

Sweat Equity Guidance - Revised June 2024

What is Sweat Equity

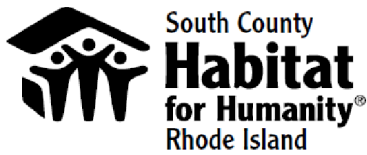
One of the central features of South County Habitat for Humanity (SCHH) is the concept of *Sweat Equity*. Sweat Equity refers to the non-monetary investment future homebuyers contribute to the construction of their home or other SCHH projects. Sweat Equity is primarily completed on the construction sites, but may also involve volunteering in the SCHH ReStore, assisting with or attending events, completing homeownership workshops, and more. Through Sweat Equity, future homebuyers have the opportunity to work alongside other partner families and volunteers to bring a family’s dream of owning a home to life.

Sweat equity is designed to meet three important goals:

1. **Partnership:** Sweat Equity provides meaningful interaction between partner families, SCHH volunteers, other homeowners, staff, community members, and future neighbors.
2. **Pride in Ownership:** SCHH offers a hand up, not a hand out. By completing Sweat Equity hours, partner families can develop a sense of pride and attachment, and can feel good about the work they have invested in their home or SCHH homes.
3. **Development of skills and knowledge:** On the build site, Partner Families will gain an understanding of the construction of their home as well as useful skills that may benefit them throughout homeownership.

Sweat Equity Requirements - Board approved October 2023

One-Applicant household		Two-Applicant household	
200 hours Total		400 hours Total	
Complete a minimum of <u>12</u> hours per month		Complete a minimum of <u>24</u> hours per month	
A minimum of 150 hours must be completed on any SCHH construction site by the future homebuyer	Remaining hours may be completed on the construction site, Restore, homebuyer education courses, at events, or contributed from family/friends	A minimum of 300 hours must be completed on any SCHH construction site by the future homebuyers	Remaining hours may be completed on the construction site, Restore, homebuyer education courses, at events, or contributed from family/friends
<p><i>Future homebuyers are <u>strongly</u> encouraged to continue volunteering on the construction of their home even after they have met their Sweat Equity requirements.</i></p>			



Scheduling and Tracking Sweat Equity

Future homebuyers are responsible for scheduling all of their sweat equity hours, keeping in mind to use the proper Sweat Equity codes. It is critical to check in and out with appropriate staff for all Sweat Equity shifts to ensure hours are properly recorded. It is also good practice for future homebuyers to keep a record of their hours should discrepancies arise.

Good Standing

It should take no longer than seventeen (17) months to complete the minimum Sweat Equity requirement. To remain in good standing, SCHH requires future homebuyers to remain current with their monthly minimum sweat equity hours. We understand that throughout the process extenuating circumstances can arise, which may impact the future homebuyers ability to complete the minimum monthly required hours. **In these situations, it is the responsibility of the future homebuyers to communicate with SCHH.**

*Future homebuyers who fall behind and fail to meet a minimum of 36 hours for one-adult households or 72 hours for two-adult households in any **three-month** period may face deselection.*

Friends and Family Hours

As part of the Sweat Equity requirements, friends and family members of the future homebuyer may contribute up to 50 hours for one-adult households or 100 hours for two-adult households. Friends and family members must register with SCHH as volunteers, and use the designated friends/family Sweat Equity codes when registering for shifts.

Future homebuyers may not solicit Sweat Equity hours from current SCHH volunteers, staff, or Board of Directors members. The purpose of hours from friends and family is to introduce new volunteers to the Habitat mission.

Youth Sweat Equity Hours

For safety and insurance purposes, children under age 16 are not permitted to work on the construction site. Youth ages 16 and 17 may work at the construction site but must be accompanied and supervised by a parent or guardian. SCHH may be able to accommodate special age appropriate activities for younger children, contact SCHH for more information.