

NAHRO Board of Ethics and Credentialing Trustees Meeting, October 24, 2019

Trustees Present: James Bebley, Shannon Biggs, Paul Chaiken, Bobby Collins Sr., James Cox, Charles Chambers, George Guy (Vice Chair), Barbara Kauss, Teresa Kinney, Richard Laferte, Edward Mayer, Marilyn Medley, Diana Meo, Rick Moore, Mark Thiele (Chair).

1. BECT Chair Mark Thiele started meeting and introduced NAHRO CEO Adrienne Todman by noting to the Trustees the statement Ms. Todman made at the NAHRO Board of Governors meeting on October 10, 2019 in San Antonio, Texas:

“I just want to thank the BECT for this work and particularly Mr. Guy... The Code of Conduct is something that makes this organization very unique amongst our peers. And I know that there are many other organizations that look at housing authorities, warts & all, that look at NAHRO as the true north, in terms of trying to ensure that the industry polices itself, or at a minimum gives itself parameters within which to operate with integrity. So I would like to thank BECT & Mr. Guy for their work.” (applause)

Ms. Todman reiterated her thoughts on the importance and uniqueness of the Code of Conduct in the industry and expanded her comments to the work of the BECT in the areas of ethics and accountability and thanked the Trustees and staff for the work done and yet to be done. She noted NAHRO intends a marketing campaign to reintroduce the Code of Conduct, not only to NAHRO members, but to HUD, elected officials and the public at-large noting NAHRO’s unique contribution in this area.

2. Chair Mark Thiele then reviewed the following:
 - a. Basics of BECT, who we are and what we do. Referred Trustees again to the BECT By-Laws on the NAHRO website at <http://www.nahro.org/content/nahro-board-ethics-credentialing-trustees>. All the documents pertaining to the BECT (agenda, minutes etc.) are also at that location.
 - b. Speak about BECT at your state or regional conference, let folks in your state or region know who’s been certified in the State or Region in the last 6 months or a year, wear your pins if you’ve been certified, use your credentials in your email signature, encourage staff to get certified, welcome people to the various events you attend and let them know about what you do, etc.
 - c. Trustees are encouraged to pursue being certified if not already as NAHRO and the people we serve and serve with look to us for ethical leadership. That will be more impactful if we have a clear and significant presence. That means walking the walk and paying attention to details.
 - d. All BECT members are asked to join a Subcommittee (Please note the name change from Working or Focus Group) and be active in moving that Subcommittee forward in setting and accomplishing goals.
 - e. Chairs of the subcommittees were proposed by Mark Thiele with request for comments.
 - i. **Certification Subcommittee:** Teresa Kinney
 1. This subcommittee would work on the administration of the NAHRO Certification Programs, NAHRO Examination Boards and related matters.

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- ii. **Ethical Leadership Subcommittee:** George Guy
 1. This subcommittee would work on the areas of the NAHRO Code of Professional Conduct and other NAHRO Ethics Initiatives as empowered by the NAHRO Board of Governors in the BECT By-Laws.
- iii. **Marketing and Advocacy Subcommittee:** Bobby Collins Sr.
 1. This subcommittee would work both on marketing of NAHRO Certification Programs and also with advocating for NAHRO's leadership position in the industry with other BECT and NAHRO ethics initiatives.
3. NAHRO's organizational framework was reviewed:
 - a. This Board is a unique entity, different from the Standing or Advisory Committees, and not replicated as many of the others are, at the Regional or State level.
 - b. Until the upcoming change in the Summer schedule, we meet face to face at the three conferences and by phone on an as needed basis as established by the Subcommittees. Lately we have been meeting late in the afternoon on meeting day and no plans to change that unless such a change is necessary to secure the attendance of the CEO, which has been conveyed to her.
 - c. During the early months of an incoming executive's (read NAHRO President Sunny Shaw) term, NAHRO leadership meets to plan and come to understand the Goals of the new administration. Each Administration has done this somewhat differently, but it will include BOG members, but not our (the BECT's) entire Board.
 - d. Because of our unique nature, our BECT goals are not set by NAHRO leadership, but are in harmony with our By-Laws and would be framed by us in support of the goals set at this event.
4. Subcommittees will be setting up a meeting schedule ASAP. Any meetings of the full BECT except the in-person meetings in conjunction with NAHRO National Conferences will be set up around that schedule.
5. Mark Thiele reminded Board that ALL TRUSTEES ARE REQUESTED TO CHOOSE A SUBCOMMITTEE AND FORWARD CHOICE TO STAFF LIAISON BLAKE PAVLIK AT BPAVLIK@NAHRO.ORG BY FRIDAY, NOVEMBER 1, 2019.
6. Meeting adjourned.