

---

**COLUMBIA HOUSING AUTHORITY  
CHIEF EXECUTIVE OFFICER SEARCH  
FOIA**

---

**APPLICANTS**

- A. Dr. Baron Davis
- B. Barry Hall
- C. Cindi Herrera
- D. Jessica Anderson Preston
- E. Taleshia Stewart

# Dr. Baron Davis



## SENIOR EXECUTIVE OFFICER ~ CHIEF EXECUTIVE OFFICER

*Expanding access and opportunity for all*

### PROFILE

I am a Columbia native, a proud product of Columbia Housing, having lived in Allen Benedict Court, Saxon Homes, and Fairfield Arms. My journey from public housing resident to Superintendent and CEO of South Carolina's fifth-largest school district, and now a nationally recognized strategist and advisor, reflects the power of public investment and the responsibility to pay it forward. I bring deep operational leadership experience, HUD-adjacent infrastructure expertise, and decades of cross-sector impact in education, equity, and community development. This opportunity represents not just a return home, but a continuation of my life's work; ensuring every resident has access to stability, dignity, and opportunity.

#### SKILL HIGHLIGHTS

- Humanitarian & Crisis Leadership
- Fundraising & Financial Stewardship
- Professional & Workforce Development
- Inclusive Innovation & Visionary Strategy
- Organizational Agility in Complex Environment Environments
- Strategic Planning & Execution
- Interpersonal Savvy & Relationship Building
- Equity Advocacy & Community Engagement
- Relationship Management & Public Speaking

#### ORGANIZATIONS/BOARDS

- College Board Superintendents Advisory Council (past)
- AVID Superintendent's Advisory Council (past)
- Digital Promise League of Innovative Schools Advisory Committee (past)
- Digital Promise and the Center for Global Education at Asia Society Innovation Study Group (past)
- American Association of School Administrators (past)
- Education Research and Development Institution (ERDI) Equity Think Tank
- The District Administration (DA) Leadership Institute Advisory Council

#### ACHIEVEMENT HIGHLIGHTS

##### **Fundraising & Financial Stewardship:**

- Spearheaded the passage of a \$468 million bond referendum, the largest in South Carolina school district history, funding infrastructure upgrades, technology enhancements, transportation, safety and security improvements, and new school construction.
- Secured nearly \$50 million in highly competitive grants to enhance educational offerings, strengthen professional development, and expand organizational impact.
- Raised and secured \$2.1 million for the U.S. Department of Defense's National Math and Science Initiative (NMSI) boosting AP access for more than 6,000 students.
- Established a Family Assistance Fund in partnership with Brookland Northeast Baptist Church, raising over \$100,000+ to support community members in need.

##### **Crisis Management & Humanitarian Leadership**

- Coordinated emergency shelters during South Carolina's historic 1000 year flood in partnership with the Red Cross, ensuring safety and well-being for displaced families.
- Led a district-wide COVID-19 response, establishing vaccination sites, meal services for vulnerable populations, and seamless transitions across multiple learning formats.

##### **Professional Workforce Development:**

- Oversaw the growth professional development of 3,500+ employees, including executives, faculty, and support staff cultivating a culture of continuous improvement and excellence.

##### **Inclusive Innovation & Vision Strategy:**

- Applied Inclusive Innovation practices at Digital Promise, co-designing solutions to reduce student absenteeism and promote rural tech pathways for economic mobility.
- Set strategic priorities for the League of Innovative Schools Network, championing inclusive educational technology initiatives and systems change.

- South Carolina Association of Black School Educators
- Midland American Red Cross Board Member (current president)
- South Carolina Communities in Schools Board Member (Governance committee)
- United Way of the Midlands Board Member (Race, Equity, Justice Committee Chair)
- Sams Lab Board of Advisors
- University of School Dean of Education Board of Advisors

## PROFESSIONAL EXPERIENCE

### ***CEO/Founder*** — 2018-Present

#### **The Noegenesis Group, LLC, Columbia, SC**

- Founded a strategy firm and think tank committed to helping organizations navigate complexity and implement solutions that create lasting impact.
- We strategically partner with leaders and their organizations to develop innovative, outcome-focused strategies that move organizations forward.
- We provide thought leadership, strategic planning, and tactical implementation support to help our clients unlock new insights, optimize performance, and achieve transformational results.

### ***Senior Advisor*** — 2023-Present

#### **Digital Promise, Washington, DC**

- Collaborate with the Office of the President and CEO, the Center for Inclusive Innovation, the Digital Equity, and the Networks and Application Team to ensure seamless communication and coordination.
- Provide comprehensive executive support to senior leadership, engaging in high-level operational decisions and strategic planning.
- Lead the development and implementation of strategic priorities that enhance the collaboration and impact of the League of Innovative Schools Network.
- Oversee the growth and development of the Center for Inclusive Innovation, championing initiatives that promote inclusivity in educational technology and innovative systems change.
- Served as the Project Development Lead in the development of the Collaborative Innovative Studio. Responsible for the business development model, national partnerships, programming, and offerings.
- Serve as the Lead Collaborator for the Collaborative Innovation Studio.

### ***Superintendent of Schools*** — 2017–2023

#### **Superintendent Elect** — 2016–2017

#### *Richland School District Two, Columbia, SC*

- Served as the Chief Executive Officer for a school district serving nearly 30k students and 3,800 employees with a \$350 million general fund budget.
- Provided administrative and educational leadership across all district operations, including instruction, human resources, finance, legal, communications, transportation, maintenance, construction, and food services.
- Acted as the chief advisor to the elected Board of Trustees, recommending and enforcing policies to ensure effective governance.
- Led the largest school district bond referendum in South Carolina history, securing \$468 million for district improvements.

## ***Superintendent in Residence — 2020–Present***

*College of Education, University of South Carolina, Columbia, SC*

- Collaborate with the Department of Educational Leadership and Policies to enhance educator leadership preparation and development.
- Teach in master's programs, education specialist programs, and new education doctorate strands, co-leading advisory programs, and leadership network sessions.
- Serve as liaison to leadership networks throughout South Carolina, fostering statewide collaboration and leadership development.

## ***Assistant Superintendent for Schools — 2014–2016***

*Richland School District Two, Columbia, SC*

- Provided leadership and administrative direction for 22 schools and centers, including Pre-K to 12, charter high schools, adult education, alternative schools, and virtual programming.
- Conducted regular school visits to evaluate and provide formative feedback on instructional leadership, management, climate, community relations, ethical behavior, interpersonal skills, staff development, and student growth.

## **EDUCATION**

**Doctor of Philosophy** — Aug. 2008

*Educational Counseling*  
University of South Carolina

**Master of Education** — Aug. 2003

*Educational Administration*  
University of South Carolina

Education Specialist — Aug. 1999

*Counseling Education*  
University of South Carolina

**Master of Education** — Aug. 1999

*Counseling Education*  
University of South Carolina

**Bachelor of Science** — May 1995

*Sociology*  
Francis Marion University

## **AWARDS/ACHIEVEMENTS**

- **2015 Columbia Housing Wall of Fame Inductee**
- [2016 Established the Richland Two Ready to Read Initiative Article](#)
- [2016 Project manager and lead designer for the establishment and launch of Richland Two Institute for Innovation](#)
- 2017 Chelsea Evans Outstanding Community Service Award
- 2017 Richland County Association of Educational Office Professionals Administrator of the Year
- 2017 National Association of Educational Office Professionals Administrator of the Year.
- [2018 Created and launched the AVID Richland Two Early College](#)
- 2019 Columbia Chamber Cathy Novinger Trailblazer Award
- 2020 Greater Columbia Community Relations Council: Hyman Rubin Sr. Service Award
- [2021 Bob Grossman Leadership in School Communications Award Recipient by the National School Public Relations Association \(NSPRA\)](#)
- [2021 American Association of School Administrators \(AASA\) Dr. Effie H. Jones Humanitarian Award](#)
- [2021 K-12 National District of the Year](#)
- Watch List of the four most Progressive Superintendents in the country by K-12 Dive 2021
- [2021 Leader to Learn from for Leadership in Equity by Education Week](#)
- 2022 National Network for Educational Renewal (NNER) Nicholas Michelli Award for Promoting Social Justice
- 2022 Education Research and Development Institute (ERDI) Dr. Gerald Dawkins Leadership Builder Award
- 2022 SC Athletic Administrators Association 4A/5A Superintendent of the Year
- [2022 American Heart Association Administrator of the Year](#)
- Richland Two's Premier 100 initiative was recognized as the 2022 William L. Hunter Diversity, Equity, and Inclusion Award by the American Association of School Personnel Administrators.

- 2023 South Carolina NAACP Education Advocacy Award
- [Establishment of the Brookland Baptist Church and Richland District Two Family Assistance Fund](#)
- One of 250 school districts in the U.S. and Canada and one of only three in South Carolina to be honored by the College Board with placement on the 10th Annual AP® District Honor Roll (since 2017, increased number of students participating in AP while increasing/maintaining the percentage earning AP Exam scores of 3 or higher.
- 2025 University of South Carolina School of Education Champions of Education Educational Opportunity Award

# Barry Hall



# PHA EXECUTIVE MANAGEMENT RESUME

July 2, 2025

Jason Geno  
Human Capital Initiatives

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Dear Jason:

With my years of success in the housing industry, I am ready to lead the Housing Authority of the City of Columbia in South Carolina as its new Chief Executive Officer/Executive Director.

I have a proven track record of creating positive change in the housing industry over the past 26 years. I seek to leverage my exceptional ability at building partnerships, leveraging resources to generate positive outcomes, and identifying innovative ways to address chronic problems in housing. I work well with established teams to create results.

Since February 3, 2025, I serve as the interim Chief Executive Officer (CEO) of Columbia Housing in Columbia, S.C., directing the finances, management, real estate development, and manage HUD policy for the agency in addition to providing visionary leadership. I provide oversight on a \$55 million budget, approximately 4,500 vouchers, PBV vouchers, several non-federally subsidized business activities, and 1,393 public housing units. In this role, I interact daily with county and city council officials, the city's mayor, its chiefs of police and fire departments, community organizations, and real estate developers to ensure the future of affordable housing in the Columbia and Richland County area.

Equally important, I work closely with the U.S. Department of Housing and Urban Development (HUD) through its local field office to ensure compliance with federally subsidized programs in our portfolio; while building private partnerships aimed at building more affordable housing in Columbia and Richland County.

Prior to being appointed as the interim CEO, I served as the Chief Operating Officer (COO) for Columbia Housing from June 19, 2023 – February 3, 2025. As the COO, I was tasked with planning, directing, supervising, coordinating, and evaluating housing operations of the organization's public housing, housing choice vouchers, Rental Assistance Demonstration (RAD) program, maintenance, capital fund, and real estate development departments. Also, I fulfilled an important role as a key advisor to the then CEO and advised on strategic goals and objectives.

Please review a list of highlights:

Interim CEO of Columbia Housing:

- ✓ Oversight and evaluation of the organization's housing repositioning plan (Vision 2030) within the current political atmosphere of reduced federal funding for housing.
- ✓ Continued the implementation of the organization's strategic plan.



## PHA EXECUTIVE MANAGEMENT RESUME

- ✓ Improved the organization's internal and external communication by establishing a clear communication standard and the promotion of mission transparency.
- ✓ Implemented cost savings procurement measures to ensure fiscal responsibility such as agency-wide driver training to reduce insurance premiums.
- ✓ Increased certified training opportunities for the organization's front line staff members aimed at improving staff skill level.
- ✓ Organized weekly department meetings headed by the respective department heads.
- ✓ Increase the frequency of Executive Leadership Team meetings from monthly to weekly to encourage better interdepartmental communication.
- ✓ Created a Safety Committee focused on internal and external safety issues and training. The committee is comprised of cross-departmental representatives, which meet monthly.
- ✓ Opened lines of communication with city officials, state and local elected officials, city police and fire departments, residents, and other community members.

As the COO of Columbia Housing from June 2023 – February 2025:

- ✓ Updated and centralized departmental policies and procedures.
- ✓ Reduced cost through a more defined procurement process and updating the Procurement policy.
- ✓ Established weekly departmental meetings to ensure open communication.
- ✓ Established monthly maintenance meetings focused on skills training.
- ✓ Operationalize the Vision 2030 repositioning plan through standard operating procedures, policies, and management plans.
- ✓ Updated the organization's Emergency Preparedness Plan and Maintenance Plan.

As the Executive Director of Hall County Housing Authority, Aurora Housing Authority, and Hasting Housing Authority from November 2020 – May 2023 in Grand Island, Nebraska.

- ✓ Reorganized staff to improve internal capacity.
- ✓ Initiated a 5-year Strategic Plan.
- ✓ Standardized operational and financial reporting requirements for federal and state agencies.
- ✓ Implemented best practices in human resources to address insufficient personnel policies.
- ✓ As the Director of the Affordable Housing Program for the Housing Authority of Travis County, spearheaded a 10.6 million RAD conversion project.
- ✓ Expanded supportive services programs to include but are not limited to a GED program, a 2-year scholarship program at a local community college, resident councils, financial empowerment workshops, and 4-H clubs to name a few.

I'm quite familiar with the challenges of the Chief Executive Officer of Columbia Housing and willingly accept the opportunity to leverage my exceptional ability at creating partnerships, team-building, and operational efficiency to lead Columbia Housing. I am ready to be Columbia Housing's leader and chart a bright, progressive future in South Carolina's housing industry.

I look forward to scheduling an interview at your convenience. Please call [REDACTED] or email [REDACTED] thank you for considering my resume.

# PHA EXECUTIVE MANAGEMENT RESUME

Savvy operations leader with a demonstrated history of maximizing resources to generate positive outcomes. Talent for quick mastery of complex concepts and situations. Diplomatic and tactful with professionals and non-professionals at all levels. Poised and competent with a demonstrated ability to easily transcend cultural differences. Thrive in a deadline-driven environment. Excellent team-building skills.

Strategic organizational development and management | Cross-discipline and team integration

Financial reporting and administration  
Statistical data collection & analysis  
Project Management

Strategic organizational planning and execution  
Complex change management  
Budget analysis

Financial reporting & administration  
Statistical data collection & analysis  
Project management

## PROFESSIONAL EXPERIENCE

**COLUMBIA HOUSING** | Columbia, SC June 2023 - Present

Visionary and operations leader with oversight of multiple federal programs and redevelopment projects

### Interim Chief Executive Officer

Appointed to Interim Chief Executive Officer by the BOC to continue the agency's transition from a public housing platform to a Section 8 platform by way of the U.S. Department of Housing and Urban Development (HUD) Rental Assistance Demonstration (RAD) program. Reports directly to the Board of Commissioners and the Board of Directors of the agency's non-profit subsidiaries.

- **Streamlined project process:** Developed client relationships, restructured project delivery process, improved shared project controls, and increased budget margins.
  - Authorized contractual commitments to provide services or meet deliverables.
  - Successfully managed Section 3 reporting.
  - Recorded key performance indicators to ensure project goals are met.
  - Collaborated with construction superintendents, architects, and general contractors on the project schedule.
  - Collaborated with equity provider, architectural, and construction teams to manage changes and project improvements.

### Chief Operating Officer

Hired as the Chief Operating Officer to improve the agency's day-to-day operational activities including property management, housing choice voucher, accounting and procurement process, maintenance, fleet management, communications, and human resources.

- **Improved Affordable Housing Program:** Established key indicators to guide program activities resulting in improved revenue collection and reduced delinquency.

## PHA EXECUTIVE MANAGEMENT RESUME

- **Fiscal & Regulatory Compliance:** Updated program policies and procedures to align with state and federal requirements.
  - Collaborated with the finance department on quarterly and annual state and federal reporting requirements.
  - Prepared due diligence documents for tax credit cost certification.
- **Implemented Procurement Policy:** Collaborated with executive and finance teams to implement organizational-wide purchasing procedures that align with 2 CFR Part 200 Uniform Administrative Requirements.
  - Defined minimum and maximum threshold spending limits.
  - Established a procurement requisition procedure for micro and small purchases.

**HALL COUNTY HOUSING AUTHORITY** | Grand Island, NE

November 2020-May 2023

Hall County Housing Authority | Aurora Housing Authority | Hastings Housing Authority |

Responsible for administrating, managing, planning, and directing the operations and housing program of the agency. Serves as the secretary for the Board of Commissioners.

### **Hall County Housing Authority**

Hired as the Executive Director to administer, manage and oversee the agency's staff, procurement and financial processes, strategic planning and implementation, housing, and voucher programs. The ED serves as the secretary for the Board of Commissioners and reports to a seven (7) member board. Manage 394 public housing units, 499 Housing Choice, VASH, EHV, Elderly and disabled vouchers, 20 LIHTC units, and 28 non-subsidized units. Simultaneously, serves as the ED for Aurora Housing and Hastings Housing Authorities.

- **Aurora Housing Authority:** Administrate and manage 38 public housing units, \$200K Capital Fund Program grants, and supervise one manager and one maintenance personnel.
  - Administrate and manage 38 public housing units including procurement, finances, investments, CFP program grants, and strategic planning. AHA has no vouchers.
  - Manage \$200k in Capital Fund Program grants.
  - Manage and administer \$500K in investments.
  - Report to a six (6) member Board.
- **Hastings Housing Authority:** Administrate and manage 399 Housing Choice Vouchers.
  - Administrate and manage 399 vouchers including procurement, finances, investments, and strategic planning. HHA has no public housing.
  - Manage the authority's \$1mil budget.
  - Partner with approximately 200 landlords
  - Report to a five (5) member Board.

**HOUSING AUTHORITY OF TRAVIS COUNTY** | Austin, TX.

March 2017 – October 2020

Operations leader with oversight of multiple federal and state programs with budgets

### **Director of Affordable Housing Programs**

Promoted to Director of Affordable Housing Programs to direct the agency's transition from a public housing platform to a Section 8 platform by way of the U.S. Department of Housing and Urban Development (HUD) Rental Assistance Demonstration (RAD) program. Report directly to the CEO/Executive Director and directed a 3-member project management team and a 4-member construction management team.

- **Facilitate the revitalization of negotiations:** Appointed to execute the deliverables stemming from the negotiations and serve as the intermediary during the revitalization negotiations.

## PHA EXECUTIVE MANAGEMENT RESUME

- Oversight 10.6M strategic integration of 9% Low-Income Housing Tax Credits and private equity investment.
  - Manage the project's budget and schedule.
  - Cost Performance Index (CPI) 1.02 and Schedule Performance Index (SPI) of .80.
- **Streamlined project process:** Developed client relationships, restructured project delivery process, improved shared project controls, and increased budget margins.
  - Authorized contractual commitments to provide services or meet deliverables.
  - Successfully managed Section 3 reporting.
  - Recorded key performance indicators to ensure project goals are met.
  - Collaborated with construction superintendents, architects, and general contractors on the project schedule.
  - Collaborated with equity provider, architectural, and construction teams to manage changes and project improvements.
- **Improved Affordable Housing Program:** Established key indicators to guide program activities resulting in improved revenue collection and reduced delinquency.
- **Fiscal & Regulatory Compliance:** Updated program policies and procedures to align with state and federal requirements.
  - Collaborated with the finance department on quarterly and annual state and federal reporting requirements.
  - Prepared due diligence documents for tax credit cost certification.
- **Implemented Procurement Policy:** Collaborated with executive and finance teams to implement organizational-wide purchasing procedures that align with 2 CFR Part 200 Uniform Administrative Requirements.
  - Defined minimum and maximum threshold spending limits.
  - Established a procurement requisition procedure for micro and small purchases.

### HOUSING AUTHORITY OF TRAVIS COUNTY | Austin, TX

August 2016 – March 2017

#### **Assistant Director of Operations**

Developed organizational management plan to include a revision to personnel policy, organizational structure, Affirmative Fair Housing Marketing Plan, and a Reasonable Accommodation Policy.

- Crafted an executable management plan: Spearheaded the consolidation of multiple departmental operations under a solitary management plan.
- Efficient labor and resource utilization: Increased staff efficiency through training sessions, improved recordkeeping, and high visibility technological improvements, including using mobile (I-PAD) devices.

### HOUSING AUTHORITY OF THE CITY OF AUSTIN | Austin, TX

#### **Inspections Coordinator**

March 2014 – August 2016

Supervised the agency's preparation, scheduling, and reporting of REAC and UPCS inspections. Reported directly to the V.P. of Housing and Community Development. Revised standard operating procedures (SOP) for the agency's 40-member maintenance staff.

- Created Maintenance Management Plan: designed to implement a comprehensive preventive maintenance plan implemented inspection protocol and best practice techniques.
- Agency High Performer Status: Implemented inspection protocols that contributed to the agency's annual designation as a high performer by HUD's Public Housing Assessment System (PHAS).

### EDUCATION BACKGROUND

- Executive Master in public administration, summa cum laude Texas Southern University, Houston, TX.
- BA in business administration, summa cum laude Huston-Tillotson University, Austin, TX.

## PHA EXECUTIVE MANAGEMENT RESUME

### CERTIFICATIONS

- ✓ Certified Hearing Officer
- ✓ NCRC Membership Board Member
- ✓ Heartland United Way Board Member
- ✓ City of Grand Island Entitlement (CDBG) Board Member
- ✓ Grand Island Economic Development Corp. Vice-Chair
- ✓ Executive Management
  - ✓ Grand Island Public School Equity Task Force Member
  - ✓ Grand Island Coalition on Affordable Housing
  - ✓ Nebraska (state) NAHRO Board Member
  - ✓ Nebraska NAHRO Membership Chair
- ✓ Public Housing Authority Director's Association (PHADA) Member
- ✓ National Association of Housing and Redevelopment Officials (NAHRO) Member
- ✓ Hall County Collaborative Member

# Cindi Herrera



# LuCinda Herrera

*"Leading with Integrity, Impacting with Purpose"*

## CAREER HIGHLIGHTS

### PROFESSIONAL ATTRIBUTES

- Highly qualified and technically skilled administrator.
- Innovator of industry best practices.
- Creator of unique business solutions resulting in operational effectiveness and cost efficiency.

### LEADERSHIP

- Thirty years' experience in the affordable housing industry.
- President/CEO \$1B Non-Profit housing development and management corporation.
- CEO of six Public Housing Authorities.
- Advisor to HUD Office of Policy and Research crafting legislation to enable elderly only designation.
- Policy advisor for two Governors (Illinois)
- Founding Board Member of Illinois Affordable Housing Trust Fund.
- CEO Illinois Association of Housing Authorities
- Founding Board Member of Affordable Housing Risk Management Association
- Consultant to HUD, large and small PHA's across the country.
- Technical trainer and author of regulatory training manuals for federal housing programs.

## EXPERIENCE

President/Principal

CINDI HERRERA AND ASSOCIATES, LLC

### SUMMARY

Boutique consulting firm specializing in the development of affordable housing; repositioning real estate assets; and operational improvement.

Extensive knowledge of all HUD funding and operational programs including Public Housing; all Section 8 platforms; HOPE VI; Choice Neighborhood; Rental Assistance Demonstration (RAD) Program; Community Development Block Grant; CDBG-DR (Disaster Recovery); HOME; and Operating and Capital Financing Programs.

Vast working experience with affordable housing finance including Low Income Housing Tax Credits; Tax Exempt Bonds; Essential Functions Bonds; 501c3 Bonds; Public Finance Corporations and multiple lending products including FHA and Tax Exempt Loan Programs; National and State Trust Funds; Federal Home Loan Bank Affordable Housing Programs; and Legislative Community Fund Projects.

### SYNOPSIS OF ENGAGEMENTS

**CEO** Served as CEO of Eloy (AZ) and the Elkton (MD) PHA's which our firm privately managed; worked with local officials to convert and close out the public housing programs and transfer HCV programs. Interim CEO for the Greenville (SC) Housing Authority and the Champaign County (IL) Housing Authority. Responsible for day-to-day operations of various HUD and State programs; \$100 million dollar annual operating budgets and various redevelopment projects using Low Income Housing Tax Credits, tax exempt bonds and other mixed financing sources; completion of portfolio repositioning and new construction of over \$150 million in tax credit and other financing. Authored and secured Moving to Work designation for both PHA's; developed and implemented MTW plans.

**Development Advisor** Developed and implemented multiple real estate repositioning programs for PHA's across the country including Houston (TX); Birmingham (AL); Columbia (SC); North Charleston (SC); Greenville (SC); Spartanburg (SC); Burlington (NC); Monroe (NC); San Francisco (CA); St. Petersburg (FL); Tampa (FL); Deland (FL); Fulton County (GA); Savannah (GA); DeKalb County (GA); Lake County (IL); Champaign County (IL) utilizing various federal, state and local financing programs including Choice Neighborhood Planning and Implementation Grants; HOPE VI Program, Replacement Housing Programs; the RAD Program; Tax Credit and Bond Programs; and numerous other private financing programs.

## STRATEGIC VISION

Successfully create and implement unique affordable housing strategies.

- Repositioned over 10,000 public housing units
- Secured over \$1 B in private capital to redevelop and preserve affordable housing.
- Choice Neighborhood Implementation and Planning
- Moving to Work Flexibilities
- Successful grant applications in excess of \$200 million for non-traditional programs.

## EDUCATION

### MASTERS OF BUSINESS ADMINISTRATION

Aurora University  
Aurora, Illinois

### BA SOCIOLOGY/SPANISH

Aurora University  
Aurora, Illinois

### GENERAL STUDIES

National University of Costa Rica  
Heredia, Costa Rica

Multiple professional certifications including IREM, NAHRO, NMA, NDC, NCHM

## CONTACT

[REDACTED]

### PHONE

[REDACTED]

### EMAIL

[REDACTED]

## REFERENCES

Professional and personal references furnished promptly upon request.

**SVP Housing Choice and Relocation** Responsible for the strategic direction of over 18,000 Housing Choice Vouchers and the Relocation of over 7,000 families from distressed public housing communities at the Atlanta Housing Authority. Led organizational improvements utilizing state-of-the-art information technology solutions resulting in an electronic, paperless work environment and improved customer service through implementation of an agency-wide contact call center.

**Choice Neighborhood** Successfully secured \$50 M implementation grants for Birmingham (AL) in 2023 and Houston (TX) in 2024; also secured \$500,000 planning grants for Houston (TX) and Birmingham (AL) in 2024; began all implementation activities, hired and trained in-house staff; continue to provide ongoing training and technical support for Houston.

**Technical Assistance and Operational Support** Projects including completion of backlog of over 8,000 annual HCV recertifications for the County of Los Angeles completed remotely via a sharepoint website; Project Director for HUD contract to provide Section 8 Financial Services to the Miami-Dade Housing Agency; 25 consultants working to correct 5,000 Section 8 tenant based files; identification of duplicate Housing Assistance Payments; reconciliation of funds owed to property owners and/or owed to the Agency; Provided staffing and technical assistance to San Antonio Housing Authority to develop and implement an on-line web-based application and applicant portal for Housing Choice

### FRANCISCAN MINISTRIES, INC. - President/CEO

President/CEO of multi-state, not for profit, real estate holding company of the Wheaton Franciscan System, Wheaton, Illinois; increased affordable housing portfolio from 900 to 4200 units; securing more than \$96 million in development capital, \$12 million annual operating revenue, and 42 sole purpose corporations. Developed infrastructure to support growth, implementing operating systems for finance, marketing, information management, human resources, asset management and site operations.

### PHA EXECUTIVE - LaSalle County, Aurora, Lake County, Illinois

Executive Director leading organization growth and improvement that resulted in high performing PHA's; created and operated non-profit subsidiaries to complement traditional PHA programs. Deputy Director responsible for administration of all CDBG programs including homeowner rehab programs and public improvement program.

## PASSIONS

**Increasing access to affordable housing...**a decent, affordable home is fundamental to quality of life for families and communities and is the most cost-effective strategy for reducing childhood poverty and increasing economic mobility.

**Mentoring and coaching future leaders** ... developing future leaders by fostering a culture of growth and equipping individuals with essential skills and knowledge accelerate learning, enhance self-awareness, and improve decision-making abilities, ultimately enabling individuals to become more effective and influential leaders



# Jessica Anderson Preston



### **Experience Overview**

Ms. Anderson is a seasoned Affordable Housing and organization management professional with over 25 years of experience in the development and management of multi-family real estate, affordable housing programs, as well as community, economic development and affordable housing advocacy. Ms. Anderson is a transformative, dynamic, growth-centered leader with excellent organizational management, strategic planning, and acute financial analytic abilities.

Over the past twenty-five years, Ms. Anderson has worked with numerous Public Housing Authorities (PHAs) in various capacities. Ms. Anderson has worked with real estate development financing structures, including traditional debt and equity, Low Income Housing Tax Credits, 811 housing, 202 housing, Tenant and Project Based Vouchers, Public Housing, RAD, and Community Development Block Grant (CDBG), as well as other federal and local municipality funding sources. Ms. Anderson has a strong track record and passion for legislative advocacy on both the local and federal levels.

### **February 2024 – June 2025 – Housing Authority of Prince George’s County (HAPGC) (Largo, MD)**

#### **Executive Director**

- Led mid-size (PHA) with over 6,000 Housing Choice Vouchers and 376 Public Housing units located in 5 distinct public housing developments, which are currently undergoing RAD repositioning. Total annual operating budget of over \$100M, with approximately 100 full-time union, non-union and contract employees.
- Led the Agency’s effort on the RAD conversion of 5 Public Housing Developments
- Led the Agency’s Affordable Housing Municipal Bond Finance Program
- Implemented a strategic plan to lead the Agency from Troubled Status to Standard PHAS performer.

#### *Highlighted Achievements*

- Implemented a complete reorganization of the Agency to increase operational efficiencies.
- Filled 13 vacant positions and processed the initial recruitments for an additional 26 vacant positions
- Cleared over \$800,000 in accounts receivable, restoring the agency's ability to order maintenance supplies and resume work on capital repairs for the public housing units
- Created new process workflows for the Accounts Payable process to ensure timely vendor payments and continued service
- Increased REAC/Inspire scores from below 60 to above 60 for 4 of 5 public housing developments.
- Created process workflows for the effective implementation of the Project-Based Voucher Program
- Ensured timely audit submissions as previous audit submissions were submitted late.

### **October 2013 – January 2024 - Rockville Housing Enterprises (PHA) (Rockville, MD)**

#### **Executive Director**

- Lead multi-million real estate development/property management agency (PHA) with 6 subsidiary entities, including a non-profit fundraising foundational arm with a total annual operating budget of approximately \$15M, with real estate assets valued over \$87M comprising over 600 units located throughout 5 multi-family developments and 29 scattered site locations. Also oversaw the management of a number of federally subsidized housing programs including Housing Choice Vouchers, Project Based Vouchers, Low Income Housing Tax Credits and Public Housing and Community Development Block grant funding.

#### *Highlighted Achievements*

- Increased Agency funding by over 57% from FYE 9-2014 to FYE 9-2022
- Increased Agency asset value by 60%
- Increased size of staff by 80%

- Increased Agency affordable unit portfolio by 32% through site acquisitions
- Increased Voucher Program size by 18%
- Increased PHAS scores from “Substandard” to “High Performer” Status
- Improved audit report findings regarding “fraud and mismanagement of funds” from audit year FYE 10-2013 to zero finding audits for 7 of 9 audits conducted during my tenure for fiscal years (FYE2014 to FYE2022)
- Consistent REAC scores in the mid to high 90s for both Public Housing and Multifamily properties
- Secured approx. \$440,000 in annual Payment in Lieu of Taxes (PILOT) tax abatements for a total of 357 affordable units
- Successfully refinanced 236 unit \$60M bond/tax credit development
- Acquired 121-unit multifamily unit development at \$44M in acquisition costs
- Effectuated the exit of the investor limited partner for 15 year-end tax credit development
- Secured Move to Work Status for the Agency, implemented Move to Work waivers
- Successfully converted Public Housing units to Project Based Vouchers through HUD Section 18/RAD
- Created Client Services Department including the receipt of over \$2.5 M in new grant funding within the last 3 years.

*Operational Responsibilities*

- Provide leadership and guidance to staff
- Manage assets of over \$87M and annual cash flow of approximately \$15M
- Develop monthly financial and Board reporting
- Oversee annual tax filings and audits for subsidiary entities
- Develop and oversee agency and program budgets
- Work with City and County staff on local housing issues, strategies and policies

**December 2012 – October 2013 - ICF International Inc. (Washington, DC)**

**Technical Specialist – Subject Management Expert**

- Independent Verification and Validation (IV&V) Business Process Analyst for U.S. Department of Housing and Urban Development (HUD) Next Generation Management System software development system. Implemented the principles and standards of the Institute of Electronics and Electrical Engineers (IEEE), Capability Maturity Model Integration (CMMI) and the Project Management Book of Knowledge (PMBOK)

**2006 – December 2012 - Anderson Housing Development LLC**

**Principal – Subcontractor to CVR Associates Inc.**

**Project Manager - CVR Associates Inc. Housing Choice Voucher Program Management (2011-2012)**

- Managed Performance Management Department and Quality Control Staff of 25
- Managed staff workloads, assignments, provided process improvement for quality control file reviews
- Revision of daily processes and procedures for two satellite offices which managed over 18,000 Housing Choice Vouchers Chicago, IL

**Project Manager - CVR Associates Inc. Mixed Finance Development Management (2007-2011) New Orleans, LA**

- Project Manager for the B.W. Cooper Mixed Finance Redevelopment Project and W.J. Fischer Redevelopment Project both with a combined total units of 834 and a Total Development Cost (TDC) of approximately \$180 million dollars
- Responsible for the day-to-day implementation of tasks for the Mixed Finance Redevelopment Program including the preparation of HUD and State Housing Finance Agency required submissions. Coordinated proper financing structures, budgets, operating proformas, demolition, construction, relocation, Section 106 and Section 3 compliance, and local city approvals

**July 2006 – October 2007 - Federal Home Loan Bank of Dallas, Irving, TX**

**Manager Affordable Housing Program - Affordable Housing Officer**

- Underwrite Affordable Housing Program Grant Applications and funding requests for single-family and multifamily real estate developments
- Managed Affordable Housing Program Staff, developed policies and procedures for operational efficiencies; Provided staff support for issues relating to underwriting criteria for multi-family development projects

**January 2006 – July 2006 - North Charleston Housing Authority, North Charleston, SC**

**Development Director (continuation of contractor work as employee)**

- Director of Affordable Housing Real Estate Development Program with a TDC of \$150 million; total of 506 rental units and 197 home ownership units. Mixed Finance Mixed income development; Coordinator of Community and Supportive Services Program

**1998 to Jan 2006 - CVR Associates, Inc.- Project Manager**

- **HOPE VI Redevelopment Projects** – North Charleston, SC; Savannah, GA; Fulton, County GA totaling 1300 units and total development costs of \$240M
- **Community and Supportive Services (CSS) Coordination**
- **Trainer - HUD Program Software Support Systems**
- **Coordinator of Relocation Services**
- **Operations Housing Choice Voucher Program (HCVP)**
  - Puerto Rico Housing Finance Agency; Housing Authority of Maricopa County, Phoenix, AZ; Myrtle Beach Housing Authority (HA), Myrtle Beach, SC and North Charleston, SC HA, Chester, PA Housing Authority. Rental Integrity Monitoring Auditor/ Quality Control

**EDUCATION:**

Xavier University of Louisiana; New Orleans, LA, Bachelor of Science, Business Administration/Marketing

**PROFESSIONAL CERTIFICATIONS:**

National Development Council – Housing Finance Development Professional Certification  
National Association of Housing Redevelopment Officials - Section 8 Occupancy – Certification

**PROFESSIONAL AFFILIATIONS:**

National Association of Housing Redevelopment Officials; National Leased Housing Association; Public Housing Director's Association; Maryland Association Redevelopment Officials

# Taleshia Stewart



# Taleshia M. Stewart

## **CAREER OBJECTIVE:**

Seeking an executive management position where my extensive years of leadership in resolving problems, leading teams, strategic planning, fiscal management, and program development will result in innovative approaches to helping an organization transition to the next level of success.

## **PROFESSIONAL EXPERIENCE**

### **Senior Vice President of Resident and Strategic Initiatives**

Columbia Housing Authority

May 2021-Present

- Directs the work of staff, including, but not limited to, assigning, planning, and reviewing work, evaluating work performance and completing performance evaluations, coordinating activities, maintaining standards, allocating personnel, selecting new employees, training, acting on employee problems, and recommending and implementing discipline.
- Works with department leaders, as applicable, to develop and execute CH's vision, goals, and overall annual and 5-Year Plans. Organizes and conducts an annual public hearing to unveil the PHA Plan to the public and the residents.
- Perform strategies to carry out the goals established in the agency's strategic and Annual Plans.
- Represent Columbia Housing at state, regional, and national conferences, thereby serving on panels and conducting workshops at the request of conference organizers.
- Oversee the development, implementation, and evaluation of human service programs for residents; develop short-term and long-term program policies, objectives, goals, and plans.
- Manages assigned programs, including, but not limited to, Homeownership, Family Self-Sufficiency, Resident Opportunities and Self-Sufficiency, Emergency Housing Vouchers (EHVs), HOPWA, Continuum of Care Permanent Supportive Housing, and Foster Youth to Independence Programs.
- Serve as lead for monitoring and auditing visits for specialty-funded grant programs. Ensure that staff, financial records, and tenant files are properly prepared for review and monitoring.
- Manages CH's efforts to help families achieve self-sufficiency; maintains a positive relationship with public and private community agencies and the residents; assists resident families in connecting with agencies appropriate for their needs.
- Prepares, monitors, and controls department budget for allocated funds in a responsible manner; monitors expenditures to ensure the department operates within the established budgetary limitations.
- Leads development and writing of grant proposals and funding applications and provides grant management oversight and technical assistance; supervises activities required to research, prepare, submit, and manage grant proposals to a variety of funding sources, including local, state, federal, and private entities; prepares and analyzes related grant documents, such as research reports, feasibility studies, memos, and schedules to fund ongoing and future resident initiative activities; assesses the needs of CH staff and residents and recommends appropriate long-term funding plans.
- Initiate internal policy reviews of departments at the request of the Chief Operating Officer; develop action plans associated with updating policies and oversee the completion of action plans.
- Provides ongoing analysis and critique of existing systems, reviews and evaluates departmental methods and procedures; identifies changing management areas; makes recommendations for improvement in a manner that reduces costs while maintaining high levels of services; works with direct reports to develop and facilitate plans that cultivate positive and effective change.
- Develops and maintains collaborative relationships with appropriate agencies, community leaders, and businesses, identifies programs and services that will be beneficial to CH residents or addresses a specific resident need; ensures that all such programs and services support the objectives, vision, and Strategic Plan of CH.

- Ensures HUD Performance Standards and reporting requirements maintain a high-performance level; devotes appropriate attention to the Strategic Plan goals, objectives, and actions, as assigned, ensuring that such are met or exceeded.
- Participates in a variety of boards and commissions; attends and participates in professional group meetings; stays abreast of new trends and innovations in the field of public and affordable housing assistance; stays up to date on housing legislation, program regulations, and policies at the federal, state, and local levels.

**Vice President of Strategic Initiatives**

Columbia Housing Authority, Columbia, SC

September 2019-May 2021

***Responsibilities and Achievements***

- Works with agency department leaders to develop and execute the agency's vision, goals, and overall strategic plan.
- Ensures the most effective and efficient use of the agency's resources by allocating and refocusing resources to address key priorities.
- Oversaw the work of assigned staff to ensure goals are achieved, delegates assignments, and leads the team to effective delivery of services.
- Managed programs to include HOPWA, Continuum of Care Permanent Housing Programs, and HCV Homeownership Program.
- Created action plans to address any audit findings and ensure that staff are appropriately trained on federal regulations.
- Developed policies and procedural manual with objectives in compliance with Continuum of Care regulations.
- Performs SWOT analysis on operations of Permanent Housing Programs to identify opportunities for strength, growth, and threats. Utilize information obtained from the analysis to develop strategic goals for the staff.
- Leads development and writing of grant proposals and funding applications and provides grant management oversight and technical assistance to the Authority.
- Initiate internal policy reviews of departments at the request of the CEO. Developed action plans associated with updating policies and overseeing the completion of the plans.
- Selected, trained, motivated, and evaluated assigned staff.
- Provide ongoing analysis and critique of existing systems, reviews, and evaluates departmental methods and procedures.
- Identifies change for improvement in a manner that reduces costs while maintaining high levels of service, while working with direct reports to develop and facilitate plans that cultivate positive and effective change.
- Participated in a variety of boards and commissions as representatives of the agency.
- Leads the development and dissemination of Board materials for sessions.
- Led effort to develop and retain key partnerships with area agencies and government entities.

**Director of Administration**

Columbia Housing Authority, Columbia, SC

June 2018 – September 2019

***Responsibilities and Achievements***

- Advised employees on matters relating to the agency's policies and procedures.
- Developed resolutions for interdepartmental and agency-wide issues that evolved and developed strategies to identify and eliminate threats to the sustainability and success of various divisions within the organization.
- Coordinated with legal, state, and federal entities to investigate and handle discrimination and employment complaints on behalf of the agency.
- Ensured compliance with federal and state regulations regarding discrimination, fair housing, the Americans with Disabilities Act, and personnel matters.
- Assisted department leaders with identifying training needs for staff and vendors to provide the services.
- Interpreted regulations to ensure that the agency's policies and procedures meet regulatory requirements.
- Created operations and administrative budgets for grants funded by state, federal, nonprofit organizations, and local government.

- Performed strategic planning with senior staff and prepared annual housing operations plan to submit to HUD for approval.
- Utilized the Federal Notice of Funding Availability and other solicitations to prepare proposals for grant funding sources from federal, local, and state government entities, and private foundations.
- Conducted public hearings and information meetings to engage executive staff and local community stakeholders in CHA's community projects and strategic activities.
- Leveraged funding sources, provided technical assistance, and served as a managing team member for CHA's community development and special projects.
- Prepared bi-annual and annual reports for numerous grants and HUD-mandated initiatives such as Section 3.
- Managed daily operations of the Admin Department and managed appropriate administrative and support staff as assigned.

### **Director of Family-Self Sufficiency & Homeownership**

Columbia Housing Authority, Columbia, SC

July 2005 – June 2018

#### ***Responsibilities and Achievements***

- Supervised the case management team's delivery of services to residents to include education, workforce development, crisis intervention, and health.
- Served as one of the leads on various projects related to community development revitalization efforts.
- Developed assessment tools and administered community needs assessment to determine barriers, strengths, and gaps in supportive services.
- Creation of supportive service plans to identify implementation strategies addressing community needs and service gaps.
- Researched and interpreted local, state, and federal regulations to ensure that programs and activities are following regulatory requirements and/or funding sources.
- Collaborated with the local school districts, universities, government agencies, workforce development partners, nonprofit agencies, health care entities, faith-based organizations, and private industries to implement programming and leverage resources for disadvantaged families.
- Evaluated community programs to determine the effectiveness of the implementation strategies and adjust where appropriate.
- Oversee contractual and memorandum agreements' obligations and responsibilities established through partnerships.
- Created grant proposals to obtain funding for community revitalization and economic self-sufficiency activities for low-income families.
- Supervised the work performance of nine team members and managed the departmental budgets for various funding sources.
- Facilitated team-building activities to create a cohesive working environment for supportive services staff and facilitated strategic planning sessions for the agency's department managers.
- Managed activities related to the Columbia Housing Authority's Homeownership Program, including down payment assistance funding and home sales.
- Prepared monthly reports for the Board of Directors and conducted bi-monthly Family Self-Sufficiency Advisory Committee meetings.
- Conducted annual performance reviews and development of personnel action plans when necessary for employees within the assigned department.
- Submitted performance review and financial reports to federal, local, and nonprofit funders.
- Performed oral presentations at meetings, events, and conferences.

#### **KEY ACCOMPLISHMENTS:**

- Successfully composed applications to secure over \$20 million in grant funding to support programs targeted at improving the lives of low to moderate-income families.
- Implemented action plan and performance objectives for the grassroots community health initiative selected for an oral presentation at the 2013 American Public Health Annual Meeting.



- Led the supportive services team for two completed HOPE VI community transformation projects.
- Effectively operated an economic self-sufficiency program for low-income families that transitioned over 60% of participants from subsidized housing to homeownership.
- Coordinated initial crisis management strategies to secure emergency housing and stability for 236 families of a public housing development that were evacuated.
- Created organizational, procedural, and policy changes within 30 days of leading the CoC team that eliminated audit findings and improved quality performance.

---

**EDUCATION & CERTIFICATIONS:**

Public Housing Executive Director Certification Program PHADA/Rutgers University	January 2023
Webster University, Columbia, SC M.A., Human Resources Training and Development	May 2006
University of South Carolina, Columbia, South Carolina B.A., Psychology	May 2000

---

**VOLUNTEER EXPERIENCE/BOARD OF DIRECTORS POSITIONS**

- Board Chair for TN Development Corporation
- Board Chair for R-LCOA
- Former Richland County First Steps Policy Council Chair
- NAHRO Emerging Leaders Committee, Member Services Committees, and Member Services Ambassador for the SERC Region
- SER-NAHRO Emerging Leaders Committee Co-Chair

**SKILLS, ABILITIES & INTERESTS**

- IT Literacy- good knowledge of MS-Word, PowerPoint, Publisher, Excel, Internet Explorer, and Outlook Express.
- Public speaking, professional development, team building, strategic planning, programming, and career coaching
- Traveling, leisure reading, writing, and organizing.