



Rebuilding Together of Greater Charlotte  
9801 Southern Pine Blvd., Ste. E  
Charlotte, NC 28273

WWW.REBUILDINGTOGETHERCLT.ORG

# ANNUAL REPORT

## FY 2022-2023



Rebuilding  
Together.

Of Greater Charlotte



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## DEAR [RE]BUILDER,

As I look back on the past year, I am struck by how much our organization has changed. It aligns with what we envisioned three years ago while producing our first strategic plan, but it is invigorating to experience that change in action. Throughout this year, we have strengthened our operations, invested in our construction team, and expanded our footprint in Greater Charlotte. These improvements allow us to repair more homes, revitalize more communities, and rebuild more lives.

To grow our impact, we strengthened our operations by moving to a larger office space. This new, almost 5,000-square-foot office includes a warehouse, so we can store materials from in-kind donations. Somehow, we have already filled it to the brim. The larger space also allowed us to grow our team. We now have 8 full-time, two part-time team members, and are hiring a ninth. Each member of this expanded staff helps us improve the coordination, delivery, and execution of projects for our neighbors in need.

Facing contractor shortages and delays, we invested heavily in our in-house construction expertise to keep project timelines moving efficiently. RTGC is now a licensed general contractor under the purview of Director of

Construction Nikki Quick, so we can perform more repairs ourselves. This saves both time and money. Our construction staff also now hold industry certifications, including Certified Aging in Place Specialists; Executive Certificate in Home Modifications; Lead Repair, Renovation, and Painting; and OSHA for safe workplace practices.

With a larger and improved construction team – plus our first Director of Operations and Program Coordinator – we have scaled our programs outside of Mecklenburg County. RTGC is now servicing five counties: Mecklenburg, Cabarrus, Union and now Iredell and Gaston, which were added this year. We can now offer our programs to underserved areas in the Greater Charlotte region while also increasing our investments and impact in Charlotte-Mecklenburg. This past year has also brought new government funding contracts from the City of Charlotte, Mecklenburg County, and the NC Housing Finance Agency, supporting deeper investments in each home to address a full scope of safety and health hazards.

RTGC's leadership team and board have devised a new five-year strategic plan to guide our growth and deepen our impact. Fostering community trust, strengthening relationships with other community organizations, and continuing to build our operational infrastructure have been the foundation for meeting the holistic needs of the Greater Charlotte community. I am so very thankful for the generous support of our partners, donors, and volunteers, who make this growth possible, and I am excited to see where it will take us. I invite you to learn more about our work and join us in creating safe homes and communities for all. Become a [Re]Builder today!



*Beth Morrison*

**Beth Morrison**  
Executive Director



**BOARD LEADERS OF [RE]BUILDING TOGETHER OF GREATER CHARLOTTE**

**Chair**

**SEAN REILLY**  
Regional Vice President  
- Store Operations  
Lowe's Companies, Inc.

**Vice Chair**

**JACKIE CLARE**  
Community Grants  
Program Manager  
City of Charlotte

**Treasurer**

**TIM NICODEMUS**  
Audit Manager  
Ally Financial

**Secretary**

**LEE ROYSTER**  
Associate  
McGuireWoods LLP

**DIRECTORS OF [RE]BUILDING TOGETHER OF GREATER CHARLOTTE**

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Senior Director of Business  
Management  
TIAA

**BOBBIE FISHER**

Owner, CEO & President  
Vision 21 Construction &  
Development

**RACHELLE NICHOLSON**

Audit and Assurance Partner  
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**NINNET BOWMAN**

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Charter Communications

**LONNI GRATTAN**

Regional Marketing Manager  
Swinerton

**BRAD STARBUCK**

Director of Trust Solutions  
PricewaterhouseCoopers

**MAGHAN COOK**

Vice President, Communications  
Red Ventures

**CAYLIN HALDEMAN**

UX Researcher  
Resilia

**ALISHA WALLACE-SMITH**

Director of Clinical Quality  
Affinity Health Center

**STAFF OF REBUILDING TOGETHER OF GREATER CHARLOTTE**

**KYLE BRUN**

Graduate Fellow

**NOEMI HENRIQUEZ**

Construction Assistant

**NIKKI QUICK**

Director of Construction

**KAMARIA CLIFTON**

Director of Operations

**TIM IRELAND**

Construction Manager

**WILL RIMER**

Director of Development and  
Construction

**ERIN FISHER**

Community Engagement  
Coordinator

**BETH MORRISON**

Executive Director

**AMANDA PORTER**

AmeriCorps Repair  
Coordinator

**MOHAMED HAIDARA**

Construction Lead



# Our Supporters

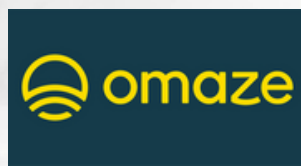
Our partners and supporters are invested in the lives of homeowners in need and underserved communities that our organization serves every day. We work together to build collaborative partnerships that help improve the lives of our neighbors across our community, who live in deteriorating, physically inadequate homes that threaten their health and safety. We build meaningful and lasting relationships with our network of corporate, government, and community partners.

Thanks to the generosity of our partners and supporters, our organization moves the needle on addressing hundreds of low-income homeowners living in unsafe and unhealthy homes in Greater Charlotte. Our efforts to rebuild lives and communities would not be possible without their continued support.



WINDOW NATION

First National Bank



Fortune Brands  
A home and security company



## Supporters

### \$50,000 & ABOVE

ALLY FINANCIAL	MERANCAS FOUNDATION	WELLS FARGO HOUSING FOUNDATION
CITY OF CHARLOTTE	REPUBLIC SERVICES	
LOWE'S HOME IMPROVEMENT	UNITED WAY OF CENTRAL CAROLINAS	

### \$10,000 - \$49,999

BANK OF AMERICA CHARITABLE FOUNDATION	LENDINGTREE FOUNDATION	THE HOME DEPOT FOUNDATION
BED, BATH & BEYOND	LG USA	THE POINTS GUY
CHARLOTTE MECKLENBURG COMMUNITY FOUNDATION	MODELO	USAA
DARREN & KATHRYN ASH FOUNDATION	NOVANT HEALTH	VANGUARD
EVOLVE	RED VENTURES	
FIRST NATIONAL BANK	SWINERTON FOUNDATION	

### \$500 - \$9,999

ALBEMARLE FOUNDATION	DAVID PRIVITERA	MAGHAN COOK
AMERICAN RED CROSS	DONNA SAVAGE	MCGUIREWOODS
AVM CONTRACTORS	ELISABETH DAVIS	PROVIDENCE BAPTIST CHURCH
BOBBIE FISHER	ELSIE B. GARFIELD	SAGOR - CAMPBELL GIVING FUND
BRAD STARBUCK	JACKIE CLARE	SAVAGE LAW PLLC
CONCORDE CONSTRUCTION CO.	LEE ROYSTER	SEAN REILLY
CAROLINA PANTHERS	LUNDAHL HALDEMAN FAMILY CHARITABLE FUND	

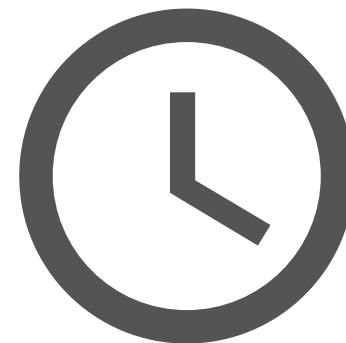


# Our Volunteers

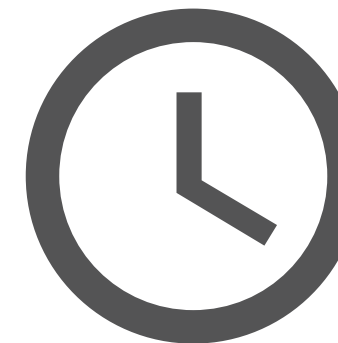
Volunteers give their time and energy to ensure our neighbors can live in safe and healthy homes.



483  
Unique Volunteers



2,647  
Total Volunteer Hours



\$79,039  
Value Toward  
Client Services



# Overview 2022-23

**35 HOMES COMPLETED; SIX STILL IN PROGRESS**

**AVERAGE ANNUAL HOUSEHOLD INCOME: \$27,606.42**

**CONTRACTOR AND MATERIAL COSTS PER HOUSEHOLD: \$13,781.72**

**63% OF HOUSES SERVED WERE FEMALE-LED**

**AN AVERAGE OF OVER 24 REPAIRS MADE PER HOME**

**84% OF HOMEOWNERS WERE ABOVE THE AGE OF 55**



## EQUITY OF OPPORTUNITY

Communities ensure that a person's race, gender, or orientation does not determine their opportunities or outcomes for success.



## ECONOMIC SUSTAINABILITY

Communities provide educational opportunity, access to jobs, support, community-owned businesses, and protect generational assets.



## SAFE AND HEALTHY HOUSING

Community members have access to affordable housing that is dry, clean, pest-free, safe, contaminant-free, well-ventilated, maintained, and thermally controlled.

## COMPONENTS OF A VIBRANT COMMUNITY



## COMMUNITY CONNECTIONS AND RESILIENCY

Communities create a sense of belonging, cultivate relationships, and are able to respond to, withstand, and recover from adverse situations.



## NEIGHBORHOOD, HEALTH, SAFETY, AND ACCESSIBILITY

Community members have access to affordable food, health care, green spaces, public transportation, civic participation, and technology.

## WHAT WE DO?

### OUR WORK INCREASES SAFETY



Seven in 10 neighbors who received repairs report **low or no chance of falling** on the rebuilding progress.



The vast majority of neighbors who had trouble getting in and out of their homes prior to repairs reported **easier ingress and egress afterwards**.



Neighbors who received repairs experience improved **home security and fire and structural safety**.

### OUR WORK IMPROVES PHYSICAL HEALTH



Nearly two-thirds of neighbors who reported their health was less than good prior to repair said **their health improved after receiving repairs**.



Three in five neighbors who received repairs found **bathing easier than before**, which increased the potential for improved hygiene.



For our neighbors who received the repair or replacement of kitchen appliances, it contributed to **improved nutrition**.

### OUR WORK IMPROVES MENTAL HEALTH



Three in five neighbors who received repairs report **feeling happier** after receiving repairs.



Sixty-seven percent of homeowners who felt highly nervous or stressed before said **repairs helped ease their stress**.



Neighbors who received repairs reported increased **pride in their home and neighborhood**.

### OUR WORK FOSTERS INDEPENDENCE



Nine in 10 neighbors who received repairs **plan to age in place**.



Half of neighbors who had experienced a fall in the six months before repairs reported **low or no chance of falling** after receiving repairs.



Nearly a third of neighbors who received repairs said they found **cooking and preparing meals easier** after the repairs were complete.

### OUR WORK INCREASES UPWARD MOBILITY



Neighbors who received repairs reported **increased ability to pay for daily necessities**.



More than three-quarters of neighbors who received repairs **plan to pass their properties to family or friends**.



Three in five neighbors who received repairs say **their home is now more valuable as an asset**.

### OUR WORK INCREASES COMMUNITY CONNECTION



More than one-quarter of our neighbors who received repairs felt an **increased connection with their community**.



Neighbors who received repairs felt **our work made a difference in their neighborhood or community**.



The majority of neighbors who received repairs expressed **feeling greater pride in their home**.





## Statement of Financial Position

ASSETS, LIABILITIES, AND NET ASSETS  
(AS OF JUNE 30, 2023)

ASSETS	
<b>Current Assets</b>	
Cash and cash equivalents	\$330,946
Pledges receivable, current portion	\$132,534
Prepaid expenses	\$14,708
Fixed assets	\$135,626
Accumulated depreciation	-\$32,290
Operating right of use asset	\$298,181
Security deposit	\$5,850
<b>TOTAL ASSETS</b>	<b>\$894,650</b>

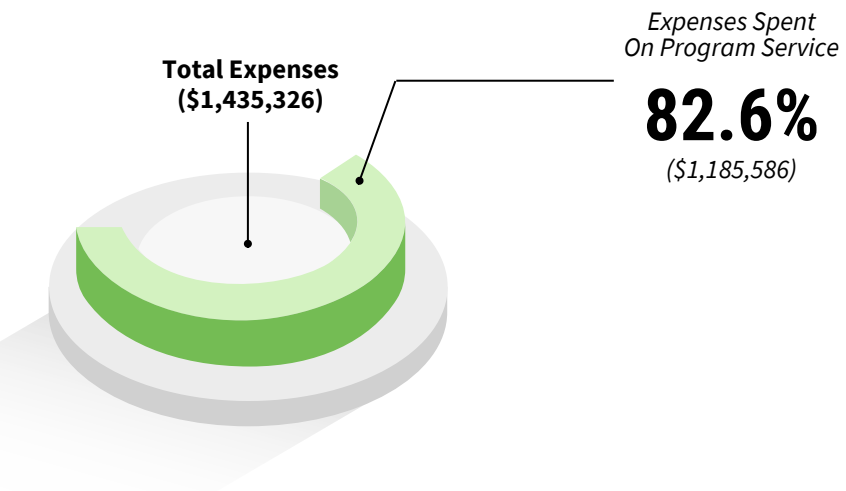
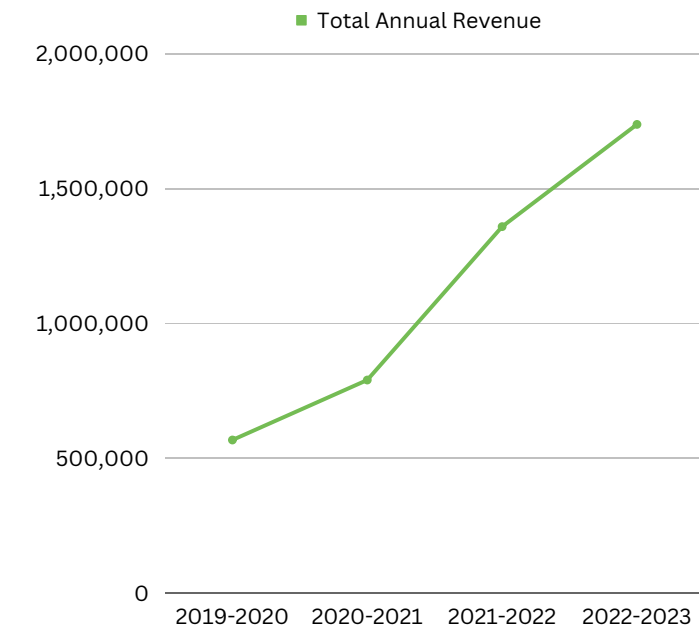
LIABILITIES AND NET ASSETS	
<b>Current Liabilities</b>	
Accrued expenses	\$48,013
Accrued payroll	\$19,177
Operating lease liability	\$61,192
Long-term operating lease liability	\$251,610
Refundable advance	300,000
Deferred rent	52,077
Deferred insurance liability	320,664
<b>TOTAL CURRENT LIABILITIES</b>	<b>\$379,992</b>
<b>Net Assets</b>	
Unrestricted	\$406,667
Restricted	\$107,991
<b>TOTAL NET ASSETS</b>	<b>\$514,658</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$894,650</b>

## Statement of Activities

REVENUE, SUPPORT, AND EXPENSES  
(YEAR ENDED JUNE 30, 2023)

ASSETS	
Grants and contributions (Unrestricted)	\$645,380
Grants and contributions (Restricted)	\$160,000
In-kind contributions	\$55,889
Special events	\$126,336
Other income	\$11,929
Net assets released from restriction	\$898,776
<b>TOTAL REVENUE AND SUPPORT</b>	<b>\$1,738,310</b>

LIABILITIES AND NET ASSETS	
Program services	\$1,185,586
Supporting services	
General and administrative	\$144,721
Fundraising	\$105,019
<b>TOTAL EXPENSES</b>	<b>\$1,435,326</b>
<b>CHANGE IN NET ASSETS</b>	<b>\$302,984</b>
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>\$103,683</b>
<b>NET ASSETS, END OF YEAR</b>	<b>\$406,667</b>



# Our Impact



## Community Impact: Tom Hunter Park

Over the past year, we have grown very close with our neighbors in Charlotte's Hidden Valley neighborhood. As we attended community meetings and listened to residents, they shared with us that Tom Hunter Park needed some attention. One such resident was Marjorie Parker, who is in her second year serving as the Hidden Valley Community Association President.

"[Before the repairs], I didn't even think about where the park was," Parker said. "I would travel to others."

The walking trails that connected the park to the neighborhood were blocked by fallen trees and debris. The park also did not have seating or a covered area for neighborhood residents to enjoy or host events in the park. Although Tom Hunter Park had received an "F" rating, Mecklenburg County did not have immediate plans on making improvements, and it was not a part of their five-year plan.

That's when Rebuilding Together of Greater Charlotte, in partnership with the Republic Services Foundation, stepped in. After revitalizing the park, it now has cleared and paved walking trails that connect to Hidden Valley, a covered pavilion with electrical hookups to host community events, plenty of seating, and beautified garden space.

"Now a lot more people use the park," Parker said. "This doesn't just serve this neighborhood but also the larger community and the residents who live beyond Hidden Valley."

Tom Hunter Park has also become a place for nonprofit organizations to bring services to the community. The Bulb, a free farmers market dedicated to providing local fresh produce to low-income communities, holds its weekly free farmers market at Tom Hunter Park.

This partnership and the investment in the park sparked the attention from Mecklenburg County Parks and Recreation that it would not otherwise have received, and the County has increased its investment in the park and will provide regular maintenance.

We are proud to lead the way in revitalization efforts throughout the Greater Charlotte area in homes and community spaces.



# Safe At Home

By 2035, around one in three American households will be headed by someone age 65 or older, and the number of older adults that earn less than 80% of the area median income will reach 27 million. According to the AARP, nearly 80% of older adults would prefer to stay in their current homes as long as possible.

The Safe at Home program provides no-cost preventive home modifications to people with mobility issues and other disabilities to improve accessibility, reduce falls, increase independence, and facilitate aging in place. Safe at Home is designed to improve aging-in-place outcomes for low-income older adults through the modification of their home environment to meet their specific needs.

In 2022, Safe at Home worked with 10 different homeowners to increase accessibility in their homes. With an average age of 71 and an average annual income of \$20,078, obtaining these repairs can be out of reach for many of these homeowners.

This program led us to meeting Carol Minor, who has lived in Charlotte for 43 years and been a resident of Hidden Valley for almost her entire time here. All of Minor's family lives out of state, and she uses a walker to get around.

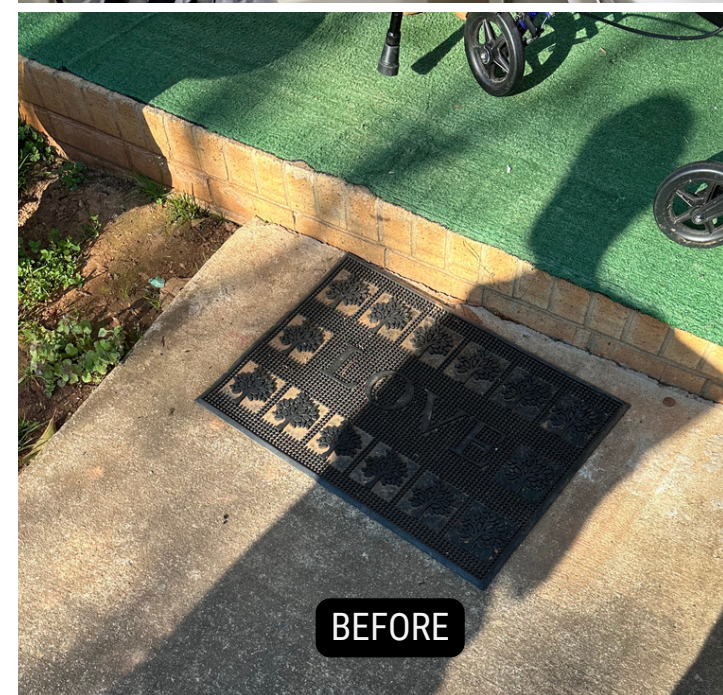
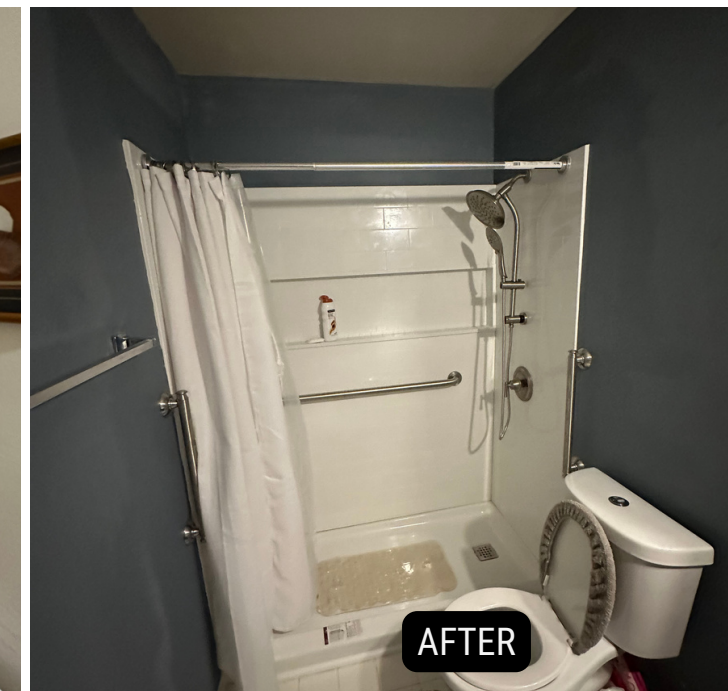
After going through the intake process, our construction team was able to assist in making her home much more accessible. Modifications included placing additional grab bars in the bathroom, removing the tub for easier access, and building a ramp into the home.

"I feel so much better since I don't have to worry about falling," Minor said. "They did great work in no time."

As we began the process of making repairs to the home, Carol informed us that she didn't trust people easily. However, as our team continued to work with her, she grew fond of the organization and the volunteers who were helping.

"You all put a big, warm, caring smile in my heart," she said. "I am so grateful for all of my blessings and I am so happy for all of the hard work, peace, and kind understanding."

As many of the elders who helped to build our neighborhoods continue to age in their homes, Rebuilding Together of Greater Charlotte is committed to helping them remain safe in their homes and age in place with dignity as they desire.





# RAY'S STORY

*Homeowner Testimonial*

Ray Goodman has lived in Charlotte his whole life. At a young age, his family moved into the Hidden Valley neighborhood. He attended Hidden Valley Elementary School and later graduated from Myers Park High School. Eventually, Goodman inherited the home from his parents.

Goodman described the day in 1973 when his family's dream of owning the home was realized.

"The day that we moved out to this location, to see the joy on my father's face was amazing," he said. "There have been a lot of good memories here as a family."

Over time, the house began to have more problems, and Goodman was doing all the maintenance himself.

"The bathroom was in disarray," he said. "I couldn't take a shower or wash clothes like I wanted."

Then, he ran into the Rebuilding Together of Greater Charlotte team at Tom Hunter Park at 2022 National Night Out. After learning more about the program, he applied for services and was approved.

Over the next few months, the RTGC team repaired his bathroom, provided him a new stove and refrigerator, put in a new HVAC system, and helped to replace his roof. When all construction was completed, RTGC contributed almost \$39,000 in value to his home.

"It meant a lot to see the kindness exuded to me," he said. "They didn't know me from a can of paint, so to come in and to help me as much as they did, I can't express the feelings I have for the team."

Goodman views his home as a physical representation of his parents' legacy, and all of the hard work that they did to provide for their children. It fuels his excitement and desire to keep making more memories with his family in the home.

"Just to be able to carry on what our parents instilled in us, that means a lot," he said. "We had a birthday party here and the kids were running around and hanging up balloons from the ceiling fan."

As Charlotte continues to experience increased levels of neighborhood displacement, RTGC is committed to helping our neighbors stay in their homes. As a beneficiary of our Building a Healthy Neighborhood program, Goodman now has hope that his newly renovated home can be passed onto the next generation.

"I told my sister and nephew that when I am no longer around, I want them to do what they can to carry on our mom and dad's legacy and hold onto the home," he said.

Goodman has become increasingly more involved in the community and the neighborhood since the repairs took place. He noted that he feels called to pay the good deeds forward.

"[RTGC] has impacted my life immensely, and I hope that it grows even larger," he said. "It has been a joy to see the work that has gone into this, and to meet all of the people working on it."



# REBUILDING TOGETHER 2030 Strategic Goals

We will make more than **one million repairs** for homes and families in need.



2030 STRATEGIC GOAL

## Goal 1: One Million Home Repairs

We will continue to emphasize and prioritize anti-racist, **people-first** community-oriented services.



2030 STRATEGIC GOAL

## Goal 2: People-First

We will provide **life-changing services** in the top 50 strategic areas of need.



2030 STRATEGIC GOAL

## Goal 3: Life-Changing Services

# PARTNER WITH US

Become a partner, and join us in our vision to create a safe and healthy home for every person.

## CONSUMER OUTREACH

Increase your social impact and fulfill your corporate social responsibility. When working with Rebuilding Together, you can improve the lives of our neighbors and your consumers in need by increasing the safety and health of their homes, building economic development opportunities and revitalizing our communities.

## EMPLOYEE ENGAGEMENT

From hands-on rebuilding projects, to employee-driven fundraising campaigns, partnering with Rebuilding Together offers dynamic ways to engage your employees while assisting our neighbors in need and revitalizing our communities.

## COMMUNITY IMPACT

Work with Rebuilding Together to build collaborative partnerships that will help improve the lives of the 2.6 million homeowners across the country who live in deteriorating, physically inadequate homes that threaten their health and safety.

# THE NEED

More than 2.6 million homeowners nationwide live in deteriorating, physically inadequate homes that threaten their health and safety. An aging population, veterans with disabilities returning home, and a lack of equity in underserved communities are creating a housing atmosphere where the services we provide are greatly needed. Our work preserves critical affordable housing opportunities and stabilizes and revitalizes neighborhoods. By collaborating with other mission-driven nonprofits, local and federal government agencies, skilled trades associations, and community advocacy groups, we can become a stronger community revitalization partner and

increase the impact of our work in Greater Charlotte. By working with volunteers and by investing in communities, we improve the lives of our neighbors in need by increasing the safety and health of their homes, building economic development opportunities, and revitalizing our communities. Rebuilding Together of Greater Charlotte relies upon the generosity of donors to carry out our work, and we can't do it without you. By joining our work, you can become an investment partner in your community.





Of Greater Charlotte

Repairing Homes,  
Revitalizing Communities,  
Rebuilding Lives.

**From the beginning, Rebuilding Together has been about hardworking people willing to help their neighbors.**

Volunteers are the backbone of our everyday work. The investment of your time and resources make a difference! We want to empower you. We want to provide you with opportunities to have a long-lasting impact on the lives of your neighbors by repairing their homes and revitalizing your community.

Rebuilding Together of Greater Charlotte also utilizes skilled-trade, professional volunteers to serve as leaders in our rebuilding efforts, providing materials and technical know-how with everything from roofing and plumbing, to assessment and planning. As a Gold Level participant on GuideStar, Rebuilding Together of Greater Charlotte is in the top 5% of charities for our commitment to transparency.

Please contact us at [info@rebuildingtogetherclt.org](mailto:info@rebuildingtogetherclt.org) if you have questions about major gifts, planned giving, and other giving options, such as the Combined Federal Campaign, matching gifts, and gifts of stock.

As we rebuild homes, community spaces, and nonprofit facilities, our lasting impact helps to stabilize and revitalize neighborhoods across the country. **There are many ways that you can help!**



#### DONATE ONLINE

Make a donation through our secure donation page on our website.



#### MAKE A STOCK GIFT

Reduce your taxes and do a good deed at the same time.



#### EMPLOYER-MATCH DONATIONS

By asking your employer to match your donation to Rebuilding Together of Greater Charlotte, you can double the value of your gift.



#### VOLUNTEER

Sign up to help out at one of our projects! We accept individuals and groups. Shifts can be found on our website.