



Conference Venue:
 New Vision Baptist Church
 1750 N. Thompson Lane
 Murfreesboro, TN

2021 Habitat Tennessee State Conference Registration
Gathering in Gratitude - Ain't No Stoppin' Us Now!

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CLICK BELOW TO REGISTER ON-LINE:

<http://events.r20.constantcontact.com/register/event?oeidk=a07ei1t5dt85e8bad29&llr=ou54xicab>

Each person will need to register, select seminars, workshops, and let us know if they will attend the awards dinner. If you are registering a group of folks, please be sure to have the below information from each. Rather than charge your card each time, you can select to send one check for the total.

Registration Fee: \$ 185.00, until 6/28/21; \$ 200.00 after 6/28/21

Information needed to register online:

Name _____ Organization _____

Registrant's Email _____

Special Needs: Vegetarian Other Explain: _____

Preferred First Name _____ Position/Title _____

Awards Dinner is included with conference registration, but you MUST check that you will attend.

Habitat State Impact Awards Dinner - The Grove at Williamson Place, Tuesday, July 20, 2021

Will you be attending? YES _____ NO _____

Register Dinner Guest? YES _____ NO _____

Guest Name: _____ Dinner Guest - \$40

Workshop Selection – Please note workshop number for each day:

Monday: The Power of Positive Leadership YES _____ NO _____

(To attend this seminar, registration must be no later than July 1.)

Tuesday: Session 1 _____ Session 2 _____ Session 3 _____ Session 4 _____

Wednesday: Session 5 _____ Session 6 - Bridges out of Poverty YES _____ NO _____

(Bridges session includes lunch.)

Please make checks payable to Habitat Tennessee and mail check to:

Habitat Tennessee, P.O. Box 10375, Murfreesboro, TN 37129



Conference Venue:
New Vision Baptist Church
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Murfreesboro, TN

2021 Habitat Tennessee State Conference

Gathering in Gratitude - Ain't No Stoppin' Us Now!

Agenda

Monday, July 19

- 9:30-10:00 am Registration
- 10:00 am – 5:00 pm** **The Power of Positive Leadership**
Facilitator: Bradley Humbles

Tuesday, July 20

- 7:00-8:00 am Registration and Exhibits
- 8:00-8:25 am Welcome/Announcements
- 8:30-9:45 am Workshops - Session 1
- 9:45-10:00 am Break/Exhibits
- 10:00-11:30 am** **HABITATION SERVICE:** Guest speaker Abby Rike and special music by April Timko
- 11:45-12:30 pm Lunch
- 12:45-2:00 pm Workshops - Session 2
- 2:00-2:15 pm Break/Exhibits
- 2:15-3:30 pm Workshops - Session 3
- 3:30-3:45 pm Break/Exhibits
- 3:45-5:00 pm Workshops - Session 4
- 5:30 pm – 9:30 pm** **Habitat Tennessee State Impact Awards Dinner** - Live music to follow with Stevenson Everett

Wednesday, July 21

- 7:30-8:00 am Registration and Exhibits
- 8:00-8:25 am Welcome
- 8:30-9:45 am Workshops - Session 5
- 9:45-10:00 am Break/Exhibits
- 10:00 am-2:00 pm** **Bridges Out of Poverty**
Facilitator: Trina Hyman Brown
Lunch Provided

Monday, July 19th – All Day Seminar

Habitat for Humanity Tennessee *The Power of Positive Leadership*

New Vision Baptist Church, 1750 N Thompson Ln, Murfreesboro

10:00 am to 5:00 pm

The Power of Positive Leadership workshop is **not about Pollyanna positivity**, where life is full of unicorns and rainbows. But the truth is that we are not positive because life is easy. We are positive because life can be hard. Positive leadership is not about fake positivity. It is the real stuff that makes great leaders great. Pessimists don't change the world. Critics write words but they don't write the future.

Naysayers talk about problems but they don't solve them. Throughout history we see that it's the optimists, the believers, the dreamers, the doers, and the positive leaders who change the world. The future belongs to those who believe in it and have the belief, resilience, positivity, and optimism to overcome all the challenges in order to create it.

Leadership is not just about what you can do, but what you can inspire, encourage, and empower others to do. Difficult times call for leaders who are up for the challenge. Results are the byproduct of your culture, teamwork, vision, talent, innovation, execution, and commitment; this workshop shows you how to bring it all together to become a powerfully positive leader.

Program Facilitator: Bradley Humbles

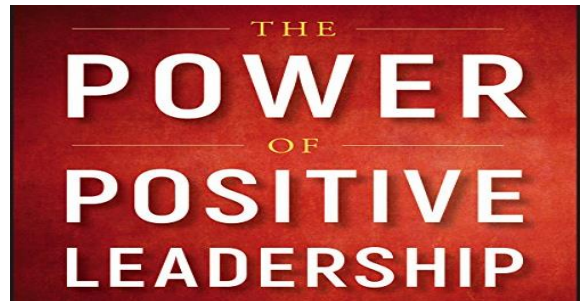


Bradley Humbles is an experienced facilitator, consultant and keynote speaker with an extensive background in leadership training, business development, coaching and consulting.

For over 26 years Bradley has focused on helping clients understand what value means to their customers, and implementing business strategies to provide it.

Combining his experience with a passion for helping people learn new skills while applying their knowledge, Bradley is a highly sought-after facilitator in both classroom and virtual environments.

Bradley has worked in over 60 countries around the world over the last 30 years, with extensive assignments in Europe, Asia, the Middle East and the Americas. He routinely works in a diverse range of industries and professions. Bradley earned a B.A. in English from Vanguard University of Southern California. He lives with his wife in Chattanooga, TN. They enjoy traveling, especially to the beach, and spending time with their family.



Tuesday, July 20th – Habitation Service

10:00 am to 11:30 am

New Vision Baptist Church, 1750 N. Thompson Lane, Murfreesboro, Tennessee

Special Music: April Timko



Guest Speaker: Abby Rike



Abby Rike, a loyal, hardworking, lover of life, faced an unfathomable tragedy in October 2006. With God's grace, she chose to forge ahead in her new life. Prior to the wreck, Abby worked as a high school theater and debate teacher for 13 years inspiring students to achieve their personal best.

She and husband, Rick, lead their school to an overall state speech championship as well as numerous state speech qualifiers and two state champions. A favorite among teachers and students, Abby was voted Teacher of the Year in 2003.

Following the wreck, Abby graduated with a Master's of Education degree maintaining a 4.0 grade point average. Deciding there was more living to do in this life, in May of 2009, Abby embarked on very public journey of healing and wellness when she went on the NBC's hit reality series "The Biggest Loser."

In the years following, Abby has had the privilege of sharing the many lessons she learned along the way with hundreds of corporations, hospitals, churches, grief groups, universities, and schools. Abby feels blessed to have had the opportunity to realize God's grace full circle and feels compelled to share with others what she experienced firsthand.

The Biggest Loser served as the catalyst to jumpstart her back in to living. She continues her healthy lifestyle and vigor for life and is a living example that even in your darkest hour, there is always hope. Abby appeared on the Ellen Show, Jay Leno, The Today Show, Kathie Lee and Hoda, Better TV, The 700 Club, Praise the Lord, and countless others. She also has sported the cover of Life & Style Magazine, Woman's Day, and was featured in People magazine.

Tuesday, July 20th – State Awards Dinner

Habitat for Humanity Tennessee *State Impact Awards Dinner*

The Grove at Williamson Place, 3250 Wilkinson Pike, Murfreesboro, TN 37129

5:30 pm to 9:30 pm

Reception prior to dinner, dinner at 6:00

Habitat for Humanity of Tennessee is proud to be honoring volunteers, affiliate staff, affiliates, community leaders and community partners with our annual state impact awards.

These awards recognize those individuals or groups that have significantly impacted the lives of local residents and communities and in the process have inspired others to make a difference. This is a wonderful opportunity to see the great people, work and partnerships of Habitat for Humanity highlighted!



Back by popular demand, we have confirmed Stevenson Everette for our live entertainment. He is a Nashville based singer/songwriter who has opened shows for Trace Atkins, Diamond Rio, Chris Young, and Luke Bryan.

With over 200 shows a year under his belt, Stevenson has become one of Nashville's must-see independent artists. When he's not playing shows, Stevenson enjoys spending time with his daughters, Sophia and Scarlett, and with his wife Christina.

Uncle Bud's Catfish will be cooking on-site and catering dinner.

Dinner Buffet

Catfish Fillets & hand-breaded Chicken Tenders served with white beans, coleslaw, hushpuppies, french fries, southern sweet & unsweet tea.

A reception will begin at 5:30pm for you to include your choice of wine or beer.



Wednesday, July 21st - Seminar

Habitat for Humanity Tennessee

Bridges Out of Poverty

New Vision Baptist Church, 1750 N Thompson Ln, Murfreesboro

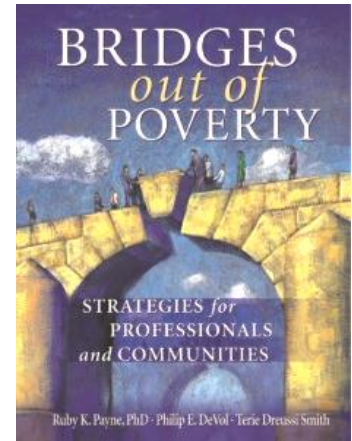
10:00 am to 2:00 pm

This seminar is for everyone!

The **Bridges Out of Poverty** workshop we learn that **poverty, middle class, and wealth** are about more than financial resources. We will take a deep dive into the “hidden rules” in each economic class and how these rules impact life experience, resources and stability. We will gain a better understanding of the differences in economic cultures and how those differences affect opportunities for success.

The Bridges Out of Poverty workshop, will increase our understanding of the people we serve to help us better guide and influence our families to make decisions that will positively impact them and create opportunities for their success.

This workshop is based on the book *Bridges Out of Poverty: Strategies for Professionals and Communities*, a collaboration between Ruby K. Payne, Phillip DeVol, and Terie Dreussi Smith.



Program Facilitator: Trina Brown Hyman



Trina Brown Hyman is the Director of Human Resources at Memphis Habitat. In her 35-year HR career, she has worked to support and develop individuals, leaders, teams, and organizations as a facilitator, organizational development consultant, and HR generalist.

Trina has partnered with businesses and staff groups to create strategies, implement programs and develop associates to positively impact business results. She has facilitated workshops and courses on leadership, team development, and SWOT analysis.

Trina says it is very rewarding to see the “light bulb come on” when others understand and utilize skills that lead to their success and the success of their organization. She graduated from the University of Tennessee at Knoxville, where she earned a Bachelor of Science in Special Education as well as a Master of Science in Counseling and Evaluation.

Trina is a certified Senior Professional in Human Resources (SPHR), SHRM-Senior Certified Professional (SHRM-SCP) and a certified as a Master Trainer for Development Dimensions International.

Workshops At-a-Glance

Monday, July 19	10:00 am-5:00 pm All Day Seminar	Session	Presenter
LEADERS/ MANAGERS	The Power of Positive Leadership		Bradley Humbles
Tuesday, July 20	8:30-9:45 am Workshop-Session 1	Session	Presenter
CONST/ ALL	Project Management & People Skills	101	Noah E. Spiegel, Noah E. Spiegel Consulting
RESTORE	RESTORE: Online Sales Success	102	Milburn Lane & Gabrielle Zeiger, Holston Habitat
DEV/ FINANCE/ HO SERV	Panel: FHLB of Cincinnati, Pinnacle, THDA	103	C. Creaghead, C. Jarrell, C. Peraza
DEV /LEADERSHIP	Strategic Stewardship: Your Board	104	Susan Chapman, Nonprofit Consultant
Tuesday, July 20	12:45-2:00 pm Workshop-Session 2	Session	Presenter
CONSTRUCTION	Mechanical Ventilation-New Code Req.	201	Erik Daugherty, Founder/Owner, E3 INNOVATE
RESTORE/ HR/ VOL	Recruiting & Retaining Top Talent	202	Noah E. Spiegel, Noah E. Spiegel Consulting
LEADERSHIP/ ALL	Accept the Challenge & Lead Forward	203	Marvae Eikanas, Lead Life Well
ALL	Become an Advocate in Your Community	204	Sherry Rout, Gov't Relations, Habitat Memphis
DEV/ GRANTS	Grants Management	205	Laura Gore, Nashville; Julia Romine, Memphis
HO SERV/ FINANCE	Qualifying Families & Affordable Mortgage	206	A. Ezell, Rutherford & C. Hawkins, Nashville
Tuesday, July 20	2:15-3:30 pm Workshop-Session 3	Session	Presenter
ALL	Negotiate With Anyone -- Confidently	301	Bradley Humbles, Principal, MAP Negotiation
ALL	Keeping God at the Center	302	Pam Campbell, Habitat International
LEADERSHIP	Build an Energized, Representative Board	303	Kia Jarmon, Director, MEPR Agency
HR/ LEADERSHIP	HR: The Habitat of Tomorrow	304	Noah E. Spiegel, Noah E. Spiegel Consulting
VOL	Recruiting, Engaging & Retaining Volunteers	305	D Himsworth & K Weaver, Hands On Nashville
Tuesday, July 20	3:45-5:00 pm Workshop-Session 4	Session	Presenter
CONSTRUCTION	Wheelchairs and Ramps and More, Oh My	401	Steve Clark, Holston Habitat
RESTORE	How to build a better donation process!	402	Caitlin Cox & Madeline Thornton, Memphis
DEV.	Utilizing HOME Funds	403	Bill Lord, THDA & Phil Trammell, Chattanooga
LEADERSHIP	The Secret to Leading Fearlessly!	404	Marvae Eikanas, Lead Life Well
VOL	Developing Volunteer Leaders	405	D Himsworth & K Weaver, Hands On Nashville
FINANCE/ HO/LEADER	Thinking Outside the Box	406	Becket Moore, Habitat Williamson/Maury
Wednesday, July 21	8:30-9:45 am Workshop-Session 5	Session	Presenter
CONSTRUCTION	Analyzing Construction Costs	501	TBA
RESTORE	ReStore Rewind	502	Dave Williams, Habitat Cleveland
SMALL AFFILIATES	Operating Your Small Affiliate	503	Becket Moore, Habitat Williamson/Maury
ALL	Naturalizing Networking	504	Patricia M. Smith, HerVoiceWorks
DEV/ LEADERSHIP	Federal: American Rescue Act: Overview	505	TBD
Wednesday, July 21	10:00-2:00 pm Workshop-Session 6	Session	Presenter
EVERYONE	Bridges Out of Poverty Lunch Provided	601	Trina Brown Hyman, Director of HR, Memphis

Workshop Descriptions

TUESDAY, JULY 20

WORKSHOPS – SESSION 1

8:30-9:45 AM

101. Project Management & People Skills

Noah E. Spiegel, Principal & CEO, Noah E. Spiegel Consulting

In this workshop, participants will gain skills in managing the unique mix of people collaborating to achieve big goals for Habitat and the clients moving into new communities. We'll address essential hard and soft skills needed to be an effective project manager such as communication styles, setting and meeting expectations, and using persuasion to manage and mitigate conflict.

102. RESTORE: Online Sales Success

Milburn Lane, ReStore Manager and Gabrielle Zeiger, Online Sales Manager, Holston Habitat for Humanity
Join Holston Habitat as they share how they successfully created a new revenue stream by using EBAY to sell products.

103. Panel: FHLBank of Cincinnati, Pinnacle Financial Partners and THDA

Connor Creaghead, Housing Financial Analyst, FHLB Cincinnati; Carla Jarrell, Community Development Officer, Pinnacle Financial Partners; and Cynthia Peraza, Director of Community Programs, Tennessee Housing Development Agency

Join this amazing panel as they share the many programs they offer that may benefit your homebuyers and your affiliate.

104. Strategic Stewardship: Effectively Engaging Your Board in Fundraising

Susan Chapman, Nonprofit Consultant

"I'll do anything but ask for money." If you've heard this phrase from more than one board member it's time to change your strategy and show these essential volunteers how simple it is to help with fundraising AND make a real difference in your affiliate's bottom line. This session will address how the board's role as fundraisers is intertwined with community outreach and advocacy.

WORKSHOPS – SESSION 2

12:45-2:00 PM

201. Mechanical Ventilation Strategies for Meeting New Code Requirements

Erik Daugherty, Founder/Owner, E3 INNOVATE, LLC

Mechanical ventilation is quite challenging for many builders, and with new building codes requiring tighter homes, mechanical ventilation is now required in many jurisdictions. In this workshop, E3 INNOVATE will discuss relevant code requirements making tighter building enclosures and the ventilation strategies that are critical for maintaining proper indoor air quality.

202. Recruiting & Retaining Top Talent

Noah E. Spiegel, Principal & CEO, Noah E. Spiegel Consulting

Reducing the turnover of employees is good for business and employee morale. Consistent staff churn is a costly problem – and with 22% of new employees leaving a job within 45 days, it is more important than ever to focus on crafting a careful and deliberate onboarding process to strategically recruit and retain top talent. In this workshop, participants will learn how to design an effective talent acquisition and onboarding process that can improve retention, productivity, extend the average length of employment, and drive mission success.

203. Accept the Challenge & Lead Forward

Marvae Eikanas, Principal, Lead Life Well

It's a new day! You can't keep doing the same old thing. To successfully meet today's challenges, you must embrace new ways of leading. In this workshop we will be exploring four key areas (TAME) that will enable you to take your leadership to the next level including some powerful next steps!

204. How to Become an Advocate in Your Community

Sherry Rout, Government Relations & Advocacy, Habitat for Humanity of Greater Memphis

Join this session and learn how to become an advocate in your community. Every affiliate has the opportunity to be an advocate for affordable housing policies that further our mission. Learn about the barriers faced and the strategies used when advocating for better housing policies at the local level. This workshop will also provide insight on the four subthemes of the U.S. advocacy campaign – Cost of Home.

205. Grants Management: How to Balance all the Different funding Requirements

Laura B. Gore, GPC, Director of Research and Grants, Habitat for Humanity of Greater Nashville and Julia Romine, Director of Programs, Habitat for Humanity of Greater Memphis

Hear from two different affiliates on how they manage multiple grants and funding streams with all the varying requirements of each.

206. Qualifying Families & the Affordable Mortgage Amount

Angie Ezell, Family Services Director, Rutherford County Area Habitat for Humanity and Casey Hawkins, Director of Homeowner Services, Habitat for Humanity of Greater Nashville

Hear how these affiliates qualify families, determine the house price, determine the affordable mortgage amount, and handle any other subordinate mortgages as per Habitat policies and in compliance with applicable laws.

WORKSHOPS – SESSION 3

2:15-3:30 PM

301. Negotiate with Anyone – Confidently!

Bradley Humbles, Principal, MAP Negotiation

Do you want to increase donations, improve employee and volunteer satisfaction, and enhance relationships with your board members? We'll show you how to impact all of these areas by improving your negotiation skills. Join us for this fun, hands-on learning session!

302. Keeping God at the Center

Pam Campbell, Communications Manager - Office of the CEO, Habitat for Humanity International

Researcher Larry Reed found that an organization's Christian vision is rarely lost in one big decision, but in hundreds of small ones that compound each other and change direction. Participants in this workshop will examine what it means to be a Christian ministry and will identify challenges and best practices that can help ensure Habitat for Humanity honors and strengthens its Christian heritage. Come with examples of your toughest questions and greatest blessings.

303. Building an Energized, Representative Board

Kia Jarmon, Agency Director, MEPR Agency

Join us in learning the complexities of board recruitment, how to apply diversity, equity, and inclusion lens, and how to maintain enthusiasm. Learn how to create equitable policies and practices along the way.

304. Human Resources: The Habitat of Tomorrow

Noah E. Spiegel, Principal & CEO, Noah E. Spiegel Consulting

Eighteen months ago, zoom only referred to maps or fast cars. Fast-forward to today and the world is forever changed – along with our work life. How can Habitat for Humanity address the evolving demands of

today's workplace – from determining what “professional attire” means when you're on a Zoom call in your kitchen to pressing social justice issues such as diversity, equity, and inclusion. In this workshop, participants will collaborate to design new models of the Habitat for Humanity workplace that will help address productivity, morale, and the new paradigm of how we interact and support each other.

305. Recruiting, Engaging & Retaining Volunteers

Drew Himsworth, Nonprofit Relations Manager and Karin Weaver, Strategic Partnerships Manager, Hands On Nashville

Are you feeling overwhelmed or lost with the day-to-day operation of your volunteer program? We'll discuss best practices and common pitfalls for building a volunteer program, managing those volunteers, and how to keep them coming back.

WORKSHOPS – SESSION 4

3:45-5:00 PM

401. Wheelchairs and Ramps and More, Oh My

Steve Clark, Construction Manager, Holston Habitat for Humanity

An open, interactive experience and discussion of many of the “accessibility” and “handicapped rules” that we all know, but as responsible builders, we should conform. Universal Design/ Aging in Place, Experience why we should build to those standards.

402. ReStore: How to build a better donation process!

Caitlin Cox, Director of ReStore and Madeline Thornton, Volunteer & Social Media Specialist, Habitat for Humanity Greater Memphis

Join Memphis Habitat as they share the story of how they rebuilt their donation program. Topics to be discussed include databases, scheduling processes, and community partners.

403. Utilizing HOME Funds

Bill Lord, Assistant Director, Community Programs, THDA and Phil Trammell, Vice President of Development, Habitat for Humanity of Greater Chattanooga Area

Join THDA as they explore how Habitats can utilize their HOME funds and learn how Chattanooga Habitat created a successful partnership with the City of Chattanooga to receive \$40,000 per house. Bring your partnership successes to share with your peers.

404. The Secret to Leading Fearlessly!

Marvae Eikanas, Owner, Lead Life Well

What would you be doing differently as a leader if you were fearless? Maybe you aren't even aware of the sneaky ways fear is limiting your effectiveness. The Truth is that everyone battles fear, but it doesn't have to keep you from being the BOLD leader God created you to be! Discover the secret to leading fearlessly.

405. Developing Volunteer Leaders

Drew Himsworth, Nonprofit Relations Manager and Karin Weaver, Strategic Partnerships Manager, Hands On Nashville

How do you find and train those volunteers who can lead others? Volunteers that you can trust as staff during projects? We'll discuss some of the work Hands On Nashville does to identify community volunteer leaders, as well how we walk prospective leaders through expectations and trainings.

406. Thinking Outside the Box

Becket Moore, President and CEO, Habitat for Humanity of Williamson-Maury

Discussions on generating operating revenue: third party financing, selling mortgages, and providing affordable homes on the market.

501. Analyzing Construction Costs

TBA

This workshop will discuss how to accurately identify where money and resources are being spent and what specifically could be changed to run more efficiently and save money.

502. ReStore Rewind

Dave Williams, ReStore Manager, Habitat for Humanity Cleveland

Join our Cleveland ReStore as Dave shares his journey in taking a step back to reevaluate their store and hope it ended up improving efficiencies and increasing sales.

503. Operating Your Small Affiliate

Becket Moore, President and CEO, Habitat for Humanity of Williamson-Maury

You're not alone. Over half of affiliates in TN are either all volunteer or have under 3 staff members. Discussions on prioritizing and funding your affiliate's needs, simplifying the implementation of a strategic plan, board of director relations and the use of committees, and what are the Executive Directors responsibilities versus Board duties.

504. Naturalizing Networking aka Life is a Conversation

Patricia M. Smith, Principal, HerVoiceWorks

Join Patricia Smith as she explores our interest in connecting to other people. Learn how making useful professional connections is as simple as caring about the person you want to know.

505. Federal American Rescue Act: Overview and Opportunities

TBD

601. Bridges Out of Poverty

Trina Brown Hyman, Director of Human Resources, Habitat for Humanity of Memphis

Bridges Out of Poverty

10:00 am to 2:00 pm

We highly recommend this workshop – you will not be disappointed!

The **Bridges Out of Poverty** workshop we learn that **poverty, middle class, and wealth** are about more than financial resources. We will take a deep dive into the “hidden rules” in each economic class and how these rules impact life experience, resources and stability. We will gain a better understanding of the differences in economic cultures and how those differences affect opportunities for success.

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Conference Hotel

Embassy Suites by Hilton Nashville SE Murfreesboro

1200 Conference Center Blvd, Murfreesboro, TN 37129

Phone: 615-890-4464

A block of rooms has been reserved for July 18, 2021 through July 21, 2021. The special room rate of \$139.00, includes free parking, breakfast and an evening manager's reception.

Click link to make reservations, please click below:

<https://www.hilton.com/en/book/reservation/deeplink/?&ctyhocn=MBTESES&groupCode=CESHHC&arrival=20210719&departure=20210721&cid=OM,WW,HILTONLINK,en,DirectLink&fromId=HILTONLINKDIRECT>



Conference Venue

New Vision Baptist Church

1750 N. Thompson Lane, Murfreesboro, TN 37129-6061

615-895-7167

<http://www.newvisionlife.com>

