



Habitat
for Humanity®
of Kitsap County



5-year strategic roadmap

Building a strong foundation 2025–2029

Dear Habitat for Humanity Team, Partners, and Supporters,

I am excited to share with you our strategic plan for the upcoming years, a roadmap that reflects our collective vision and commitment to creating a world where everyone has a decent place to live. This plan has been developed through collaboration, insights, and a shared passion for making a positive impact in our community.

As we look ahead, we recognize the pressing need for affordable housing in Kitsap County. Our strategic objectives focus on expanding outreach, enhancing the quality of our services, and fostering sustainable practices that will enable us to serve more families in need. Together, we aim to strengthen our partnerships, engage our volunteers, and advocate for policies that support housing equity.

Key elements of our strategic plan include:

Community Engagement - We will deepen our connections with local organizations and residents to ensure our programs reflect the true needs of our community.

Sustainable Housing Solutions - By incorporating innovative building practices, we will not only provide homes but also promote environmental stewardship.

Operational Excellence - We will enhance our operational efficiencies to ensure that every dollar raised is maximized for those we serve.

Volunteer Empowerment - Our volunteers are the heart of our mission. We will invest in training and resources to empower them to make a meaningful difference.

Measurable Impact - We will establish clear metrics to evaluate our progress and impact, ensuring transparency and accountability in all our endeavors.

I encourage each of you to engage with this strategic plan and consider how you can contribute to our shared mission. Whether you are a staff member, a volunteer, a donor, or a community partner, your role is vital to our success.

Together, we can make significant strides toward our vision of a world where everyone has a safe and decent place to live. Thank you for your continued support, dedication, and belief in our mission.



With gratitude and optimism,

A handwritten signature in cursive script that reads "Annette Houchin".

Annette Houchin, CEO
Habitat for Humanity of Kitsap County

Our mission

Habitat for Humanity of Kitsap County brings people together to build homes, communities, and hope.



The roadmap Our plan for the next 5 years

Like the homes we build, our 5-year plan will require a strong foundation to meet the growth we desire as a team. We strive to scale up our community impact and create sustainability through policy, planning and projection.

Three phases of the strategic plan



Phase 1:
**Build a strong
foundation**



Phase 2:
**Scale up our
community impact**



Phase 3:
**Establish
sustainability**

Our objective

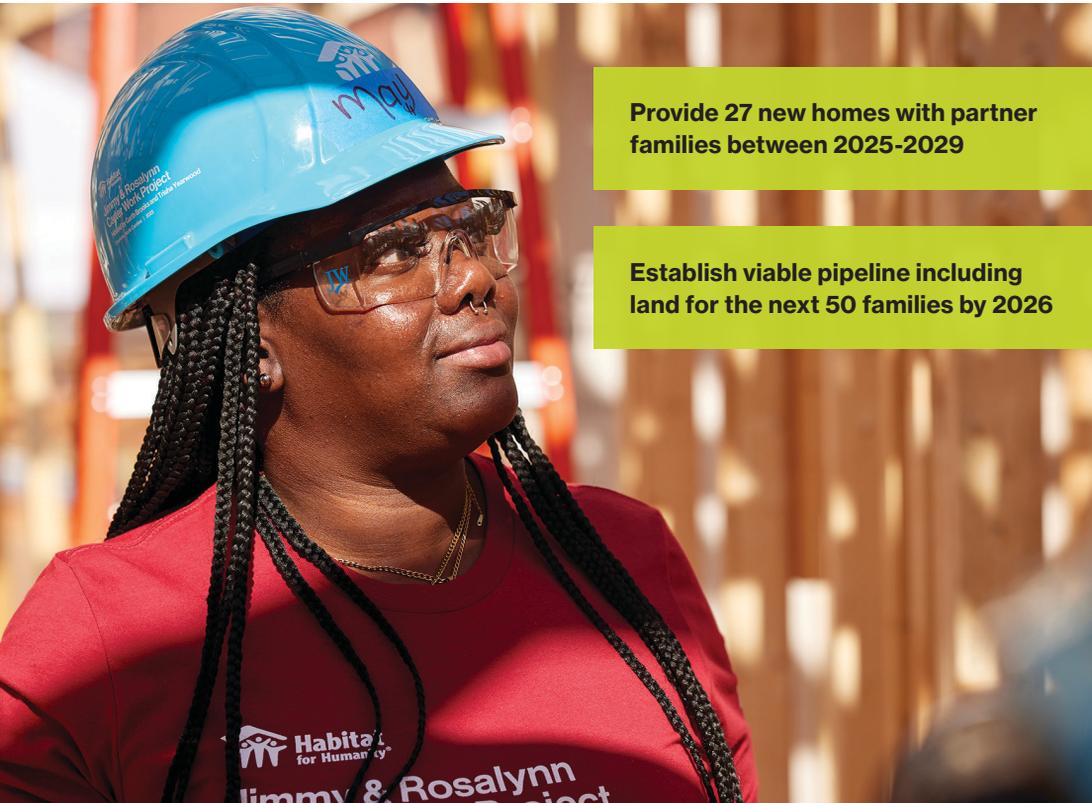
Serve more families than ever before

Our 5-year roadmap

Our end goal is to triple the number of homes we have built annually for a total of 27 homes from 2025-2029.

Phase 1: Build a strong foundation

- We will invest in our people to ensure we have the training and tools needed to execute robust departmental plans.
- We will be nimble so that we can modify our plans quickly and seize opportunity.
- We will be prepared for our future, including filling the pipeline with necessary resources, land and services.



Provide 27 new homes with partner families between 2025-2029

Establish viable pipeline including land for the next 50 families by 2026

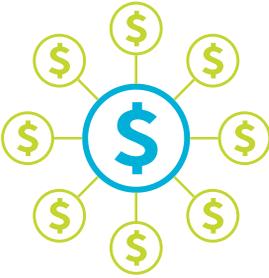
Phase 1 strategic goals (2025-2029)

Our plan to make a greater impact



Goal #1: Diversify and increase housing solutions

- Establish diversified menu of housing options.
- Build to higher density.
- Move to permanently affordable housing model.



Goal #2: Mobilize financial resources

- Create momentum with a robust philanthropic plan.
- Establish a culture of philanthropy.
- Grow the profits of our Habitat Store.
- Build financial diversity, resiliency and sustainability.



Goal #3: Develop an effective and nimble organization

- Invest in the people and the culture of authenticity and performance.
- Implement organizational development through training, planning and accountability.
- Implement ongoing high level Affiliate assessment and evaluation methods, leadership recruitment and retention, succession planning.
- Nurture volunteers, skilled construction experts and strategic partnership for our ability to scale up.



By the numbers

Habitat Kitsap's impact on our community



106 homes
built in our area
since 1987



Monthly payments are
no more than 32%
of family's gross income



Serving families **40%–65%** of
Kitsap County's **median income**



How to get involved

Shop

Visit our Store at 3451 Wheaton Way in Bremerton. The proceeds of our Store help us build homes for families in need.

Donate

Every gift – whether financial or product donated to our Store, helps make a difference in our community.

Identify building opportunities

Whether that be vacant land, buildings, or land your church owns – as well as people with professional skills that can reduce our overall cost of building.

Volunteer

We need your time and talent on the jobsite, in committees, helping fund raise and serving on the Board.

Speak up

Help us advocate locally, statewide and federally through our greater Habitat network to reduce the cost and barriers to local building, helping pass statewide legislation, and communicating with Congress on federal funding for affordable housing.



Strategic planning group



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Main Store:
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Bremerton, WA 98310
(360) 479-3853

Store annex:
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Bremerton, WA 98310
(360) 479-3853

Store donation inquiries:
store@kitsaphabitat.org