



Section 1 – Covenant - A International Tithe Policy

International Tithe Policy

I. Purpose of the International Tithe Policy:

The purpose of the International Tithe Policy is to establish guidelines to ensure that international tithing activities of Habitat for Humanity of Richmond and Westmoreland Counties (“HFHRWC”) are conducted in an efficient, deliberate, and consistent manner in keeping with tithe guidelines of Habitat for Humanity International (“HFHI”).

II. Definitions:

Tithing – the practice of contributing affiliate funds toward global building.

Tithe Partners – HFHI countries or specific affiliates selected and approved by the (“HFHRWC”) Board of Directors to receive a portion of annual tithe dollars.

Undesignated Cash – any cash or highly-liquid fund received that is not linked to a specific program.

III. Goal of Tithing for Habitat For Humanity Richmond and Westmoreland Counties:

The practice of international tithing at (“HFHRWC”) has the primary goal of ensuring that Habitat for Humanity affiliates worldwide, regardless of their national poverty or wealth, can keep working toward the goal of eliminating poverty housing.

IV. Habitat For Humanity Richmond and Westmoreland Counties International Tithe Policy:

A. International Tithe Committee:

The Tithing Special Committee was established by the (“HFHRWC”) Board of Directors in July 21, 2011, and is subject to annual renewal by the (“HFHRWC”) Board President. to institutionalize the oversight of the tithing process, (“HFHRWC”) will replace this special committee with a standing committee called the International Tithe Committee. The International Tithe Committee shall include a minimum of one Board member.

B. Determination of Tithe Funds:

Each fiscal year, (“HFHRWC”) will tithe **10% of undesignated** cash revenue.

Undesignated cash includes board member gifts, Habitat (“HFHRWC”) newsletter appeals, on-line gifts, benefit breakfast proceeds, unrestricted family foundation grants, other unrestricted grants, all special event cash revenue, pass-through gifts from HFHI (less their processing fee), net profits from the ReStore and gifts received through workplace-giving campaigns (i.e. United Way, Combined Federal Campaign). Only money received, not money budgeted, is counted toward the tithe.

Donors who designate their cash gift to a specific program may still request that 10% of their designated gift be allocated toward tithe funds.

Gifts excluded from the figure for tithe calculation are cash gifts specifically designated by a donor for local work only, homeowner mortgage payments, income from investments, and other gifts or grants that are designated to fund specific projects.

C. Tithe Partners:

All HFHI countries where affiliates carry out the work of HFHI under the oversight of area offices are eligible to be tithe partners except Canada and the USA.

(“HFHRWC”) will select a recipient country or countries from each of the four global Habitat for Humanity areas, ensuring that all four global areas are continually represented.

(“HFHRWC”) Board of Directors must approve all international tithe partners each fiscal year.

To provide recipient countries with a level of consistency, (“HFHRWC”) will commit to support of each of its international tithe partners for a four-year period, so long as they remain Habitat for Humanity countries in good standing with HFHI. On a rotating basis (e.g., review one tithe country per year), each tithe partnership will undergo a formal evaluation upon completion of the four-year commitment and the relationship either renewed for another four years or discontinued. The evaluation will be based upon success of the tithe partnership in engaging in regular and mutually beneficial communication and relations. (“HFHRWC”) recognizes that tithe partners are accountable to HFHI global area offices, and will not pass judgment on local country programming effectiveness. Additionally, HFHI global area offices monitor the flow of international donor and tithe funds to Habitat for Humanity countries, and reserve the right to temporarily hold or redirect tithe funds if circumstances require HFHI intervention.

Tithe funds may also be used for support of Global Village project donations on a case-by-case basis upon recommendation of the International Tithe Committee and approval of the (“HFHRWC”) Board of Directors.

D. Distribution of Tithe Funds:

Tithe funds shall be distributed among tithe partners equally, each receiving an equal percentage of total tithe funds, after first subtracting any funds approved for Global Village project donations.

E. Reporting of Tithe Impact:

(“HFHRWC”) will use the current dollar amount assigned by HFHI in reporting the impact of international tithe funds. As of 2008, this figure is \$4,200 for each international HFHI house built. For example, if (“HFHRWC”) tithes a total of \$42,000 during a fiscal year, the affiliate may report construction of 10 houses internationally during that time.

F. Promotion of the Tithe

(“HFHRWC”) will market the international tithe program to donors and volunteers.

*Adopted by the Board of Directors
Richmond and Westmoreland Counties
July 21, 2011*