



June 4, 2020

Dear Friends, Volunteers and Supporters of Flower City Habitat for Humanity,

Since we spoke last, I have been working closely with our HR, Finance and Construction Committees, along with the Board and the Management Team to assess the overall impact of COVID-19. Income streams we rely on including ReStore profits, private donations, government grants, philanthropic sponsorships, foundation gifts, and more than 130 homeowner mortgage payments, have been significantly reduced or put on hold. Given where things are, it is likely funding will continue to be negatively impacted long into the future.

Additionally, costs for properties, materials, compliance with new building regulations and land remediation have continued to rise over the years, meaning government and philanthropic funding covers less and less. Everyone, across all departments, has worked tirelessly to find unique ways to continue our mission with the efficiencies needed to meet today's demands. Unfortunately, the recent pandemic has made this challenging situation even more difficult.

Therefore, we needed to take a hard, sobering look at our structure and overall approach to doing business so as to ensure the long-term sustainability of FCHH and our mission. With COVID-19 financial realities and safety restrictions, our construction site protocols will see some major changes and FY2020/2021 builds will be cut by more than 50%; we will now construct two New Builds and two Vacant & Abandoned houses. We also anticipate a reduction of our ReStore retail footprint within our Culver Road location and will be providing services to a greater number of homeowners through repair initiatives.

As a result of these necessary long-term adjustments, we do not project enough construction work to retain all construction Site Supervisor roles and had to make the extremely difficult decision to lay off three of five individuals effective Monday, June 8, 2020. This decision was not made lightly and is truly a matter of circumstance. In no way is it a reflection as to work performance. Each affected individual has received a personal phone call from me explaining the situation and thanking them for their time with us.

There will now be one Site Supervisor, Erwin Mageary reporting to Isaac on the two New Builds and two Zombie houses. The other Site Supervisor, Edwin Mageary, will be reporting to me and leading our new Repair and Kitchen Deconstruction initiatives. As previously noted, our construction sites will be operating under new safety regulations including social distancing, the use of PPE equipment and not sharing tools among others (more information on construction site logistics will be forthcoming).





every family

needs a foundation to build a future.

We build strength, stability, and self-reliance through shelter.

I cannot put into words my appreciation for the many years all of our construction Site Supervisors have dedicated to serving this organization and our community. Their efforts have helped hundreds of families build generational stability. For that, and more, we are all eternally grateful.

In closing, I leave you with Habitat International CEO Jonathan Reckford's recent sentiment – *"As much as we wish there might be a playbook for the situation we all find ourselves in, it has not been written yet. What has been written is the command to love our neighbors and to act with kindness wherever we can. We thank you for the close and loving global community that you continue to help us build, and we appreciate your unwavering support."*

Please reach out to me at any time should you have questions.

Stay safe and be well,

Sincerely,

A handwritten signature in black ink that reads "Matthew J. Flanigan".

Matthew J. Flanigan
President & CEO

