

Performance Feedback

Navigating this form: Use the tab key to move from one shaded area to another or click on shaded area to enter information (if additional space is needed attach a 2nd page.)

Employee Name		KARRAINE V. MOODY		Position		EXECUTIVE DIRECTOR
Start Date	07/01/2016	End Date	06/30/17	Supervisor	BOARD	

OBJECTIVES SECTION (Three Objectives are the minimum; ten are the maximum.)

Rating Definitions For Objective Results – Above Target: Results exceeded agreed upon requirements; **Target:** Results met agreed upon requirements; **Progressing:** Results not fully met, but employee is developing/improving at an agreed upon rate and performance is improving; **Below Target:** Results were below agreed upon requirements; **Objective Not Applicable:** Objective No Longer Applies

Operational Objectives

Objective: Complete 2 year building schedule with specific initiatives towards expanding Hartford Habitat's footprint in the area served; re-establish Board Land Acquisition Committee to ensure at least 2-year rolling inventory of building sites.		
Rater	Comments	Rating
Self	We continue to maintain a 2 year schedule. Please see attachment that outlines schedule for 2017-2019. Within a matter of three years, we've completed 2 rehabs and recently acquired 3 properties through HUD and/or Fannie Mae. This was a major pivot for our organization and allows us to create homeownership opportunities with the existing housing stock in the county.	
Supervisor		

Objective: A Brush With Kindness Implementation- Including expanded volunteer involvement; research Habitat International guidelines; Apply for AmeriCorps vista; Establish program champion; Involve Development department for fundraising; Involve Thrivent Build repair program.		
Rater	Comments	Rating
Self	Our ABWK program focuses on aging in place. Focusing on households that are over the age of 55, veterans and those with limited mobility. Will continue to maintain April and October schedule. Family Services and Construction will take lead on ABWK. This fiscal year completed 12 projects through Thrivent and other neighborhood groups. We've successfully launched our program in East Hartford, Bristol, Bloomfield and Hartford. Recently partnered with the City of Hartford, Blue Hills Civic Association and other community groups to do a cleanup and repair program in the Blue Hills neighborhood. Pictures show Senator McCorey and Council President at our kickoff on June 10 th .	
Supervisor		

Objective: Execute ReStore business plan- Including hiring manager and staff; Negotiate lease on store location and launching Store Opening. Manage within operating budget established		
Rater	Comments	Rating
Self	ReStore continues to thrive. This fiscal year we are focusing on streamlining and becoming more efficient in operations so that we can reduce expenses. We will not direct any energy towards a second store at this time. ReStore has become a pillar and resource in the community. The fact that the ReStore sponsored a home within the first 3 years of operation is a testament to the staff.	
Supervisor		

Objective: Establish budget and meet budget targets- Meet with Directors and establish departmental financial goals for 2017 fiscal year; Present to Board of Directors		
Rater	Comments	Rating
Self	Budget to actuals are being provided to departments quarterly. Met with the finance committee on a monthly basis to keep track of expenses and forecast income. FY18 Budget was approved in early June. Failed to communicate the cash position in August 2016 and sold mortgages to CHFA. It was the best decision for operations but I did not communicate the urgency to the finance committee.	
Supervisor		

Staff Leadership

Objectives:		
1. Establish clear, specific, measureable goals for all staff- Implement new HR Resources and best practices, including updated Employee Handbook, legal/fair HR protocol, and individual performance evaluations for FY2016		
2. Create collaborative, team oriented atmosphere with Staff. Conduct team building exercises.		
3. Conduct a measurement of staff morale and report results to the Board		
Rater	Comments	Rating
Self	We've grown to be a cohesive group. Best Places to Work score increased from 80 to 94 in one year. Rated 9 of the 26 for small businesses. Quarterly trainings/gatherings. Adopted our "foundation statement for the staff in our 1 st quarter training. Completed diversity/inclusion and culture workshop in Feb/March and June did a skill build at an escape room facility. See attachment.	
Supervisor		

Fundraising

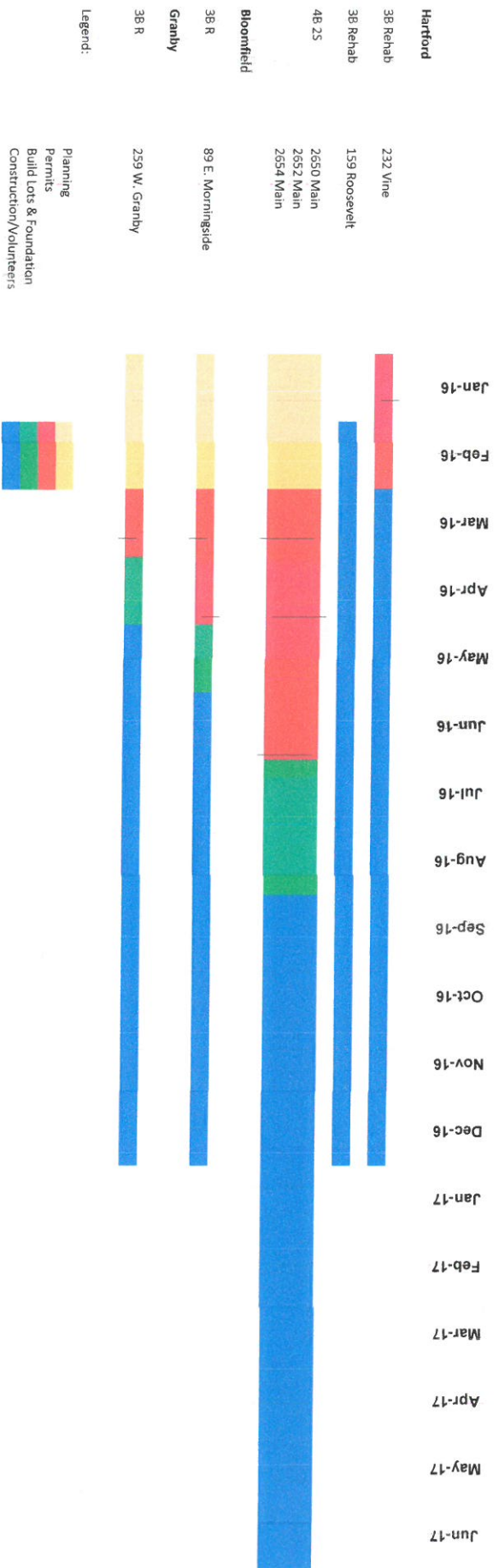
Objectives:		
1. Fundraising Objective		
Rater	Comments	Rating
Self	We have met our overall revenue budget for FY 2017. Revamping our signature events so that they have both a site and non-site component. Women Build luncheon was received well and generated new "individuals" to the event. Consistently looking and creating ways to maintain and increase revenue. See revenue budget to actual as of April 2017.	
Supervisor		

Habitat Ambassador

Objective:		
Broaden Hartford Habitat's Visibility in the Public- Attending engagements on Habitat's behalf; Public speaking events; Represent affiliate with Habitat International; Advocating for governmental support; Participating in community-based initiatives; Aggressively seeking out potential donors and recruiting high-quality board members.:		
Rater	Comments	Rating
Self	Continue to raise Hartford Habitat's profile in housing and community. Also demonstrating and marketing the expanded mission. It has been received well.	
Supervisor		

Build Schedule Attachment

2016-2017 Build Schedule



- 5 New
- 2 Full House Rehabs
- 3 Recycled

*Had site and planning difficulties on South Marshall as well as Main Street. Completed all fundraisers in the fall of 2016 and pushed South Marshall into FY 18 completion

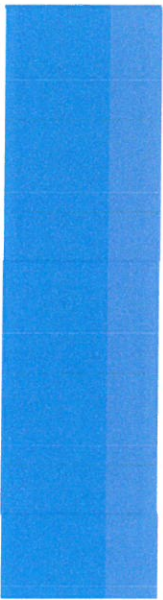
2017-2018 Build Schedule

Hartford

3B 2S Duplex

161 S. Marshall
163 S. Marshall
171 S. Marshall
173 S. Marshall
181 S. Marshall
183 S. Marshall

Jul-17 Aug-17 Sep-17 Oct-17 Nov-17 Dec-17 Jan-18 Feb-18 Mar-18 Apr-18 May-18 Jun-18



East Hartford

3B 2S

66 Bliss

3B 2S

9 Moore



New Britain

3B 2S

35A Armistice
35B Armistice



Rehab
Hartford

117 Kensington Street



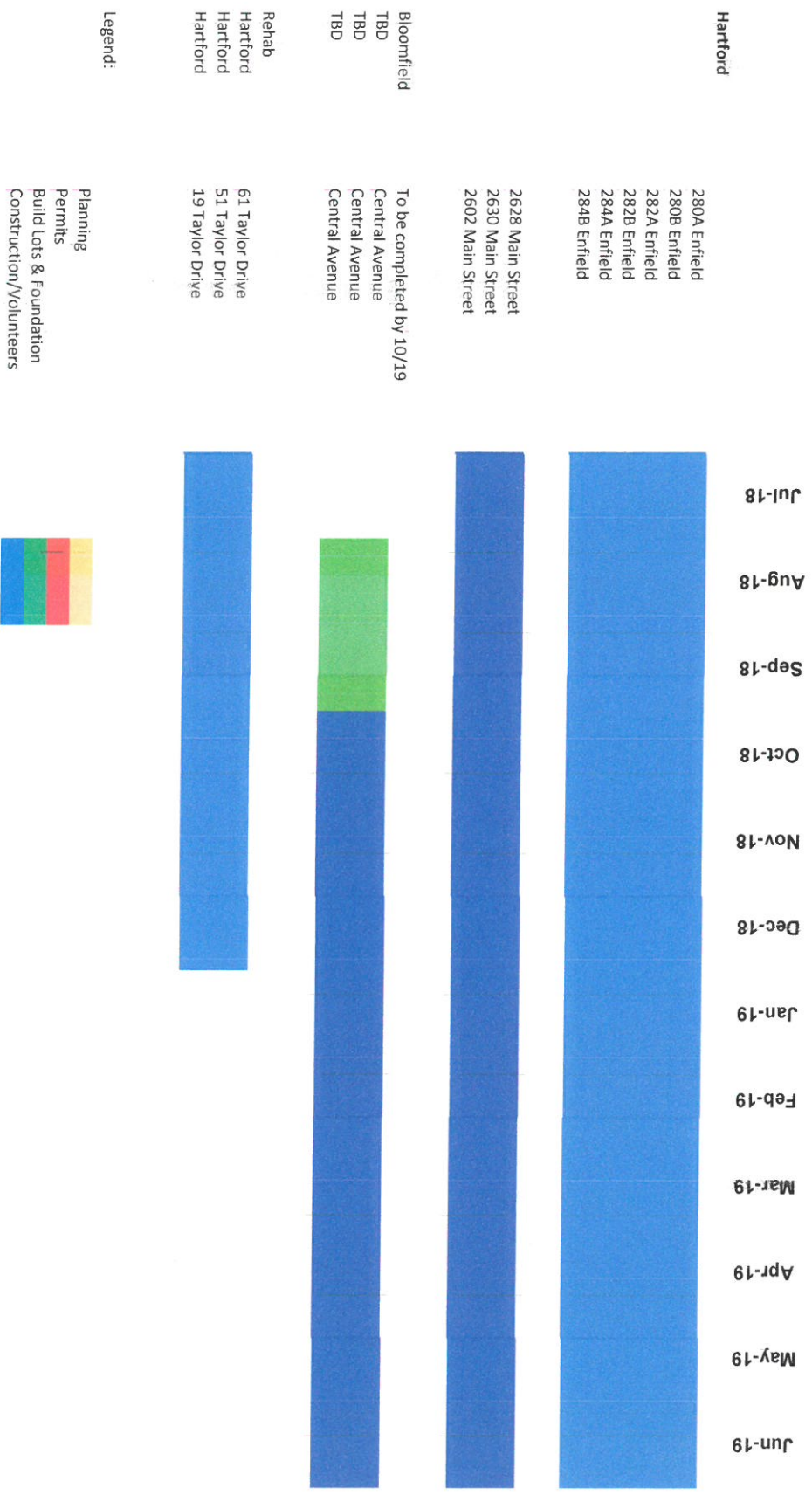
Legend:

Planning
Permits
Build Lots & Foundation
Construction/Volunteers



10 new construction
1 rehab
2 Recycled

2018-2019 Build Schedule



9 new construction
3 rehab

A Brush With Kindness

Attachment



Senator
McCormack



ABlock w/ prospective homeowners and
HFD elected officials

Staff Leadership Attachment

Best Companies Group

Total number of responses: 20

OVERALL	2016		LENGTH OF SERVICE					AGE					GENDER		ETHNICITY			
	% Agreement	% Disagreement	Less than one year	One to two years	Two to five years	Five to ten years	Ten years or more	Less than 21	21 - 25	26 - 35	36 - 45	46 - 55	56 - 65	Above 65	Female	Male	Black or African American	White or Caucasian
100	0	87	0	0	100	0	0	0	0	100	0	0	0	0	100	0	0	100
100	0	80	0	0	100	0	0	0	0	100	0	0	0	0	100	0	0	100
100	0	80	0	0	100	0	0	0	0	100	0	0	0	0	100	0	0	100
100	0	67	0	0	100	0	0	0	0	100	0	0	0	0	100	0	0	100
90	5	67	0	0	100	0	0	0	0	80	0	0	0	0	100	0	0	80
85	0	67	0	0	86	0	0	0	0	80	0	0	0	0	89	0	0	70
95	5	73	0	0	100	0	0	0	0	80	0	0	0	0	100	0	0	90
96	1	74	0	0	98	0	0	0	0	91	0	0	0	0	98	0	0	91
100	0	60	0	0	100	0	0	0	0	100	0	0	0	100	0	0	0	100
100	0	57	0	0	100	0	0	0	0	100	0	0	0	100	0	0	0	100
95	0	60	0	0	83	0	0	0	0	100	0	0	0	89	100	0	0	89
100	0	87	0	0	100	0	0	0	0	100	0	0	0	100	0	0	0	100
100	0	93	0	0	100	0	0	0	0	100	0	0	0	100	0	0	0	100
85	5	60	0	0	86	0	0	0	0	100	0	0	0	89	100	0	0	90
95	5	80	0	0	57	0	0	0	0	80	0	0	0	78	89	0	0	70
100	0	93	0	0	100	0	0	0	0	100	0	0	0	100	89	0	0	90
90	10	87	0	0	86	0	0	0	0	60	0	0	0	100	100	0	0	90
100	0	100	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
100	0	93	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
95	0	87	0	0	100	0	0	0	0	100	0	0	0	89	100	0	0	100
100	0	80	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
80	0	53	0	0	71	0	0	0	0	80	0	0	0	78	78	0	0	70
96	1	78	0	0	92	0	0	0	0	95	0	0	0	95	96	0	0	93
100	0	93	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
100	0	80	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
95	0	80	0	0	100	0	0	0	0	100	0	0	0	89	100	0	0	90
100	0	86	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
100	0	87	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
100	0	93	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
95	5	67	0	0	86	0	0	0	0	80	0	0	0	100	89	0	0	90
100	0	80	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
100	0	87	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
100	0	87	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
100	0	87	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
100	0	87	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
100	0	87	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
99	0	84	0	0	99	0	0	0	0	98	0	0	0	99	99	0	0	98
100	0	93	0	0	100	0	0	0	0	100	0	0	0	100	100	0	0	100
95	0	93	0	0	86	0	0	0	0	100	0	0	0	89	100	0	0	89

LEADERSHIP AND PLANNING

I understand the long-term strategy of this organization
 I have confidence in the leadership of this organization
 The leaders of this organization care about their employees' well being
 Senior leaders live the core values of the organization
 There is adequate planning of departmental objectives
 There is adequate follow-through of departmental objectives
 The leaders of this organization are open to input from employees

CORPORATE CULTURE AND COMMUNICATIONS

This organization's corporate communications are frequent enough
 This organization's corporate communications are detailed enough
 I have a good understanding of how this organization is doing financially
 I can trust what this organization tells me
 This organization treats me like a person, not a number
 This organization gives me enough recognition for work that is well done
 Staffing levels are adequate to provide quality products/services
 Quality is a top priority with this organization
 Safety is a top priority with this organization
 I believe there is a spirit of cooperation within this organization
 My employer enables a culture of diversity
 I like the people I work with at this organization
 At this organization, employees have fun at work
 I feel I can express my honest opinions without fear of negative consequences
 Changes that may affect me are communicated to me prior to implementation

ROLE SATISFACTION

I like the type of work that I do
 I am given enough authority to make decisions I need to make
 I believe my job is secure
 Deadlines at this organization are realistic
 I feel I am valued in this organization
 I feel part of a team working toward a shared goal
 I am able to maintain a reasonable balance between work and my personal life
 My job makes good use of my skills and abilities
 I have a clear understanding of my job role
 I understand the importance of my role to the success of the organization
 Most days, I feel I have made progress at work

WORK ENVIRONMENT

My physical working conditions are good
 My general work area is adequately heated/cooled

	100	70	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Work Environment - AVERAGE	84	11	71	x	x	x	71	x	x	x	x	75	x	x	x	x	x	80
RELATIONSHIP WITH SUPERVISOR	100	0	100	x	x	x	100	x	x	x	x	100	x	x	x	x	x	89
My supervisor treats me fairly	100	0	87	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100
My supervisor treats me with respect	95	0	80	x	x	x	86	x	x	x	x	100	x	x	x	x	x	90
My supervisor handles my work-related issues satisfactorily	100	0	87	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100
My supervisor handles my personal issues satisfactorily	94	0	86	x	x	x	100	x	x	x	x	100	x	x	x	x	x	89
My supervisor acknowledges when I do my work well	100	0	87	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100
My supervisor tells me when my work needs improvement	100	0	87	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100
My supervisor is open to hearing my opinion or feedback	100	0	87	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100
My supervisor helps me develop to my fullest potential	100	0	87	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100
I feel I can trust what my supervisor tells me	90	0	87	x	x	x	86	x	x	x	x	80	x	x	x	x	x	80
Relationship with Supervisor - AVERAGE	98	0	86	x	x	x	97	x	x	x	x	98	x	x	x	x	x	95

Numbers shown represent the percentage of respondents that answered "Agree Somewhat" or "Agree Strongly" (with exception of "Disagreement" Column)

x - For confidentiality reasons, demographic categories with less than 5 responses are not included

* Denotes no data available in 2016

	100	70	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
TRAINING, DEVELOPMENT AND RESOURCES	90	5	67	x	x	x	71	x	x	x	x	100	x	x	x	x	x	78	
This organization provides as much initial training as I needed	79	5	67	x	x	x	50	x	x	x	x	50	x	x	x	x	x	67	
This organization provides as much ongoing training as I need	79	11	79	x	x	x	57	x	x	x	x	80	x	x	x	x	x	88	
This organization provides the technology, equipment and resources I need to do my job well	81	13	80	x	x	x	67	x	x	x	x	67	x	x	x	x	x	75	
The computer or other hardware I use to do my job is dependable	81	13	86	x	x	x	67	x	x	x	x	67	x	x	x	x	x	88	
The software and program applications I use to do my job are adequate	67	7	57	x	x	x	50	x	x	x	x	67	x	x	x	x	x	67	
Technology issues are resolved in a timely manner	93	7	64	x	x	x	100	x	x	x	x	100	x	x	x	x	x	57	
Technology issues affecting my work are communicated to me in a timely manner	81	0	64	x	x	x	80	x	x	x	x	100	x	x	x	x	x	83	
I understand what is expected for career advancement	76	0	69	x	x	x	67	x	x	x	x	60	x	x	x	x	x	100	
I am encouraged to explore growth or advancement opportunities within the organization	76	0	73	x	x	x	80	x	x	x	x	80	x	x	x	x	x	88	
There is room for me to advance at this organization	88	0	69	x	x	x	80	x	x	x	x	80	x	x	x	x	x	83	
I trust that if I do good work, I will be considered for a promotion	81	5	70	x	x	x	70	x	x	x	x	74	x	x	x	x	x	84	
PAY AND BENEFITS	80	5	60	x	x	x	71	x	x	x	x	60	x	x	x	x	x	78	
My pay is fair for the work I perform	95	0	93	x	x	x	100	x	x	x	x	100	x	x	x	x	x	88	
Overall, I'm satisfied with this organization's benefits package	93	0	100	x	x	x	80	x	x	x	x	75	x	x	x	x	x	100	
I'm satisfied with the amount of vacation (or Paid Time Off)	100	0	100	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100	
I'm satisfied with the sick leave policy	90	0	100	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100	
I'm satisfied with the amount of healthcare paid for	88	13	86	x	x	x	100	x	x	x	x	100	x	x	x	x	x	50	
I'm satisfied with the dental benefits	78	0	86	x	x	x	50	x	x	x	x	50	x	x	x	x	x	100	
I'm satisfied with the vision care benefits	92	0	80	x	x	x	100	x	x	x	x	67	x	x	x	x	x	33	
I'm satisfied with the retirement plan benefits	92	0	90	x	x	x	100	x	x	x	x	50	x	x	x	x	x	100	
I'm satisfied with the life insurance benefits	100	0	83	x	x	x	100	x	x	x	x	100	x	x	x	x	x	83	
I'm satisfied with the disability benefits	75	0	0	x	x	x	0	x	x	x	x	0	x	x	x	x	x	100	
I'm satisfied with the tuition reimbursement benefits	89	2	80	x	x	x	82	x	x	x	x	0	x	x	x	x	x	77	
OVERALL ENGAGEMENT	100	0	80	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100	
Overall, I am very satisfied with my employer	100	0	87	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100	
Most days, I look forward to going to work	100	0	93	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100	
My job provides me with a sense of meaning and purpose	100	0	93	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100	
I am proud to work for this organization	95	0	87	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100	
I feel this organization has created an environment where I can do my best work	100	0	93	x	x	x	100	x	x	x	x	80	x	x	x	x	x	89	
I am willing to give extra effort to help this organization succeed	95	0	87	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100	
I plan to continue my career with this organization for at least two more years	100	0	93	x	x	x	100	x	x	x	x	100	x	x	x	x	x	89	
I would recommend this organization's products/services to a friend	100	0	80	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100	
I would recommend working here to a friend	99	0	88	x	x	x	100	x	x	x	x	100	x	x	x	x	x	100	
Overall Engagement - AVERAGE	94	2	81	x	x	x	91	x	x	x	x	90	x	x	x	x	x	93	
SURVEY AVERAGE																			

Numbers shown represent the percentage of respondents that answered "Agree Somewhat" or "Agree Strongly" (with exception of "Disagreement" Column)

Best Companies Group▶▶▶



EMPLOYEE COMMENTS

Prepared for: Hartford Area Habitat for Humanity

What does this organization do that makes it a place where people would want to work?
be appreciated in a very simple way
Helps the community not just individuals.
los beneficios el salario y es un lugar donde se ayuda la comunidad
Our mission to "strengthen communities by empowering low-income families to change their lives, and the lives of future generations, through homeownership opportunities", is brought to the forefront of EVERYTHING we do. We SEE that homeownership brings about social benefits not only for the families, but also creates stronger and more viable neighborhoods. When this is your employer's "Team Goal", everyone works together to achieve it.
Overall, helping people. Whether it be a family in need of a house or someone looking for used, still in good condition, furniture, Habitat helps the community. In our case, the Hartford, CT county community.
Provides an environment with friendly volunteers
su enfoque hacia las personas y su buen trato
The general atmosphere is always pleasant. The product we turn out is affordable homes for those who may never be able to afford to buy one on normal market. What is better than giving the keys to a new home to a family. Giving them a new start in life, a new beginning, a sense of happiness beyond anything you may have ever experienced. When you give the keys to a new family, the tears of joy are overwhelming. It doesn't get any better than this.
The individuals who work at our organization are all here for a higher purpose. We all have chosen to work here because we believe in the mission that we are putting into action in our community. With a group of people so inspired to make our world a better place, walking into the office is walking into a place that we all want to work and make an impact.
There is a family atmosphere with respect and fun. Being a non-profit, there is a sense of helping others.
this company actually helps people.
We bring people together to build homes, communities and hope. We change the lives of low-wealth families by providing a homeownership opportunity they would not otherwise have access to. We are all dedicated to the mission. As a small organization, we each have a variety of tasks that challenge us every day. We have many opportunities to interact as a staff both in the office and outside of it. Helping others is a powerful motivator.
We do good for others by giving families an opportunity to get an affordable home. And by giving families a new start in life.
We have monthly department meetings that are good cause I get to hear what is going on and I also get a chance to give input. We meet quarterly outside of the office doing projects and team building. I love the mission

Best Companies Group▶▶▶



EMPLOYEE COMMENTS

Prepared for: Hartford Area Habitat for Humanity

We help seniors, veterans, limited mobility, and widows of veterans with repairs to their home so that they can remain in their homes for years to come. We also have a program for first time homeowners so that people can raise their children in safe decent homes and neighborhoods. Our motto is to uplift the community and the people in it.

We help to build hope, bring positive change to the lives of many families and to the community in general.

Best Companies Group▶▶▶



EMPLOYEE COMMENTS

Prepared for: Hartford Area Habitat for Humanity

What can this organization do to increase your satisfaction and productivity as an employee?

A more open/inclusive planning process, goal formulation and strategic process implementation would be an improvement.

Continue to maintain the already existing channels of communication, Continue to be supportive of the staff, continue to maintain the positive atmosphere that we currently enjoy,

engage and involve the work force.

Everything is fine overall, I suppose. A little extra help would be nice but no major complaints. Enjoy working for Hartford Habitat.

I am completely and totally satisfied with this organization.

I am completely satisfied with the organization both professionally and personally. I have all of the tools I need to be productive.

I am satisfied as things are now.

I am very satisfied as an employee and believe that we have the resources needed to be productive. As an individual always looking to improve and grow, I think having a strong team is the most important resource that we have. As we grow, our team also needs to grow so that we can continue on the path of continuous improvement that we are on. Doing so will in turn improve our teams satisfaction and productivity.

Improve coordination between leadership

Last year we were given the blessing of gaining space for offices. After we have all settled in, we realize communication at times can be more difficult due to sheer proximity to each other. Some of this is also due to being in the height of our busy building season, which will remedy itself this winter. So overall, I am very satisfied with our organization.

Offer a bonus package based on sales. Commisions

truck driver training.



COLLABYRINTH COLLECTIVE LLC

Pollinate.Navigate.Accelerate.

Cultural Consciousness and Shared Values Development Sessions

Thank you for engaging Collabyrinth Collective LLC to facilitate 3 staff sessions to raise cultural consciousness with the goal of developing shared values. Our engagement occurred over 3 months. In January, we met with senior staff to discuss the process, solicit feedback and manage staff communications and expectations.

In each of February and March we had all-staff sessions. The first session was 2 hours long and the second was nearly 3 hours long. Through a series of candid discussions and interactive exercises all participants were engaged, included and learned more about each other and each person's unique cultural perspective.

In session 2 through discussion we created Ground Rules for our all-staff discussions. They included:

- Respect
- No Cell Phone Distractions
- Courtesy
- Open Communication
- "Ouch" Rule- speak up if you are personally offended by what might be said/ Calling someone "In"
- Confidentiality

The focus of session 3 was to develop shared values. We used interactive exercises and small group discussions to develop this. Three groups (which were remixed briefly to round out the discussion) came up with the below value statements:

- Diversity is the foundation on which we build and the nails that hold homes together.
- Accomplishing good work for and with good people.
- Valuing the contributions of all members of the Habitat Community.
- Shared work ethic between partner families and Habitat team.
- We believe in team.
- Compassion (Putting ourselves in another person's shoes). We see people as people.
- We believe in a diverse, inclusive, fun-loving team atmosphere.
- Acceptance & Understanding through respect of individuals and their needs.

- Dedication and passion for serving our community.
- Faith driven, hopeful optimism.
- Diverse, hard working TEAM.

The discussion then turned to what we would call/label the shared values statement. These four possibilities were developed:

1. Our Values in Action
2. Our Creed
3. The Foundations on which We Build
4. Our Universal Guiding Principles

Through a very close voting process 'The Foundations on which We Build' was chosen as the favorite.

A democratic process was then used to pick the most popular value statements from the bulleted list above. There were 5 that were most popular:

1. A shared work ethic between partner families, and Habitat team.
2. We value the contributions of all members of the Habitat community.
3. We believe in a diverse, inclusive, fun-loving team.
4. We believe in acceptance and understanding through respect of individuals and their needs.
5. We are a diverse, hard working team.

It was decided that number 5 was somewhat repetitive and there were some modifications to numbers 1 and 2 to account for volunteers and to shy away from the words 'members' and 'contributions' which were thought to be limiting. The final outcome was the below:

The Foundations on Which We Build:

1. **A shared work ethic between partner families, volunteers and the Habitat team.**
2. **We value all partners of the Habitat community.**
3. **We are a hard working, diverse, inclusive and fun-loving team.**
4. **We believe in acceptance and understanding through respect of individuals and their needs.**

Videos shown for discussion purposes in session 3:

<https://www.youtube.com/watch?v=3DrZDm8XWBI> (10:01) True Colors/ABC News' Frontline

<https://video.search.yahoo.com/yhs/search?fr=yhs-mozilla-002&hsimp=yhs-002&hspart=mozilla&p=video+xenophobia#id=23&vid=9cacef2abffecc660b1cfc93eaab265&action=click> (4:05) Xenophobia/CAIR

<https://video.search.yahoo.com/yhs/search?fr=yhs-mozilla-002&hsimp=yhs-002&hspart=mozilla&p=video+discrimination+latinos#id=4&vid=6ab827839719abe60e4944994e8719fc&action=click> (part up to 5:12) Discrimination Against Latinos/2011 Youtube.com

Respectfully submitted,

Collabrynth Collective LLC (2017)

Financial and Ambassador Attachments

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Hartford Area Habitat for Humanity Celebrate New Financial Freedom Center



Karraine Moody, executive director of Hartford Area Habitat for Humanity.



Mayor Luke Bronin addressed the board and community members at event. Photo by Reggie Hales



Ms. Firmin Maxwell & Dan Lewis celebrate their new home. Photo by Reggie Hales



New Habitat homes among two others located on Main ST, between Westland & Earl Street. Photo by Reggie Hales

Hartford, CT - (Inquiring News Staff Report) - Thursday, (6-15-17) - Hartford Habitat with Hartford Mayor and community members celebrated the new Financial Freedom Center on Windsor Street. In partnering with Cigna Health's financial team the ten pilot workshops continues to benefit from earlier in the year.

Located at 780 Windsor Street in Hartford, the Financial Freedom Center will serve as a financial planning resource for Greater Hartford residents by offering workshops on financial literacy, credit management, budgeting, college financial aid and saving plans.

"The Center will serve as a hub for families to gain valuable wisdom on all things pertaining to finances using accredited curriculum from the National Endowment for Financial Education," according to Karraine Moody, executive director

of Hartford Area Habitat for Humanity.

The Financial Freedom Center is part of Hartford Habitat's strategic plan to serve more families seeking to improve their lives. By helping families become more financially prepared, the Center will strengthen Hartford Habitat's primary mission of building homes, communities and hope.

Example of Habitat's great program and now Ms. Firmin Maxwell & Dan Lewis celebrate their new home among two others located on Main ST, between Westland & Earl Street. "We will make this house a home. We learned a lot by helping to build this house and the programs of Habitat. We also pledge to be good helping neighbor in this neighborhood. You feel the love from these houses and our new neighbors, said Firmin & Dan".

The Center's first classes will be-

gin this fall focusing on budgeting, saving and planning, followed in the spring by courses on asset building. Contact Tracy Thomas, Director of

Family Services for more information. Founded in 1989, Hartford Area Habitat for Humanity is a 501c non-profit affiliate of Habitat

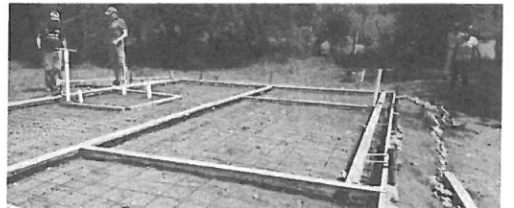
for Humanity International. Hartford Area Habitat for Humanity has built over 230 homes in the Greater Hartford Area.

Alexandria, VA - (6-14-17/AM) - A gunman believed to be a supporter of former Democratic presidential candidate Bernie Sanders sprayed a hall of bullets at a GOP baseball practice Wednesday morning, injuring House Majority Whip Steve Scalise and four others before U.S. Capitol Police took down the rifle-wielding assailant. The shooter, who had a violent history including arrests for battery, resisting arrest and drunken driving, was identified as 66-year-old James T. Hodgkinson, of Illinois. President Trump said Hodgkinson died from injuries sustained when he was shot by police.

We SALUTE! "Our National Heros"
Capital Police Agents Crystal Griner & David Bailey
They saved multiple lives and U.S. Republican Congressmen. In Virginia shooting rampage.

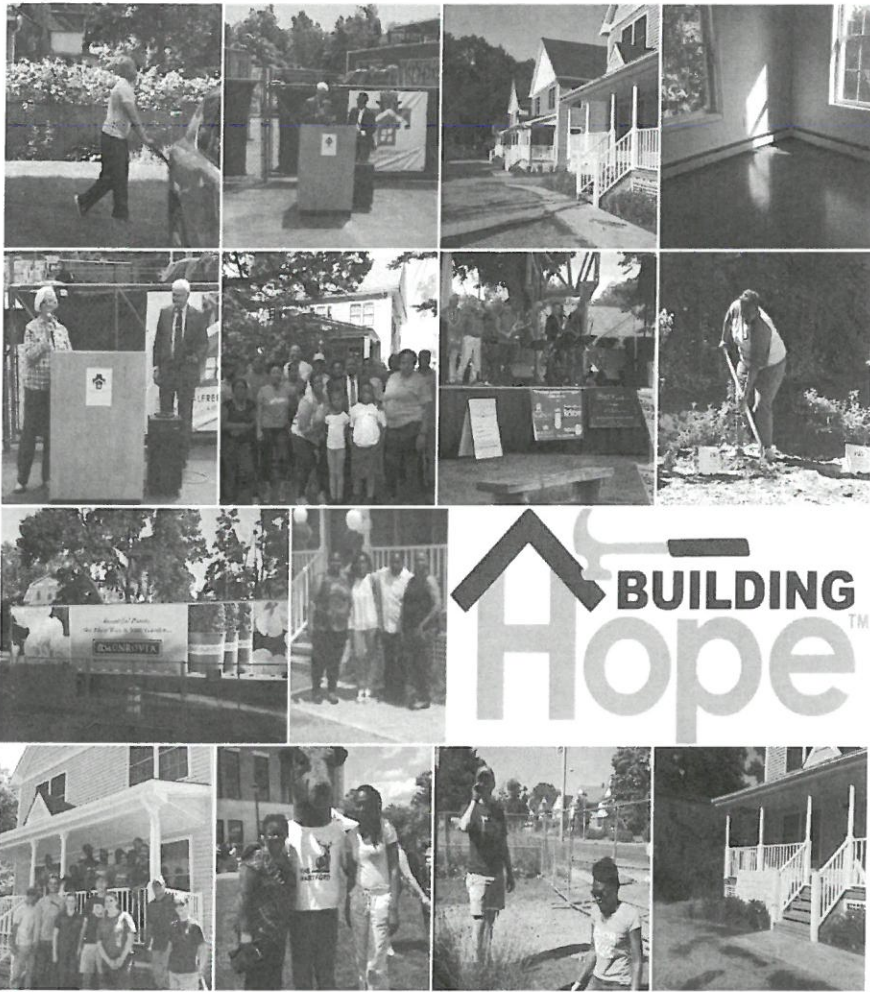


Hartford Habitat Builds in the Dominican Republic



During the week of April 23, Hartford Habitat supported our sister affiliate in Dominican Republic. Dominican Republic is saturated with love that flows from the ocean to the valleys. It also has a great level of need and a housing crisis. We worked with two families this week and concluded our build with a house blessing and key ceremony. Although we were miles away from home, the dedication had the same spirit of joy, appreciation, gratitude and accomplishment. We also had the opportunity to share this beautiful build and dedication with Dr. Moyer's family. *The mission is the same all over the world...to build simple decent housing for God's people in need.*

Words used to describe the build experience: amazing, gratitude, overwhelming, life changing, incredible, humbling, grateful and blessed!



Senator McCorey cutting lawns during our A Brush with Kindness outreach on Ridgefield Street with Voices of Women of Color.

Janice Flemming (VOWOC) discussing community partnership

Youth Build and Americorps Volunteers

Our New Homeowners of North Main Street

Murphy, Walker and Maxwell Families

NATIONAL HOMEOWNERSHIP MONTH

Yesterday, we hosted our Open House for both the Financial Freedom Center and the Main Street Homes. Mayor Bronin joined us and congratulated us on taking on a great need within the region. We honored Cigna, Dougie Trumble, Habitat Family Partner and Ambassador. We acknowledged the legacy of Nancy Braender, Delores Keevan and Ruth Puff.

It takes all hands on deck to fulfill our mission and we would like to thank all of our corporate sponsors for their continued support.

Hartford Area
Habitat for Humanity

HartfordHabitat.org