

Virginia Housing Development Authority Top 40 Under 40 Housing Awards

“The Top 40 Under 40 in Housing Awards are a great way to recognize rising talent in the affordable housing field. By proactively identifying future housing leaders, both VHDA and the Virginia Housing Coalition are essentially providing a succession management program for housing organizations across Virginia. Many of these organizations are small non-profits that don’t have the financial or human resources to create such a program. As a result of this initiative and the identification of a pool of qualified young leaders from across the state, organizations will be better prepared to manage the succession of retiring housing leaders. Thank you VHDA and VHC for addressing a critical issue in our housing industry!”

*Candice Streett
Executive Director, Virginia LISC*

Brief Description

The Top 40 Under 40 in Housing Awards program is a partnership between VHDA and the Virginia Housing Coalition to commemorate VHDA’s 40th anniversary. It recognizes Virginia’s top housing professionals under age 40 who have demonstrated distinction in their professional accomplishments and dedication to their community. These individuals were recognized during the Virginia Housing Coalition’s annual dinner in June 2012, and VHDA will sponsor a two-day Leadership Development Training session for the honorees in the fall.

The nominees selected for the award come from a range of housing industries, including non-profit organizations, redevelopment and housing authorities, local governments, community development departments, state and federal agencies, and firms that specialize in housing development, investment, finance, construction, and property management.

Why/When It Was Undertaken

VHDA and the Virginia Housing Coalition recognized the importance of identifying, supporting, and cultivating the next generation of housing leaders in the state. Due to the current environment of escalating housing needs, insufficient shelter space, and constrained resources, it was decided that an increased emphasis needed to be placed on supporting future leaders whose contributions will add value to the housing industry in the short and long term.

The first step in the new program was identifying those individuals who have already proven through their accomplishments that they are: committed to the industry, innovative and idea-generating, dedicated and persevering, understand the complexities faced across the housing industry and whose work evidences their ability to tackle these very difficult challenges.

Why is it Meritorious and Meets NCSHA Award Judging Criteria

Innovative

The Top 40 Under 40 in Housing awards program is innovative because it is the first recognition initiative of its kind that is specific to Virginia’s affordable housing industry, and was created in a unique partnership between the state’s housing finance agency and the state’s top advocacy group for housing issues.

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It is also innovative because with VHDA and the Virginia Housing Coalition working together on this effort, it signals a larger recognition and emphasis on investing in the human capital within our industry – acknowledging that adequately addressing the growing housing needs in the future requires a concerted focus on preparing future leaders.

Finally, it is innovative because in addition to the recognition being offered at the Virginia Housing Coalition's annual event, VHDA is sponsoring a two-day Leadership Development Training for the honorees. This training uses a module created for VHDA's internal Leadership Development Program, and tailors it to meet the needs of this specific group. Attendees will be hearing from experts in the affordable housing arena, discussing the topic of leadership and exploring ways to further prepare themselves for leadership roles. To fit everything into a two-day workshop, there are prerequisite reading assignments along with self assessments. Through self awareness, enhanced knowledge, and networking across multiple organizations, participants are able to build skills in leadership, change management, and conflict management. VHDA sees this as an opportunity to invest in the leadership and development of these individuals so that both short and long-term returns are generated.

Responds to an important state need

A number of the directors or managers at our partner and stakeholder organizations have either retired or announced their pending retirement. We recognize that these changes will continue, and that more focus needs to be placed on insuring that there are individuals in these organizations who are well-equipped to continue the success of their groups. The Top 40 Under 40 in Housing awards program responds to this current situation by not only identifying the needs within our industry, but providing a succession management plan to address the increasing number of retirements we are anticipating.

In addition, this program raises awareness about the importance of the succession issue within the industry, and stresses the need to address it proactively so that we may continue to meet Virginia's critical housing needs.

Achieves intended results

This program has achieved several results. First, it has raised awareness across the industry about the importance of succession planning. As a result, an increased emphasis will be placed on identifying the overall needs within these organizations related to human capital, thereby facilitating the capacity building that will be required to adapt to future personnel changes.

Secondly, the program facilitates relationship building. It will be increasingly important for emerging leaders across organizations to create a network of resources and to communicate about best practices as housing challenges grow increasingly complex. In addition, it will be important for these individuals to obtain insight from others who may offer different perspectives that can be useful when dealing with future challenges in the housing industry.

Finally, the program helps develop the knowledge, skills, and abilities necessary to move the missions of affordable housing organizations forward. These skills include leadership and change management skills, which will be used to positively impact the capacity and sustainability of VHDA's partner and stakeholder organizations.

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Provides benefits that outweigh costs

The minimal costs associated with this program are an investment that will create a multiplier effect benefiting organizations by raising awareness relative to succession planning. This undertaking will also cause housing organizations to think critically about their human resources planning efforts in the future. As a result, these shifts in organizational priorities will benefit the individuals, households, and families served by the affordable housing industry through the leadership continuity and creative new thinking provided by this program. In fact, we believe this program will create a seismic shift within the industry that is long overdue, and will produce very positive returns.

Conclusion

Strong leadership is tactical, innovative, committed, and resilient. Organizations thrive under this type of proactive leadership, and the Top 40 Under 40 awards program encourages these traits within future industry leaders, generating to a tremendous positive impact on affordable housing in the future.

The program has resonated well with current industry leaders, who have devoted their entire careers to affordable housing and want to continue seeing the missions of their organizations move forward after they retire. By helping these organizations remain strong and resilient through this succession planning initiative, the program allows the overall statewide industry to remain stable. It does so by preparing a core group of individuals – who have that same sense of dedication and commitment as current leaders – with the leadership and change management skills necessary to move their affordable housing missions forward.

The program also strengthens the partnership between the Virginia Housing Coalition and VHDA, and is a great opportunity for our partner organizations to start dialogues about how we can become more innovative and do things differently in the future with the input of our young leaders. Hopefully, other states will recognize the importance of this succession management initiative, because the investment required in order to recreate this program is small compared to the exponential impacts that it can have on the future of affordable housing organizations.

Attachment on next page: Top 40 Under 40 Awards Booklet



Presented by



Excellence Deserves Recognition

The Top 40 Under 40 in Housing honors the brightest and most enthusiastic young talent in Virginia's affordable housing arena. Nominated by their managers and peers, they have achieved impressive professional milestones before their 40th birthdays. Their careers span sectors that include banking, consulting, for profit, government, non-profit and regional housing authorities. Each leads with passion and a commitment to excellence that demonstrates nothing can stop this generation of housing service providers from accomplishing great things. Please join the Virginia Housing Coalition and VHDA in congratulating this group of young professionals.





Lee Alford
Senior Project Manager,
Better Housing Coalition

In his pivotal role as Project Manager for affordable, eco-friendly housing development, Mr. Alford interacts with every department at BHC — as well as dozens of government agencies, private sector vendors and lenders — as he deals with complex financing and challenging urban design issues. From groundbreaking to ribbon cutting, he was the “go-to” person for Randolph Place Apartments, Beckstoffer’s Mill Apartments, Claiborne Square and 28th Street Senior Apartments. Several of these developments were recognized with awards and nominations, including a Governor’s Housing Award. In addition, Mr. Alford has served as a mentor in the Greater Richmond Chamber of Commerce’s Mentor Richmond Program, as a volunteer tutor with Church Hill Tutoring and Activities (CHAT) and is an active Board Member of the Emerging Leaders Network.



Latasha Allen-Hyde
Public Housing Director, Hopewell
Redevelopment and Housing Authority

Over a 10-year period, Ms. Allen-Hyde has impacted the companies she has worked for by consistently delivering increased profits, improved compliance and enhanced work processes. While at the Jefferson County Housing Assistance Corporation, prior to coming on board at HRHA, she enhanced portfolio cash flow by improving vacancy down times, implementing income verification processes and reducing tenant receivables. Now with HRHA, she has reorganized the Public Housing Division to save money and improve efficiencies in HUD reportable areas. She also spearheaded the purchase, rehabilitation and sale of more than 40 residential properties worth \$7.6 million. In addition, Ms. Allen-Hyde serves as a volunteer Ampersand Board Member with Boaz and Ruth.



Ross Schaefer Altenbaugh
Executive Director, Hilliard House

In 2009, Ms. Altenbaugh became the Child Services Coordinator for Hilliard House. Her leadership skills, integrity and dedication made such a strong impression that when the Executive Director resigned, she was asked by the Board of Directors to apply for the position. Ms. Altenbaugh, who had just turned 31, became the youngest ED in the homeless services system. Asked what inspired her to place such an emphasis on service, she said it is in her blood. Her mother, born homeless, was the founder of Pennies for Heaven, a Richmond non-profit that provided food and clothing for the homeless. In addition to serving as Executive Director, she participates in the Emerging Leaders Program and is pro-actively working to transition Hilliard House from a transitional housing provider into a best practice, Rapid Re-housing program for families.



Tom Barnett
Program Manager, Fairfax County Office to Prevent and End Homelessness

Although Mr. Barnett only recently became Program Manager in the Office to Prevent and End Homelessness, his career has always been focused on helping the homeless regain self-sufficiency. As the director of scattered-site housing programs in Virginia, he successfully engaged property owners to find new housing opportunities for the many homeless in Northern Virginia. During his time at Good Shepherd Housing and Family Services, Mr. Barnett led the countywide, multi-agency effort to develop and launch their Housing Locator Network. This effort received both local and national attention, as well as recognition as a model that other communities are now replicating. He makes a volunteer impact through various leadership development and community-based activities.



Ryan Ammann
Vice President & Community Development Specialist, BB&T

Since 2006, Mr. Ammann has worked in community and economic development at BB&T in four states, including Virginia. He is very knowledgeable in federal and state tax credit programs and skilled at building relationships with non-profit, governmental and community-focused organizations to develop affordable housing. He also has been a great resource for Virginia Supportive Housing related to the Federal Home Loan Bank of Atlanta's Affordable Housing Program. His efforts to give back to the community include serving on the Advisory Committee for Richmond Connects and the boards of the Capital Area Partnership Uplifting People (formerly Richmond Community Action Partnership) and the Urban League of Richmond.



Shernita Bethea
Housing & Human Services Administrator, Hampton Roads Planning District Commission

Since joining the HRPDC, Ms. Bethea has made it her mission to seek out opportunities that increase housing services to all jurisdictions in Hampton Roads. She has a talent for focusing on the particular needs of a community and integrating them into a regional framework. In addition, she has acquired such a wealth of regional housing knowledge that she is constantly sought out by non-profits, local governments and others regarding services offered by various organizations in the Hampton Roads region. Over the past several years, Ms. Bethea has actively served on more than half a dozen boards and groups, including the Hampton Roads Housing Consortium and the Virginia Association of Housing Counselors. She also directs and staffs the Hampton Roads Loan Fund Partnership.



Allison Bogdanovic
Director of Housing Development,
Virginia Supportive Housing

For more than nine years, through adaptive reuse, rehabilitation and new construction, Ms. Bogdanovic has led the development of permanent supportive housing for the homeless across Virginia. Gosnold

Apartments in Norfolk — a supportive studio apartment building for homeless single adults — was recognized by HUD as the first of its type in the nation, and also was honored with the Best Housing Development Award at the 2007 Governor’s Housing Conference. Her long list of success stories also includes Heron’s Landing in Chesapeake, The Crossings in Charlottesville and Independence House in Richmond. In addition, she is recognized by her peers as one of the most capable, dedicated and skilled affordable housing developers in Virginia. Ms. Bogdanovic’s volunteer activities include serving as Co-Chair of the Jepson Alumni Corps and as an Emerging Leaders Network board member.



Anna Vernon Bowman
Housing Specialist, Marion Redevelopment
and Housing Authority

During her eight years with the MR&HA, Ms. Bowman has faithfully served the needs of 238 public housing families, never forgetting there are faces, stories and people in need behind the statistics. In addition to

organizing resident services such as health fairs and meals for the elderly, she has proven her versatility in every aspect of housing — from resident services to finance to homeownership. As the mother of two young children, Ms. Bowman is also focused on giving to the community in a way that contributes to the positive growth and development of tomorrow’s leaders through volunteer activities that include coaching T-ball and youth basketball for the Marion Parks and Recreation Department.



Richard L. Bragunier
Chief Financial Officer/Assistant Treasurer,
Arlington Partnership for Affordable Housing, Inc.

Mr. Bragunier, CFO since December 2008, manages all aspects of finance, accounting, human resources, asset management, compliance and grants. While nearly doubling APAH’s size, he also has made a significant

impact in Arlington County by helping increase the amount of housing — 461 units through acquisition or development and 319 units through renovation, with 112 units in the pipeline — that is not only affordable, but also transit-oriented, energy efficient and environmentally friendly, in spite of the high cost of land. In addition, Mr. Bragunier has helped house residents most at risk and difficult to house, due to homeless or special needs, by forging additional relationships with community nonprofits. He volunteers as a board member of the Arlington Street People’s Assistance Network.



Costa Canavos
Community Housing Officer, VHDA

For the past seven years Mr. Canavos has travelled the state for VHDA, building relationships and educating developers, local government leaders and housing advocates about the critical role of mixed-use/mixed-income development in revitalizing communities.

In addition, he has served as the Community Outreach Co-Chair for ULI Richmond and currently serves on its Housing Programs Subcommittee and as vice president for fundraising on the Virginia Downtown Development Association Board. He gives back to the community as a volunteer with Habitat for Humanity, and by managing and coaching a YMCA Youth Girls’ Basketball and a Strikers Soccer Youth team.



Aaron Carter
Director of Development, Hampton
Redevelopment and Housing Authority

It is no surprise to find Mr. Carter in the office as early as 3 a.m. — on weekends — to set the tone for a climate in which hard work yields great customer service. When customer service is combined with his leadership skills, the result can be visionary. One example is Old Point Homes in Hampton. It is only the second community in Virginia to be created using a mixture of HUD replacement housing funds and Low-Income Housing Tax Credits from VHDA. This green community, in which five of the homes feature the principles of Universal Design, is also one of the first in Hampton to be EarthCraft certified. In addition, Mr. Carter initiates partnerships with organizations such as Habitat for Humanity to make sure customers benefit from the full spectrum of services offered within the community. He also volunteers with The United Way and Hampton's Neighborhood College.



Nichele Johnson Carver
Homeless Services Program Manager,
Virginia Department of Housing and
Community Development

As part of implementation oversight of DHCD's homeless services programs, Ms. Carver supervises the program administrators providing technical support. She also handles program review and monitors some 300 separate grants. By the way Ms. Carver approaches her work — blending compassion with firmness, a sense of humor with getting the job done and flexibility with accountability — it's clear it is her calling. She is sincerely committed to the enormous challenge of providing housing resources to those at risk of becoming homeless, as well as those who already are homeless. Ms. Carver's outstanding work ethic has earned her recognition as a DHCD employee of the month, as well as a special project award. In addition, in 2011 the mother of two was honored as Baker Elementary School Volunteer of the Year.



Phyllis Chamberlain
Executive Director, Virginia Coalition
to End Homelessness

Ms. Chamberlain's work with VCEH began as a volunteer. Her dedication and commitment to the mission encouraged her to move into a leadership role and nurture VCEH to become what it is today — an organization that, in addition to leading the advocacy charge, works diligently with communities around the state to build capacity, transform service delivery systems and access funding. Her contributions to the Reducing Family Homelessness in Virginia initiative include the development of a funders collaborative and a pilot project that targets services to the hardest-to-serve families, who are often homeless far longer than necessary. In addition, Ms. Chamberlain serves as a member on the boards of New Hope Housing in Fairfax and the Advisory Board of the Northern Virginia Affordable Housing Alliance.



Cabell F. Childress
President, Cabell Childress Group

Since 2001, when he won the Richmond Association of Realtor's Rookie of the Year award, Mr. Childress has generated 99 percent of his business — which includes \$35 million in sales in 2010 — from satisfied client referrals. He has negotiated more than 500 contracts in the past six years based on his simple philosophy of committing to a higher standard every day, both professionally and personally, so that every client's expectations are surpassed. His efforts to give back to the community include hosting events to support the Virginia Food Bank and Coats For Kids programs, as well as holding client appreciation events with a community involvement theme throughout the year.



Hank C. Coleman, Jr.
President and CEO, Southside Community Development and Housing

Mr. Coleman’s strong leadership has empowered SCDH to improve its return on equity and cash flow by evaluating and restructuring its real estate holdings. He is responsible for hiring a Virginia licensed mortgage

loan originator and implementing a five-year strategic plan, while enabling SCDH to continue positive home sales even during tough economic times. He has also provided expert technical assistance on the Neighborhood Stabilization Program to HUD-approved communities throughout the East Coast. In addition, he has taught the National Development Council’s Housing Certification program, including HD410: Home Ownership Finance. Mr. Coleman has served on the Manchester YMCA board of directors for seven years and chaired the Annual Giving Fund for the past two.



Brandi D. Collins
AICP Planner III, City of Alexandria

Ms. Collins works in the City’s Neighborhood Planning and Community Development Division, where she actively contributes to projects that include implementation of the Arlandria Action Plan and development of Alexandria’s City-wide Affordable Housing Plan. In 2010, she took the

lead in coordinating community meetings, planning tours of mixed-income housing redevelopments, and organizing outreach for residents of four public housing sites impacted by the Braddock East Plan. In addition, she has organized and participated in panels for two Governor’s Housing Conference sessions. As part of her commitment to community service, Ms. Collins is a mentor in the Space of Her Own Program and serves as a volunteer for The Reading Connection and the Carpenter’s Shelter.



George ‘Trey’ W. Cooper, III
Senior Loan Officer, Monarch Mortgage/ Monarch Bank

Since he entered the mortgage business in 2003, Mr. Cooper has closed over \$150 million in home loans, including many financed through the Norfolk Housing and Redevelopment Authority, VHDA SPARC and

Federal Home Loan Bank grant money. He is considered a “go to” authority on 203k FHA financing and worked hard to help bring the product into Monarch as a pilot program several years ago. Since 2007, Mr. Cooper has been in the top 10 in production out of 260 loan officers. His efforts to give back to the community include participation in the Wheeler Dodgeball Tournament for ALS syndrome and the “Tour De Cuisine” to benefit the Children’s Hospital of the Kings Daughters.



Rachael Deane
Director of Systemic Investigations and Enforcement, Housing Opportunities Made Equal, Inc.

There are few stronger, more passionate and convincing voices for housing access issues in the Richmond area — and perhaps in the state — than Ms. Deane.

Her outstanding advocacy for victims of housing discrimination has resulted in compensation for several families that suffered discrimination because of disabilities. She also has a deep understanding of the issues facing her community and has developed an innovative vision to address these concerns to communicate with multiple stakeholders. In addition, Ms. Deane serves on the Board of Directors for SupportOne, Inc., a non-profit organization that operates residential programs and support services for adults with intellectual disabilities. She has also served as a mentor in the Space of Her Own program at the Visual Arts Center of Richmond and teaches housing education classes at Virginia social service agencies.



Michael D. Finn
Branch Manager, Mason McDuffie Mortgage

Slated to be President of the Board of Directors for the Richmond Mortgage Bankers Association in 2013, Mr. Finn has a proven commitment to the mortgage lending profession. From first-time homebuyers to those who can afford million dollar homes, he strives

to help each client find their best mortgage loan option. His excellent communication skills, combined with his dedication to keep clients well informed from application to closing, often results in his clients becoming his friends. His willingness to actively participate in organizations like the Richmond Association of Realtors® and the Home Builders Association of Richmond, shows a passion for the industry that goes beyond a paycheck. In addition, Mr. Finn finds time to volunteer as a T-ball coach for the Bethlehem Little League.



Thomas Fleetwood
Associate Director to FCRHA, Fairfax County Department of Housing and Community Development

Mr. Fleetwood wears two hats to work each day — Associate Director and Strategic Planner. As associate director, he ensures coordination of the FCRHA’s policy

goals and direction. As a strategic planner, he has led development of the annual Housing Blueprint since 2007, including gaining buy-in from housing advocates, government officials and the public. In 2011, the Housing Blueprint won awards from the National Association of Counties and the National Association for County Community and Economic Development. He was also instrumental in the evolution of Fairfax County’s Workforce Housing Policy, which has thus far resulted in developer commitment for over 1,000 workforce housing units. In addition, Mr. Fleetwood has voluntarily taken on a leadership role in supporting the county’s Affordable Housing Advisory Committee.



Jasper Louis Hendricks, III
Assistant Director, Farmville Area Habitat for Humanity

As Assistant Director of the Farmville Area Habitat, Mr. Hendricks has demonstrated a unique understanding of the importance of housing education and advocacy among community leaders, businesses and elected

officials. Within the last two months alone, he has helped organize local church congregations, community organizations, leaders and student groups — including those at Longwood University — in advocating for affordable housing in the Farmville area, and throughout the state. He has also played an important role in mobilizing local support to use national Mortgage Settlement funds for housing. In addition to serving on the board of the National AFL-CIO Pride At Work Education Fund, Mr. Hendricks volunteers with the Carver Price Legacy Museum in Appomattox and works with at-risk students at local public schools.



Jennifer Elizabeth Hunter Surber
Member-Manager, Surber Development and Consulting LLC

In her eight years of consulting for People, Inc., Ms. Hunter Surber has been instrumental in making a reality nearly \$50 million in grants, loans and tax credits. She coordinated the organization of the local

Southwest Virginia Continuum of Care, a three-year process that resulted in the Bristol Permanent Supportive Housing Project — the first facility of its kind in southwest Virginia. She also helped developed Holly Ridge, a 26-home single family subdivision in Glade Spring. Ms. Hunter Surber has repeatedly led her teams to successful applications for LIHTC and FHL Bank AHP awards. In addition, she is an active member of the Glade Spring Downtown Revitalization Board, the Glade Spring Bank Building/Incubator Project board and the VHC legislative committee.



Brett Jackson
Weatherization Program Administrator,
Virginia Department of Housing and
Community Development

Mr. Jackson is a veteran who joined DHCD after serving in the Army and then working at a regional non-profit housing agency for several years. When

the addition of \$94 million in ARRA funding required changes in the way DHCD administered the Weatherization Assistance Program, he took the lead in mapping out the changes, monitoring protocols and documenting all new procedures. He was also the lead in revamping DHCD's Emergency Home Repair program. In addition, he helped develop a new approach for weatherizing multifamily projects to address revised DOE requirements. Mr. Jackson's strong sense of ethics enables him to successfully navigate the challenges of a bureaucratic and compliance environment, and still find a way to help people with serious housing problems.



Ashley Jarvis
Community Development Administrator, Virginia
Beach Community Development Corporation

In the three years Ms. Jarvis has been with Virginia Beach CDC, she has held increasingly responsible positions. Currently she manages the Homeownership Program, the Grants and Community Development

Department, develops written policy and procedure for VBCDC programs and works with the Executive Director to develop operating and program budgets. She is also an active member of the Housing Roundtable, and assists the Public Awareness Campaign through the website, as well as with the co-coordination of five bus tours across the state to take public officials to see successful examples of affordable housing and mixed-use development. Since 2000, Ms. Jarvis has participated in the annual Virginia Beach Relay for Life and also annually volunteers for the Virginia Beach Oceanfront's Walk to End Alzheimer's.



Monique Johnson
Community Housing Officer, VHDA

Over her seven years with VHDA, Ms. Johnson has built a substantial legacy of achievements through her work with many first-time and non-profit developers that have a mission to provide affordable housing.

In addition to demonstrating the patience and understanding necessary to help her clients to achieve their goals, she is the main contact for SPARC — one of VHDA's most important finance programs. She also is a vital engine in helping to promote the importance of affordable housing by presenting at conferences throughout the state, as well as at events like the 2011 Urban Affairs Association Annual Conference in New Orleans. Her volunteer involvement includes serving as a big sister with Big Brothers Big Sisters of Richmond and as vice chair of the CAMP DIVA board.



Kamilia Lawson
Director of Homeownership / Principal Broker,
Community Housing Partners

Ms. Lawson, at CHP in 2005 as a HUD Fellow while pursuing a graduate degree in urban planning at Virginia Tech, played a key role in supporting single family development efforts that included the award-

winning Roanoke Lee duplex project in Blacksburg. Since 2007 — when she became CHP's Principal Broker and Director of Homeownership — she has helped develop, finance and sell 54 units of green, affordable housing across Virginia. Ms. Lawson also manages a staff of four and runs a certified NeighborWorks Homeownership Center that has served 620 households and created 87 homebuyers. Her community service includes chairing the Down Payment Assistance Program Committee of the New River Valley Association of Realtors® and annually volunteering for events that support NeighborWorks Week.



Eric Leabough
Housing Specialist, VA Department of Behavioral Health and Development Services

In 1998, Mr. Leabough began his housing career as planner managing Community Block Grants and HOME Investment Partnership programs. In 2000, he continued this work when he joined Henrico County to manage the HOME program. He became project manager for RRHA in 2004, with a promotion to Assistant Vice President of Real Estate Redevelopment in 2009 and to Assistant Vice President of Real Estate and Community Development in 2010. Today, Mr. Leabough is a housing specialist with the VDBH&DS, as well as a Planning Commissioner for Henrico County. In addition, he has served his community as a member of the board for the Richmond Development Corporation and for The City Lights of Richmond.



Mia Mattern
Director of Asset Management, Virginia Community Development Corporation

Ms. Mattern’s collaborative approach with VCDC partners, and passion for improving the lives of residents, enables her to successfully oversee some 5,000 units in over 120 properties managed by non-profits and housing authorities — and still maintain one of the best LIHTC portfolios in the country. She also created the framework for the Vern Henely Special Initiatives Program, a grant program that helps properties catalyze projects that benefit residents’ lives, with a focus on projects with the potential to be duplicated at properties around the state. In addition, Ms. Mattern is a volunteer for the Virginia Coalition to End Homelessness’s / Virginia Supportive Housing’s “1000 Homes for 1000 Virginians Initiative” and a literacy tutor at the TREAD Center.



Alison McCabe
Project Coordinator II, Better Housing Coalition

Ms. McCabe joined BHC in 2004 as a Project Coordinator in the single family homes program. Since then she has been involved with nearly 100 first-time buyer transactions, proof that her experience working with lenders, Realtors® and prospective homeowners — as well as federal, state and local agencies — significantly helps BHC in achieving its affordable housing mission. Ms. McCabe has also earned a real estate license, housing counselor certification and mortgage loan originator certification. In addition she is a volunteer board member for the community development non-profit organization, Urban Hope, and actively involved in Church Hill Activities & Tutoring (CHAT), which provides tutoring to life-skills training to neighborhood youth.



Katherine Carroll “KC” McGurren
Executive Director, EarthCraft Virginia

In 2005, EarthCraft Virginia, a newly formed non-profit, hired Ms. McGurren as its first employee and charged her with developing administrative and managerial policies. Her extensive knowledge of green building and ability to work with individuals at every level resulted in her 2008 promotion to Executive Director. Today, in addition to overseeing a full time staff — 10 at EarthCraft’s Richmond office and 24 certified and trained technical advisors statewide — Ms. McGurren is developing infrastructure dedicated to the growth and expansion of sustainable housing across Virginia. Her zeal for the advancement of environmentally responsible building, particularly in the arena of low-income housing, is reflected in her work. Her volunteer activities include serving as Chair on Richmond’s Green City Commission and as a board member on the James River Green Building Council.



Derrick N. Perkins
Vice President Community Development
Banking, Bank of America

During his 14 years at Bank of America, Mr. Perkins has successfully demonstrated an understanding of both the complex financial systems of the lending market, and the community development nuances that can

make a deal viable. His most recent and current Virginia projects include financing for more than 767 affordable housing units. His credentials also include a proven knowledge of the industry's products: tax- exempt bond financing, and New Market Tax Credit and Low-Income Housing Tax Credit underwriting. He currently serves his community through involvement in Junior Achievement — recruiting Bank of America colleagues to teach for a day in public schools — and volunteers with East of the River Community Policy Clergy Partnership, a non-profit that serves at-risk youth.



Kimberly Dawn Plourde
Owner, Exit Realty Central

In addition to achieving Top 25 Producer status with Exit Realty International multiple years, in 2010 Ms. Plourde was recognized as a Top 100 agent by The Wall Street Journal and a Rising Star by the Hampton Roads Realtor Association (HRRRA). She serves as Chairman of the

Young Professionals Network, a HRRRA organization that promotes Realtors® networking in combination with charitable activities, such as building a playground for a low-income apartment complex. Her other activities include monthly socials with a charitable component for each her three offices, as well as encouraging Uno's Chicago Grille in Norfolk, where she holds many functions, to donate a portion of the bar proceeds to charity. Ms. Plourde also works to council homeowners who are in difficult financial situations.



Martha Shickle
Executive Director, Northern Shenandoah
Valley Regional Commission

Ms. Shickle's career began in 2004 as CBDG program manager for the City of Winchester's Office of Economic Redevelopment. After a year and a half, she was promoted to Neighborhood Revitalization

Director in the Office of Housing and Neighborhood Development, where she supervised a staff of five and managed an annual budget of more than \$500,000. Her role also included continuing to manage the CDBG program, working as a partner for the regional HOME consortium, and leading the city's strategic plan for affordable housing and community development. In 2008, Ms. Shickle took a position with the NSVRC as Community Development Program Manager, and in 2011 was promoted to Executive Director. In addition, she serves as a member of the Public Relations Committee of the Top of Virginia Builders Association.



Adam J. Stockmaster
Vice President, T.M. Associates, Inc.

During his 14 years since graduating college and joining T.M. Associates, Inc. — one of the largest and most active affordable housing developers in the mid-Atlantic — Mr. Stockmaster has acquired an expertise on the ins-and-outs of affordable housing

development that has resulted in the completion of more than 80 LIHTC projects in six states, including Virginia, totaling hundreds of millions of dollars. His work also helped TMA earn nominations for Multifamily Renovation Project of the Year for the past two years. Mr. Stockmaster is an active member on both the Housing Advisory Group and the National Council of Affordable and Rental Housing. He gives back to the community through donations to the National Kidney Foundation, National MS Society, the Capital Hill Group Ministries and the Washington Humane Society.



Gregory Wayne Vannoy
Regional Planner, Mount Rogers Planning District Commission

While employed with People Inc. of Virginia, Mr. Vannoy assisted in providing 100 families with a chance to take up the reins of the homeownership.

During his tenure, he also oversaw a HUD housing counseling program that assisted well over 1500 clients, while consistently pursuing advanced training to better hone his craft. Mr. Vannoy is currently a Regional Planner for the Mount Roger's Planning District Commission. He gives back by serving on the Building Committee for the Washington County chapter of Habitat for Humanity, and on the Long Term Recovery Group of Washington County Board, which brings together all available resources and agencies to facilitate responses to disaster related needs in the community.



Anitra Watson
Energy Conservation Client Services Coordinator, project:HOMES

Ten years of smiles — and tears of joy — from project:HOMES clients are a testament to Ms. Watson's dedication to safe, affordable, energy-efficient homes.

She finds every available resource to assist her clients, even going outside the organization if necessary. She also helps develop new programs, services and partnership, and is the skilled liaison between program support and local, state and federal agencies. In addition, she participates in housing and resource fairs, and maintains records and data to ensure cost averages are met through budgeting. Ms. Watson's many volunteer activities include serving as Roundtable Team Leader for the Hanover County Resource Council and as a Lunch Buddy for the Miles Jones Elementary School Lunch Program.



Joseph Weatherly
Director of Real Estate Development, Solomon Hess Development LLC

Mr. Weatherly was recruited by Solomon Hess Development to be their Director of Development based on experience and leadership skills

demonstrated during his seven years in multifamily development at AHC Inc. His efforts to advance affordable housing include the preservation and/or construction of nearly 400 affordable apartments for low-income families living in Northern Virginia. In 2009, his project, The Shelton, was honored with a Charles L. Edson Tax Credit Excellence Award, which is sponsored by The Affordable Housing Tax Credit Coalition, and locally recognized for its design by the Design Arlington Awards Program. Mr. Weatherly expresses his commitment to community through donations to Northern Virginia Family Services and active membership in the Future Fund of Virginia.



Joseph Wickens
Intellectual Disability Residential Coordinator, Rappahannock Area Community Services Board

Mr. Wickens began working at RACSB as a Residential Counselor. His 24-hour "can do" attitude soon resulted in promotion to Group Home Manager and then to

an Intellectual Disability Residential Coordinator responsible for overseeing 10 group homes, two supervised apartment programs, a supported living program and a sponsored placement program. Together, these programs employ a staff of more than 120 who support nearly 100 residents with intellectual and physical disabilities in their home communities. Mr. Wickens' in-depth experience gives him invaluable insight when planning and designing new congregate housing — experience he is using to establish two Intermediate Care Facilities for individuals who are leaving state institutions and returning home.



Allison Wingfield
Executive Director, Rush Homes

In 2002, Ms. Wingfield became the first full-time employee of Rush Homes, one of Virginia's premier organizations serving people with disabilities.

Her executive director role includes fund raising, budgeting, board relations, human resources,

marketing and strategic planning. In addition, she championed the innovative "RUSH Hour" tours — a program that lets local leaders see first hand what the organization is accomplishing — and managed an ambitious effort to complete Rush Homes first LIHTC development, which included forming a community-wide support program comprised of the local housing authority and a variety of other affordable housing advocates. Ms. Wingfield's current volunteer efforts include serving as the chairperson of the Homeless and Housing Coalition of Central Virginia.



Shelley Woods
Loan Originator, VHDA

Ms. Woods was hired full time in 2003 as Programs Support where she worked in Direct Originations, assisting potential borrowers and customers in VHDA's Southwest office. After just a few months she became the "go to" person on all things government, especially

FHA, Rural Development and VA loan processes. In 2011 she volunteered to become a licensed originator, and passed the state and national tests with flying colors. Regardless of what it involves — learning systems, public speaking or deciphering federal requirements — Ms. Woods perseveres until she knows the system or process backward and forward. In addition, she is sincerely dedicated to providing housing resources for southwest Virginia. It is a mission she takes very personally, and residents of her community are richer for it.

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