



HOUSING AUTHORITY OF THE BIRMINGHAM DISTRICT

Annual Report 2025

1826 3rd Ave. South
Birmingham, AL 35233

WEBSITE www.habd.org
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OVERVIEW

In the **Housing Authority of the Birmingham District's 2025 Annual Report**,

we highlight progress on strategic milestones that align with our **2025-2029 Strategic Plan: Build, Thrive, Grow**,

including the implementation of new and robust systems to improve processes across the agency, developing partnerships that enrich our clients' experience and expansion of our development efforts. Key milestones include launching our **Apprenticeship program**, a hands-on, on the job training experience for residents who learn tangible and transferable skills to earn reputable employment, the award of additional **Youthbuild funds**, creating more opportunities to springboard our future the acquisition of **Glenbrook at Oxmoor, a 100-unit, mixed-finance development** that expands the agency's portfolio, and monumental ribbon cuttings for historic **Southtown Court and Southtown Senior**. HABD remains committed to serving our communities and reimagining what affordable housing will look like in the future through intentional partnerships and strategic alignment.

2025 marks 90 years of serving the Birmingham community and providing housing to the residents

who call HABD home. We look forward to sharing the year's accomplishments and look forward to many more.

LETTER FROM THE CEO



As we reflect on the past year, I am incredibly proud of the significant progress we've made toward our Thrive 2035 plan. Our strategic plan has served as a clear roadmap, guiding our efforts and ensuring we remain focused on our long-term vision. A key area of concentration has been fostering self-sufficiency within our communities. We believe in empowering individuals and families, and the initiatives we've implemented this year are truly making a difference in achieving this goal. Through our intentional partnerships and collaboration, HABD has strengthened our ability to address the complex challenges of affordable housing, as these alliances are crucial to our collective success. This year holds special significance as we celebrate our 90th anniversary. This remarkable milestone is a testament to the enduring commitment and hard work of everyone who has contributed to our mission over the decades. It's a moment to honor our rich history while also looking forward to the future of affordable housing with renewed determination and optimism.

Thank you for your dedication and hard work. Together, we are building a brighter future.

Dontrelle Young Foster

**Dontrelle Young Foster, President/CEO
Housing Authority of the Birmingham District**



As we close out this year, I am proud to reflect on a period of meaningful progress for the Housing Authority of the Birmingham District (HABD). Despite an evolving and often uncertain federal policy landscape, HABD remained steadfast in its mission—delivering high-quality, affordable housing and strengthening communities across Birmingham. This year marked a major milestone with the grand opening of more than 200 new affordable homes at Edgehill at Southtown, fulfilling a long-standing promise to the Southtown community. Southtown Court, a

60-unit family development, opened in late 2024, followed by Southtown Senior, a 143-unit community for elderly households, which welcomed residents in May 2025. Together, these developments ensure that every former Southtown resident who wished to return to the redeveloped neighborhood had that opportunity. This achievement would not have been possible without the commitment and collaboration of our development partners—CR Endeavors, BREC Development, and The Benoit Group—whose dedication helped turn vision into reality.

Additionally, HABD successfully secured a \$500,000 Choice Neighborhoods Planning Grant for the Rev. Dr. Morrell Todd Community. In partnership with Woodlawn United, this resident-driven planning effort extends beyond Todd Homes to include the Kingston and Woodlawn neighborhoods, reflecting our holistic approach to community revitalization and redevelopment.

These accomplishments demonstrate HABD’s resilience, strategic leadership, and unwavering commitment to our communities. The Board of Commissioners is proud to serve an agency that continues to deliver results, strengthen partnerships, and invest in Birmingham’s future. As we look ahead, HABD is guided by our Thrive 2035 Plan—a bold, long-term vision that positions the agency not just to respond to change, but to lead it. Thrive 2035 challenges us to reimagine what public housing can be by expanding housing opportunity, supporting resident economic mobility, and creating communities where families and seniors can thrive for generations to come. The progress we made this year lays a strong foundation for that vision, proving that thoughtful planning, resident-centered development, and collaborative partnerships can unlock what is possible.

In power,

DeJuana L. Thompson
Chairwoman, Housing Authority of the Birmingham District

The Housing Authority of the Birmingham District (HABD) was established in 1937 to address the housing needs of low-income Birmingham residents. Since that time, HABD has grown to be the largest housing authority in Alabama and the 17th largest in the country. Currently, HABD has more than 3,500 units of public housing and more than 6,000 Housing Choice Vouchers.



The mission of the Housing Authority of the Birmingham District is to provide the highest standard of affordable housing while fostering vibrant, inclusive communities and serving as a catalyst for opportunity.



- Customer Service
- Accountability
- Perseverance
- Efficiency

WHO WE ARE



OUR PEOPLE



BOARD OF COMMISSIONERS

The Board of Commissioners, appointed by the Mayor, provides agency oversight and governance to the Housing Authority of the Birmingham District. Our Board is deeply committed to the communities we serve and values the continuous effort of providing safe, quality and affordable housing to residents. With vast knowledge and expertise to contribute, we are honored to benefit from their leadership.



Chairwoman
DeJuana L. Thompson



Vice-Chairwoman
Abra A. Barnes



Commissioner
Alyshia Cook



Commissioner
Dr. Anthony C. Hood



Commissioner
D.G. Pantazis, Jr.

SENIOR LEADERSHIP TEAM



Director of Finance
Melanie Baker



Chief Human Resources Officer
Dr. Josephine Banks



Chief Administrative Officer
Denita Clara Bearden



Director of Real Estate
Jennifer Brown



Director of Information Technology Infrastructure & Operations
Toraine Clausell



Senior Advisor and Chief Strategist
Seth Embry



Chief Housing Programs Officer
Larry Williams



DEPARTMENT LEADS

Director of Client Services
Armon Matthews

Director of Property Operations
Darryl Washington

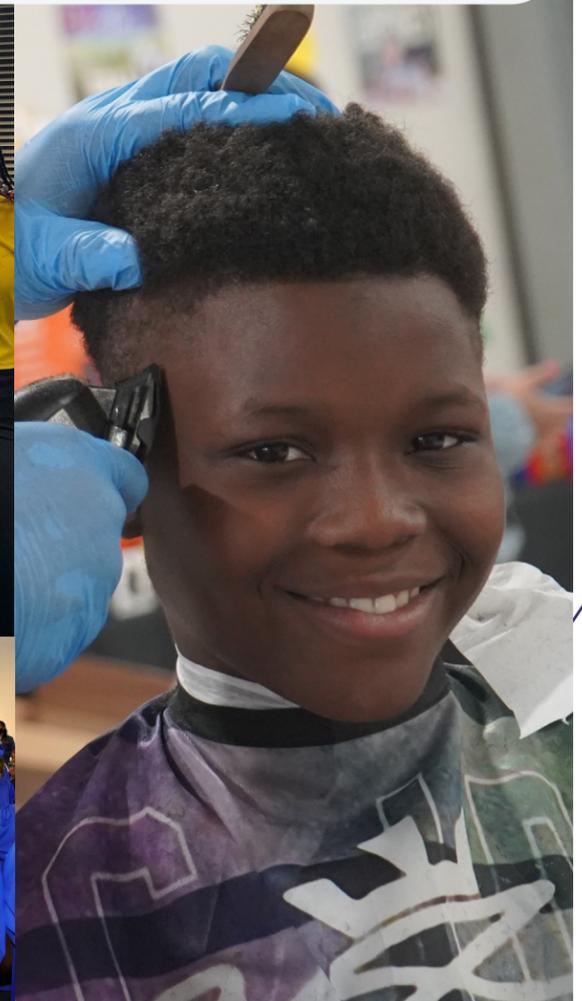
Director of Public Safety
Ken Foreman

Director of Maintenance
Connie McLaurin

Interim Director of Housing Choice Voucher Programs
Jennifer Leonard

Director of Workforce Development / Section 3 Coordinator
Jackie French

Director of Human Resources Operations and Relations
Calandra Jefferson-Mitchell



FINANCIAL BREAKDOWN

FINANCIAL RESOURCES: PLANNED SOURCES AND USES

Sources	Planned \$	Planned Uses
Federal Grants (FY 2026 grants)		
Public Housing Operating Fund	\$ 30,430,771	Operations
Public Housing Capital Fund	\$ 13,011,565	Approved Capital Fund Projects
Annual Contributions for Section 8 Tenant-Based Assistance	\$ 61,874,328	Section 8 Tenant-Based Assistance
Resident Opportunity and Self-Sufficiency Grants - ROSS	\$ 184,066	Resident Opportunity and Self-Sufficiency Grants - ROSS
Youth Build Grant	\$ 358,289	Resources
Family Self-Sufficiency Grant	\$ 278,930	Resources
Choice Neighborhood Grant	\$ 1,167,985	Smithfield CNI Initiatives
State and Local Grants	\$ 1,162,753	Summer Youth Program and Loveman Daycare Building
Public Housing Dwelling Rental Income	\$ 8,751,308	Operations
Income on Investments	\$ 725,328	Operations
Development Income	\$ 5,163,328	Future Development
Non-Subsidized Rental Income	\$ 2,133,499	Tax Credit Developments
Other Income	\$ 1,633,427	Operations
TOTAL RESOURCES	\$ 128,875,577	

THE CHOICE NEIGHBORHOOD PLANNING GRANT

This prestigious Choice Neighborhood Planning Grant from the U.S. Department of Housing and Urban Development (HUD) supports the creation of a comprehensive Transformation Plan for the Rev. Dr. Morrell Todd Homes public housing site and the surrounding Woodlawn and Kingston neighborhoods. The planning process will span approximately 2.5 years and will include household assessments and broad community engagement. The resulting plan will serve as a blueprint for neighborhood revitalization, centering on modernized housing, economic development, and resident well-being.

Through this initiative, residents of the Morrell Todd community will benefit from improved housing options, long-term affordable rental opportunities, and increased mobility to areas of greater opportunity. The Transformation Plan will also focus on expanding access to high-quality early childhood education and schools, enhancing health and wellness services, improving community safety, providing job training and employment pathways, and improving transportation. Developed collaboratively by residents, HABD, and local stakeholders through dedicated housing, people, and neighborhood task forces, this effort represents a bold and inclusive vision for a stronger, more equitable future in the Kingston and Woodlawn communities.



YOUTHBUILD GRANT

The Housing Authority of the Birmingham District (HABD) was awarded \$1.5M in December 2024 by the U.S. Department of Labor to continue the Youthbuild program, which received its first grant in 2022. YouthBuild is a six to nine-month initiative that provides job training and educational opportunities to young people between the ages of 16-24 who are looking to earn their GED and want to pursue careers in construction and healthcare. Participants will receive a biweekly stipend over the duration of the program.

“We are excited to continue this program,”

said D’Aviance Harris, YouthBuild Program Manager

“YouthBuild transforms lives, and for young people in our community who need it, it also gives them an opportunity at a second chance.”



YOUTHBUILD AWARD



89 | PARTICIPANTS

45 | PROGRAM PARTICIPANTS HAVE GAINED EMPLOYMENT

60% | GRADUATION RATE

PROGRAM PARTICIPANTS HAD TWO CAREER TRACKS - HEALTHCARE AND TRADES

OUR COMMUNITY PARTNERS

Thank You to Our Community Partners Who Join Us in Serving and Providing Resources to Our Residents and Communities Everyday!

Access Wireless
 AIDS Alabama
 Alabama Career Center
 Alabama Regional Medical Services (ARMS)
 Alabama Veteran
 Alabama Workforce Training Center
 Aletheia House
 Assurance Wireless
 Automation Personnel Services
 Avondale Samaritan Place
 Be Kind Birmingham
 Bessemer Housing Authority
 Birmingham AIDS Outreach
 Birmingham Menace Church
 Birmingham Urban League
 Birmingham VA Medical Center
 Bridge Ministries
 Brother Bryan Mission
 Bundles of Hope Diaper Bank
 Cahaba Medical Care
 Cahaba Valley Health Care Dental and Vision
 Christian Love Pantry
 Church of the Reconciler
 City of Birmingham
 ClasTran Paratransit
 Columbiana Housing Authority
 Community Action
 Community Action Agency of Northeast Alabama
 Community Action Partnership of Middle Alabama (Shelby County) (LIHEAP)
 Community Food Bank of Central Alabama
 Community Furniture Bank
 Community of Hope Health Clinic
 Community on the Rise
 Cooper Green Hospital
 Crisis Center Central Alabama
 Cypress Employment Services
 Department of Motor Vehicles
 Disability Rights and Resources
 Disabled American Veterans
 Eastside Mental Health Center
 EyeCare America
 Fair Housing Center (Birmingham, AL)
 Faith Chapel
 Family Connection Street Outreach
 Family Connection Youth Shelter
 Family Promise of Birmingham
 Fellowship House
 Firehouse Day Shelter
 Firehouse Emergency Shelter
 Firehouse Meals Program
 First Light Emergency Shelter
 Food for Our Journey
 Food Stamps/SNAP (Jefferson County)
 Food Stamps/SNAP (Shelby County)
 Food Stamps/SNAP (St. Clair County)
 Gateway Family Solutions
 GoodRx
 Grace Episcopal Church
 Grace Klein Community
 Greater Birmingham Ministries
 H2O (Help 2 Others) Water Assistance
 Highlands United Methodist
 Hope Inspired Ministries
 Housing Assistance Fund Way
 Station Transitional Housing
 Independant Presbyterian Church
 JBS Brief Psychiatric Care Clinic

Jeff State Ready to Work Program
 Jefferson County Department of Health Dental
 Jefferson County Department of Health
 Jefferson County District Attorney's Office - Danny Carr
 Jefferson County Housing Authority
 Jefferson County Workforce Development
 Jessie's Place
 Jimmie Hale Mission
 Jobs for Vets
 Kelly Employment Services
 Lawson State Community College
 Legal Aid Society
 Legal Services of Alabama
 Lifeline Cell/Internet Service
 LIHEAP (Low Income Home Energy Assistance Program)
 Litt Lite
 Lovelady Center
 M-Power Ministries Health Center
 Magic City Acceptance Center
 Marks Village Health Center
 MAX Transit
 Mechanical Craft Training Institute
 Montevallo Housing Authority
 Neighborhood Housing Services of Birmingham
 New Life Pantry
 Oak Mountain Missions
 Olivia's House
 One Place Metro
 OneRoof
 Onin Ready to Work
 Pathways Day Center
 Pathways Early Learning Center
 Pathways Emergency Shelter
 Positive Maturity
 Red Crescent Clinic of Alabama
 Redemptive Cycles
 ROSS Recovery
 SafeHouse of Shelby County
 SafeLink Wireless
 Salvation Army Adult Rehabilitation Center
 Salvation Army Men's Shelter
 Salvation Army Women's Shelter
 SenioRx
 Serving You Ministries
 Shelby Emergency Assistance
 Social Security Administration
 St. Andrew's Episcopal Church
 Still Serving Veterans
 Strive Birmingham
 The Dannon Project
 The Foundry Dental Center
 Traveler's Aid Birmingham
 Triumph Disability Services
 UAB Community Eye Care
 UAB Community Psychiatry
 United Way Priority Veteran
 University of Alabama at Birmingham (UAB) Hospital
 Urban Ministry
 Vocational Rehab Services
 Volunteer Lawyers Birmingham
 Volunteers of America Southeast (Birmingham Office)
 Women, Infants, and Children (WIC) (Jefferson County)
 Women's Hope
 Woodlawn United
 WorkFaith Birmingham
 Workshops Empowerment Inc.
 Youth Towers
 YWCA Interfaith Hospitality House Shelter



OUR IMPACT

The 22nd Annual George A. Pegues Golf Tournament was held successfully in September 2024 bringing together community members, sponsors, and participants for an engaging day of golf and philanthropy. This cherished event serves as a vital fundraiser for programs that directly impact the lives of residents involved in the Family Self-Sufficiency (FSS) and Resident Opportunity Self-Sufficiency (ROSS) programs, as well as recipients of financial assistance through the Naomi H. Truman Scholarship Foundation, a non-profit supported by the Housing Authority of the Birmingham District (HABD).



In 2024 THE NAOMI H. TRUMAN SCHOLARSHIP FOUNDATION AWARDED MORE THAN **\$50,000** IN SCHOLARSHIPS

Actual **\$53,190**
 Goal **\$50,000**

106
 PERCENTAGE TO GOAL

VENDOR CONNECT 2025

More than 60 vendors joined the HABD Procurement Team and Staff in June 2025 for the annual engagement event aimed at attracting more vendors, creating networking opportunities, providing training updates, and vendor education. The event featured a best practice focused panel discussion led by the Birmingham Business Alliance, named

“Elevating Your Business.”

This year, two vendors received awards - Vendor of the Year went to J & J Plumbing and The Vendor Implementation Award went to RC Lawncare. Solicitations and more information on doing business with HABD can be found at www.habd.org/procurement.

HABD awarded 33 contracts

Agreements in FY25 totaling approximately \$7,835,947.



STRATEGIC PLAN UPDATES

HABD launched its 2025 - 2029 Strategic Plan: Build, Thrive, Grow highlighting the agency's two strategic goals, propelling people and transforming communities. The plan includes upgrades to critical infrastructure systems for staff and residents, expansion of homeownership opportunities, as well as units included in the Thrive 2035 redevelopment plan, the path to building new or rehabbed affordable housing units.

Staff presented the plan at the Birmingham City Council Meeting, HABD Board of Commissioners' meeting, HABD Resident Council Meetings and on local television as part of the agency's communication plan. Updated progress can be found on the HABD Strategic Plan Dashboard at www.habd.org/habd-strategic-plan.



HABD 2025 - 2029 Strategic Plan
STRATEGIC GOAL 1: PROPEL PEOPLE

Operational Outcomes	IN PROGRESS	First Deadline	Operational Outcomes	COMPLETE	First Deadline
Utilize technology platforms and mobile solutions for better resident and staff experiences and increase functionality and efficiency	16	12/31/2025	Upgrade the agency day to day staff's operational equipment and resource services	7	9/1/2025
Apprenticeship Program our apprenticeship program will create a vital pipeline for housing residents and community members to gain hands-on experience and skills		12/31/2025	Re-engineer HR processes and technology to increase efficiencies and create more capacity with HR resulting in a better service experience for new hires and existing staff		12/1/2024
Automate processes through HRMS system to increase HR efficiency and create a better service experience for new hires and existing staff		1/1/2028	Increase Employee Morale and Agency Cultural Health resulting in engaged and valued employees, and an enviable agency brand		1/1/2025
Create metric and impact-driven approach to partnerships that promote opportunities and unnecessary minimize duplication of services		12/31/2025	Expand the integrated Work System based on agency needs		6/30/2025
Define and Strengthen Partnership Engagement and Rebuild Relationships		12/31/2025	Expand current/new vendor engagement and relationships and strengthen systems and processes in order to be a customer focused, innovative solution provider that delivers high-quality technology systems, processes, and services in support of the agency's day to day operational needs.		3/1/2025
Develop an internal document management system and internal HABD knowledge base so standard operating procedures and interdepartmental guidelines are easily accessed and referenced by all staff		12/1/2026	Elevate Training & Development and Succession Planning Develop a training program and succession plan to build effective and future-ready leaders		9/1/2025
Develop Homeownership Opportunities for Clients		12/31/2025	Apprenticeship Program our apprenticeship program		9/1/2024

CLIENT SERVICES

COUNCIL OF PRESIDENTS ADVISORY BOARD

Collegeville O'jore Tamper	Elyton Village Willine Body	Freedom Manor Willie Jean Lewis	Harris Homes Angela Scroggins	Kimbrough Homes Mary Hawkins
Marks Village Cassidy Moore	North Birmingham Nosayamwen Idemudia	Roosevelt/Ben Greene Lina Norris	Smithfield Shemika Minter	Todd Homes Eldridge Knighton

PARTNERSHIP MATTERS!

Each community has an **elected** resident council, including presidents who serve as the Council of Presidents Advisory Board (CPAB).

Everyday Counts

In partnership with the City of Birmingham and Birmingham City Schools, HABD launched a new initiative—**Every Day Counts**. The program launched in January 2024 and is designed to promote perfect school attendance among school-aged children living in public housing.

Through the Every Day Counts initiative, residents whose children achieved perfect attendance for the month were entered into a raffle to receive financial assistance toward a housing expense for the following month. In addition to the attendance incentive, the initiative also provided a range of support services, including homework help, literacy and reading support, and transportation assistance.



ABSENTEE REDUCTION **10%**

FAMILIES PARTICIPATED **500**

AWARDED **\$15,000**



In May 2025, HABD and the City of Birmingham's Municipal Court trained staff and interns on conflict resolution during the Summer Youth Employment Program. Common Ground, a program facilitated for multiple years and spearheaded by Presiding Judge Sparks, seeks to equip participants with necessary skills to prevent actions that result in violence and crime.

Department of Human Resources - Summer Youth Employment Program

Funded by a \$1 million stipend from the Alabama County Department of Human Resources, HABD provided more than 250 youth residents with a season filled with enrichment, exploration, and empowerment through Summer Youth Employment Program (SYEP) and camp activities. From hiking the scenic trails of Turkey Creek to exploring aerospace innovation at the Rocket Center in Huntsville and aviation history at the Southern Museum of Flight, our campers engaged in hands-on learning experiences that encouraged curiosity and creativity.

In addition to recreational activities, SYEP offered older youth residents valuable exposure to real-world career paths and life skills. Participants had the unique opportunity to visit active construction sites and learn about real estate development and the home-building process—gaining insight not only into potential careers, but also the foundational knowledge needed for future homeownership. We also partnered with the Jefferson County Department of Health to deliver health education sessions, equipping them with the tools to make informed choices about their wellness.

The **Client Services** department served more than **4,000** residents in **FY 2025**, through aligned resources and intentional community partnerships.

WORKFORCE DEVELOPMENT

HABD JOB FAIR

Hired **17** individuals and **2** residents

FSS WINS

110 residents participated in the program and **15** graduates in FY 2025

APPRENTICESHIP PROGRAM

In 2025, **26 graduates** completed the **Modified Apprenticeship Program**, **20** received job offers, **5** hired by HABD



REAL ESTATE DEVELOPMENT

With a robust Thrive 2035 redevelopment plan in motion, HABD has made significant progress in the last year toward plans to renew and rehab existing properties. In the next five years, HABD aims to begin transactions on transforming more than 1,000 units of its portfolio.

COOPER GREEN HOMES PROGRESS

Paces Preservation Partners, a strategic partnership between The Paces Foundation and Soho Housing Partners, and the Housing Authority of the Birmingham District (HABD) held a Cooper Green renovation kickoff celebration on January 28. The event signaled commencement of renovation and rehabilitation of the 32-acre site. The nearly \$30 million project is financed by Synovus Bank in partnership with United Bank, Bellwether, and HABD. By December 2025, 49 of the 227 units were completely renovated.

Renovations of the residential buildings will include new roofs, gutters, energy-efficient windows and siding, improved attic insulation and brick repairs. Inside, the apartment homes will get new appliances—including washers and dryers, cabinets and countertops, plumbing, light fixtures, flooring, HVAC systems and water heaters. Along with new interiors and finishes for the community building/rental office, all existing playground equipment will be replaced, and new amenities will be added, including a splash pad, gazebo, barbeque grills and picnic tables. A protective concrete buffer wall will be constructed between the Cooper Green property and the neighboring railway and fuel facility.



EDGEHILL AT SOUTHTOWN

HABD marked a major milestone in the transformation of affordable housing at Edgehill at Southtown. A ribbon-cutting ceremony was held on September 20, 2024, to celebrate the opening of Southtown Court, the first residential building in the Edgehill redevelopment. This \$26 million project began construction in April 2023 and welcomed residents in Q4 2024. The development included 60 modern apartment homes—ranging from one to three bedrooms—each equipped with major appliances and designed to meet the evolving needs of today's families.

Southtown Court reflects HABD's ongoing commitment to revitalizing communities and enhancing the quality of life for its residents. The building features a range of resident-focused amenities, including a business center, community rooms, and electric vehicle charging stations. Developed in partnership with BREC Development, Hollyhand Companies, Southside Development Corporation, and SPM, this effort represents a significant reinvestment in a community whose original public housing—Southtown Court—was built in the 1940s. "The opening of Southtown Court Family is a testament to our commitment to providing quality affordable housing for our residents," said Dontrelle Young Foster, President and CEO of HABD. "They are our why. We will continue to propel our communities by being an agent of change and a catalyst for opportunity."



SOUTHTOWN COURT AND SOUTHTOWN SENIOR

The momentum continued to build with the ribbon-cutting ceremony for Southtown Senior. On June 5, 2025, in partnership with The Benoit Group, HABD celebrated the 143-unit affordable housing site designed specifically for Birmingham's senior residents. Construction began for the \$42 million investment in November 2023, and was completed in less than a year. The event featured remarks from HABD leadership, development partners, Mayor Randall Woodfin and elected officials from the city, county, and state levels, all underscoring the transformative impact of this initiative.

Southtown Senior was thoughtfully designed to meet the evolving needs of seniors while honoring the legacy of the original Southtown Court community. The modern development includes amenities that support independence, well-being, and social engagement, such as a fully equipped business center, communal gathering spaces, and vibrant murals that reflect the history and resilience of Southtown. As part of HABD's continued focus on revitalization through public-private partnerships, Southtown Senior and Southtown Court stand as a powerful example of what is possible when housing development is rooted in equity, opportunity, and community collaboration.



GLENBROOK AT OXMOOR

Glenbrook at Oxmoor is a 100-unit community built in 2009 as off-site replacement housing part of the Tuxedo Court HOPE VI redevelopment. In 2025, HABD's affiliate, Magic City Housing Development Corporation (MCHDC) purchased the community from the developer, and manages it through a third-party management company. This was the second recent acquisition for MCHDC which is HABD's non-profit development arm. MCHDC now has a portfolio of over 200 units, providing high-quality affordable housing across the Birmingham region.



FARRINGTON APARTMENTS

HABD worked with a development partner to acquire and rehabilitate Farrington Apartments and completed construction in 2020. Included in that deal was preferential financing that required the development be transferred to Magic City Housing Development Corporation (MCHDC) which occurred in 2024. During MCHDC's first year of ownership, HABD worked with our external property management company (Castleberry Property Management Group) to increase occupancy and maximize revenue to the development. As of the end of FY 2025, Farrington's occupancy rate was 98%.



LOVEMAN VILLAGE DAYCARE RENOVATION

HABD is renovating the Loveman Village Daycare facility in two phases - the first phase (scheduled for completion in early 2026) will hold 6 classrooms, administrative offices, and a new playground. The new facility will be painted in vibrant colors to provoke creativity in precious young minds and will be surrounded by green space with a playground and learning gardens.

The second phase will be completed simultaneously and include the renovation of the adjoining gym, providing safe, indoor access to recreational and learning spaces for the attendees. This \$2.6 million dollar project is funded by HABD's capital fund, and generous support was provided by Congresswoman Terri Sewell (\$1 million grant) and Councilor Crystal Smitherman (\$600,000 American Rescue Plan Act grant). The extensive renovation plan includes replacement of mechanical and roofing systems, plus exterior and interior surface upgrades. Upgrades will also include important structural updates like skylights, a restored HVAC system, restrooms, and more.

The facility will be operated by Birmingham City Schools and provide early education opportunities for underserved students in a safe and modern environment and affordable childcare to attract young families to the redeveloped Villas at Titusville. The completion of the daycare furthers the Villas at Titusville as an inclusive community where critical resources are just steps away from residents' homes, reducing another barrier to economic independence.



HOUSING OPERATIONS AND HOUSING CHOICE VOUCHER PROGRAM



Public Housing Occupancy Rate is **97%**

Total Public Housing Unit Count: **3,632**
Residents 62 and older = 555

AFFORDABLE AND TRADITIONAL PUBLIC HOUSING COMMUNITIES



Collegeville



Tuxedo Terrace



Tom Brown Village



Kimbrough Homes



Marks Village



Smithfield Court



Rev. Dr. Morrell Todd Homes



Elyton Village



Ben Green/
Roosevelt City



North Birmingham Homes



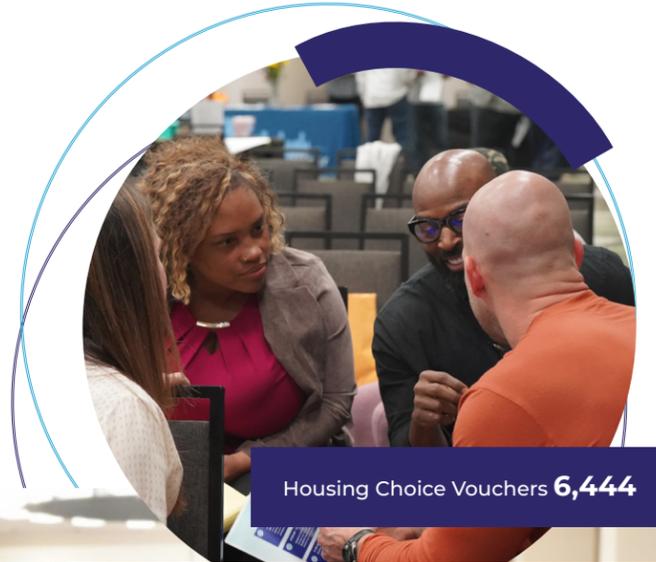
Harris Homes



Freedom Manor

HOUSING CHOICE VOUCHER LANDLORD AND TENANT FAIR

In April 2025, HABD hosted a HCV Landlord, Real Estate Professional and Tenant Expo, a key event designed to strengthen community engagement, foster education, and enhance collaboration across the housing ecosystem. The event served as an opportunity for landlords, property managers, real estate professionals, and tenants to engage on critical topics surrounding housing.



Housing Choice Vouchers **6,444**

The HCV Program also administers special vouchers including **Veteran Vouchers, Project Based Vouchers, and Mainstream Vouchers**

The HCV Program provided **\$56,864,870** in Housing Assistance Payments in FY 2025



STAFF ENGAGEMENT



Onboarded **61** new hires, **12** promotions and **2** internal transfers

Delivered **3,223 hours** of in-house training to staff, including HUD-mandated compliance training

EMPLOYEE RECOGNITION AWARDS



HABD hosted its **31st Annual Employee Recognition and Service Awards** in November 2024. The afternoon was dedicated to honoring the commitment, excellence, and contributions of our dedicated team. With a theme that brought sophistication and style—channeling the spirit of James Bond 007 with a Casino Royale theme—the event was a celebration of both agency accomplishments and the individuals who help drive our mission forward every day.

The ceremony recognized staff members for their years of service and highlighted key achievements across departments over the past year. Moments like these reflect HABD’s commitment to fostering a culture of appreciation and pride in public service.

In 2025, HABD implemented an **Alternate Work Program/Policy** based on staff feedback and to help boost employee morale through offering greater flexibility that improves work-life balance. The agency also completed a **compensation analysis** that resulted in salary adjustments for several employee classes related to pay compression and aligning salaries with minimum range requirements.

Launched **Employee Engagement Survey**, achieving a **7% increase** in response rate compared to the previous cycle, and an **89% positive** response for the question

“Overall HABD is a good place to work.”

NEW HRM SYSTEM

HABD launched a modern HRM software system, Paylocity, that integrated fragmented platforms, streamlined key processes, and elevated the employee experience significantly reducing paper-based handoffs, eliminating duplicate data entry, and reducing processing time and manual effort by digitizing paper-based processes. Implementation included Recruiting, Onboarding, Core HR, Employee Self-Service, Community Portal, Payroll, Time and Labor, GL Extracts, Benefits Administration, Learning and Development, Performance Management; FMLA, COBRA and Cafeteria Plan tracking.

AGENCY AWARDS

President/CEO Dontrelle Young Foster was awarded the 2025 CEO of the Year Award from the Birmingham Business Journal in December 2024. Selected from an esteemed group of high-level executives, President Foster was recognized as the top executive driving impact and change in her industry.



HABD Agency Awards

- 2024 Birmingham Business Journal: Real Estate Award - Best in Residential Design
- 2024 Alabama Association of Housing & Redevelopment Authorities: Best Website & Best Practices



Chief HR Officer Dr. Josephine Banks was selected by the Birmingham Business Journal as an honoree for the 2025 HR Impact Awards. This annual recognition celebrates human resources professionals across the region who have made significant contributions to their organizations through innovation, strategic leadership, and dedication to the people they serve.





1826 3rd Ave. S
Birmingham, AL 35233

WEBSITE

www.habd.org

FOLLOW US ON INSTAGRAM

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