



ShelterHouseTM
CHANGING LIVES

Strengthen & Sustain



Year 2 Review

A Year in Review

One year ago, we shared how Shelter House was building a strong foundation for the future. As we reflect on the second year of our FY2025 - FY2027 Strategic Plan, we are proud of the progress we have made in strengthening our organization and expanding our impact.

This year was defined by growth and capacity building. Shelter House successfully assumed operation of several homeless services programs in Region 1 of Fairfax County while simultaneously strengthening the leadership, staffing, and infrastructure needed to support our mission and future growth.

Throughout the year, we invested in the people, systems, and processes that sustain our work. From staff development to enhanced technology and operational systems, we strengthened our capacity to deliver high-quality services and meet the evolving needs of our community.

The challenges facing our community make it more important than ever that Shelter House remains a strong, sustainable organization with a clear vision for the future. Our staff have successfully balanced expansion with capacity building, demonstrating dedication, adaptability, and an unwavering commitment to the individuals and families we serve. Their ability to embrace change while remaining focused on our mission has been one of the defining strengths of this year. The progress highlighted in this report reflects the dedication of our staff and the unwavering support of our donors, volunteers, and community partners.

Thank you for your partnership and support. Together, we are changing lives.

Dani Colón, Chief Strategy Officer
Shelter House, Inc.



Mission

To prevent and end homelessness and domestic violence by engaging the community, building effective relationships and providing crisis intervention, safe housing and supportive services.

Vision

We envision a community free of homelessness and domestic violence.

Values

Inclusivity
Collaboration
Accountability
Respect
Empowerment



FY2025 – FY2027

Strategic Priorities

**CONSISTENT AND
IMPACTFUL SERVICES**

**ORGANIZATIONAL
CULTURE**

**FISCAL
SUSTAINABILITY**

**OPERATIONAL
EFFICIENCY**



FY2026 Key Metrics



2,346

Households
Served



4,540

Individuals
Served

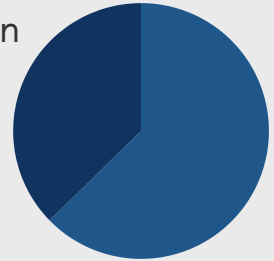


An increase of 825
individuals
from FY2024

2,846 Adults

1,694 Children

Children
37.3%



Adults
62.7%

Employee Retention

70%

Retention Rate

249

Active Staff

Fundraising

\$750,000+

Revenue YTD

68

Major Donors

113

Recurring Donors

FY2026 | Strategic Plan Progress

Provide **consistent and impactful services** to persons experiencing or at-risk of homelessness and victims of domestic violence

Key Accomplishments:

- Strengthened service consistency across programs by restructuring leadership to align oversight across shelters and community housing programs.
- Successfully integrated Fairfax County Region 1 homeless services into Shelter House's portfolio, expanding the organization's geographic reach, service capacity, and role within the community's homeless response system.
- Enhanced program quality and service delivery through targeted training, technical assistance, and standardized program guidance.
- Strengthened data-informed decision-making by enhancing data leadership capacity and establishing a long-term vision for organizational performance measurement.



FY2026 | Strategic Plan Progress



Enhance Shelter House's **organizational culture** and commitment to the core values of Inclusivity, Collaboration, Accountability, Respect, and Empowerment (iCARE)

Key Accomplishments:

- Invested in employee retention and workforce stability through compensation enhancements and long-term compensation planning.
- Improved the organization's ability to understand and respond to employee needs through employee engagement initiatives, new feedback mechanisms, and expanded People & Culture leadership.
- Expanded professional development opportunities through new learning platforms, leadership development programs, and skill-building resources.
- Strengthened leadership capacity across the organization through targeted training focused on coaching, feedback, workplace culture, and employee development.

FY2026 | Strategic Plan Progress

Ensure current and future **fiscal sustainability** of the organization

Key Accomplishments:

- Strengthened donor cultivation, engagement, and recurring giving to support long-term revenue diversification and sustainability.
- Raised Shelter House's profile through fundraising and awareness-building events, public engagement opportunities, and expanded community engagement.
- Deepened partnerships with corporate, community, and government stakeholders, strengthening collaboration and advancing Shelter House's role as a trusted community partner.
- Secured new Fairfax County contracts, strengthening financial support for Shelter House's mission and future growth.
- Improved organizational financial strength by increasing cash reserves and enhancing long-term financial sustainability.



FY2026 | Strategic Plan Progress



Improve Shelter House's **operational efficiency** and capacity to achieve its mission

Key Accomplishments:

- Strengthened organizational infrastructure through investments in leadership, finance, human resources, and grants management, enhancing readiness for future growth.
- Enhanced technology, cybersecurity, and operational systems to improve efficiency, reliability, and organizational resilience.
- Streamlined internal processes and standardized organizational practices to improve consistency and support service delivery across programs.
- Expanded employee onboarding and training systems to support staff success and operational effectiveness.



A Note from the CEO

As I reflect on the progress highlighted in this report, I am filled with gratitude for the people who make Shelter House's work possible. Over the past year, we have continued to grow, strengthen our organization, and expand our ability to serve individuals and families experiencing homelessness and domestic violence.

What makes these accomplishments especially meaningful is that they were achieved while navigating significant growth and change. Time and again, our staff have demonstrated resilience, compassion, and an unwavering commitment to those we serve. Because of their efforts - and the support of our Board of Directors, donors, volunteers, and community partners - Shelter House is stronger today than it was a year ago.

While we are proud of what we have accomplished, we are even more excited about what lies ahead. Together, we are building a stronger organization, a stronger community, and brighter futures for the individuals and families who turn to Shelter House for support. Thank you for your partnership, your investment in our mission, and your commitment to creating lasting change.

Sincerely,

Joe Meyer, Chief Executive Officer
Shelter House, Inc.





Together, we're changing lives.

Corporate Sponsorships
Employer Match
Legacy / Planned Giving
Major Gifts
Volunteer Opportunities

