



# Habitat for Humanity of Dutchess County

Together we will build strength, stability, and self-reliance through homeownership

Wappingers Falls, NY | [habitatdutchess.com](https://habitatdutchess.com)

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## Mission

Dutchess County Habitat for Humanity is part of a global, nonprofit housing organization operated on Christian principles that seeks to put God's love into action by building homes, communities and hope. Dutchess County Habitat for Humanity is dedicated to eliminating substandard housing locally and worldwide through constructing, rehabilitating and preserving homes; by advocating for fair and just housing policies; and by providing training and access to resources to help families improve their shelter conditions. Habitat for Humanity was founded on the conviction that every man, woman and child should have a simple, durable place to live in dignity and safety, and that decent shelter in decent communities should be a matter of conscience and action for all.

### Ruling year

N/A

### Executive Director

Maureen Lashlee

### Main address

1822 South Road  
Wappingers Falls, NY 12590 USA

[Show more contact info](#)

### EIN

14-1767037

### Subject area

Community improvement  
Housing development

### Population served

Low-income people

### NTEE code

Housing Development, Construction, Management (L20)  
Christian (X20)



### IRS filing requirement

This organization is required to file an IRS Form 990 or 990-EZ.

**Tax forms**

[Show Forms 990](#)

**Communication**



# Programs and results

## What we aim to solve

SOURCE: Self-reported by organization

After reviewing strengths, weaknesses, improvements, and setbacks of our year 2 OCAT HFHDC will focus on the following areas over the next 4 quarters funding & funding diversity, HR management &... [Read more](#)

## Our programs

SOURCE: Self-reported by organization

What are the organization's current programs, how do they measure success, and who do the programs serve?

### Home Ownership & Home Preservation

To build decent, affordable houses for low-income families.

**Population(s) Served**

Economically disadvantaged people

## Where we work

Dutchess County, NY



## Videos



Our First Virtual Home Dedication

# Our results

SOURCE: Self-reported by organization

How does this organization measure their results? It's a hard question but an important one.

### Number of new grants received

TOTALS BY YEAR



TYPE OF METRIC

Input - describing resources we use

DIRECTION OF SUCCESS

Increasing

### Number of volunteers

TOTALS BY YEAR



RELATED PROGRAM

Home Ownership & Home Preservation

TYPE OF METRIC

Context - describing the issue we work on

DIRECTION OF SUCCESS

Increasing

# Our Sustainable Development Goals

SOURCE: Self-reported by organization



Learn more about [Sustainable Development Goals](#).

Total number of volunteer hours contributed to the organization

TOTALS BY YEAR

2020 6,000

RELATED PROGRAM

Home Ownership & Home Preservation

TYPE OF METRIC

Input - describing resources we use

DIRECTION OF SUCCESS

Increasing

## Goals & Strategy

SOURCE: Self-reported by organization

Learn about the organization's key goals, strategies, capabilities, and progress.

### Charting impact

—

Four powerful questions that require reflection about what really matters - results.

What is the organization aiming to accomplish?

+

What are the organization's key strategies for making this happen?

+

What are the organization's capabilities for doing this?

+

What have they accomplished so far and what's next?

+

## How we listen

SOURCE: Self-reported by organization

Seeking feedback from people served makes programs more responsive and effective. Here's how this organization is listening.

- ✓ We demonstrated a willingness to learn more by reviewing resources about feedback practice.
- ✓ We shared information about our current feedback practices.

### How is your organization collecting feedback from the people you serve?

Paper surveys, Focus groups or interviews (by phone or in person), Community meetings/Town halls,

### How is your organization using feedback from the people you serve?

To identify and remedy poor client service experiences, To identify bright spots and enhance positive service experiences, To make fundamental changes to our programs and/or operations, To inform the development of new programs/projects, To identify where we are less inclusive or equitable across demographic groups, To strengthen relationships with the people we serve,

### With whom is the organization sharing feedback?

Our staff, Our board, Our funders, Our community partners,

### What challenges does the organization face when collecting feedback?

It is difficult to find the ongoing funding to support feedback collection, Staff find it hard to prioritize feedback collection and review due to lack of time, It is difficult to get honest feedback from the people we serve, Due to lending regulations feedback must remain confidential,

## Financials

Habitat for Humanity of Dutchess County



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# Operations

The people, governance practices, and partners that make the organization tick.

Executive Director

## Maureen Lashlee

[LinkedIn profile](#)

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# Board leadership practices

SOURCE: Self-reported by organization

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section.

### Board orientation and education

Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?

**Yes**

### CEO oversight

Has the board conducted a formal, written assessment of the chief executive within the past year ?

**Yes**

### Ethics and transparency

Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year? **Yes**

### Board composition

Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership? **Yes**

### Board performance

Has the board conducted a formal, written self-assessment of its performance within the past three years? **Yes**

## Organizational demographics

SOURCE: Self-reported; last updated 01/29/2021

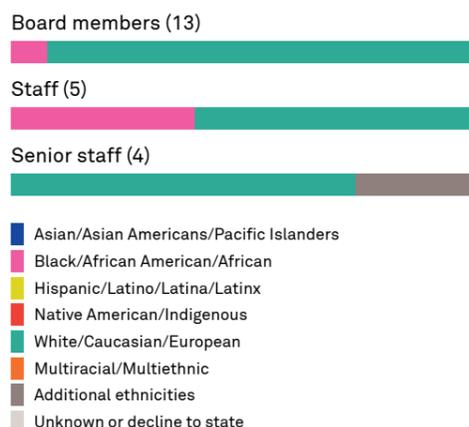
Who works and leads organizations that serve our diverse communities? GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

### Leadership

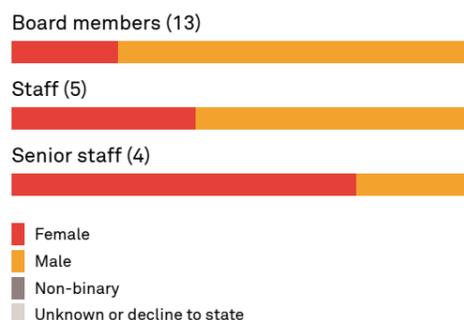
The organization's leader identifies as:

<b>Race &amp; ethnicity</b>	White/Caucasian/European
<b>Gender identity</b>	Female, Not transgender (cisgender)
<b>Disability status</b>	Person without a disability

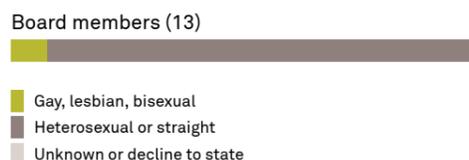
### Race & ethnicity



### Gender identity



### Sexual orientation



### Disability

No data

## Equity strategies

Last updated: 01/29/2021

GuideStar partnered with Equity in the Center - an organization that works to shift mindsets, practices, and systems to increase racial equity - to create this section. [Learn more](#)

### Data

We review compensation data across the organization (and by staff levels) to identify disparities by race.

We ask team members to identify racial disparities in their programs and / or portfolios.

We analyze disaggregated data and root causes of race disparities that impact the organization's programs, portfolios, and the populations served.

We disaggregate data to adjust programming goals to keep pace with changing needs of the communities we support.

We employ non-traditional ways of gathering feedback on programs and trainings, which may include interviews, roundtables, and external reviews with/by community stakeholders.

We disaggregate data by demographics, including race, in every policy and program measured.

We have long-term strategic plans and measurable goals for creating a culture such that one's race identity has no influence on how they fare within the organization.

### Policies and processes

We have a promotion process that anticipates and mitigates implicit and explicit biases about people of color serving in leadership positions.

We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.

We have community representation at the board level, either on the board itself or through a community advisory board.

We help senior leadership understand how to be inclusive leaders with learning approaches that emphasize reflection, iteration, and adaptability.

We engage everyone, from the board to staff levels of the organization, in race equity work and ensure that individuals understand their roles in creating culture such that one's race identity has no influence on how they fare within the organization.

## Candid.

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