



National Association of Housing and Redevelopment Officials

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Minutes October 10, 2019 Board of Governors Annual Business Meeting

President Carl S. Richie, Jr., called the meeting to order and asked Sylvia Bowen to call the roll. A quorum was established. Guests and staff were asked to introduce themselves.

President Richie apologized to past president Betsey Martens for not acknowledging and inviting her to join him on the stage at the opening plenary session when he introduced members of the Flores family. He said it was an error of the head, not of the heart, and hoped that Ms. Martens would accept his apology.

Comments

Lisa Yun Lee, Executive Director National Public Housing Museum (Museum)

The story of the Museum began with public housing residents who organized around the simple truth that all people have the right to a place to call home. The Museum has produced vibrant programming, award winning exhibits and has gathered artifacts. They will create an oral history archive that will be comprised of stories of current and former residents of public housing around the country. It is hopeful that these stories will be used not only by academics and researchers, also by artists, the general public and public housing residents themselves. Ms. Lee encouraged NAHRO and NAHRO members to support the Museum. Museum Board members Mark Thiele and Preston Prince urged NAHRO members to support the Museum as well.

President Richie called for approval of the minutes of the July 12, 2019 meeting as submitted.

Action: Motion to approve the minutes of the July 12, 2019 meeting by Dianne Hovdestad; seconded by John Mahon. Motion carried.

President Richie presented the Memorial Resolution and asked for a moment of silence in memory of members and industry colleagues who have deceased since October 2018. He then called for approval of the Resolution. It was noted that John Stengle of Pierre, SD was omitted from the Resolution. President Richie asked that his name be added.

Carl S. Richie, Jr., NCC, NAHRO Fellow, President; **Sunny Shaw**, PHM, CME, Senior Vice President; **Saeed Hajarizadeh**, Vice President-International Research and Global Exchange; **John T. Mahon**, PHM, Vice President-Housing; **Marsha J. Parham-Green**, CME, Vice President-Professional Development; **Andy Rodriguez**, Vice President-Member Services; **Henrietta Snipes**, NCC, Vice President-Commissioners; **Mark Thiele**, CS-PHM, CME, CMVO, NCC, Vice President-Community Revitalization and Development; **Adrianne Todman**, Chief Executive Officer

Action: Motion to approve the Memorial Resolution by Dianne Hovdestad; seconded by Duane Hopkins. Motion carried.

President Richie read Resolutions of Appreciation to Local Hosts and Sponsors and Exhibition Participants and called for their approval.

Action: Motion to approve Resolutions of Appreciation to Local Hosts and Sponsors and Exhibition Participants by Mark Thiele; seconded by Marsha Parham-Green. Motion carried.

CONSENT AGENDA

COMMUNITY REVITALIZATION AND DEVELOPMENT COMMITTEE

Public Charge

Whereas, As HUD's housing programs are not funded to levels to meet the nation's affordable housing needs, the resources needed to explain the public charge rule would be much better spent on providing housing and resident services to U.S. citizens and eligible noncitizens.

Whereas, Department of Homeland Security (DHS) acknowledges in the Public Charge Rule that noncitizen participation in the Public Housing, Housing Choice Voucher, and Section 8 Project-Based Rental Assistance programs is "relatively low." DHS cites the 2008 Panel of the Survey of Income and Program Participation (SIPP), that "suggests that 0.2% of noncitizens lived in Section 8 housing, while 0.4% lived in housing subsidized through some other government program."

Whereas, by Statute and Regulation, HUD restricts housing benefits to United States citizens and eligible noncitizens by prorating the financial assistance so that the non-eligible noncitizen does not receive a subsidized housing benefit.

Whereas, Congress, via statute, and HUD, via regulation, have already protected federal dollars from being used on noneligible noncitizens and there is no fiscally responsible reason for DHS to further step into this arena

Therefore, be it Resolved, NAHRO opposes the inclusion of housing benefits in the public charge rule.

Action: Motion by Andy Rodriguez and seconded by Jennifer Keogh approval of the Public Charge resolution. Motion carried.

DISCUSSION AGENDA

COMMUNITY REVITALIZATION AND DEVELOPMENT COMMITTEE

Mark Thiele-Vice President

NAHRO Statement on Homelessness

Be it resolved NAHRO makes the following statement,

“NAHRO members are deeply concerned about growing homelessness in America. Public housing authorities and community development agencies have worked aggressively to develop effective programs and solutions in partnership with state and federal partners. We are concerned that the recent White House strategy on homelessness could negatively impact existing programs and strategies and, which if implemented, could ultimately leave more individuals vulnerable to homelessness. NAHRO will continue to deeply study the issue and looks forward to working with HUD and others to advance a responsible set of policies.”

President Richie called for motion to approve the NAHRO Statement on Homelessness.

Action: Motion by Mark Thiele; seconded by Preston Prince approval of the NAHRO statement on homelessness.

Preston Prince recommended two changes: (a) change “could ultimately leave more individuals...”, to will ultimately leave more individuals...; (b) strike reference to deeply study because there is ample research and data that refute the report on homelessness.

Action: Jennifer Keogh offered an alternative statement, as an amendment to the original motion:

Be it resolved NAHRO makes the following statement,

“NAHRO members are deeply concerned about growing homelessness in America. Homelessness is experienced by families and individuals across the country in urban, rural, and suburban communities, and just as characteristics of the people homeless vary, so do the federal and locally driven solutions to help shelter them.

Many public housing authorities and community development agencies have worked aggressively to develop effective programs and solutions in partnership with state and federal partners. These NAHRO members want to ensure that homelessness strategies are data-driven and focused on local need. New homelessness policy proposals and strategies must not negatively impact existing programs and solutions and must reduce individuals vulnerable to homelessness.

To interrupt homelessness, we need all of our tools, all of the time. This is not the time to limit or criticize options, but to encourage local solutions buoyed by federal resources. NAHRO will

continue to deeply study the issue and looks forward to working with HUD and others to advance a responsible set of policies.”

Action: Mark Thiele, the maker of the first motion, accepted Jennifer Keogh’s alternative statement as a friendly amendment to original motion. President Richie said a second is not required.

Discussion:

Several amendments were offered to the amended motion, all of which were accepted by Mark Thiele as friendly amendments. Again, no vote was required, said President Richie.

Amendments:

- (1) Andy Rodriguez and Rob Frederick:** first paragraph: add “experiencing” before “homeless” and change homeless to “homelessness.”
- (2) Steve Merritt and Marsha Parham-Green:** second paragraph, last sentence, change to read “must reduce the number of individuals...”
- (3) Julie Brewen and Preston Prince:** last paragraph, “continue to deeply study” strike and change to “be actively engaged in...”
- (4) Sunny Shaw and Andy Rodriguez:** second paragraph, second sentence, strike “These.”

President Richie called for vote on the motion, as amended, (NAHRO Statement on Homelessness), which reads as follows:

“NAHRO members are deeply concerned about growing homelessness in America. Homelessness is experienced by families and individuals across the country in urban, rural, and suburban communities, and just as characteristics of the people who are experiencing homelessness vary, so do the federal and locally driven solutions to help shelter them.

Many public housing authorities and community development agencies have worked aggressively to develop effective programs and solutions in partnership with state and federal partners. NAHRO members want to ensure that homelessness strategies are data-driven and focused on local need. New homelessness policy proposals and strategies must not negatively impact existing programs and solutions and must reduce the number of individuals vulnerable to homelessness.

To interrupt homelessness, we need all of our tools, all of the time. This is not the time to limit or criticize options, but to encourage local solutions buoyed by federal resources. NAHRO will continue to be actively engaged in the issue and looks forward to working with HUD and others to advance a responsible set of policies.”

Action: The motion, as amended, (NAHRO Statement on Homelessness) was approved unanimously by the Board.

BUDGET & ADMINISTRATION COMMITTEE
Clif Martin-Chair

NAHRO Investment Policy

Background:

The current NAHRO Investment Policy was created in August 2009 with only minor updates since then. The policy was missing key elements such as the roles of the investment manager, types and allocations of investment types, and other best practice components. The Budget & Administration Committee embarked on a four-month journey to start with a new, modern Investment Policy that aligned with NAHRO and its strengths, weaknesses, opportunities and threats, with a balance of risk, return and cross checks.

Resolution:

At its August 28, 2019 meeting, the Budget & Administration Committee members unanimously recommend approval of the updated Investment Policy by the Board of Governors.

Action: Motion to approve the Investment Policy Statement by Clif Martin; seconded by Marsha Parham-Green. Motion carried.

Proposed 2020 Budget

Background:

Each year, the NAHRO staff prepare an annual operating budget, forecasting revenue, expense and net surplus or loss. In addition, the staff prepare a capital budget to maintain the NAHRO office building, which is owned by NAHRO. On October 9, the Budget & Administration spent over three hours reviewing the 2020 proposed budget with CEO Todman, COO Wellard and Department Heads.

Resolution:

At its October 9 meeting, the Budget and Administration Committee members unanimously recommend approval of the proposed 2020 budget with total revenue of \$6,866,891, total expense of \$6,808,389 and a net surplus of \$58,503 by the Board of Governors.

Action: Motion to approve the Proposed 2020 Budget by Clif Martin; seconded by Mark Thiele. Motion carried.

MEMBER SERVICES COMMITTEE
Andy Rodriguez-Vice President

M. Justin Herman Memorial Award Changes (Herman Award)

Background:

The Awards Subcommittee was charged with reviewing the Association's Awards. They reviewed the Herman Award to determine if there were ways to make the award more appealing for smaller agencies and if a name change was in order, since the title of the award did not really describe the award's intent.

The Subcommittee recommended the following changes take place:

- (a) the application would provide three categories based on organization size/population, which would correspond to NAHRO's existing membership dues categories to encourage applications from all organization sizes;
- (b) a fourth category for individuals who were not connected to any organization;
- (c) scoring criteria be revamped so that it was more cohesive, and suggested the name be changed to the ***"NAHRO Outstanding Professional of the Year"*** so that it represented what the award stood for instead of for a person. The Member Services Committee agreed with these recommendations.

Resolution:

The Member Services Committee moves the acceptance of the changes proposed by the Awards Subcommittee to the Herman award's name, structure and scoring recommendations to make it more recognizable for what it stands for and more inclusive to individuals from all size organizations.

Action: Motion by Andy Rodriguez; seconded by John Mahon to approve the changes to the Herman award as presented. Motion carried.

Other Award Name Changes

Background:

The Awards Subcommittee also looked at the names of the other NAHRO awards named after people. They decided in order to make them more recognizable for what they stood for as well, those names also needed to be changed. The Subcommittee recommended the following name changes:

Elizabeth B. Wells Memorial Award to the *"Outstanding Commissioner of the Year"* award,

Lange D. Lange International Award to the *"Outstanding Contributor to International Relations"* award

Mary K. Nenno Advocacy Award to the “*Outstanding Advocate of the Year*” award.

Resolution:

The Member Services Committee moves the acceptance of the changes proposed by the Awards Subcommittee to the names of the other NAHRO Individual awards.

Action: Motion by Andy Rodriguez; seconded by Diane Hovdestad approval of name changes to the above individual awards.

President Richie asked if the proposed changes had been discussed with Commissioners, IRGE and the Legislative Network. Vice President Rodriguez responded no. President Richie recommended that the Board defer action on the motion at this meeting and suggested that prior to the next Board meeting, the Member Services Committee consult with the above-mentioned committees.

CEO Todman commented that having the three committees engaged in the name change is the right path. She cautioned, however, in terms of naming awards after individuals because people outside the industry do not know their names and therefore do not understand or know the purpose of the awards. If we want to make sure that there are people who want the awards outside of those who are familiar, we need to put a brand that people want to attain. We did not receive any nominees for the Wells Award this year. NAHRO is the only group that has awards for hard-working practitioners. Several Board members spoke in support of the CEO's comments. President Richie then called for a motion.

Action: Motion by Anthony Vasiliou; seconded by Sunny Shaw to defer action until March 2020. In the interim, Member Services Committee should send information to IRGE, Commissioners and Legislative Network for comment. Motion carried. Preston Prince and Andy Rodriguez voted nay.

2023 National Conference Site

Background:

Staff discussed with the Member Services Committee the options that were considered: New Orleans, Houston and Chicago. After weighing options, the Member Services Committee members concurred with staff's recommendation of New Orleans as the site for the 2023 Conference because of the popularity of the city; convenience/ease of meeting space and the affordability of the hotel package. Dates are Friday-Sunday, October 13-15, 2023. The venue would be the Hyatt Regency, which can accommodate all meeting space, exhibition hall and sleeping room block.

Resolution:

After weighing options, the Member Services Committee members unanimously recommend New Orleans as the site for the 2023 National Conference.

Action: Motion by Andy Rodriguez; seconded by Peter Lifari to approve New Orleans as the site for the 2023 National Conference. Motion carried.

BOARD OF ETHICS AND CREDENTIALING TRUSTEES

Carl Branham-Vice Chair

Code of Professional Conduct

Background:

As part of the NAHRO Strategic Plan goals, the NAHRO Board of Ethics and Credentialing Trustees (BECT) was assigned the objective to further NAHRO's ethical leadership regarding existing NAHRO ethics initiatives including the NAHRO Code of Professional Conduct.

Resolution:

The BECT created a working group including Trustees, persons appointed by NAHRO Standing Committees and other NAHRO members. The working group presented the BECT proposed revisions to the Code. The BECT deliberated, revised and approved a proposed Code on July 10, 2019 and forwarded to the NAHRO Board of Governors with the recommendation to approve.

Action: Motion by Mark Thiele; seconded by George Guy to approve the changes to the Code of Professional Conduct. Motion carried.

PRESIDENT'S REPORT

President Richie began his report by expressing appreciation to members of the Board for their service. He acknowledged members whose terms will expire at the conclusion of this conference. He then thanked regions for beautiful gifts.

Tomorrow will be a historic day for NAHRO, said President Richie. At the plenary session, incoming officers will be sworn in and two females will occupy the two highest seats in the Association's history.

President Richie announced 2020 conference dates/locations:

Washington: March 29-31 -- Grand Hyatt Hotel

Summer : July 23-25 – Sheraton New York Times Square

National: October 1-3 – Marriott Orlando World Center

SENIOR VICE PRESIDENT'S REPORT

Senior Vice President Shaw commented on the process for the conduct of the CEO Evaluation. She noted that beginning with her presidency, the President will chair the committee instead

of the Senior Vice President, which has been past practice. This will enable the Senior Vice President to work on building a positive relationship with the CEO. President Richie shared

this change is appropriate because the President interacts with the CEO more than any other officer. The Board will receive a detailed report on the evaluation during the executive session of this meeting.

Concluding her report, Senior Vice President Shaw expressed appreciation to President Richie for his support, mentorship and friendship. President Richie shared it has been a joy and pleasure to work with her and that she will have his full support during her presidency.

CHIEF EXECUTIVE OFFICER'S REPORT

Conference attendance exceeds projected budget, 1200. Several attendees have expressed excitement about some of the subject matter, particularly the *Housing is Health* forum. The forum has been sponsored by the University Health Systems Foundation. Ms. Todman urged Board members to thank the Foundation's CEO Lourdes Castro Ramirez for the sponsorship and her participation in the forum.

Work is nearly completed on NAHRO's revamped website. It will be cleaner and leaner; customer-focused; yet remain comprehensive.

CEO Todman acknowledged: Vivian Bryant, this year's recipient of the M. Justin Herman Award; David Gates, recipient of the Emerging Leaders Award and Patricia Wells, who was recently named Executive Director of the Oakland Housing Authority.

Since the last Board meeting, we have received a \$100,000 check from LDG, which will fund the first three NAHRO-LDG Scholars who were announced at the Summer Conference. CEO Todman said that Chris Dischinger, LDG's president is a conference attendee and urged Board members to thank him for his generous support.

Staff has already begun to think about 2020 conferences. She reminded the Board that we will re-imagine the summer conference in 2021. We want to make sure that the summer conference in New York is a huge success.

Changes are underway in the Professional Development department. Ms. Todman gave a full accounting to the PD committee and asked Board members to let her know if they had any questions.

Department heads have worked with COO Chuck Wellard to develop their budgets and have done an amazing job owning their respective budgets. They know what's inside their budgets; feel empowered and have a sense of accountability.

Ms. Todman commended the BECT for their work on the Code of Professional Conduct and reminded the Board that NAHRO is the only organization that has a Code. As CEO, she will lift the fact that NAHRO has updated the Code.

Sales of the *Commissioners Handbook* have slowed down. CEO Todman will work with Sylvia Gimenez to develop a marketing plan. She encouraged Board members to purchase copies and said if they have thoughts about marketing in their regions to let her know.

Concluding her report, Ms. Todman commended incoming PSWRC Regional President Barbara Kauss for the #Houser T-shirt. She said there is a nation of folks who are proud of what we do, so be on the look-out for a national NAHRO T-shirt at the Washington Conference.

NOMINATING AND ELECTION COMMITTEE

David Zappasodi-Chair

The Campaign for NAHRO President and Senior Vice President was conducted in accordance with the NAHRO Constitution and the Guidelines for National Office Campaigns. On behalf of the Nominating and Election Committee (N&E), Mr. Zappasodi reported that via teleconference on July 15, 2019, the N&E unanimously voted to nominate one person for each position. No valid petitions were received. Therefore, the N&E certifies to the Board of Governors that Sunny Shaw and Patricia Wells have been duly elected to serve during the 2019-2021 biennium as NAHRO President and Senior Vice President, respectively.

President Richie called for motion to accept the N&E report.

Action: Motion by Duane Hopkins; seconded by Steve Merritt approval of the N&E report. Motion carried.

ELECTION OF NAHRO BOARD OF ETHICS AND CREDENTIALING TRUSTEES

Sylvia Bowen-Board Liaison

The By-laws of the NAHRO Board of Ethics and Credentialing Trustees (BECT) state Trustees shall be elected or appointed as follows:

- Each NAHRO Regional Council elects and/or appoints two representatives (16 total; four-year staggered terms)
- The NAHRO President appoints up to six representatives (0-6 total; two-year terms)
- The NAHRO Board of Governors elects three representatives nominated by regions (3 total; four-year terms)

The election of Trustees was conducted electronically from September 18 to September 25. Of the 47 eligible voters; 25 exercised their right to vote, with a majority voting in favor of the nominees. The following Trustees were elected by the NAHRO Board of Governors:

Name	Title	Organization	Nominated by:
Rick Moore	Executive Director	Evansville (Indiana) Housing Authority	North Central Regional Council
James Cox	Chief Operating Officer	Greensboro (North Carolina) Housing Authority	Southeastern Regional Council
Ed Mayer	Executive Director	Housing Authority of the County of Butte (California)	Pacific Southwest Regional Council

President Richie called for motion to accept the report on the results of the election of BECT Trustees.

Action: Motion by Marty Ryan; seconded by George Guy approval of the results of the election of Rick Moore, James Cox, and Ed Mayer as BECT Trustees. Motion carried.

**POLLING COMMITTEE
AMENDMENTS TO THE NAHRO CONSTITUTION
Earnest Burke-Chair**

In accordance with the NAHRO Constitution, the President appointed a three-member Polling Committee whose charge was to certify the tabulation of the vote count on the proposed amendments to the NAHRO Constitution. Prior to the Board meeting, Sean Gilbert, Phil Bernal and Earnest Burke received the vote count. The amendments to the NAHRO Constitution passed. Therefore, following the acceptance of this report by the NAHRO Board of Governors, the B&A Committee is now one of seven standing committees and the powers of the Steering Committee have been expanded.

President Richie called for motion to accept the report of the Polling Committee.

Action: Motion by Clif Martin; seconded by Ailrick Young acceptance of the Polling Committee's report. Motion carried.

COMMITTEE REPORTS

All committee chairs began their reports by expressing appreciation to President Richie for the opportunity to serve NAHRO, to Board members and NAHRO staff for their support.

COMMISSIONERS COMMITTEE
Henrietta Snipes-Vice President

Karina Mason Rorris and Thomas Jefferson will serve as chair and vice chair respectively of the 2019-2021 committee. The committee will continue to be engaged in advocacy and mentoring, among other things.

MEMBER SERVICES COMMITTEE
Andy Rodriguez-Vice President

Denita Johnson and Felicia Davis were elected to serve as chair and vice chair respectively of the 2019-2021 committee.

COMMUNITY REVITALIZATION AND DEVELOPMENT COMMITTEE
Mark Thiele-Vice President

The committee has produced a one-pager on *Opportunity Zones*. It is available at the Exhibit Hall. The committee also produced a RAD toolkit, which will be updated. 2019-2021 committee leadership—Stacy Spann and Peter Lifari, chair and vice chair respectively.

HOUSING COMMITTEE
John Mahon-Vice President

The Housing Committee discussed NAHRO's Portability proposal; provided feedback on implementation of the Housing Opportunity Through Modernization Act of 2016 (HOTMA) provisions on income recertifications and asset listings; discussed Fostering Stable Housing Opportunities Act of 2019 for youth aging out of foster care; talked about the importance of the Census; members provided additional insights on HUD's Section 30 Listening Session; and reviewed its Transition Report.

Incoming committee leadership: Lisa Garcia and Wayne Pollard, chair and vice chair respectively.

INTERNATIONAL RESEARCH AND GLOBAL EXCHANGE COMMITTEE
Saeed Hajarizadeh-Vice President

Alan Zais and Irma Gorham will lead the 2019-2021 committee as chair and vice chair respectively. Vice President Hajarizadeh announced that representatives from five countries will participate in the inaugural International Housing and Community Development Forum, which will be held immediately following this conference.

PROFESSIONAL DEVELOPMENT COMMITTEE
Marsha Parham-Green-Vice President

President Richie pushed the Professional Development Committee very hard in the very beginning (and they stepped up), which allowed growth. The committee's marketing subcommittee worked on the *Professional Development Partner of the Year Recognition*.

Buddy Oldfield was selected as the first recipient of this recognition. It will be presented to him at the conference plenary session on Friday morning. The committee will work with Member Services on the development of an award in lieu of a recognition. The committee completed four of its five items in the Strategic Plan. iNAHRO remains outstanding. It will be addressed by the incoming committee.

Sally Stang and Sharon Carlson will serve as chair and vice chair during the next biennium.

BUDGET & ADMINISTRATION ADVISORY COMMITTEE
Clif Martin-Chair

The 2019 Budget proposed \$74,000 in the red; we are approximately \$330,00 in the black. We expect this trend to continue in 2020. While the 2020 budget is conservative, the B&A is confident that when we look at actuals next year, our financial position will be better than proposed. Mr. Martin will chair the B&A committee during the next biennium.

LEGISLATIVE NETWORK ADVISORY COMMITTEE
Mike Gerber-Chair

The Leadership team talked about what worked and did not work over the last two years. Tess Hembree presented a Washington update. Jennifer Keogh will chair the incoming Legislative Network Advisory Committee.

HOUSING AMERICA ADVISORY COMMITTEE
Richard Herrington-Chair

This year's golf fundraising tournament netted \$40,000. Mr. Herrington expressed appreciation to the Title Sponsor, Richman Group, Inc., who has already committed to sponsorship next year. Mr. Herrington encouraged BOG members to participate in the Emerging Leaders' fundraiser for the benefit of Housing America. He will chair during the next biennium.

STRATEGIC PLANNING ADVISORY COMMITTEE
Jennifer Bergman-Chair

The group is the *think tank* of NAHRO and keeper of the Strategic Plan. In the beginning, the 2017-2019 Strategic Plan included five goals; 31 objectives, 70 measurable outcomes and 11 pages. The final report is 24 pages, which reflects how much work was done by the BOG, committees and staff.

President Richie acknowledged Betsey Martens who spearheaded NAHRO's work in this area.

BUSINESS PARTNERS COUNCIL (BPC)

Dionne Roberts-Chair

Ms. Roberts expressed appreciation to President Richie for re-energizing the Manufacturers and Suppliers Council, now the BPC, for making it a priority during his presidency, and for allowing her to chair the group. On October 11, Chair Roberts will present the first inaugural BPC award and the BPC will host its second speed-networking event.

BOARD OF ETHICS AND CREDENTIALING TRUSTEES (BECT)

Carl Branham-Vice Chair

BECT completed all of its strategic objectives, which included: a comprehensive review of all 15 certifications; creation of four new certifications and plans are in process to expand the certifications available for Commissioners; BOG approval of the updated Code of Professional Conduct; BOG approval to require ethics training for BOG and BECT members. The BECT approved sending the report on the review of all NAHRO certifications to the NAHRO President, BOG and CEO; discussed how to ensure that the Code is regularly reviewed and up to date. Statistics: more than 500 individuals have been NAHRO certificated to date in 2019. The position of NAHRO Examination Boards Chair remains open. This important position assists NAHRO's Examination Boards subject-matter experts who create NAHRO certification exams. Ms. Barnham encouraged BOG members to apply.

DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE (DEI)

Elizabeth Glenn-Chair

DEI activities during this biennium have included roundtable discussions at plenary sessions, which have encouraged openness and honesty about difficult issues. DEI meetings have served as a place that is safe for not only healing but also solutions. Members are committed to issues, thoughtfully creative, intergenerational and diverse with different perspectives. Chair Glenn thanked BOG members who have supported DEI by participating in their roundtable discussions. The final DEI meeting was a powerful sharing of hopes and thoughts of things that can be done during the next biennium to flesh out the framework of their work and to bring a sense of learning and education and analysis for their work.

SMALL AGENCY ADVISORY COMMITTEE (SAAC)

Sharon Carlson, Chair

Sub-topics on oversight that were discussed included NSPIRE and Repositioning. Georgi Banna presented a very broad overview of the protocol and NSPIRE goals and discussed how HUD wants to educate the industry about what their repositioning options are. Also discussed RAD, Revised Notice 4 and Public Charge rule and HOTMA regulations. Several members shared some of the problems that have occurred with HUD Field Offices. Andy Rodriguez will chair the incoming SAAC.

COMMENTS—REGIONAL PRESIDENTS

Each Regional President submitted a written report. President Richie called for brief comments.

PSWRC Regional President Rob Frederick thanked the region for opportunity to serve. He is looking forward to Barbara Kauss assuming the presidency and will be by her side to ensure her success.

Duane Hopkins, MPRC President, announced the retirement of the region's RSO Dave Martens at the end of this year. Mr. Martens has served the region for more than 20 years.

PNRC President Saeed Hajarizadeh announced the retirement of Pam Thompson at the end of this year. She has served both the region and national NAHRO with distinction in numerous capacities.

Marsha Parham-Green, MARC President, shared that the region has had two phenomenal years and that members have worked to engage the state chapters. She is looking forward to working with John Mahon and the region's new leadership to continue to grow and strengthen the region.

NCRC Regional President Jennifer Keogh reported that George Guy will lead the region during the next biennium.

There being no additional comments by Regional Presidents, President Richie called for a motion to approve all reports as presented.

Action: Motion by David Lange; seconded by Anthony Vasiliou to approve all reports as presented. Motion carried.

President Richie called for a motion to move the Board into Executive session to receive the report from the CEO Evaluation Committee.

Action: Motion by John Mahon; seconded by Sean Gilbert to move the Board into Executive Session. Motion carried.

After meeting in Executive Session, the Board of Governors took the following action in Open Session.

Senior Vice President Sunny Shaw offered the following motion: Based on Ms. Todman's performance, the CEO Evaluation Subcommittee in consultation with the Budget and Administration Committee recommends increasing Ms. Todman's based pay by five percent, (5%).

The motion was seconded by Clifton Martin.

Discussion was held and it was duly noted that Ms. Todman would probably reject the pay increase. It was recommended that the action to extend a pay increase be reduced to writing and formally presented to Ms. Todman. Additionally, the BOG directed SVP Shaw to visit with Ms. Todman about in lieu of a pay increase of offering Ms. Todman the option of putting the pay increase toward her retirement package or increasing her vacation time. SVP Shaw agreed to visit with Ms. Todman about other compensation arrangements in lieu of a pay increase.

The motion was adopted by unanimous voice vote.

MEMBERS PRESENT:

Officers: Carl Richie, Sunny Shaw, Marsha Parham-Green, Mark Thiele, Andy Rodriguez, Saeed Hajarizadeh, Henrietta Snipes and John Mahon

Past Presidents: Steve Merritt, Betsey Martens and Preston Prince

NERC: Diane Cohen, Joe D'Ascoli, Richard Laferte, Anthony Vasiliou

MARC: Clif Martin, Regina Mitchell, Diane Haislip, Vernon Lawrence and Kathy Walter

NCRC: Jennifer Keogh, Marty Ryan and George Guy

SERC: C. Sean Gilbert, Ailrick Young, L. Thomas Rowe and Mark Taylor

SWRC: David Lange, Darrin Taylor, Tonya Mabry, David Gates, and Earnest Burke

PNRC: Lowel Krueger, Cupid Alexander, Carol Gore, and Lisa Stevens

PSWRC: Rob Fredericks, Patricia Wells and Ramsey Jay

MPRC: Duane Hopkins, Dianne Hovdestad, Peter Lifari, Julie Brewen and Philip Bernal

Ex officio: Jennifer Bergman, Sharon Carlson, Elizabeth Glenn, Mike Gerber, Richard Herrington, Dionne Roberts, Vivian Bryant and Antonio Jackson

Excused Absences: Dee Anna Peterson, Deborah Jenkins and Ed Mayer

NAHRO Staff: Adrienne Todman, Georgi Banna, Sylvia Bowen, Lori Myers Carpenter, Tushar Gurjal, Tess Hembree, , Eric Oberdorfer, Blake Pavlik, Greg Shpak, and Chuck Wellard

Next Meeting: In conjunction with the 2020 Washington Conference