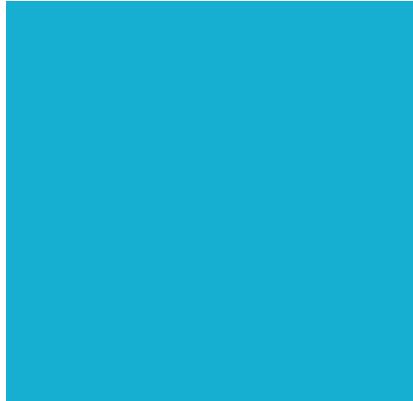
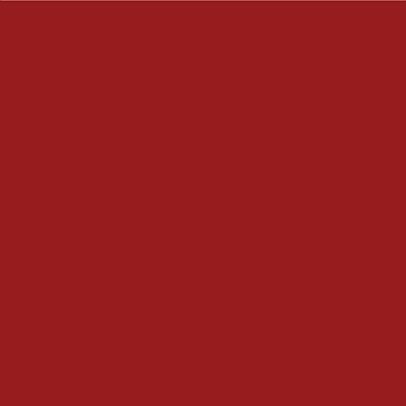
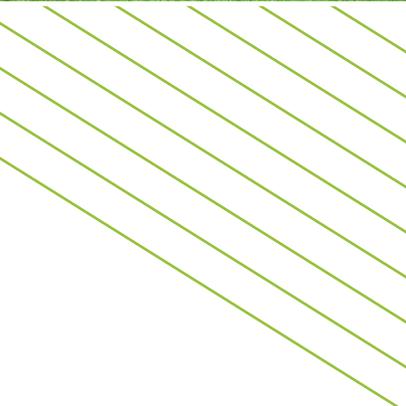




2023-2025

# NAHRO REPORT



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3. Enhance innovative and comprehensive resources to increase professional expertise, skills, and integrity of housing and community development professionals.

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5. Amplify and unify the vital work of NAHRO's national, regional, and state members in our communities.

## ABOUT NAHRO

NAHRO, which was established in 1933, is a membership organization of more than 26,000 housing and community development providers and professionals throughout the United States. NAHRO members create and manage affordable housing for low- and middle-income families, and support vibrant communities that enhance the quality of life for all. NAHRO members administer more than 3 million homes for more than 8 million people.

## VISION STATEMENT

Thriving communities with affordable homes for all.

## MISSION STATEMENT

To advance the creation of strong, sustainable and affordable communities through advocacy, professional development, and empowerment of our diverse members.

## LETTER FROM THE NAHRO PRESIDENT



### **Dear NAHRO Family,**

It is both a privilege and a responsibility to present the 2023–2025 NAHRO Report. From the beginning of this presidential term, the charge was clear: lead with intention, work collaboratively, and create collective impact. Together, we have fulfilled that promise and demonstrated the strength of what is possible when we move as one.

### **We Are One in Purpose**

We honor the leaders who came before us, those who stand with us now, and those who will rise in the future. Each generation of NAHRO leadership has carried this mission forward, ensuring that our organization remains strong and prepared to guide housing and community development professionals through every challenge. As an organization, we clarified NAHRO's mission and sharpened its vision. We defined our purpose. We are community builders. We are servant leaders who believe that every person deserves not only a place to live but a community in which to belong.

### **We Are One in Vision**

We also recognized that NAHRO's future cannot be confined to the span of a single two-year presidential term. That is why we united to build and approve NAHRO's first-ever five-year strategic plan. This plan rests on four goals that reflect what we most need from our organization. We must advocate for strong housing and community development programs. We must provide members with the professional development that strengthens their ability to succeed and grow.

We must increase NAHRO's organizational resilience and efficiency. We must also support the vital work of our regions and chapters so that every voice is heard and every community is served.

### **We Are One in Progress**

This vision is already shaping our future. Collectively, we established several new leadership groups, including a subcommittee on homelessness, three education advisory groups, and the Women of NAHRO. We achieved record-breaking levels of advocacy and Congressional visits. We strengthened our membership and deepened the trust of those already with us. We expanded professional development

and certification programs that created new opportunities for advancement. We hosted conferences that inspired, engaged, and drew unprecedented levels of participation. We delivered timely policy analysis and communication that have kept us informed, prepared, and equipped to serve.

Every one of these accomplishments is the result of intentional work. They belong not to one leader but to all of us. These initiatives are living proof of what can be achieved when we believe in one another and commit to moving forward as one.

### **We Are One in Gratitude**

This season of service is filled with immense gratitude. We are grateful for the belief, the trust, and the commitment of this organization to walk this path as community builders in unison. We are proud of what has been accomplished, yet the possibilities before us still ignite our spirit.

These possibilities urge us to build on this current momentum, to dream beyond what we thought possible, and to create an even stronger future for the communities we serve. We are reminded that our journey is not only about what we have achieved, but also about the legacy we are shaping for those who will come after us.

### **We Are One in Future**

Friends and colleagues, thank you for showing what it means to lead with purpose. Thank you for reminding us that our work is never about one person, one office, or one role. It is about the lives we touch, the communities we strengthen, and the hope that guides everything we do.

Let this truth remain clear: we are one. We are one in every city and in every town. We are one across regions and generations. We are one in mission, one in service, and one in strength. As an impactful collective, we will continue to meet the moment, rise to the challenge, and build a future where every community has the opportunity to thrive. Thank you.

### **With gratitude and unity,**

A handwritten signature in black ink, appearing to read 'George Guy'. The signature is fluid and cursive, written over a light blue background.

**George Guy**  
**NAHRO President**

# CHAMPION AND ADVOCATE FOR INNOVATIVE AND RESOURCED HOUSING & COMMUNITY DEVELOPMENT POLICIES AND PROGRAMS.

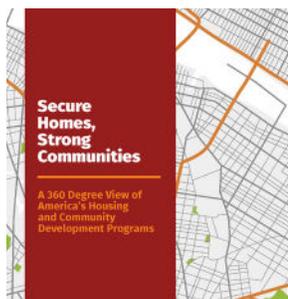
NAHRO successfully amplifies members' voices in the nation's capital. Led by the Legislative Network Advisory Committee, NAHRO's advocacy and policy efforts helped achieve several key outcomes: the January 2025 federal grant freeze was quickly rescinded; Congress passed legislation to expand and improve the Low-Income Housing Tax Credit; HOTMA implementation was delayed; proposed revisions to the ACC were halted; PHAs were protected from planning requirements beyond their jurisdiction while retaining local discretion over certain tenant selection preferences; regulations for the HOME Investment Partnerships Program were improved; Build America, Buy America waivers were made available; and the environmental review process for siting Project-Based Vouchers in existing structures was streamlined.

With guidance and feedback from the Housing Committee, Community Revitalization and Development Committee, and the Small Agency Advisory Committee, NAHRO staff submitted more than 30 comment letters on HOTMA, BABA, NSPIRE, Operating Fund Costs, Regulatory Streamlining, CDBG, HOME, Expanding Housing Supply, Funding, and more. After the election, NAHRO provided the new administration with high-level recommendations for program improvements and submitted a presidential transition report. NAHRO staff also testified in front of Congress twice, at hearings on PHA oversight and the HOME Investment Partnerships program.

Both in-person and online, NAHRO's advocacy continues to soar to new heights. In 2024 alone, more than 10,000 NAHRO members and allies sent more than 140,000 advocacy emails to their elected representatives. From 2023-2025, NAHRO members visited with their members of Congress more than 400 times. NAHRO provided members with annual Legislative and Regulatory Agendas at the Washington Conference and issued Policy Priorities at the start of 2024 and 2025 to support state and regional advocacy. In 2025, NAHRO created state-level data handouts for members to use during Hill Day activities for the first time in decades.

Each year, NAHRO releases the annual Secure Homes, Strong Communities report, which compiles and contextualizes data about federally assisted rental housing and affordable housing programs. The report, which now includes state-by-state data on housing programs, is an invaluable resource for NAHRO advocates, members of the media and other stakeholders. NAHRO also released a Housing Data Dashboard that makes it easier to access state-level data.

Lastly, in 2025, NAHRO introduced its National Housing Framework to address the nation's affordable housing crisis. The framework includes innovative, forward-thinking solutions that expand access to safe, stable housing and foster thriving communities, and will be updated as needed to keep the organization nimble, advance innovative housing policies, and ensure its priorities are represented at the national level.



**200,000+**  
ADVOCACY LETTERS SENT  
FROM 2023-2025

**14,000**  
ADVOCATES  
**94%**  
OF THE 119TH  
CONGRESS REACHED

**#**  
CONGRESSIONAL VISITS  
FROM 2023-2025

**HILL DAY 2024:**  
**204**  
MEETINGS  
**332**  
PARTICIPANTS

**HILL DAY 2025:**  
**220**  
MEETINGS  
**399**  
PARTICIPANTS

## LEGISLATORS OF THE YEAR

**2024:**  
CONGRESSMAN  
TOM COLE (R-OK)  
&  
CONGRESSMAN  
RITCHIE TORRES (D-NY)

**2025:**  
CONGRESSMAN  
DARIN LAHOOD (R-IL)  
&  
SENATOR  
RON WYDEN (D-OR)

## ADVOCACY AWARD WINNERS

**2024: YVONDA BEAN**

**2025: VIRGINIA ASSOCIATION  
OF HOUSING AND COMMUNITY  
DEVELOPMENT OFFICIALS  
(VAHCDO)**

**35**  
COMMENT LETTERS  
AND CORRESPONDENCE  
SENT TO HUD AND CONGRESS

# ENHANCE INNOVATIVE AND COMPREHENSIVE RESOURCES TO INCREASE PROFESSIONAL EXPERTISE, SKILLS, AND INTEGRITY OF HOUSING AND COMMUNITY DEVELOPMENT PROFESSIONALS.

NAHRO provides its members with information, policy analysis, training and professional networking. Under the leadership of the Professional Development Committee, NAHRO has trained more than 15,000 people, launched a more efficient and user-friendly online learning portal and debuted six on-demand trainings on topics such as ethics, the responsibilities of commissioners, the ABCs of affordable housing, and more. On-demand classes on the Housing Choice Voucher (HCV) program and other topics will follow soon. In addition, more than 2,500 people have benefited from NAHRO's free Housing Updates from Washington, averaging 194 attendees per session in 2024 and 633 attendees per session in 2025. In order to ensure that housing agency commissioners have the resources and knowledge they need for their vital work, the Commissioners Committee created a resource page available to all commissioners, regardless of NAHRO membership status, hosted a Commissioners Corner webinar, created commissioner-related sessions for the national conference, and are currently working on a new edition of the Commissioners Handbook.

The Board of Ethics and Credentialing Trustees continues to lead the updating of NAHRO's certification structure and ensure that ethics training is available to all NAHRO members. From January 2023 through July 31, 2025, NAHRO has awarded 778 new certifications.

NAHRO events and conferences are valuable resources for professional development and networking. Over the past two years, thousands of professionals have attended hundreds of concurrent sessions on vital topics such as public housing, the HCV program, the Rental Assistance Demonstration, cybersecurity, tax credits and more. The Women of NAHRO provided networking opportunities and sessions to NAHRO conference attendees, and both the Emerging Leaders Subcommittee and the Diversity, Equity and Inclusion Advisory Committee presented concurrent sessions at NAHRO conferences.

The International Research and Global Exchange Committee continues to spearhead learning exchanges and events. In addition to attending the World Urban Forum in Egypt and the Pan-African Summit in Washington, D.C. and participating in the International Social Housing Festival (ISHF) in Ireland, NAHRO staff and members also attended a briefing on affordable housing at the Embassy of Japan and met with Japanese housing officials.



**15,444**  
PEOPLE TRAINED FROM  
2023-2025  
(AS OF JULY 31, 2025)

**6**  
NEW TRAININGS AND  
**6**  
ON DEMAND TRAININGS

**30**  
FREE HOUSING UPDATES  
FROM WASHINGTON

**51**  
LEAD GRADUATES  
(INCLUDES ANTICIPATED  
GRADUATES AT 2025  
NATIONAL CONFERENCE  
AND EXHIBITION)

**174**  
TRAININGS ELIGIBLE FOR  
REGIONAL REVENUE SHARE

**3,877**  
INDIVIDUALS WHO LOGGED  
INTO LEARNING PORTAL AT  
LEAST ONCE  
(AS OF JULY 31, 2025)

**778**  
NEW CERTIFICATIONS  
ISSUED



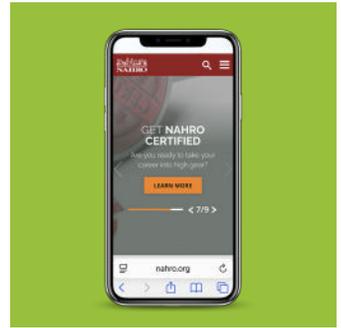
# OPTIMIZE THE FLOW OF FUNDS, TIME, TECHNOLOGY, AND OTHER RESOURCES WHILE ADAPTING TO CHANGING CIRCUMSTANCES TO MAXIMIZE RESILIENCY AND EFFICIENCY.

Thanks to the hard work of NAHRO staff and the Budget and Administration Committee, NAHRO continues to be financially healthy and well-situated to adapt to a changing and challenging affordable housing industry.

Under the leadership of the Member Services Committee, who also debuted a new NAHRO Member Services Ambassador program, NAHRO's membership growth and engagement continue to be strong, with 378 new members in the past two years and a member retention rate of 94%. Professional development and certification revenue continues to be strong, exceeding budget forecasts. In addition to conference registration, sponsorships, donations, and research grants, NAHRO also receives additional revenue from its contract with the Local Housing Administrators Coalition and by renting out office space in the Washington, D.C. headquarters. NAHRO continues to optimize its operations and diversify revenue sources, with an additional focus on sponsorships and donations.

In order to provide the best training for industry professionals in a complicated and rapidly changing landscape, NAHRO expanded its faculty, overhauled its curriculum and invested in modernizing and improving its professional development infrastructure. In 2024, NAHRO launched the Emerging L.E.A.D.ership Program, a comprehensive six-part blended learning journey that develops leaders. In 2025, NAHRO debuted a new learning portal and launched six on-demand trainings, including an updated ethics training that is free to all members. The NAHRO Fellows also continue to be valuable resources for our members, providing an Executive Director bootcamp at each national conference and participating in the Emerging L.E.A.D.ership Program.

NAHRO continues to lead the industry in providing its members with quick, comprehensive and relevant information via email, print, website and social media. In January 2025, when federal grant funding was paused, NAHRO quickly broke the news to members, kept them informed, and advocated on their behalf. NAHRO's initial email about the funding freeze was opened more than 5,000 times and forwarded by 17.1% of recipients; the accompanying LinkedIn post reached nearly 10,000 people in two days, and NAHRO's website hit a high mark of more than 3,500 simultaneous users (more than 10 times the average). NAHRO's social media presence continues to be strong, and both email statistics and website traffic show an audience that is engaged with all the organization has to offer.



**UPDATED**  
ON-DEMAND ETHICS  
TRAINING  
FREE TO MEMBERS

**12,000+**  
LINKEDIN  
FOLLOWERS

**13**  
NEW NAHRO  
FELLOWS

**94%**  
MEMBER RETENTION  
RATE

# AMPLIFY AND UNIFY THE VITAL WORK OF NAHRO'S NATIONAL, REGIONAL, AND STATE MEMBERS IN OUR COMMUNITIES.

NAHRO continues to lift up and celebrate the achievements of members with its individual and agency awards. Under the leadership of the Housing America Advisory Committee, NAHRO celebrates the youth residents of members' communities with the What Home Means to Me poster calendar program, and the NAHRO Merit College Scholarship and NAHRO-LDG Scholars programs. From 2023-2025, 15 scholars and 25 young artists have been honored.

The national organization has expanded its outreach to regional and state associations. NAHRO staff have increased their travel to regional and state conferences, providing NAHRO 101, Washington Updates, concurrent sessions on policy and communications, and more to audiences all across the nation. From 2024-2025, NAHRO staff have traveled to numerous regional and state events, making presentations to and in-person connections with thousands of housing professionals nationwide.

NAHRO is also providing more resources for regions and chapters, including state-by-state data for housing and community development programs for advocacy and education.



**364**  
AWARDS OF MERIT  
WINNERS IN  
2024-2025

**2025**  
**NAHRO LDG SCHOLARS**  
ALLISON LU  
CONCORD HOUSING AUTHORITY (MASS.)  
MARCELINE SANG  
SEATTLE HOUSING AUTHORITY (WASH.)  
TYZHAE WILLIAMS  
PLYMOUTH HOUSING AUTHORITY (N.C.)

**2024**  
**NAHRO LDG SCHOLARS**  
SANIAYA BETHEA  
LAURINBURG HOUSING AUTHORITY (NC)  
MIKAYLA SIMMS  
HOUSING COMMISSION OF ANNE  
ARUNDEL COUNTY (MD.)  
DYLAN LYNCH  
KIRBYVILLE HOUSING AUTHORITY (TEXAS)

## NAHRO BOARD OF GOVERNORS

### PRESIDENT

*George Guy*

Chief Executive Officer / Executive Director  
Housing Authority of the City of Fort Wayne

### SR. VICE PRESIDENT

*Sean Gilbert, PHM, SPHM, NAHRO Fellow*

Executive Director

Tennessee Valley Housing Services

### SECRETARY/TREASURER

*Mark Thiele, C-PHM, CME, CMVO, NCC*

Chief Executive Officer  
NAHRO

### PARLIAMENTARIAN

*Senghor A. Manns*

President and CEO  
Lucas Metropolitan Housing

## VPS WITH PORTFOLIO STANDING COMMITTEES

### BUDGET & ADMINISTRATION

*Duane Hopkins, CME*

Chief Financial Officer  
EAH Housing

### COMMISSIONERS

*Renee Smith, NCC*

Board Chairman  
Ypsilanti Housing Commission

### COMMUNITY REVITALIZATION & DEVELOPMENT

*Grace Ruiz-Stepter*

Executive Director

City of Anaheim Housing Authority

### HOUSING

*Lanita Hillen, CMPO, TCS*

Executive Assistant & 504 Coordinator  
Housing Commission  
of Anne Arundel County

### INTERNATIONAL RESEARCH & GLOBAL EXCHANGE

*Jeff du Manoir*

General Manager North America / President  
NEC Software Solutions Canada Limited

### MEMBER SERVICES

*Shaunté Evans, MBA, PHM*

Chief Executive Officer  
Spartanburg Housing

### PROFESSIONAL DEVELOPMENT

*David S. Gates, C-PHM, CSEC-PH,*

*CSO-PH, CME, CMPO*

Executive Director  
Housing Authority of the County of Lonoke

## CHAIRS ADVISORY COMMITTEES

### DIVERSITY, EQUITY & INCLUSION

*Tiffany Mangum*

Senior Manager, Strategic Initiatives &  
Partnerships  
Fresno Housing Authority

### EDUCATION (Co-Chairs)

*Gina Gibson, CPM, CME, TCS, CRPBV,  
CSI-HQS, CSI-UPCS, CMPO, CMM, CAM*

Deputy Chief Executive Officer  
Housing Commission  
of Anne Arundel County

*Dr. Jacqueline Newman, PhD, CME, PHM*

Executive Director

Springfield Housing Authority

### Fermika Smith

Commissioner

Housing Authority of the City of Vicksburg

### HOUSING AMERICA

*Anna M. Judge, PHM*

Director of Property Management  
Dakota County Community  
Development Agency

### LEGISLATIVE NETWORK

*Ivory N. Mathews*

Executive Director / Chief Executive Officer  
Home Forward

### SMALL AGENCY

*Denise Riley, CSO-HCV, CSEC-HCV, C-PHM*

Executive Director

Little River Housing Authority

### STRATEGIC PLANNING

*Jennifer Keogh*

Vice President Operations -  
Affordable Housing  
Progress Residential

## LEADERSHIP GROUPS & PRESIDENTIAL APPOINTEES

### CHAIR: BOARD OF ETHICS & CREDENTIALING TRUSTEES

*Clif Martin, SPHM, CMPO, CME, NAHRO Fellow*

Chief Executive Officer and President  
Clif Martin Enterprises, LLC

### CHAIR: CORPORATE MEMBERS COUNCIL

*Damon E. Duncan*

Principal Owner  
Clesia Ventures, LLC

### 2021-23 PAST PRESIDENT

*Patricia S. Wells, MPA, C-PHM, CME, NAHRO*

*Fellow*

Executive Director / Chief Executive Officer  
Oakland Housing Authority

### 2019-21 PAST PRESIDENT

*Sunny Shaw, SPHM, C-PHM, CME,*

*NAHRO Fellow*

Executive Director

Twin Falls and Jerome Housing Authorities

### 2017-19 PAST PRESIDENT

*Carl S. Richie, Jr., NCC, NAHRO Fellow*

Board Chairman

Housing Authority of the City of Austin

### PRESIDENTIAL APPOINTEES

*Yvonda Bean*

Chief Executive Officer

Indianapolis Housing Authority

*Mike Gerber, CME, NAHRO Fellow*

President and Chief Executive Officer  
Housing Authority of the City of Austin

*Richard Herrington, Jr., NAHRO Fellow*

## REGIONAL PRESIDENTS

### MIDDLE ATLANTIC

*Gina Gibson, CPM, CME, TCS, CRPBV,  
CSI-HQS, CSI-UPCS, CMPO, CMM, CAM*

Deputy Chief Executive Officer  
Housing Commission  
of Anne Arundel County

### MOUNTAIN PLAINS

*Janice J. Kimball*

Chief Executive Officer, Housing Connect

### NEW ENGLAND

*Rhonda R. Mitchell, M.S., PHM*

Executive Director

The Housing Authority of Newport

### NORTH CENTRAL

*Sharon L. Carlson, CME, SPHM,  
PHM, CSO-PH, CSEC-PH, CRPBRA*

Executive Director

Belding Housing Commission

### PACIFIC NORTHWEST

*Andrew Rodriguez, NAHRO Fellow*

Chief Executive Officer

Nampa Housing Authority

### PACIFIC SOUTHWEST

*Christina L. Stokes-Johnson, MBA*

Director Real Estate Development

Fresno Housing Authority

### SOUTHEASTERN

*Anthony Goodson, Jr.*

Chief Executive Officer

Housing Authority of the City of Goldsboro

### SOUTHWEST

*Milet Hopping, NAHRO Fellow*

President / Chief Executive Officer  
Waco Housing Authority and Affiliates

## PHOTO CREDITS

**Cover:** Duluth Housing Redevelopment Authority - Fairmount Cottage; Seattle Housing Authority - Salish Landing; Cuyahoga Metropolitan Housing Authority - Scholar House.

**Table of Contents:** Housing Authority of the City of Laurel - Laurel-Jones Co Visitors Center; Missoula HA - Trinity Apartments - Maple Street Flats; Housing Authority of the City of Pittsburgh - Letsche School Apartments; Housing Authority of East Baton Rouge - Cypress River Lofts; Zanesville Metropolitan Housing Authority - ZMHA Homeownership Program.

**Page 2:** 2025 Legislator of the Year Representative Darin LaHood (R-IL-18) with NAHRO President George Guy and Illinois NAHRO President Dr. Jackie L. Newman.

**Page 3:** Yvonda Bean; NAHRO Faculty Bobby R. Collins; 2025 NAHRO Legislator of the Year Senator Ron Wyden (D-OR) with NAHRO President George Guy, NAHRO CEO Mark Thiele, NAHRO Legislative Network Chair Ivory Mathews, and the Oregon delegation; the 2023-2025 NAHRO Board of Governors.

**Page 4:** Foothills Regional Housing - The Ives.

**Page 5:** 2024-25 "What Home Means to Me" Poster Contest winner Adriana Gomez (Morristown TN) with NAHRO Housing America Advisory Committee Chair Anna Judge, NAHRO CEO Mark Thiele, NAHRO Senior Vice President Sean Gilbert, and NAHRO President George Guy.

