

SHAPING  
STRONGER COMMUNITIES:



HOUSING AMIDST THE STORM

ANNUAL CONFERENCE

SEPTEMBER 14-16, 2025

## President's Message



Greetings GAHRA family! It is with immense pleasure and a deep sense of purpose that I welcome you to our 2025 Annual Conference here in Savannah, GA, centered around a theme that could not be more timely or urgent: "Shaping Stronger Communities: Housing Amidst the Storm."

We gather not just as housing professionals, planners, policymakers, developers, and advocates, but also as people who recognize that home is not a

luxury, it is a necessity. Yet across cities and states, this right is under threat from economic uncertainty, climate change, displacement, political instability, and social inequality.

Storms, both literal and metaphorical, have tested our housing systems. We have seen entire communities swept away by floods and hurricanes. We have watched vulnerable families pushed further to the margins by rising costs. We have witnessed how affordability fails to meet the urgency of today's housing crisis, and we have also seen a major rise in staff responsibilities while trying to cure high turnover.

Yet, even amidst the storms, we have seen resilience. We can see innovative models of housing take root in unlikely places while partnerships emerge between public and private sectors to meet rising demand. Housing professionals, tenants, leaders, and visionaries redefine what housing can be when equity, sustainability, and community are placed at the center.

This conference is a platform for that spirit. While we gather in the beautiful city of Savannah, we will share insights, confront uncomfortable truths, and most importantly, collaborate on solutions. Whether we are talking about policy reform, climate resilient design, equitable development, and employee sustainability, we do so with one goal: to ensure that housing remains not only a shelter from the storm, but a foundation for opportunity, dignity, and belonging.

Our conference committee has worked hard to bring us together for great training and to have conversations with open minds, strong voices, and unwavering resolve. Thank you GAHRA family for your dedication and support. Let us weather this storm and build forward, together. Welcome to the 2025 GAHRA Annual Conference!

With Love,

A handwritten signature in blue ink that reads "Candice M. Drake". The signature is fluid and cursive, with the first name being the most prominent.

Candice M. Drake  
GAHRA President

## Meet Your GAHRA Officers



**Candice Drake**  
President  
Dawson, GA



**Douglas Freeman**  
Senior Vice President  
Augusta, GA



**Beth Brown**  
Vice President for  
Legislation &  
Regulation  
Gainesville, GA



**George Edge**  
Vice President for  
Professional  
Development  
Americus, GA



**Marie Harris**  
Past President  
Roberta, GA



**Patricia Allen**  
Vice President for  
Housing &  
Redevelopment  
Thomaston, GA



**Kevin Price**  
Vice President for  
Member Services  
Wrightsville, GA



**Randee Wiggins**  
Treasurer  
Augusta, GA



**Shannon Kight**  
Secretary  
Hazlehurst, GA

## Past Presidents of GAHRA

<b>1940-1941</b> Brown Nicholson, Sr., Columbus	<b>1964-1965</b> Frank Butler, Savannah
<b>1941-1942</b> James H. Terrell, Atlanta	<b>1965-1966</b> Randall R. Clements, Valdosta
<b>1942-1943</b> Hal Powell, Augusta	<b>1966-1967</b> Brown Nicholson, Jr., Columbus
<b>1943-1944</b> George Markwalter, Macon	<b>1967-1968</b> Bryant Huff, Lawrenceville
<b>1944-1945</b> J. Hunter Hopkins, Brunswick	<b>1968-1969</b> Elbert A. Stapleton, Athens
<b>1945-1946</b> Joel A. Wier, Athens	<b>1969-1970</b> David Smotherman, Decatur
<b>1946-1947</b> Hudson Malone, Albany	<b>1970-1971</b> Howard T. Walpole, Gainesville
<b>1947-1948</b> M. I. Frost, Rome	<b>1971-1972</b> C. W. Sherlock, Monroe
<b>1948-1949</b> R. R. Cameron, Marietta	<b>1972-1973</b> J. Madden Reid, Augusta
<b>1949-1950</b> Pierce Thiot, Brunswick	<b>1973-1974</b> R. Fleming Gibson, Waycross
<b>1950-1951</b> W. F. Tabor, Decatur	<b>1974-1975</b> Wilfred B. Smith, Alma
<b>1951-1952</b> T. Ed Baskin, Marietta	<b>1975-1976</b> William H. Hunt, Rome
<b>1952-1953</b> Frank White, Atlanta	<b>1976-1977</b> Donald E. Naismith, Savannah
<b>1953-1954</b> Tom Cranford, Valdosta	<b>1977-1978</b> Jane J. Hamilton, Vidalia
<b>1954-1955</b> C. W. Sherlock, Monroe	<b>1978-1979</b> Hogan Buford, President Emeritus, Macon
<b>1955-1956</b> W. T. Thompson, Waynesboro	<b>1978-1979</b> George H. Green, Marietta
<b>1956-1957</b> Walter E. Lee, Sr., Waycross	<b>1979-1981</b> Hazel H. Mosely, Jasper
<b>1957-1958</b> Emily S. Kicklighter, Glennville	<b>1981-1983</b> Paul Pierce, Decatur
<b>1958-1959</b> Blue Holleman, Dublin	<b>1983-1985</b> Roy Lane, Albany
<b>1959-1960</b> W. T. Johnson, Dalton	<b>1985-1986</b> Barbara A. Hilliard, Camilla
<b>1960-1961</b> E. B. Hilliard, Camilla	<b>1986-1987</b> Richard F. Hull, Warner Robins
<b>1961-1962</b> Raymond Guest, Nashville	<b>1987-1988</b> Ronald K. Reagin, Moultrie ,
<b>1962-1963</b> W. D. White, Americus	
<b>1963-1964</b> Jim L. Mann, Newnan	

## Past Presidents of GAHRA

**1988-1989** Robert E. Pless, Athens  
**1989-1990** Margaret C. Tidwell, Reidsville  
**1990-1991** John C. Anderson, Americus  
**1991-1992** Charles L. Cheeves, Milledgeville  
**1992-1993** Dan McCarthy, Albany  
**1993-1994** Jacob L. Oglesby, Augusta  
**1994-1995** Cheryl S. Underwood, Bainbridge  
**1995-1996** Don McGlamory, Brunswick  
**1996-1997** James Fair, Athens  
**1997-1998** Jeanette Greer, Royston  
**1998-1999** Susan Leger-Boike, Cordele  
**1999-2000** Larry Thompson, Marietta  
**2000-2001** Brenda Smith, Dublin  
**2001-2002** J. Robert Day, Waycross  
**2002-2003** Harden A. Oldfield, Augusta  
**2003-2004** Ann Webb, Flint Area  
**2004-2005** Charles Alexander, Warner Robins  
**2005-2006** Mark Stalvey, Valdosta  
**2006-2007** Jeanette Henderson, Albany  
**2014-2015** Vonda Gibson, Eatonton  
**2015-2016** Angela Strickland, Brunswick  
**2016-2017** Russell L. Nast, Tallapoosa  
**2017-2018** Patricia L. Bennett, Marietta  
**2018-2019** Michael Boatwright, Moultrie

**2013-2014** John Marria, Cairo  
**2014-2015** Vonda Gibson, Eatonton  
**2015-2016** Angela Strickland, Brunswick  
**2016-2017** Russell L. Nast, Tallapoosa  
**2017-2018** Patricia L. Bennett, Marietta  
**2018-2019** Michael Boatwright, Moultrie  
**2019-2020** Reta Thomas, Augusta  
**2020-2021** Brandie Garner, Marietta  
**2021-2022** Latonia Simmons, Albany  
**2022-2023** Gary Erwin, Calhoun  
**2023-2024** Marie Harris, Roberta

### **Past Presidents of GAHRA**

**1962-1963** Bernon Williams  
**1963-1964** Brown Nicholson  
**1971-1972** Tom Bigley  
**1972-1973** J. Mercer Berry

### **Other Past Presidents**

Wilson McClure  
Wendell Sears  
Douglas Feagin  
Mary Costello

## Program Information

### Registration

Registration Booth Lobby

**Sunday, September 14**

12:00 p.m. – 5:30 p.m.

**Monday, September 15**

7:30 a.m. – 12:00 p.m.

**Tuesday, September 16**

8:00 a.m. – 9:00 a.m.

### Badges and Tickets

All persons attending the annual conference sessions and other scheduled events **MUST** wear the identification badge provided at registration. Your cooperation and respect are appreciated.

### Extra Tickets

Extra Tickets to the events may be purchased at the Registration Desk. Ticket prices are:

Reception	\$55
Luncheon	\$50
Banquet	\$100

During any meetings, please turn off or mute any electronic devices that may cause a distraction to speakers and other conference attendees. Your cooperation in this matter will be greatly appreciated.

# **Agenda**

## **Sunday, September 14, 2025**

### **Registration**

Registration Booth  
Lobby  
12:00 p.m. – 5:30 p.m.

### **Annual Meeting of Georgia Housing Authorities Risk Retention Pool, Inc. (GHARRP)**

Forsyth Room  
4:00 p.m. – 5:00 p.m.

Call to Order  
Ann Dobson  
GHARRP Chairperson

Scott A. White  
GHARRP Executive Director

GHARRP Update  
Robert (Bob) McWeeney  
Area President, Indiana  
Arthur Gallagher

### **Opening Session**

Ballroom C, D, E  
5:00 p.m. – 6:30 p.m.

### **Exhibitor's Reception/Prize Drawing**

Atrium  
6:30 p.m. – 8:00 p.m.

## **Opening Session Agenda**

### **Welcome**

Candice Drake  
GAHRA President

### **Invocation**

Dr. Regina Delay  
Marietta Housing Authority

### **Pledge of Allegiance**

Douglas Freeman  
Senior Vice President

### **National Anthem**

Tiana Ford  
Gainesville Housing Authority

### **NAHRO Updates**

Sean Gilbert  
NAHRO President-Elect

### **SERC Updates**

Michael Wong  
SERC-NAHRO President-Elect

### **Interactive Activities**

GAHRA Creative Consultants  
Committee

### **Conference Overview**

Kerry Smith



# **Agenda**

## **Monday, September 15, 2025**

### **Registration**

Registration Booth

7:30 a.m. – Noon

### **Continental Breakfast**

Atrium

7:30 a.m. – 8:30 a.m.

### **Sessions**

9:00 a.m. – 12:00 p.m.

2:00 p.m. – 5:00 p.m.

### **Morning Break**

Atrium

10:15 a.m. – 10:30 a.m.

### **GAHRA Awards Luncheon**

Ballroom A, B

12:00 p.m. – 2:00 p.m.

### **Afternoon Break**

Atrium

3:15 p.m. – 3:30 p.m.

### **First Timer's Reception**

Academy

5:15 p.m. – 6:00 p.m.

### **Exhibitors' Reception and Prize Drawing**

Atrium

6:00 p.m. – 7:30 p.m.

# Morning Sessions

Monday, September 15, 2025

## Management

### **40 Things You May Not Know About Housing Agency Procurement (But Really Need To)**

Location: Pulaski

9:00 a.m. to 12:00 p.m.

**Speaker:** Michael Gifford, Housing Agency Procurement Assistance

**Moderator:** Monifa Johnson, Statesboro Housing

An interactive 3-hour total review of 40 very important HUD-mandated requirements pertaining to purchasing and contracts. Topics that will be addressed include: Informal Quotes (QSPs); Formal Bids (IFBs) and Proposals (RFPs/RFQs); Advertisements; Specifications; Independent Cost Estimates and Cost Price Analysis; Non-competitive Justifications; Piggyback Justifications; Contracts and Contract Administration; and much more! We will talk about procurements and contracts for supplies, equipment, and both maintenance and professional services. This session includes a worksheet and forms. This is my most popular presentation! NOTE: This session will also include brief presentations pertaining to recent revisions to Section 3, BABA, and the new allowable Micro Threshold of \$50,000.

REFERENCES: 2 CFR §200.317 - §200.327; HUD Procurement Handbook 7460.8 REV 2.

## RAD

### **Collaborating with Contract Administrators: Understanding Requirements for PBS8 and RAD PBRA (Part One of Two)**

Location: Oglethorpe A/B

9:00 a.m. to 12:00 p.m.

**Speaker:** Karen Romaine-Thomas, National Housing Compliance

**Moderator:** Carlita Alegria, Bremerton WA Housing Authority

In this session, learn the role of Contract Administrators in the oversight of Project-Based Section 8 and RAD PBRA Projects.

# Morning Sessions

Monday, September 15, 2025

## Maintenance

### **Mold and Mildew Mediation (Part One of Two)**

Location: Franklin

9:00 a.m. to 12:00 p.m.

**Speaker:** Lenny Jackson, Bio-One

**Moderator:** Glenn Hayes, East Georgia Housing Authority

This interactive training session will provide maintenance staff and property managers with essential knowledge and practical strategies for identifying, preventing, and addressing mold and mildew in residential properties. Participants will learn about the causes and health impacts of mold, effective moisture control techniques, proper cleaning and remediation procedures, and HUD/USDA compliance guidelines. The class will include real-life scenarios, best practices for tenant communication, and tips for maintaining a safe and healthy living environment. Whether you're dealing with recurring issues or seeking to prevent future outbreaks, this session equips you with the tools to protect both your properties and your residents.

## Commissioners

### **Navigating a Commissioner's Role in Avoiding Liability and the Annual Review of Judicial Decisions Impacting Affordable Housing (Part One of Two)**

Location: Savannah D

9:00 a.m. to 12:00 p.m.

**Speaker:** Stewart Duggan, The Law Firm of Brinson Askew Berry

**Moderator:** Heather McNair, Augusta Housing Authority

GAHRA Commissioners will be hearing from a most respected Attorney in our housing arena. Stewart Duggan will be joining us for a full day to talk about various subjects that Commissioners need to know. The main topic Duggan will speak on is navigating a Commissioner's role in avoiding liability and annual review of judicial decisions impacting affordable housing. This session will provide a Commissioner with some great board training, being informed on potential pitfalls as well as legal updates on current issues and hot topics in our business.

# Morning Sessions

Monday, September 15, 2025

## Finance

### **Understanding the Numbers Behind Housing Authority Operations (Part One of Three)**

Location: Plaza

9:00 a.m. to 12:00 p.m.

**Speaker:** Chad Porter, CPA

**Moderator:** Randee Wiggins, Augusta Housing Authority

Session will cover:

- Finance 101 - Understanding the numbers behind Housing Authority operations
- Budget & Procurement - Building a strong financial foundation

## Assisted Housing

### **Investigations / Fraud and VAWA**

Location: Chatham

9:00 a.m. to 12:00 p.m.

**Speaker:** Felicia Meadows, Atlanta Housing Authority

**Moderator:** Angela Kang, Augusta Housing Authority

Join us for an engaging and informative day with the Atlanta Housing Authority, where we will dive deep into the vital work of their Investigations Department. Discover their innovative strategies for fraud investigation and prevention that can greatly enhance your Housing Authority's efforts. Participate in our interactive discussion to gain valuable insights and practical applications of these techniques. Additionally, we will explore the evolution and significance of the Violence Against Women Act (VAWA) and its profound impact on Housing Authorities, making this a must-attend event for anyone committed to effective housing solutions.

# Morning Sessions

Monday, September 15, 2025

## Resident Services

### **Pathways to Self Sufficiency: Building Confidence, Clarity, Community & R.E.S.P.E.C.T**

Location: Savannah E

9:00 a.m. to 12:00 p.m.

**Speaker:** Montina Young Fraiser, CIA Media Group, LLC

**Moderator:** Nicole Smart, Marietta Housing Authority

The presentation will be delivered in segments and is designed to educate, engage, and empower adult public housing residents. The session will include the following components: an icebreaker activity to build connection, an interactive workshop format with audience engagement, a take-home handout for practical next steps, and a focused action plan residents can implement immediately. The focus will align with GAHRA's session suggestions and touch on key areas including: defining and pursuing self-sufficiency, navigating career and entrepreneurship pathways, managing stress and uncertainty, and understanding and preparing for the "benefits cliff". Come and recognize the importance of R.E.S.P.E.C.T.

## IT

### **What is AI and What is it NOT**

Location: Forsyth

9:00 a.m. to 12:00 p.m.

**Speaker:** Dr. Heath Landrum, Unconfusing Technology, LLC

**Moderator:** Richard Reiter, Flint Area Consolidated Housing Authority

This brief introduction of AI, Machine learning, etc. will use cases in Public Housing scenarios: Predictive Analysis for Maintenance / Safety, Resource Allocation, Resident Services, and Risks, Ethics, Privacy Concerns, case studies and real-world examples.

# **Awards Luncheon Agenda**

## **Welcome**

Candice Drake  
President

## **Invocation**

Carol Hatch  
Calhoun Housing Authority

## **Introduction of Life Members**

Candice Drake  
President

## **Lunch**

## **Resident Service Awards**

Newsletter of the Year  
Collaborative Partnership Award  
Website of the Year

## **GAHRA Service Awards**

Charity Gilbert  
Royston Housing Authority

Shannon Kight  
Hazlehurst Housing Authority

Angie Cothran  
Northeast Georgia Consolidated Housing  
Authority

# Afternoon Sessions

Monday, September 15, 2025

## Management

**Speaker:** Michael Gifford, Housing Agency Procurement Assistance

**Moderator:** Monifa Johnson, Statesboro Housing

### **"Quotes and Bids and Proposals, Oh My! (Important Similarities and Differences)"**

Location: Pulaski

2:00 p.m. to 3:15 p.m.

Sooner or later, every housing agency needs to procure items and services over \$2,000 and must conduct a Quotations for Small Purchases (QSP), an Invitation for Bids (IFB), a Request for Proposals (RFP), and/or a Request for Qualifications (RFQ), the four competitive solicitation methods available to housing agencies. This session is an overview of each, a discussion as to when to use each, and related documentation requirements. REFERENCES: 2 CFR §200.320; Chapters 5, 6, and 7 of HUD Procurement Handbook 7460.8 REV 2.

### **"Independent Cost Estimates (ICE) - Cost Price Analysis (CPA): Why We Do Them and How They Benefit Us."**

Location: Pulaski

3:30 p.m. to 5:00 p.m.

For all procurements exceeding \$10,000 (or up to \$50,000 under the new option in the revised CFR) in the aggregate, HUD regulations require that a written ICE is in the file prior to issuing or completing such procurements and that all such costs received from contractors and suppliers are adequately analyzed. This session includes access to sample forms that will help agencies document these important requirements.

## RAD

### **Collaborating with Contract Administrators: Understanding Requirements for PBS8 and RAD PBRA (Part Two of Two)**

Location: Oglethorpe A/B

2:00 p.m. to 5:00 p.m.

**Speaker:** Karen Romaine-Thomas, National Housing Compliance

**Moderator:** Carlita Alegria, Bremerton WA Housing Authority

In this session, learn the role of Contract Administrators in the oversight of Project-Based Section 8 and RAD PBRA Projects.

# Afternoon Sessions

Monday, September 15, 2025

## Maintenance

### **Mold and Mildew Mediation (Part Two of Two)**

Location: Franklin

**Speaker:** Lenny Jackson, Bio-One

**Moderator:** Glenn Hayes, East Georgia Housing Authority      2:00 p.m. to 5:00 p.m.

This interactive training session will provide maintenance staff and property managers with essential knowledge and practical strategies for identifying, preventing, and addressing mold and mildew in residential properties. Participants will learn about the causes and health impacts of mold, effective moisture control techniques, proper cleaning and remediation procedures, and HUD/USDA compliance guidelines. The class will include real-life scenarios, best practices for tenant communication, and tips for maintaining a safe and healthy living environment. Whether you're dealing with recurring issues or seeking to prevent future outbreaks, this session equips you with the tools to protect both your properties and your residents.

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# Afternoon Sessions

Monday, September 15, 2025

## Finance

### **Understanding the Numbers Behind Housing Authority Operations (Part Two of Three)**

Location: Plaza

2:00 p.m. to 5:00 p.m.

**Speaker:** Chad Porter, CPA, Smith Marion

**Moderator:** Brenda Gay, Flint Area Consolidated Housing Authority

The speaker will continue his financial session in two mini sessions providing you with two other topics that you must hear about: Demystifying those FDS reports, and Audit Updates - What's new this year

## Assisted Housing

### **Investigations - Fraud and VAWA (Part Two of Two)**

Location: Chatham

2:00 p.m. to 5:00 p.m.

**Speaker:** Felicia Meadows, Atlanta Housing Authority

**Moderator:** Angela Kang, Augusta Housing Authority

Come back an engaging and informative session where we will dive deep into the vital work of their Investigations Department. Discover their innovative strategies for fraud investigation and prevention that can greatly enhance your Housing Authority's efforts. Participate in our interactive discussion to gain valuable insights and practical applications of these techniques. Additionally, we will explore the evolution and significance of the Violence Against Women Act (VAWA) and its profound impact on Housing Authorities, making this a must-attend event for anyone committed to effective housing solutions.

# Afternoon Sessions

Monday, September 15, 2025

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**Speaker:** Montina Young Fraiser, CIA Media Group, LLC

**Moderator:** Nicole Smart, Marietta Housing Authority

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## IT

### **Information Technology Round Table with AI Examples (Part Two of Two)**

Location: Forsyth

2:00 p.m. to 5:00 p.m.

**Speaker:** Dr. Heath Landrum, Unconfusing Technology, LLC

**Moderator:** Richard Reiter, Flint Area Consolidated Housing Authority

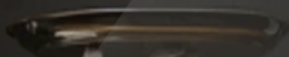
You will have the opportunity to participate in a round table discussion on the Introduction and Framing: Why AI in Public Housing? Examples and Discussion topics will be: AI for Tenant Engagement and Communications, Predictive Maintenance and Inspections, Case Management and Workflow, and Forecasting and Planning.

**Please Enjoy Our First Time Attendees /  
New Executive Directors' Reception**

Reception Sponsored By



Georgia  
Power



A Southern  
Company

**Monday, September 15, 2025  
6:00 - 7:30 in the Academy Room**

# **Agenda**

## **Tuesday, September 16, 2025**

### **Registration**

Registration Booth  
8:00 a.m. – 9:00 a.m.

### **Continental Breakfast**

Atrium  
7:30 a.m. – 8:30 a.m.

### **Sessions**

9:00 a.m. – Noon.

### **Morning Break**

Atrium  
10:15 a.m. – 10:30 a.m.

### **Free Time**

On Your Own  
12:00 p.m. – 7:00 p.m.

### **Banquet and Annual Business Meeting**

Ballroom A, B  
7:00 p.m. – 9:00 p.m.

# Morning Sessions

Tuesday, September 16, 2025

## Management

**Speaker:** Michael Gifford, Housing Agency Procurement Assistance

**Moderator:** Monifa Johnson, Statesboro Housing Authority

### **How to formulate a Construction Bid (Effective and Efficient techniques you might not know)**

Location: Pulaski

9:00 a.m. to 10:15 a.m.

HUD requires housing agencies to most typically utilize the Invitation for Bids (IFB) competitive solicitation process when retaining contractors for construction. IFB's require the housing agency to issue a Design Specification and complete an award to the responsive and responsible bidder that submits the lowest realistic cost. This session will focus on the IFB format, including a number of HUD-required forms that most housing agencies may not be aware of.

REFERENCES: 2 CFR §200.320(b)(1); Chapters 6 of HUD Procurement Handbook 7460.8 REV 2.

### **"HUD-compliant Best Value Services Procurements: Focus on an Annual Audit Services RFP"**

Location: Pulaski

10:30 a.m. to 12:00 p.m.

HUD allows (and encourages) housing agencies to utilize the Request for Proposals (RFP) competitive solicitation process when retaining contractors for professional services. RFP's are Best Value in that the housing agency is able to consider qualifications as well as cost in determining the awardee. This session will focus on a Legal Services contract, including access to sample forms.

REFERENCES: 2 CFR §200.320(b)(2); Chapter 7 of HUD Procurement Handbook 7460.8 REV 2.

## Finance

### **Understanding the Numbers Behind Housing Authority Operations (Part Three of Three)**

Location: Plaza

9:00 a.m. to 12:00 p.m.

**Speaker:** Chad Porter, CPA, Smith Marion

**Moderator:** Regina Delay, Marietta Housing Authority

This session will be broken down into two mini sessions. The first presentation will be on the Moving to Work program and how an agency would account for it. The second session would cover Non-Profit organizations, how to create them and why you would consider a non-profit.

# Morning Sessions

Tuesday, September 16, 2025

## RAD

### **Borders at the Front Door: Housing, Immigration, and the Fallout of Project 2025**

Location: Oglethorpe A/B

9:00 a.m. to 12:00 p.m.

**Speaker:** Ron Drennan, Ph.D, Lanier Technical College

**Moderator:** Tiana Ford, Gainesville Housing Authority

The sweeping proposals under Project 2025 --particularly the push to ban non-citizens from all federally assisted housing - pose immediate and complex challenges for housing providers. This session breaks down what's real, what's coming, and what housing professionals need to do right now. We'll cover naturalization basics, how residents may qualify (and afford) the process, and the immigration statuses you'll need to understand fast. We'll also talk strategy: how to protect your agency, ease your team's burden, and support residents -- all while staying compliant. Come ready to ask questions, get answers, and walk away with practical tools for navigating this politically charged moment.

## Maintenance

### **Maintenance Round Table**

Location: Franklin

9:00 a.m. to 12:00 p.m.

**Speaker:** GAHRA Maintenance Committee

**Moderator:** Michael Allen, GAHRA Maintenance Committee Chair

Join us for an open and dynamic Maintenance Round Table where maintenance professionals from across the state come together to share experiences, troubleshoot common challenges, and exchange best practices. This interactive session encourages open dialogue on topics such as work order management, preventative maintenance, procurement, staff development, inspection prep, and time-saving techniques. Bring your questions, success stories, and even your frustrations -- this is your chance to learn from your peers and walk away with real-world solutions. Whether you're new to the field or a seasoned expert, everyone will leave with new insights and ideas.

# Morning Sessions

Tuesday, September 16, 2025

## Assisted Housing

### **Building Stronger Communities: The Power of Partnership Between Housing Authorities and the Georgia Initiative for Community Housing (GICH)**

Location: Forsyth

9:00 a.m. to 12:00 p.m.

**Speaker:** Jermaine Durham, Ph.D., University of Georgia

**Moderator:** Kristian Allen, Greensboro Housing Authority

This session explores the transformative impact of collaborative partnerships between local housing authorities and the Georgia Initiative for Community Housing (GICH). Participants will gain insights into how strategic outreach, shared resources, and aligned goals can strengthen affordable housing efforts across the state. The session will highlight successful case studies, outline the benefits of cross-sector engagement, and provide actionable strategies for housing authorities to deepen their involvement with GICH. Attendees will leave with a clearer understanding of how these partnerships can drive sustainable community development and improve housing outcomes for Georgia residents.

## Multifamily

### **Georgia's Home Energy Rebates for Multifamily Buildings**

Location: Chatham

9:00 a.m. to 10:15 a.m.

**Speaker:** Kristofer Anderson, Director of Energy Resources

Cheyenne Flores, Program Manager

**Moderator:** Russell Nast, Tallapoosa Housing Authority

This session is presented by the Georgia Environmental Finance Authority (GEFA) detailing Georgia's Home Energy Rebate program which provides for both single and multifamily properties with whole-home energy efficient retrofits through the Home Efficiency Rebates (HER) and HVAC and electrical appliance upgrades through the Home Electrification and Appliance Rebates (HEAR). Come hear about how eligible multifamily buildings can receive up to \$16,000 per unit in HER rebates and up to \$14,000 per unit in HEAR rebates. Come and learn more about this program, including eligibility, benefits, and how you can apply!

# Morning Sessions

Tuesday, September 16, 2025

## Leadership

### **Discrimination Challenges for Housing Authorities**

Location: Chatham

10:30 a.m. to 12:00 p.m.

**Speaker:** Sarah Lamar, Hunter McClean Attorneys

**Moderator:** Scott White, GHARRP Executive Director

This session is all about Employment best practices. Learn the importance of documentation and consistency to avoid any discrimination cases. Also, you will hear about employment issues related to ADA/FMLA/PWFA and workers compensation and how to navigate these challenging laws within the workplace. Lastly, you will hear about fair housing and ADA requirements that include addressing requests for service dogs and emotional support animals.

## Human Resources

### **Respectful Workplaces: Managing Conflict with Confidence**

Location: Savannah D

9:00 a.m. to 12:00 p.m.

**Speaker:** Elizabeth Brackett, Brackett HR

**Moderator:** Sandra Strozier, Newnan Housing Authority

Managing Conflict with Confidence is an interactive management training session designed to help leaders navigate workplace challenges while minimizing risk. Managers will learn how to handle difficult conversations with dignity and professionalism - choosing the right time and place, preparing effectively, and focusing on specific behaviors rather than emotions. The session also covers offering constructive feedback, active listening, and exploring solutions collaboratively. Special attention is given to the legal risks surrounding employee interactions, helping managers prevent claims related to harassment, discrimination, or retaliation while fostering a respectful, compliant workplace.



## **Annual Business Meeting**

Ballroom A, B

7:00 p.m. – 9:00 p.m.

### **Call to Order**

Candice Drake, GAHRA President

### **Invocation**

George Moore

Dawson Housing Authority

### **Pledge of Allegiance**

Ginger Moats

Barnesville Housing Authority

### **Declaration of a Quorum**

Shannon Kight, Secretary

### **Minutes of the Annual Meeting**

Shannon Kight, Secretary

### **Resolutions**

Charity Gilbert, Awards & Recognition Committee Chair

### **Presentation of Awards**

Angie Cothran

Northeast Georgia Consolidated Housing Authority

### **President's Annual Report**

Candice Drake, GAHRA President

### **Acceptance of Reports**

Shannon Kight, Secretary

### **Report From the Nomination Committee**

Rick Whitworth

Lavonia Housing Authority

### **Election of Officers**

### **Passing of the Gavel**

### **Other Business**

### **Adjournment**



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# **Upcoming Events**

## **NAHRO National Conference & Exhibition**

Phoenix, AZ

September 28-30, 2025

## **SERC-NAHRO Executive Committee Meeting**

Greenville, SC

October 31-November 1, 2025

## **SERC-NAHRO Fall Workshop**

Greenville, SC

November 2-4, 2025

## **PHADA Commissioners' Conference**

Tampa, FL

January 4-7, 2026

## **GAHRA Spring Conference**

Jekyll Island, GA

May 17-19, 2026

## **SERC-NAHRO Annual Conference**

Orlando, FL

June 28 – July 1, 2026

## **GAHRA Annual Conference**

Savannah, GA

September 13-16, 2026

## **SERC-NAHRO Fall Workshop**

Biloxi, MS

November 8-11, 2026

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