



ANNUAL REPORT

Unlocking Opportunities in the East Bay

2025

LETTER FROM the Executive Director

As we close out another transformative year, I extend heartfelt gratitude to our partners, supporters, and the resilient communities we serve. This year reaffirmed the power of collaboration and the importance of remaining rooted in purpose. The stories of perseverance and progress we've witnessed are a testament to the impact of intentional investment in people and place.

At RNHS, our mission to restore neighborhoods and uplift lives has never been more urgent. Amid economic uncertainty and housing instability, we leaned into innovation and equity. We expanded our Emerging Developers Program, deepened our financial empowerment efforts through HUD-certified counseling, and centered community voice in every initiative. The challenges were real, but so was our resolve.

As we look ahead, we remain committed to advancing housing justice, supporting local leadership, and creating spaces where families can thrive. The work continues and together, we move forward.

Nikki Beasley

Executive Director



LETTER FROM our Board President

As we reflect on 2025, I am profoundly inspired by the momentum RNHS has built and the vision we continue to advance together. This year reaffirmed that when community leadership, purpose, and equity align, transformation becomes not only possible, it becomes inevitable. I am deeply grateful to our donors, partners, neighbors, and supporters whose belief in RNHS fuels every step forward.

One of the most meaningful shifts this year has been the evolution of our Emerging Developers Program. RNHS has long been known for educating and empowering homebuyers, but in 2025 we took a bold next step. Created by RNHS in 2021, the Emerging Developers Program offers a free, hands-on training experience for aspiring BIPOC developers. Each cohort blends classroom learning, mentorship, and networking to equip participants with the technical skills and confidence to pursue development projects rooted in community impact. The program continues to grow, and this year we reached an extraordinary milestone: one of our own alumni is helping develop the Las Deltas project, a major initiative connected to our Restoring Neighborhoods work. Restoring Neighborhoods itself is not new, but the scale and significance of Las Deltas marks a powerful moment in RNHS's evolution. We are not only acquiring and rehabilitating properties, we are doing so alongside emerging developers from our own community, directly addressing blight and expanding homeownership opportunities from within.

On a personal note, having served as a loan officer and sales leader in this market since 2009, RNHS has always been a staple in my professional life. To now serve as Board President is a full-circle moment, one I hold with pride and deep gratitude. My sincere thanks to Nikki Beasley and the entire RNHS team for their vision, leadership, and unwavering commitment to housing justice.

As we look toward 2026, I am more confident than ever in RNHS's direction and our collective ability to build a more equitable East Bay. The work continues, and together, we are shaping what's possible.

Joe Fernandez
Board President

Board of Directors



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Community Impact Manager
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Who We Are

**Founded by neighbors.
Built for community.**

Richmond Neighborhood Housing Services helps East Bay residents build stability, equity, and opportunity through homeownership. Founded in 1981 by a passionate group of low-income residents in Richmond, RNHS was created to combat the detrimental impacts of systemic segregation, redlining, disinvestment, and blight.

Over 40 years, RNHS has grown into a trusted community anchor—developing affordable homes, managing rental properties, training BIPOC developers, and helping families achieve financial independence. We’re HUD-approved housing counselors, small-site developers, and advocates for housing justice. Together, we’re not just building homes—we’re building hope and community wealth that lasts.

Our Mission

Transform Bay Area neighborhoods without displacing residents by building wealth through home ownership, sustaining affordable rental units, and developing blighted and vacant sites in communities of color.



Our Team



Nikki Beasley
Executive Director



Allison Illahi
Executive Assistant



Tisha Hernandez
Program Administrator



Ivan Cerpas-Arreola
Finance Manager

“Through RNHS, I learned how to build credit, manage debt, and believe that I could one day buy a home. I came for help while unhoused and now I’m housed and hopeful.”

- RNHS Client



Cymone Goree
Property Manager



Jacquese McCoy
Emerging Developers
Program Administrator



Nai Hin Saelee
Compliance Officer



Eric Mills
Certified Housing
Counselor-Lead



Erica Dixon
HUD Certified Housing
Counselor

2025 in Numbers

8

Affordable homes under development through Restoring Neighborhoods LLC

42

BIPOC developers trained through the Emerging Developers Program

5

Seniors secured living trusts through Protecting Your Legacy

290

Residents received one-on-one financial counseling

90

Aspiring homeowners completed HUD-approved Pre-Purchase Workshops

154

Individuals completed financial literacy workshops



KEY ACHIEVEMENTS OF THE YEAR

Revitalizing Richmond: The Launch of Restoring Neighborhoods LLC

RNHS acquired **four duplexes in North Richmond**, converting them into **eight single-family homes** to launch the *Restoring Neighborhoods* entity. This initiative is creating affordable homeownership opportunities for first-time buyers and breathing new life into historically underserved neighborhoods. This is more than a construction effort—it's a reinvestment in community, turning once-vacant properties into homes filled with pride and possibility.

Empowering Homebuyers: Homeownership & Financial Education

More than 250 clients participated in HUD-approved prepurchase workshops, with 150 developing personalized budgets and homeownership plans. We launched new client progress tracking tools and introduced the *Trauma of Money* cohort, acknowledging the emotional complexities many face in financial conversations.

Changing the Narrative: Redefining What Homeownership Means

This initiative challenged the status quo by shifting housing conversations to focus on people over properties. RNHS advanced thought leadership through published pieces, including a white paper by our Executive Director Nikki Beasley, and supported innovative co-buying and shared ownership models for families priced out of the traditional market.

Building the Next Generation: Emerging Developers Program

Through Cohorts 6 and 7, RNHS trained and mentored 42 aspiring BIPOC developers, combining classroom learning with hands-on experience. Alumni are now contributing directly to RNHS real estate projects, turning education into action and reshaping who gets to build in the Bay Area.

Protecting Generational Wealth: The Protecting Your Legacy Program

With refreshed branding and expanded community outreach, *Protecting Your Legacy* reached low-income seniors across Alameda, Contra Costa, and Solano Counties. The program covers the full cost of living trusts for senior homeowners, preserving home equity, preventing property loss, and ensuring that family wealth is passed on for generations.

Spotlight: Building the Next Generation of Developers

The Emerging Developers Program (EDP)

When Oakland native Jonisha Smith joined the Emerging Developers Program, she already had a decade of experience as a Realtor. What she found in the 12-week course, however, was something entirely new – a way to see herself as part of the solution to the Bay Area’s affordable housing crisis.

For Smith, the transition from selling homes to understanding how to develop them was both eye-opening and empowering. Like many professionals entering the program, she saw the program has a way to turn her experience in real estate into a platform for community impact.

Created by RNHS in 2021, the Emerging Developers Program offers a free, hands-on training experience for aspiring BIPOC developers. Each cohort blends classroom learning, mentorship, and networking to equip participants with the technical skills and confidence to pursue development projects rooted in community impact.

What makes EDP unique is its focus on relationships and access. Instructors and mentors – seasoned professionals from development, finance, and architecture – create a supportive space where participants can ask questions, build confidence, and connect with a professional network.

“The instructors gave us so much valuable information, from development history to legal aspects,” Smith said. “We learned from their real experiences – the good, the not-so-good – and that amounted to invaluable lessons.”

Since launching, RNHS has trained more than 140 alumni across Alameda, Contra Costa, and Solano Counties. Many, like Smith, are now applying what they’ve learned to real-world projects that strengthen local economies and expand access to housing.



“The program helped me see how my real estate experience could translate into something much bigger.” – Jonisha Smith

LOOKING AHEAD: OUR 2026 PLANS

In 2026, RNHS will continue to expand opportunity and equity across the Bay Area, strengthening pathways to homeownership, increasing housing stability, and deepening community partnerships.



Expand Homeownership Opportunities

Complete 10 acquisition-rehab projects through Restoring Neighborhoods, transforming vacant properties into affordable homes and extending ownership opportunities across three Bay Area counties.



Enhance the Emerging Developers Program

Introduce new academic modules and strengthen partnerships with regional institutions to equip more BIPOC developers with the skills and connections to lead equitable development projects.



Explore Alternative Homeownership Models

Assess shared equity, community land trusts, and other sustainable ownership pathways that expand access for first-time home buyers and preserve long-term affordability.



Expand HUD-Approved Counseling Services

Grow our network of financial empowerment and housing counseling partners to help more residents prepare for sustainable homeownership and long-term financial security.



Grow Our Rental Portfolio

Expand RNHS's portfolio of affordable rental homes to ensure long-term housing stability for low-income families and preserve affordability in the East Bay's changing housing market.

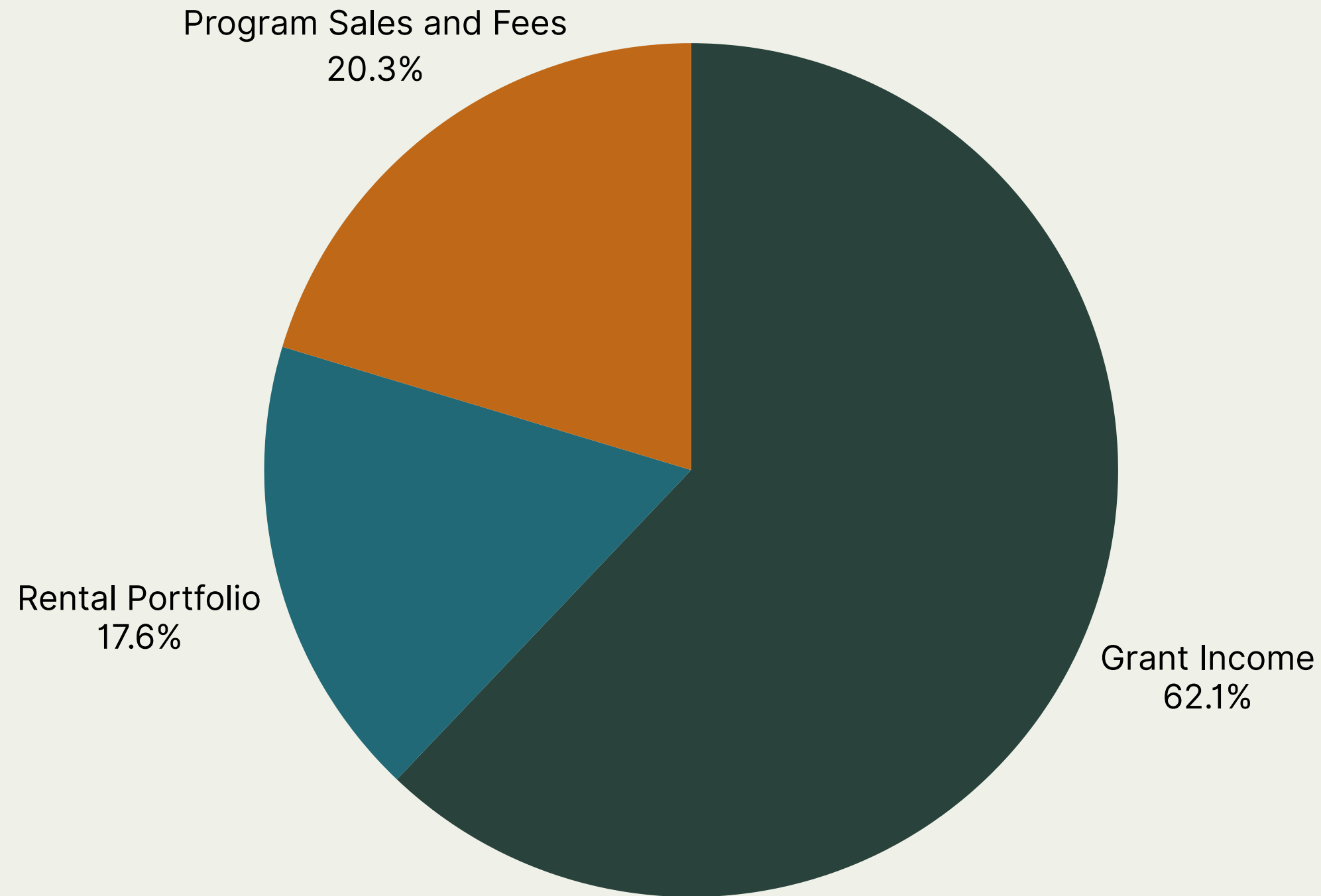


Deepen Donor Connections

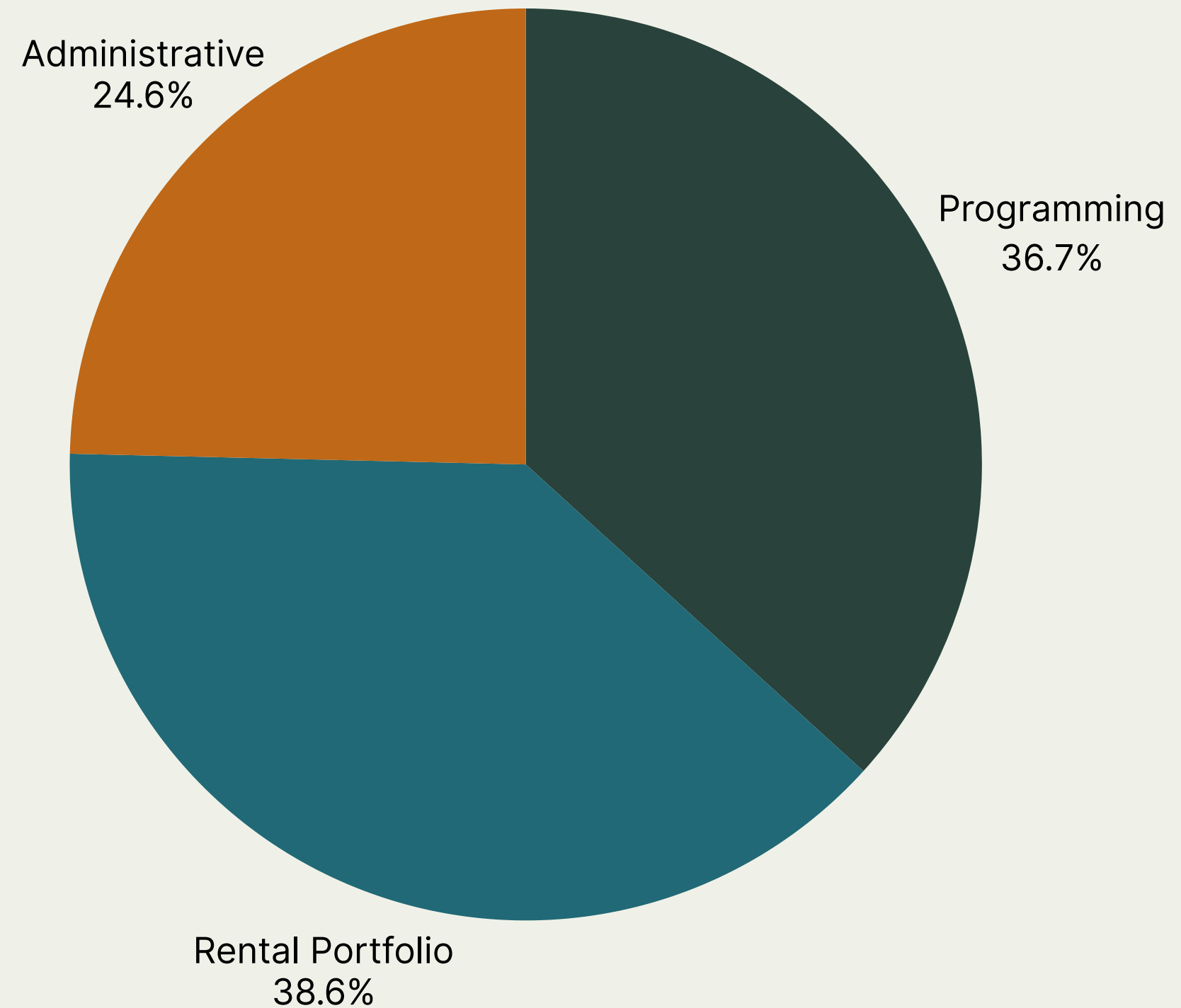
Launch a year-long campaign centered on transparency, authentic storytelling, and the tangible impact of every gift—strengthening trust and celebrating community resilience.

Financial Summary

FY25 Source of Funds



FY25 Use of Funds





Thank You to Our 2025 Supporters

Your partnership fuels our mission and impact.

Sponsors



Partners



Partner With Us

To support RNHS or explore partnership opportunities, contact Allison Illahi at allison@eastbaynhs.org or 510-237-6459.



Together, We're Building What's Possible

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www.richmondnhs.org

Thank you for an unforgettable year!



ONTO

2026



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