



2023-2025 Emerging Leaders Subcommittee
Wednesday, September 25, 2024, 12:00 – 1:00 pm EST
NAHRO National Conference and Exposition
Staff Liaison: Suzanne Stuart sstuart@nahro.org

Meeting Minutes
Chair/Presiding: Kennard Randolph

Chair Randolph discussed the Emerging Leaders professional development program being rolled out at the end of the conference. He explained his concern that the program content was developed without input from the Emerging Leaders subcommittee. He relayed that he shared this concern with leadership and asked if they could be included in the future. The committee wants a voice and seat at the table.

Chair Randolph led a strategic planning discussion for NAHRO Emerging Leaders support of conferences in 2025. He would like a presence at each conference – perhaps a welcome table to greet new people. He would also like to have a planned activity at each conference, or at least Summer and National. An example might be something fun – like a housing themed Family Feud type of event. He is also interested in planning a session for each conference. He would also like to plan for the Emerging Leaders Summit for 2025 – perhaps in February? – a full day of development with a networking reception at the end of the day.

The committee discussed his ideas and touched on several other topics. One idea is that the Emerging Leaders need to brand and market themselves a bit better. What is Emerging Leaders? What is their role? Who are emerging leaders? What does it take to be one? Any sessions need to be planned well in advance. For example, if we want to do something in Washington DC in March, the planning for that needs to be done now. Also, the conferences have a “call for sessions” Emerging Leaders can participate in that process. The group may look for other ways to participate in the conference – serve as moderators, host a welcome event or similar social event, a brown bag lunch, etc. Shaunté Evans indicated she could contact Jill Randles, NAHRO Director of Conferences to see what is possible. Also, having sponsors would be desirable. Perhaps participating in the advocacy visits would be a good activity for emerging leaders. The group discussed that first time advocates need help. Emerging Leaders need to be visible at the conferences – they are a resource to our attendees. Other ideas included increasing our branding through ribbons, logos, tablecloths, etc. Specific fun events also included “karaoke sponsored by the Emerging Leaders,” or do a regional lip synch battle, host a party, etc.

Our next meeting can be spent outlining session topics, social events, starting with talking about it. We need to determine a potential date for an Emerging Leader summit. A discussion of whether it should be a standalone event. Chair Randolph discussed the thinking behind a standalone event. Attendees other than Executive Directors might be more likely to attend a standalone event. The group discussed the pros and cons of attaching it to an existing meeting. Perhaps start with National. We can build on whatever we decide to do in 2025.