NARI Metro DC is proud to nominate Executive Director, Angela Hubbard for NARI's prestigious Mary Busey Harris, CAE Professionalism Award. Angela began her NARI career with the Central Virginia Chapter in 2014. At that time, the chapter had 65 member-companies and a five hour per week Executive Director position. Knowing that an investment in staff hours was necessary for growth, NARI Central Virginia took a leap of faith and increased the budget to fourteen hours per week. Angela worked with the Board of Directors to evaluate chapter strengths and weaknesses and to form functioning committees to improve chapter events and programs. During her four-year tenure, the chapter grew to 103 member-companies, increased chapter revenue by 115% and became more active in national meetings and on national committees.

When she accepted the Executive Director position with the NARI Metro DC Chapter in March 2018, Angela brought the same level of professionalism and enthusiasm to a larger chapter that had experienced a decline in member engagement, morale and membership. Once again, Angela quickly evaluated NARI Metro DC's strengths and weaknesses and engaged members at the committee level to provide stronger events and programs. She partnered with the Board of Directors to balance the budget and improve chapter procedures.

In addition to her work at the chapter level, Angela dedicates her time to serve at the national level and to support other chapters. She was instrumental in working with members of the Chapter Executive Forum to create a Chapter Toolbox to help chapter executives from across the country share resources. In 2018, she traveled to visit the Tampa Chapter to train their new Executive Director, Debbie Thomas during their transition away from an association management company and again to help their chapter leaders host a recruitment event to open a second chapter in their market. She also volunteered to work in the NARI booth to recruit members during the 2018 Kitchen Bath Industry Show in Orlando, Florida. This year, Angela along with other members of the Government Affairs Committee have formed a sub-committee of volunteers to plan and facilitate the 2019 NARI National Fly-In which was cancelled due to budget cuts.

Please see Angela's National Service, Awards, Community Service and Letters of Recommendation.

Respectfully Submitted by:

Daren Smith, President NARI Metro DC
National Service:

2016, 2017, 2018, 2019 — Marketing Committee (Currently serving on the Website Development Task Force)
2017, 2018, 2019 — Government Affairs Committee
2018, 2019 — Workforce Development Committee
2018, 2019 — Membership Committee
2016, 2017 — Chapter Standards Board Task Force
2018, 2019 — Chapter Standards Board Vice Chair
2016, 2017, 2018 — Participated in the National Fly-In
2018, 2019 — Government Affairs Sub Committee to plan the 2019 National Fly-In
2017, 2018 — Chapter Executive Training Planning Team

Awards:

2017 NARI Central VA President's Award
2018 NARI President's Award
https://www.nari.org/industry/recognition/2018-achievement-awards/

Community Service:

Jazz Nativity — Since 2007 Angela has served on a leadership team to host this annual benefit concert which has raised over $271,000 to support global missions projects. Under Angela’s leadership the event has grown from 1 concert with 200 attendees, raising $400 in 2007 to five shows with 3,000 attendees, raising $90,000 in 2017 and $84,000 in 2018. http://jazznativity.gaytonchurch.org/

Feed My Starving Children — Since 2011, Angela has served on a planning team to organize Feed My Starving Children mobile packing events at her church, which have provided over 1 million life-saving meals to children around the world. https://www.fmsc.org/

Rebuilding Together — In 2014, Angela established an ongoing partnership between NARI Central VA and her church’s Toolbox Ministry to renovate six houses and provide Tech Leads for Rebuilding Together Richmond’s annual Build Day.

Spirit of Baseball — Since 2007 Angela and her husband Mike have partnered with their church to host an annual free baseball camp for inner city kids. http://gayton.church/spiritofbaseball
March 15, 2018

I have known and worked with Angela Hubbard for the past several years, in my role as an officer of the National Association of the Remodeling Industry. I’ve long admired her for her dedication to our national association, as well as to her home Chapter, and for her positive energy and total commitment to whatever task, or group, she has been a part of.

Angela has a natural gift for bringing people together to work toward a common goal and I’ve seen firsthand, time after time, how she reaches out to newcomers to pull them into a group and make sure they are engaged and enjoying themselves. She has a relentlessly positive attitude and manages to work well with others on either side of an issue. As a leader, I know the ability to do that is no small thing, and I’ll confidently say that she is the among the best of the best.

It has been my pleasure to work with her and an honor to get to know her better. Angela is the real deal - I’ve looked for chinks in the armor and found none! In short, I would be happy to have her on my team for any project, anytime, anywhere.

Sincerely,

Tom Miller, MCR, CKBR, UDCP
NARI National President, 2017-2018
• My third Award goes to a person who is part of a distinct group among us, a group of leaders who work tirelessly, together, to keep making NARI better
  ○ I admit I had some difficulty in not being able to just hand out a boxful of these awards to the whole group, because I have such a strong and admiring connection to so many of these special people
  ○ But......there is one who was of particular help to me on a number of occasions this past year
  ○ By now you’ve figured out I’m talking about my favorite group of “roll-up-the-sleeves-and-get-er-done” people, the Chapter Executives Forum...and there is one of them who stands out, who is a cheerleader, who always looks at everyone’s points of view and has helped me a number of times to do the same, and to bring different points of view together
  ○ Angela Hubbard, please come up and accept my sincere thanks & this 2018 President’s Award
To Whom it May Concern;

I won’t call this a “Letter of Recommendation” or a “Testimonial”, but more of a reflection on the strengths, gifts and talents of a professional peer, Angela Hubbard.

I met Angela in 2014, not long after she was hired by NARI of Central VA. I have had the good fortune of being actively involved in the NARI National Chapter Executive Forum (three years as chair) and as a facilitator of the NARI Chapter Support and Growth Program. I only share this information as a qualifier that I have had a viewpoint that very few can share, when it comes to what works and doesn’t work in properly running a NARI chapter as an Executive Director.

The default role of the Executive Director has been that of an administrative assistant, or club secretary. The position and its demands has evolved in the last decade, and Angela is a prime example of what works today and, more importantly, what will work to advance a NARI chapter in the future. Angela is a leader, hungry to learn and be better at her chosen craft as a professional. Angela brings fresh ideas to an industry that is often stalled in its past. Angela brings a positive, high-energy approach and doesn’t accept the status quo. She practices what she preaches, with dialed in fervor, by getting involved, getting committed, and being a visible leader of the organization.

If you can’t tell, I’m a fan of Angela Hubbard, not only because she is a kind, thoughtful friend, but because I admire her commitment to the success of others. She is an asset in every level of a relationship, as a professional, a trusted resource and as a friend. She is an asset to every organization, initiative, or cause she pursues or becomes part of, as her commitment is always true.

Sincerely,

Mike Waite

Mike Waite
Executive Director - NARI of Greater Charlotte
Inbox

To whom it may concern,

I wish to nominate Angela Hubbard for the Mary Harris Busey award for outstanding work as an extremely dedicated and hard work NARI professional. I have worked with Angela on many occasions over the years. Her commitment and dedication to NARI are second to none. She is a first class ambassador for NARI at all levels be it local, state or national events. She is a joy to work with and she is full of positive NARI energy. When I call on Angela to share and idea or ask for help, I know I can count on her. Angela is well deserving of this award!

Thank you,

Steve Klitsch, Owner and Founder
HIRE ME, LLC - HOME IMPROVEMENTS
The King Design Group, cabinet showroom and design
301-910-5600 voice and text
301-916-8872 fax
Maryland HIC License 88329
Member National Association for the Remodeling Industry
To whom it may concern,

I have known Angela Hubbard for a several years now through NARI. As the Executive Director of the Central Va. Chapter She was responsible for growth in that chapter. If you ever spoke with her members, as I have, you would know that Angela has an incredible passion for whatever she is involved in which includes NARI. Her passion is centered around PEOPLE. She always has a good word to say, has endless energy & loves what she does. As the past chair of NARI GAC, I can tell you that she was a great driving force on our DC fly ins. When I needed volunteers for sub committees and tasks to be completed she was always involved & always did what she said she would. Hard work alone is not enough. You have to be smart with it. Angela’s suggestions and ideas are always on point. I for one always appreciate her input.

I know that there were big shoes to fill at the Metro DC Chapter. But once again she has taken the shoes turned them into Sneakers and sprinted with them. The fact that she is being proposed for this award so soon is evidence of the great effect Angela has on everyone and the difference she makes. I can go on and on, as everyone knows but...

It is my honor to know her as a person and even more so my delight to recommend her for this NARI award

Sincerely

Laurence Carolan
Laurence Carolan GCP CR UDCP
Laurence M. Carolan Enterprises, Inc.
The House of Laurence

NARI National – Chair of Work Force Development Cmte.
NARI NYC/LI – Vice-President
Past Chairman NARI Education, Community Service & Government Affairs (National)
Licenses (Nassau County) HI-1881350000; (Suffolk County) 46095-4;
(New York City) 1086885; (Long Beach) 4954; Southampton L004888
January 18, 2019

Subject: Nomination of Angela Hubbard for the Mary Busey Harris, CAE Professionalism Award

To Whom It May Concern:

I have known Angela for some ten years now and continue to be highly impressed with her work ethic, enthusiasm, professionalism and dedication in all endeavors.

As Executive Director of NARI Central Virginia, Angela brought new life into our chapter. She worked tirelessly to improve every aspect of the chapters’ operations. Her organizational skills are surpassed by none and the chapter was the beneficiary of her talent in the form of better run programs in all areas. Angela has a unique ability to see the big picture and communicate her vision clearly and concisely. She developed new ideas to increase membership, create a better sense of comradery among members and to improve the CoTY Awards, just to name a few of her accomplishments. Not only did Angela develop new ideas, but she led the chapter members in implementing them. Angela is a born leader. As a former United States Air Force officer, I can say with assurance she is one of, if not the best leader I know. I witnessed her in action many times as she led our chapter in meetings, membership drives, charity events, educational opportunities and Rebuilding Together Richmond activities. Our members wanted to follow her and that’s exactly what they did.

Angela Hubbard is one of the most talented individuals with whom I’ve had the pleasure to work. She is professional, dedicated, hard-working, innovative and has a “take charge” attitude that is not only impressive, but refreshing. I believe there is no better candidate to receive the Mary Busey Harris, CAE Professionalism Award.

Angela has my highest endorsement.

Sincerely,

Scott Wagner
President
January 25, 2019

Re: Professionalism Award – Nomination of Angela Hubbard

I would like to offer a few observations in support of Angela Hubbard’s consideration for the NARI Mary Busey Harris Award.

As an active member of NARI Central VA since the Chapter’s founding in 2001, I have been very familiar with the entirety of members and staff over the past 18 years. As NARI Central VA board member for years, I have worked closely with Angela for her entire tenure as Executive Director there. I can attest that no single person has accomplished nearly as much to advance the growth, ideals and success of this chapter, as Angela. She has worked passionately beyond her job description as no previous director had, knowing each member personally, to improve their experience and achieve the excellent retention rate of our chapter. She took us “to the next level” by connecting us with HQ and other chapters by her personal involvement.

Growth, improvement and progress are exciting points to talk about. On a more practical level, Angela has dependably overseen and implemented the fundamentals of her positions. Meetings are meticulously agenda’d in advance; books and records are kept up-to-date and accurate; minutes are distributed; board and members are shepherded as needed in any volunteer organization. Rules of Order and bylaws of the organization are followed. Essentially, anything under her watch is well-structured and reliably meticulously executed. As business leaders, we know that is quite rare.

Otherwise, this part of the recommendation likely does not need to be said, assuming that the judges for this award are involved in NARI national matters. Angela has become an invaluable voice and asset to the National Organization. I may not be familiar with the entirety of her participation, as she is so broadly active. I have seen her forge meaningful and productive relationships with other EDs, as well as chapter and national leadership. Everyone knows and respects her opinions and direction, as she keeps herself well-informed on the issues, works to consensus, and creates progress on various initiatives. She is a local and national “point person” on seemingly every substantive issue. Most importantly to any organization, she gets things DONE. To go into detail about this point may be superfluous, as her efforts and successes are well-known.

The success of this NARI organization, comprised of thousands of member-volunteers and a handful of paid staff, relies on “catch-as-catch-can” efforts from many, as well as the huge commitment and effective efforts of the very few. We all know that what we are doing is important to the industry, our membership, as well as the remodeling public. NARI represents the stakeholders of the projected $400 billion market of American housing stock improvement, and millions of jobs. There is a lot at stake in maintaining and growing the professionalism of this industry. Angela has proven herself a singular leader in this very large pond, and deserves the recognition that the Mary Busey Harris Award represents.

I do understand that this particular award is focused on dedication and accomplishments at the chapter level – and surely, Angela has proven indispensable in that arena - but I think we should all agree that the success of any chapter is directly related to the effective connection with leveraging the resources of our national organization.
March 16, 2018

To whom it may concern:

I am pleased to write this letter of recommendation for Angela Hubbard. I have known Angela as the NARI Central Virginia chapter executive since she started in January of 2014. I have found her to be an exemplary leader bringing the right mix of attitude, character and enthusiasm to a role that demands a high level of performance from an equally conscientious person. All in a part time role.

When our headquarters office has asked for volunteers to serve in various roles, Angela raises her hand. Just this past year, I had asked Angela if she would be willing to support our association at the International Builders Show / Kitchen and Bath Industry Show in Orlando, FL, along with 85,000 attendees from the United States and worldwide. Angela didn’t hesitate. And, as we knew, Angela was a great addition to our onsite NARI team.

In all of these situations, Angela has shown herself to be considerate, honest and welcoming. I have also found her to be an intelligent individual, who is willing to take the lead in situations when required. Her good judgement has been important to her chapter and their members, and she has provided loyal support at the national level for NARI.

In short, I would recommend Angela as a true leader, a person who can be relied upon, and she will prove to be a valued colleague and friend to those fortunate to spend time with her.

Please feel free to contact me regarding this recommendation if required.

Sincerely,

Fred W. Ulreich
Chief Executive Officer
President’s Award

I am Mason Hearn, of HomeMasons, and President of NARI – Central VA. I was one of the founding members of this chapter 17 years ago, and have been honored to serve the Association in various positions over those years.

One of the most-anticipated things I get to do as in this position is to name a person, persons or entity who, in some manner only determined by my discretion, has earned the special merit to be recognized by the President’s Award.

Although we have many folks who have worked hard to create value for our members, and therefore worthy of recognition tonight, I am granting only one award, and I think you will all agree that this person deserves the spotlight which cannot possibly be shared with anyone else.

This person has made my term as president easy. They are capable of the manner of support that any person would want in their organization... in fact, not only never disappointing, but always to a surprising and unusual level of excellence.

We have talked about the NARI events that other honorees tonight have supported... well, this person has been in the background organizing and flawlessly executing EVERY one of those events.

This person has sacrificed their own personal and family time to do the good work of our organization, including at least two trips a year to NARI National Summits, for the better part of a week each. Their opinion and input is much-respected, and has become invaluable to our leadership.

And when at these events, in a group of three or four hundred of NARI’s National and Chapter Leaders from across the country, there are few in attendance who do not know this person by name. Everyone from the national president to other Executives would probably profess to you, that they have a “special relationship” with this representative of NARI Central VA.

She has served on the National Government Affairs Committee, National Marketing Committee, is a leader in National-level strategic planning, and on various task forces to improve our chapters across the country. Quite frankly, I am sure there are other initiatives she is involved-in, I just can’t possibly name them all.

In fact, I have been made aware of at least two job offers she has had to come run chapters elsewhere... but of course, she’s a true-blue Central Virginia Executive, and we all know her love for what she does and commitment to making our chapter, the very best it can possibly be.

I am very happy to recognize with the 2017 President’s Award, the heart and soul of NARI – Central VA, the pride of The National Association of the Remodeling Industry, the Energizer Bunny, and our very own amazing executive director, Angela Hubbard.
Dear Fellow NARI Members:

I have had the pleasure to know and to work directly with Angela Hubbard in my capacity as an Officer for NARI National for the past 4-years.

Angela embodies all the qualities that make NARI an outstanding professional association. She cares deeply about the remodeling industry and ensuring that NARI always presents itself and the members that she serves in the most favorable light.

Angela looks at things through the lens of not what is, but what could be. Her fellow Chapter Executives recognize her as a leader and someone who holds the NARI flag high with excellent standards and solid ethics. She helps others to see possibilities and positive outcomes and assists them in defining a clear path to get to those destinations.

Her personality is infectious and welcoming. Angela makes every member feel that they are personally responsible for their chapter’s success. She is never one who views something as not her worry or responsibility. If it’s broke or wrong, she’s the first one to recommend and find a way to fix it or make it better.

Because of these qualities and her skills, Angela has frequently been chosen to bring her experience, intellect, and perspective to assist and guide NARI and other chapters on a national level.

Angela works well collaboratively by helping people reach common ground and is an excellent facilitator in bridging conflict when it occurs. She understands that her chapter members rely on her as a resource to help them to realize the maximum value that NARI can provide to them in their personal and professional development.

She is driven to having a robust and growth-oriented chapter and knows what is necessary to make that occur. Most importantly, she puts the skin and effort into the game to see that it happens.

Angela is a self-motivated individual that shares the limelight unselfishly. I always look forward to working together with her in making NARI an excellent association to belong to.

Sincerely,

[Signature]

David Pekel, MCR, UDCP, CAPS, CCP

NARI National President Elect
January 18, 2019

I would like to recommend that Angela Hubbard, Executive Director for NARI Metro DC be this year’s recipient of the Mary Busy Harris CAE Professionalism Award. Angela displays exceptional leadership qualities and is extremely devoted to our organization. When I took over the Tampa Bay Chapter and it was in turmoil, Angela came to our rescue and helped us set up our QuickBooks and got us back on track. Today, we can proudly say that we are headed in a positive direction thanks to her mentoring and inspiration.

Thank you,

Deborah S Thomas  
Executive Director, CRPM  
NARI - Tampa Bay  
info@naritb.org
1/22/2019

To Whom It May Concern:

It is with great pleasure to nominate Angela Hubbard, Executive Director of Nari Metro DC, for the Mary Busey Harris CAE, Professionalism Award.

Angela has helped the Nari Metro DC excell in the following areas

-Attendance at events
-Committee Chair Support, staff has taken back the role it had been contracted to do. Prior to this the committee chairs didn’t have knowledge of budget, goals or have a plan we were to work from. Since then Angela has provided this information which makes being a volunteer fun again.
-Her style of communication is invigorating, compelling and direct. As a remodeler this is what we strive for and she nails it for our association.
-As a committee chair the marketing of our events had little appeal. Other chairs mentioned the same to Angela and she created a Marketing Task Force to tackle the problem
-SHE LISTENS and acts on what she feels will better our chapter. She is not a procrastinator

I personally enjoy her, she is comforting to talk to and when I hang up I don’t wonder if we were on the same page.

Please accept my nomination,

Trish Schroeder
Schroeder Design/Build
www.SchroederDesignBuild.com
703-509-5038 cell
Past President of Nari Metro DC
Chair Membership Committee
January 28, 2019

Re: Angela Hubbard – Nominee for Mary Busey Harris, CAE Professionalism Award

To Whom it May Concern:

I am writing you to express my complete support for Angela Hubbard as a recipient of this year’s Mary Busey Harris, CAE Professionalism Award. As the current President of the Tampa Bay Area Chapter of the National Association of the Remodeling Industry, I have had numerous opportunities to observe Angela’s devotion and dedication to NARI at both the local and national level.

I first met Angela two years ago when our chapter was transitioning from using an outside management company to having our own Executive Director. Angela was instrumental not only in explaining to us how our chapter could best be served by an Executive Director, but also in coming down to train our new Executive Director and work with her. Angela also supported our Evening of Excellence and Contractor of the Year awards during that transitional time to help make them a wonderful success!

Since then, I have continued to be impressed and in awe of Angela’s dedication to NARI. Anytime I (or our chapter) has a question, we usually reach out to her to take advantage of her guidance, wisdom, and experience. And she always provides it without hesitation. She has helped us finalize our Executive Director’s employment agreement, assisted us with expansion plans, discussed new member generation and retention, and provide input on the opening of new chapters in our state.

There is no reason for Angela to provide all of this assistance to us except that she is truly dedicated to NARI and to seeing its local chapters succeed. I cannot recommend her highly enough for this award.

Sincerely,

NELSON MULLINS BROAD AND CASSEL

[Signature]

JSL
January 25, 2019

To the NARI Award Selection Committee,

I believe Angela Hubbard is very deserving of the Mary Busey Harris, CAE Professionalism Award.

I began my position as Executive Director of NARI Central VA April 1, 2018. Angela was given the task of training me for the position and holding my hand through the first couple of months. Angela went above and beyond the expectation of helping me. She worked events with me, answered any question, no matter the time. She led me through my first National Conference introducing me to fellow ED’s and making me feel welcome and an instant part of the NARI Family.

Her enthusiasm for NARI is infectious. Her passion for the local chapters as well as programs on the national level is obvious with her involvement in so many committees and councils.

If this award is for someone who has passion for NARI, and for growing its membership, then please consider Angela Hubbard for this award.

Sherry Minson | Executive Director
NARI Central VA
info@naricentralva.org
P O Box 11415
Richmond, VA 23230
804-651-5757
January 24, 2019

To: NARI Metro DC / VA Chapter
    P.O. Box 3462
    Merrifield, VA, 22116-9998

Attention: NARI board

Ladies and Gentlemen,

I recently learned that you are considering Angela Hubbard, Executive Director for NARI Metro DC, for recipient of the Mary Busey Harris, CAE Professionalism Award.

As I’m sure you know, Angela is a vibrant person, high achiever, and dedicated team player who always provides focus and performance. Since meeting her, she has been an enthusiastic and outstanding representative of our organization always willing to give her time and knowledge to those around her. Angela has been an active participant in the committees I’ve chaired and is always receptive and supportive of other members.

I urge that if your goal is to honor her with the CAE Professionalism Award, I can think of no one more deserving of this award.

It is my pleasure to offer this endorsement.

Very cordially,

[Signature]

Andreas Apter, President
Apter Remodeling / Craftsman, Inc.
410-340-6703
Andy@ApterRemodeling.com