habitat as its first executive director in 2003 through a capacity building grant from Habitat International. Nathan has a background in Christian ministry and customer service. The affiliate had built 11 homes with only volunteers since its founding in 1995. After Nathan joined NSLCHFH, the affiliate reached and has maintained its capacity to build with at least five families annually since 2006. NSLCHFH, now with three more staff, has partnered with homebuyers in 15 rural communities. The 2023 building season will see the 116th Habitat homebuyer in NSLC!



Jessica Smith, Habitat Homeowner Rice County Habitat

Jessica Smith, Rice County Habitat Homeowner, is a mother of 4 and is a recovering addict since age 11. She has struggled to find a safe and healthy home in which to raise her children. Rent is high in Northfield, and she wanted to stay in the city to raise her kids. She came to Habitat and worked hard to be chosen for our 2022 Build. She is now in her home and enjoying the space and garden area.



Heather Smith-Arens, Director of Operations Douglas County Habitat

Director of Operations with HFH of Douglas County, oversees the Homeowner Services & Construction areas of the organization. Heather has been with the organization since the fall of 2022. Heather assists in partnerships and grant opportunities to assist in sustainability of the AIP program.



Amy Weiss, Marketing Coordinator Twin Cities Habitat

Amy Weiss joined the Twin Cities Habitat for Humanity team in 2022. As Marketing Coordinator, she collaborates with clients to support other departments, plans social media, creates blogs, and more. She earned her Bachelor's degree in professional writing, with minors in marketing and nonprofit leadership. Outside of work, Amy enjoys spending time with friends and family, reading, and adventuring. She lives in Minneapolis.



**Michelle Wickloff,
Area Specialist
USDA**

Michelle Wickliff is an Area Specialist with the USDA, Rural Development Office. She specializes in assisting low-income applicants obtain financing for a home purchase and repair loans through the Single Family Housing Direct Loan Program. Michelle enjoys being a part of helping others find a path to homeownership



**Dawn Winter,
Single Family Housing Senior
Loan Specialist, USDA**

Dawn Winter is currently a Single Family Housing Senior Loan Specialist with USDA Rural Development. Her federal career with USDA spans over 24 years with two different agencies in ND and MN. She has worked in the Alexandria Rural Development office since 2001, with housing as the primary focus. She enjoys mentoring and teaching – explaining the “why” and how things fit together is an important part of her training style.