



NAHRO Board of Ethics and Credentialing Trustees (BECT)

All Trustees Meeting, Proposed Agenda

Thursday, September 16, 2021. 3:00pm Central Time

1. **Welcome** – Mark Thiele, Chair
2. **Approval of minutes for following dates:** 10/9/2019, 10/10/2019, 10/24/2019, 4/23/2020, 9/30/2020, 10/22/2020, 5/13/2021.
3. **Subcommittee reports, discussion, action items:**
 - a. **Certification Subcommittee – Chair Teresa Kinney**
 - i. Recommendation the BECT create the following certifications: Family Self-Sufficiency (FSS), HCV Homeownership, Fair Housing, Property Management Essentials, Rent Calculation Essentials, Public Housing Assessment System (PHAS). **Table noting current and proposed NAHRO Certifications attached.**
 - b. **Ethical Leadership Subcommittee – Chair George Guy**
 - i. Discussion regarding Diversity, Equity and Inclusion training being included as a requirement of NAHRO Certifications.
 - ii. Recommendation that the ethics training that the BECT proposed be required for Trustees when the ethics training requirement for the Board of Governors was enacted in 2019 (and the BOG completed in 2020) be defined as Trustees completing one of NAHRO's ethics trainings required for a NAHRO Certification. Trustees would be required to audit the training and provide feedback to NAHRO Professional Development.
 - c. **Marketing and Advocacy Subcommittee – Chair Bobby Collins**
 - i. Update on marketing of NAHRO Certifications including proposed video to be utilized at NAHRO trainings, national, regional and chapter conferences.
4. **NAHRO 2019-2021 BECT Transition Report to the 2021-2023 Term Trustees**
 - a. **Review of 2019-2021 BECT Objectives relating to NAHRO Strategic Plan Goals** (draft Transition Report document attached).
 - b. Recommendations.
5. **Other Business** -- Mark Thiele.
6. **Adjourn**



Current NAHRO Certification Programs/NAHRO Professional Development Training Programs

NAHRO Certification	NAHRO Professional Development Training/Exam
<i>No current NAHRO Certification</i>	Fair Housing
<i>No current NAHRO Certification</i>	Family Self-Sufficiency (FSS)
<i>No current NAHRO Certification</i>	Housing Choice Voucher Homeownership
<i>No current NAHRO Certification</i>	Property Management Essentials
<i>No current NAHRO Certification</i>	Rent Calculation Essentials
<i>No current NAHRO Certification</i>	Public Housing Assessment System (PHAS)
<i>No current NAHRO Certification</i>	Section 3 and Labor Standards
<i>Certified Management Executive (CME)</i>	Exam maintained by NAHRO BECT CME Examination Board
<i>Certified Manager of Property Operations (CMPO)</i>	Exam maintained by NAHRO BECT CMPO Examination Board
<i>Certified Manager of Voucher Operations (CMVO)</i>	Exam maintained by NAHRO BECT CMVO Examination Board
<i>NAHRO Certified Commissioner (NCC)</i>	Commissioners' Fundamentals (No Exam)
<i>Certified Maintenance Manager (CMM)</i>	Managing Maintenance
<i>Certified Public Housing Manager (C-PHM)</i>	Public Housing Manager
<i>Certified Specialist of Eligibility and Calculation-Housing Choice Vouchers (CSEC-HCV)</i>	Housing Choice Voucher Eligibility, Income and Rent Calculation
<i>Certified Specialist of Eligibility and Calculation-Public Housing (CSEC-PH)</i>	Public Housing Eligibility, Income and Rent Calculation
<i>Certified Specialist of Inspection-Housing Quality Standards (CSI-HQS)</i>	Housing Quality Standards (HQS)
<i>Certified Specialist of Inspection-Uniform Physical Condition Standards (CSI-UPCS)</i>	Uniform Physical Condition Standards (UPCS)
<i>Certified Specialist of Occupancy-Housing Choice Vouchers (CSO-HCV)</i>	Housing Choice Voucher Occupancy
<i>Certified Specialist of Occupancy-Public Housing (CSO-PH)</i>	Public Housing Occupancy
<i>Certified Specialist of Project-Based Vouchers (CPBV)</i>	Project-Based Vouchers
<i>Certified Specialist of RAD Project-Based Rental Assistance (CRPBRA)</i>	RAD Project-Based Rental Assistance
<i>Certified Specialist of RAD Project-Based Vouchers (CRPBV)</i>	RAD Project-Based Vouchers



Transition Report DRAFT-1

2019-2021 Board of Ethics and Credentialing Trustees (BECT)

(for Reference/Use by the 2021-2023 Board of Ethics and Credentialing Trustees)

Summary of the BECT's Responsibilities:

Members of the Board of Ethics and Credentialing Trustees (BECT) will be expected to discuss and take appropriate action on issues that fall into the following categories:

- **Certification Programs.** The BECT administers the NAHRO professional certification programs per policies established by the NAHRO Board of Governors, including the activities related to eligibility and the development, administration, and scoring of assessment instruments. For example, periodically, the BECT will renew key certification policies and procedures concerning existing and prospective certifications and work on updating the assessment instruments.
- **NAHRO Code of Professional Conduct.** The BECT has the primary authority and responsibility within NAHRO for enforcing the Code.
- **Ethics Initiatives.** The BECT has the primary responsibility within NAHRO for originating programs and initiatives to foster a high degree of professional ethical awareness and strict adherence to the principles embodied in the CPC.

Oath of Confidentiality:

Because of the potential of involvement with and access to sensitive issues and information, all BECT members must sign an Oath of Confidentiality.



2019-2021 Trustees (served part of or the entire term)

Chair: Mark Thiele, C-PHM, CME, CMVO, NCC

Vice-Chair: George Guy

James Bebley

Raymond Bender, PHM, NAHRO-Fellow

Shannon Biggs, PHM

Carol Branham

Dorothy Carty-Daniel, NCC

Paul Chaiken, NCC

Charles Chambers

Bobby Collins Sr., CME, CMPO

James Cox

Donna Dunwoody, C-PHM

Anthony Goodson Jr.

George Guy

Barbara Kauss, PHM

Teresa Kinney, C-PHM

Richard Laferte, NCC

Edward Mayer, CME

Marilyn Medley

Diana Meo

Rick Moore

Bob Peterson

Joan Smith, NCC

Brenda Strom, C-PHM

Lee Talmage



2019-2021 BECT Objectives Related to the NAHRO Strategic Plan

NAHRO Strategic Plan Goal	BECT Objective	Outcome
<p>B. Strengthen NAHRO's role as the leading resource in developing the professional expertise and credibility of housing and community development practitioners.</p>	<p>6. Continue to encourage NAHRO to pursue third-party accreditation of some of NAHRO's Certification Programs.</p>	<p>The Board of Ethics and Credentialing Trustees (BECT) explored and proposed revisions to the BECT By-Laws and presented to the Board of Governors governance changes required to meet accreditation standards. With the Board of Governors approval of the By-Laws revisions, the BECT is continuing the pursuit of independent third-party accreditation of some of NAHRO's Certification Programs, a long standing NAHRO goal.</p>
<p>C. Expand NAHRO's reach and improve its effectiveness by building and reinforcing traditional and non-traditional partnerships, both with NAHRO's regions and chapters, and with outside organizations.</p>	<p>3. Increase marketing and outreach, integrating with NAHRO's regions and chapters to promote NAHRO's certification programs.</p>	<p>The Board of Ethics and Credentialing Trustees (BECT) is supporting marketing efforts focused on career benefits to NAHRO Certified individuals and organizational benefits of having personnel NAHRO Certified. The BECT is considering the addition of six additional certification programs areas to the 15 existing NAHRO Certifications to better serve the wide needs of the industry.</p>
<p>F. Advance diversity, equity and inclusion as crucial to healthy communities.</p>	<p>8. Explore the role BECT plays in advancing diversity, equity and inclusion at NAHRO in all the work BECT does, including but not limited to ethics initiatives and NAHRO Certification programs.</p>	<p>The Board of Ethics and Credentialing Trustees (BECT) is examining including Diversity, Equity and Inclusion training as part of the ethics training requirement for all NAHRO Certifications.</p>



**OTHER ACTIVITIES OF THE 2019-2021 TERM BOARD OF ETHICS AND
CREDENTIALING TRUSTEES**

**RECOMMENDATIONS TO THE 2021-2023 TERM BOARD OF ETHICS AND
CREDENTIALING TRUSTEES**