



2023-2025 Emerging Leaders Subcommittee
Thursday, June 6, 2024 – 2-3 pm Eastern

Zoom
Staff Liaison: Suzanne Stuart |
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Meeting Minutes
Chair/Presiding: Kennard Randolph
President/CEO, Selma Housing Authority

Present: Bland, Lashun; Bouffard, Rickey; Clarke, Norma; Conte, Anne; Kimbowa, Alice; Layne, Ingrid; McGranahan, Jill; Randolph, Kennard; Stewart, Taleshia; Tapley, Chonda

Absent: Berry-Andrews, Tamara; Corey, Justin; Greathree, Robert; Henry, Grant; Jackson, Keon; O'Keeffe, Karen; Vincent, Chris

Chair Randolph acknowledged the frustrations expressed at a previous meeting that although the Emerging Leaders often have good ideas, there is little implementation. He is pushing for intentional action for this group.

Chair Randolph led a discussion of short-term goals: He and President Guy recently discussed two ideas:

1. President Guy would like to have an Emerging Leaders Summit next year: The Emerging Leaders Committee would host the Summit, perhaps in Atlanta, and NAHRO could perhaps help sponsor that. They envision a one-day summit where we could have prospective leaders come and participate on panels and talk about things emerging leaders need to hear. Perhaps we could announce it at the Orlando conference.
2. HBCU Initiative – Perhaps the Emerging Leaders Committee could do a certification program through NAHRO – we could put together a curriculum and bring it to HBCUs – perhaps one per year. As part of the program, it would be beneficial for attendees to tour public housing facilities to see first-hand where the need is.

There was overall support and good feedback from the committee regarding these two ideas:

In support of the Summit concept:

- We need to encourage our members to send their more junior staff to our conferences to give them exposure to the industry – and engage them in the industry in a lively and fun way. Emerging leaders can get a lot of great ideas to bring back to their agencies when they are exposed to the rest of the world.
- Emerging Leader Retreat could feature regional emerging leaders serving in roles as ambassadors, really at all our conferences but especially the Emerging Leader Symposium.
- The Emerging Leader Symposium could be a recruiting platform to give newer employees professional development experience – market it as an event NOT for leadership.
- George Guy could write a letter to EDs saying “We are looking for leaders – send them” – in support of the Symposium.
- Networking is so important at all levels.

In support of the HBCU initiative:

- It was observed that housing agencies all operate differently – There might be value in having excursions/learning sessions with some of the different public housing agencies to find out how they operate and fundraise, etc.

In general support of Emerging Leaders playing a more active role:

- Emerging Leaders can play a role at all our conferences – help first-timers, volunteering at the conference, and seeking out those less engaged.
- Peer-to-peer – Emerging Leaders could connect with first-time attendees – and by putting a table on the first-time attendee event. This would allow the emerging leaders to interact with them, serve as unofficial ambassadors, take tickets at the door, greet people, etc. – serving in a volunteer role.
- Another way to get involved is to keep an eye out for NAHRO's call for session proposals – A way to get on the agenda at our conferences is to submit a sessional proposal – Emerging Leaders could take the initiative to put together a proposed session, perhaps next year.
- Perhaps Emerging Leaders could help formalize a mentorship program at NAHRO.
- Perhaps a visual cue for Emerging Leaders at our conferences – a ribbon or T-shirt for example – something that attendees will recognize.

Chair Randolph then led a fundraising conversation: President Guy wants us to have a fundraiser, Funds raised could be used at the committee's discretion – perhaps scholarships, community donations, put the funds back into Emerging Leaders for other activities, etc. He wants this committee to give back in some way. For the Orlando community service project, Chair Randolph has been in touch with Vivian Bryant, Executive Director of the Orlando Housing Authority. He wants to show a partnership with the LGBTQ community – those types of organizations. He mentioned the Pulse nightclub-related foundation might have an opportunity for us.

- Several on the committee gave feedback that it should be housing-related – a project at a homeless shelter or housing developments or Habitat for Humanity for example.

Chair Randolph further described the conversation he had with President Guy. They want the Emerging Leaders to be innovative and a fun group for our conferences. George wants the Emerging Leaders to sponsor an event that draws people out at the conferences – engage the attendees and do something fun – either formally or informally (trivia contests, icebreakers, local activities, etc.) to promote networking. Need to decide if we want one event a year, or a presence at every conference.

- National NAHRO Emerging Leaders can help Regional Emerging Leaders with events – for example, SERC Emerging Leaders are planning the BOG event for Orlando – the regional Emerging Leaders have been busy trying to plan that event – National Emerging Leaders can help with the legwork. National can step up and volunteer to help with that event.