



2025

Annual Report



For those who manage to make a difference.®



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The IREM Foundation is a 501(c)(3) nonprofit corporation created in 1977 to provide educational and research programs for real estate managers, educators, the government, and the public. The Foundation is largely supported through tax-deductible contributions from IREM members.

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President's letter



Dear friends,

As I reflect on 2025, one phrase captures the heart of the IREM Foundation's work: *the power of yes.*

Yes to opening doors. Yes to investing in people. Yes to strengthening communities through education, service, and leadership.

This year, that collective "yes" became real, measurable impact. In 2025, the Foundation awarded 430 scholarships and funded 779 courses, helping members advance their certifications and careers. Twenty five percent of scholarship recipients identified as belonging to underrepresented populations, reinforcing our commitment to expanding access across the profession. In total, \$373,802 was invested in education and professional growth.

The power of yes also showed up in service. During the Summer of Service, 14 IREM chapters and IREM HQ supported 25 community projects in just three months, demonstrating what happens when professional expertise meets civic commitment.

Through philanthropy and friendly competition, the 2025 Impact Icon Challenge united 197 donors and raised \$161,380, exceeding our goal and celebrating Lillie Norton, CPM®, ACoM® as this year's Impact Icon, proof that one yes can inspire many.

From 2020–2024, the Foundation's strategic plan strengthened fundraising, partnerships, research, and workforce development. Building on that momentum, the Board has approved a new strategic plan beginning in 2026, sharpening our focus on workforce development and sustainability while positioning the Foundation as a catalyst for measurable industry wide impact.

Together, these achievements remind us what's possible when we choose yes, yes to equity, yes to opportunity, and yes to a profession that strengthens lives and communities.

On behalf of the IREM Foundation Board of Directors, thank you for your generosity and your trust. Because of you, the power of yes is creating opportunity today and hope for what comes next.

With gratitude,
Christopher Mellen, CPM®, ARM®
President, IREM Foundation



IREM Foundation 2025 Leadership

The IREM Foundation is led by a Board of Directors who volunteer their time and expertise to ensure the organization's success and the fulfillment of our mission.

Thank you to our 2025 Board Officers:



Foundation President

Christopher E. Mellen, CPM®, ARM®
The Simon Companies
Dedham, MA



Foundation Immediate Past President

Dee E. Headley, CPM®
Cushman & Wakefield, AMO®
Indianapolis, IN



Foundation Vice President

Eileen D. Wirth, CPM®
MEND, Inc.
Moorestown, NJ



Foundation Secretary/Treasurer

Cher Zucker-Maltese, CPM®
Carefree, AZ

Thank you to our 2025 Board of Directors:

Kurstie Birdsong, CPM®, ARM®
Draper and Kramer, Inc., AMO®
Bokchito, OK

Neil R. Cadman, CPM®
Cadman Group
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Chattanooga, TN

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Virginia Tech
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Jacksonville, FL

Laura Le Harvey, CPM®
Stream Realty Partners
Houston, TX

Lynne Miller, CPM®
Charles Dunn Company, AMO®
Los Angeles, CA

Patty Nooney, CPM®
CRE Analytics Now LLC
Delray Beach, FL

Lillie L. Norton, CPM®, ACoM®
Lee & Associates | Houston
Houston, TX

M. Bernadette Patton, CAE, ACC
Interim CEO
IREM
Chicago, IL

Philip M. Schneidau, CPM®
Woodbranch Management, Inc.
Houston, TX

Anthony Susi, CPM®
The Simon Companies
Braintree, MA

Zack Wahlquist, FASAE, CAE, RCE
CEO/Executive Vice President
IREM
Chicago, IL

Don Wilkerson, CPM®, CRE
Real Estate Consultant
Reno, NV

Thank you to our 2025 Associate Board members:

- Dwayne Alexander, CPM®, ARM®, ACoM®
- Laura Ali
- Shira Ali, CPM®
- Kurstie Birdsong, CPM®, ARM®
- Katisha Brown
- Shivneel Chetty
- Skyler Clenney
- Tiyuna Colbert
- Jason Compton
- Colleen Costa, CPM®
- Tyler Coy
- Mary Coyle, CPM®
- Andrew Davis, ARM®
- Michelle Detert, CPM®
- Caitlin Foster
- Paul Geier, CPM®
- Ngozi Gonzalez, ARM®
- Kelley Hannon
- Tammara Harper
- James L. Helsel, Jr., CPM®
- Sam Herbert
- James Holt
- Michelle Kenny, CPM®
- Christine Kim
- Jacob Kroll
- Stephen LaBarbara, CPM®
- Amber Landvatter
- Marcus Lawrence
- Tia Leach
- Mario Lomeli, CPM®, ACoM®
- Amanda Lopez, CPM®
- Edwin Maldonado
- Kevin Maughan, CPM®
- Kaitlin McGrane, CPM®
- Veronica McNeely, CPM®
- Jana Mobarak
- Lillian Nanyunja Muleke
- Kristy Myers, CPM®, ARM®
- Lillie L. Norton, CPM®, ACoM®
- Peter Ogden, CPM®
- Kelly O'Meara
- Brittany Pointer
- Igor Prelic, CPM®
- Aureen Reddy, ARM®
- Maria Richardson, CPM®
- Oscar Rodriguez-Aguila, CPM®
- Joseph Rubay, CPM®, ARM®
- Shesh Shailesh Shah, CPM®
- William Shelby, CPM®
- Ashley Singley
- Cory Sipos
- Telemaque Slitine, ARM®
- Bridgette Smith
- Catherine Smith
- Shakema Stallings
- Jennifer Stein, CPM®
- Konstantina Thiakodemitris, CPM®, ARM®
- Winnie Tran, CPM®
- Yoany Vargas, CPM®, ARM®
- Victoria Ventry
- Jessica Villatoro, ACoM®
- Melissa Wagner
- James Walker
- Kara Walker, ACoM®
- Marissa Zabala, CPM®, ACoM®

IREM Foundation HQ Team

Rebecca O'Brien, MBA, CAE, CFRE
Executive Director
IREM Foundation
Chicago, IL

Dana Gudel
Director of Development
IREM Foundation
Madison, WI

Marie Anne Sliwinski
Program and Impact Manager
IREM Foundation
Chicago, IL

Djana Sterpin
Coordinator, IREM Foundation
Chicago, IL

We extend our sincere thanks to Lynn Disbrow, Zack Wahlquist, Maureen Powers, and Erica Williams for their meaningful contributions to the IREM Foundation in 2025.

Who we are

We're committed to shaping the real estate management industry by investing in people and practices that advance the quality of real estate impacting daily life.



We envision thriving communities worldwide empowered by well-managed real estate.

We value:

Leadership | integrity | inclusion | forward-thinking | collaboration

IREM Foundation Strategic Plan

2020-2024 IREM Foundation strategic plan results

2020-2024 IREM Foundation's strategic plan was the guiding framework through the end of 2025, as the Foundation developed a new strategic plan for 2026 and beyond. Key results from the prior strategic plan include:

Development & fundraising:

The Foundation made significant progress in strengthening its fundraising infrastructure and diversifying revenue sources. Key advancements included operating from an annual development plan, completing a fundraising metrics dashboard, engaging fundraising consultants, and increasing operational capacity through new staff hires. The Foundation adopted new fundraising software and launched an Associate Board, enhancing its ability to attract, manage, and steward funding.

Strategic alliances:

The Foundation is recognized as a mutually beneficial partner in shaping the future of the real estate management profession. Capacity to evaluate strategic partnerships has increased, building on prior research initiatives and alignment with IREM's goals. New grant opportunities have expanded partnerships with organizations such as CORE, Urban Alliance, academic institutions, chapters, and industry collaborators. Career fairs, high school outreach, and board level engagement further strengthened the Foundation's partnership ecosystem.

Research & discovery:

Progress continued in positioning the Foundation as a source of future focused research for the profession. Investments included the establishment of [Elaina's Sustainability Fund](#), the [Aveni Center for Research](#), and an online research [repository](#). The Foundation funded initial research grants and began exploring the viability of research based revenue opportunities such as webinars, whitepapers, and other knowledge products, while continuing alignment with IREM's strategic priorities.

Workforce development & access:

The Foundation advanced its role in recruiting and retaining a diverse, well qualified real estate management workforce. Customer discovery efforts through surveys, focus groups, and events informed program direction. Grantmaking supported outreach to high school, college, and underrepresented populations, including partnerships with Urban Alliance and national student organizations. Leadership development expanded through enhanced diversity scholarships, the [DISI Leaders Program](#), and the launch of a Women in Leadership scholarship. Early exploration and discovery continued around internship and employment matching opportunities.

IREM Foundation Strategic Plan 2026 and beyond

The Foundation board approved a new strategic plan, which launched in early 2026.. For details, visit iremfoundation.org/about.

Workforce development

Goal

Build a talent pipeline through equitable and accessible pathways to employment and economic mobility.

Objectives

- Develop targeted on-ramps to the profession focusing on individuals with barriers to economic mobility.
- Expand and diversify scholarship and grantmaking strategies.
- Build strategic partnerships to strengthen the pipeline in collaboration with IREM.



Sustainability

Goal

Increase industry adoption of sustainability practices that demonstrate measurable environmental and economic benefits.

Objectives

- Position the Foundation as a valued resource for industry-wide sustainability advancement.
- Embed sustainability as a strategic lens across all Foundation programs.
- Support or develop programming that educates and facilitates the implementation of sustainability practices in real estate management.



Funding

Goal

Drive revenue through new, mission-aligned programs, products, and partnerships that expand the Foundation's reach and impact.

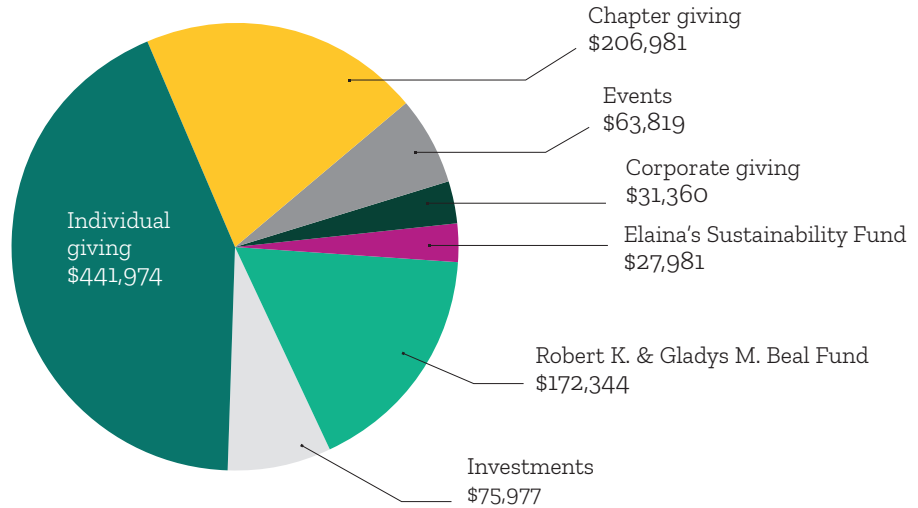
Objectives

- Identify high-impact revenue opportunities that are relevant to both existing and future donors as well as new audiences poised to make a significant impact.
- Expand the donor base by partnering with organizations that share our strategic priorities and values.
- Launch new mission-aligned products or services that generate revenue and solve key industry needs.

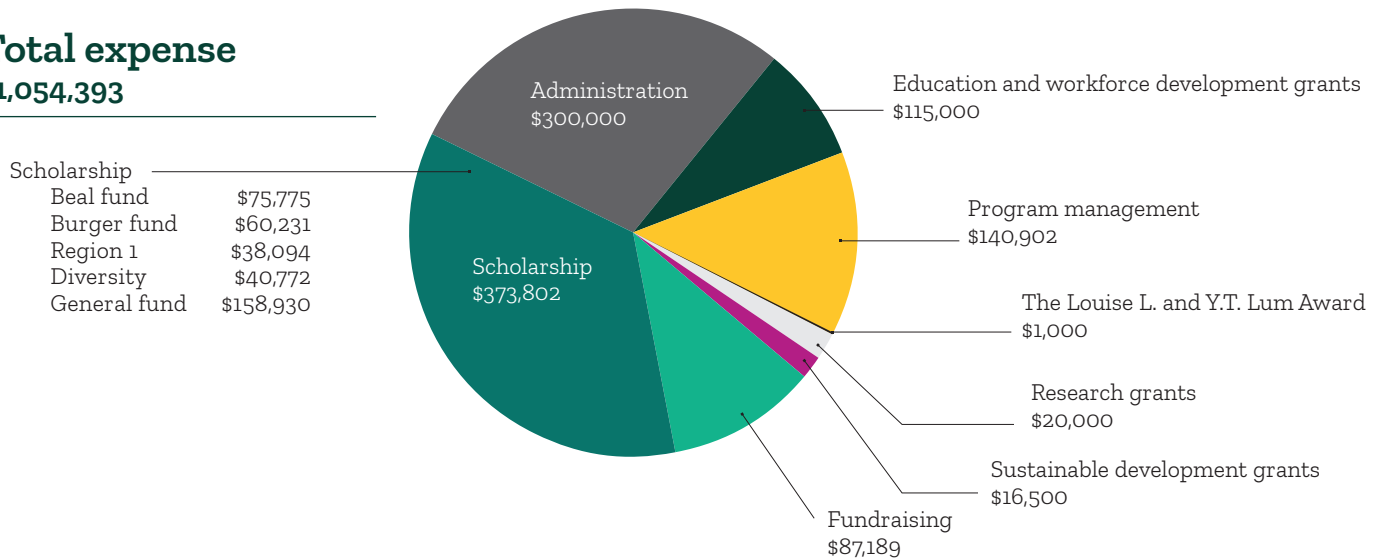


Financial overview

Total revenue \$1,020,436



Total expense \$1,054,393



Scholarship	
Beal fund	\$75,775
Burger fund	\$60,231
Region 1	\$38,094
Diversity	\$40,772
General fund	\$158,930

Assets & liabilities

Total assets \$1,940,015

Liabilities	\$12,396
Net assets	\$1,927,619
Without donor restriction	\$1,618,255
With donor restriction	\$309,364

Want a full copy of our audited financial statements? Contact foundation@irem.org.

Scholarship: Yes, to advancing careers, strengthening the profession



IREM Foundation scholarships

Through the generosity of IREM members and donors, each scholarship says yes to individuals ready to take the next step toward certification, credentials, and career advancement—unlocking doors, building confidence, and creating ripple effects that strengthen the entire profession.

In 2025:

430 scholarships
were awarded



779 courses
were funded



25% identify as
belonging to an
underrepresented
population



Scholarships are impacting
and supporting a significant
number of members across
different types of IREM
memberships:



40% of new CPMs



19% of new ARMs



33% of new ACoMs



"A foundation scholarship is a tremendous blessing and support to me, as I have mostly learned how to do property management through trial and error. I am fully committed to a real estate and property management career."

– Lance Hancock, Idaho

2025 Burger Scholar

The IREM Foundation Eugene Burger Scholarship for Affordable Housing supports professionals committed to strengthening affordable housing through education.

By investing in IREM certification courses, the Burger Scholarship helps property managers build critical skills, advance professionalism, and make a lasting difference for the communities they serve.

James Gray is a Burger scholarship recipient and CPM candidate. James has a long commitment to the field of property management in both education and hands-on experience. He is a proud graduate of the Philadelphia Housing Development Corporation's Minority Developer Program, where he gained insight into development strategies, property operations, and the intersection of real estate with social impact. He states a great appreciation for his IREM Foundation Scholarship:

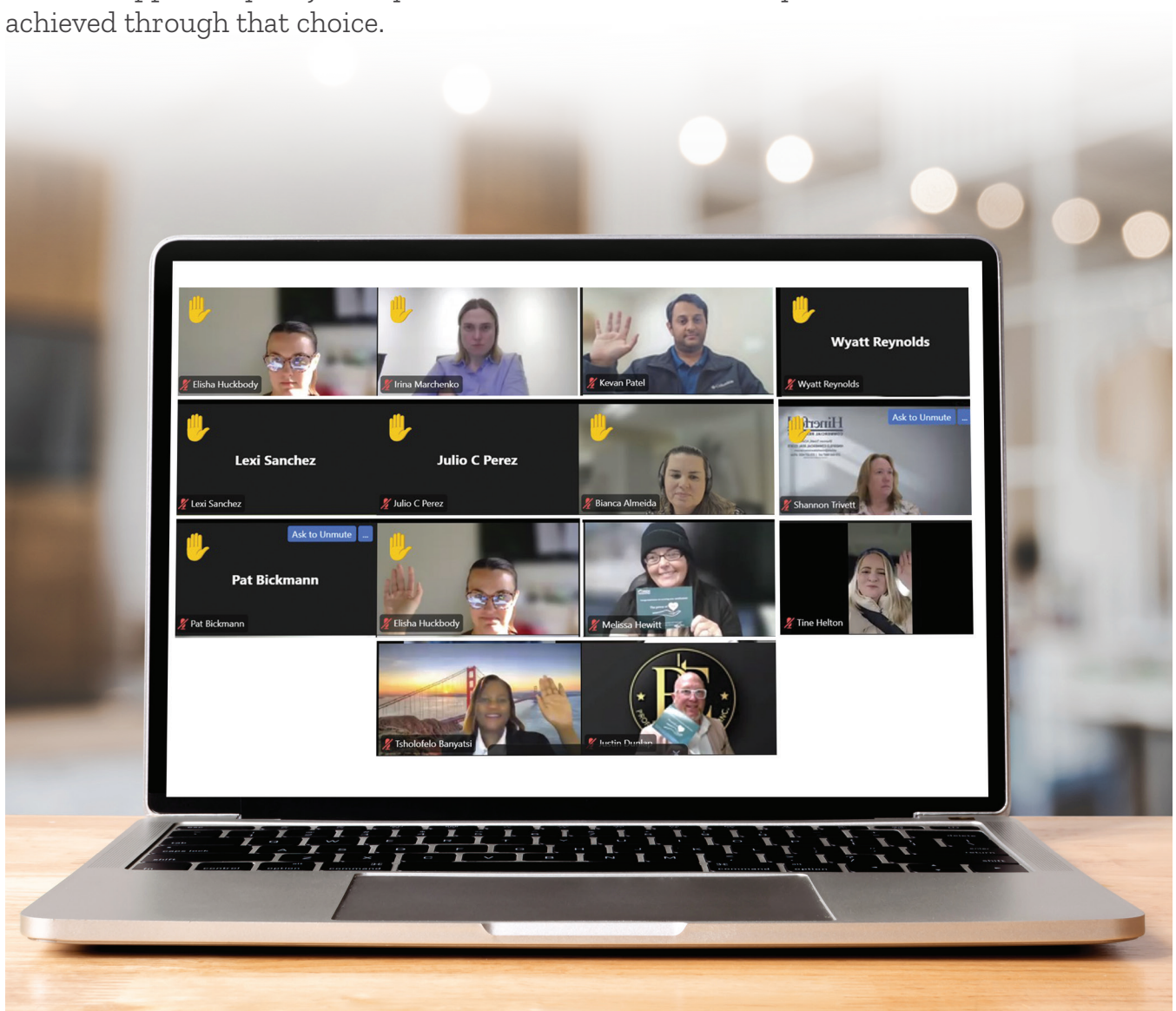
"My passion for this field stems from a deep appreciation for how well-managed properties can improve quality of life, strengthen neighborhoods, and create opportunities for economic advancement. Your donation has made it possible for me to receive the scholarship to attain my IREM CPM certification, a certification I have put off for two decades due to timing and affordability. With this certification I am confident I will increase my knowledge, which will allow me to be of better service in the affordable housing industry. This IREM Foundation scholarship represents more than financial assistance; it symbolizes a shared belief in the power of real estate to shape lives and communities. I am honored and excited for the opportunity to grow, give back, and lead."

– James Kwame Gray, CPM® Candidate, Maryland

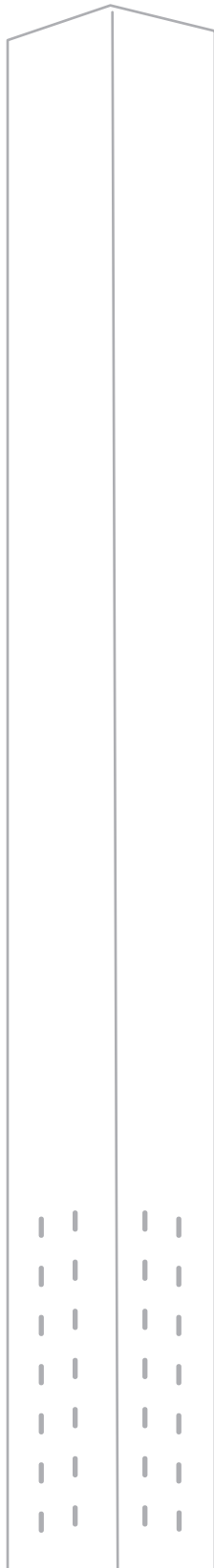


Congratulations to our 2025 IREM graduates!

The IREM Foundation is deeply proud to stand alongside members as they say yes to their professional growth through IREM certification. We joyfully congratulate 183 scholarship recipients whose perseverance, follow through, and commitment to excellence led them to earn this meaningful milestone in 2025. We are honored to have supported your journey and to celebrate the success you have achieved through that choice.

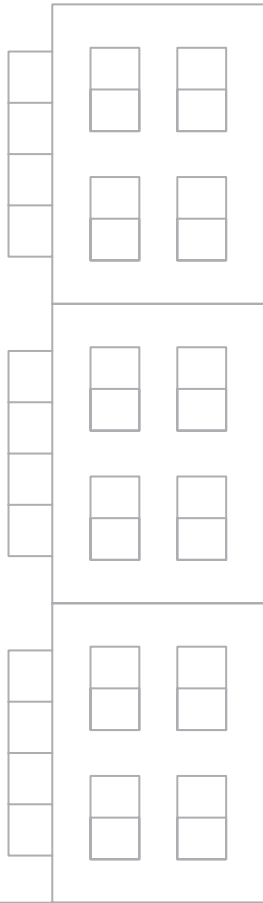


2025 new CPMs



Fathiya Abugahal, CPM®
 Majd Alkoudsi, CPM®, ARM®
 Rohit Adnani, CPM®
 Kamran Anwar, CPM®
 Lance Yakez Ashby-Williams, CPM®
 Tsholofelo Lovedelia Banyatsi, CPM®
 Kimberly J. Barrow, CPM®
 Suhein Beck, CPM®, ARM®
 Neha Behl, CPM®
 Holli M. Biggerstaff, CPM®
 Lisa Bissonnette, CPM®
 Patrick T Bickmann, CPM®
 Tara Bouldin, CPM®
 Andrew James Bowen, CPM®
 Lindsey Braden, CPM®
 Eli J. Brady, CPM®
 Stanley David Brantley, CPM®
 Charlene M. Brown, CPM®
 Andrea V. Brown, CPM®
 Chantal Byford, CPM®
 Nicholas Canala, CPM®
 Dennis Bradley CPM®, ARM®, ACoM®
 Nikki J. Carter-Bougeno, CPM®
 Kevin Coppola, CPM®, ACoM®
 John Dempsey, CPM®
 Jessica C. Drewer, CPM®
 Latosha P. Dukes, CPM®
 Justin Dunlap, CPM®
 Christina Eddy, CPM®
 Yvonne Edwards, CPM®
 Oleg Elisev, CPM®
 Marina McElwee, CPM®, ARM®
 Diana Marie Fedorenko, CPM®
 Morgan R. Fisher, CPM®
 Steven Foster, CPM®
 Allyson R. Gallegos, CPM®
 Charis Gelowitz, CPM®
 Steven M. Giordano, CPM®
 Rachael A. Gordon, CPM®
 Diana A. Haubenstricker, CPM®
 Tine L. Helton, CPM®, ACoM®
 Melissa B. Hewitt, CPM®
 Michelle R. Higgins, CPM®
 Katie Ann Host, CPM®
 Stanley Howard, CPM®
 Kelley T. Howard, CPM®
 Amanda Jorgensen, CPM®
 Chelsea Kartchner, CPM®, ACoM®
 Hubert Kim, CPM®, ARM®
 Joy Knust, CPM®
 Hannah B. Knutson, CPM®
 Jill Kroese, CPM®
 Corey D. Laster, CPM®
 Thao Le, CPM®
 Caitlin E. Lee, CPM®
 Crissy Lincoln, CPM®
 Jessika Lloyd, CPM®
 Amanda Lopez, CPM®
 Mario Lomeli, CPM®, ACoM®
 Chea M. Lucero, CPM®
 Colby MacMillan, CPM®
 Robert J. Mann, CPM®
 Kevin D. Maughan, CPM®
 Kaitlin R. McGrane, CPM®
 Erin McTear, CPM®, ACoM®
 Ms. Violet Meko, CPM®
 Christina Mentzer, CPM®, ACoM®
 Karla S. Moreno, CPM®
 Jessica T. Mowery, CPM®
 Joseph Wade Nauman, CPM®, ARM®
 Kojo Nketiah, CPM®
 Bobbi Octavo, CPM®, ACoM®
 Gus Pacente, CPM®
 Michelle L. Partin, CPM®
 Patrick D. Patterson, CPM®
 Julio C. Perez, CPM®
 Cliff Perez, CPM®
 Abigaëlle Peterson, CPM®
 Kelly G. Piacenti, CPM®
 Jessica Porras, CPM®
 Kelly Ann Puccia, CPM®
 Julie Ramsey, CPM®
 Linda Mary Resor, CPM®
 Albert M. Rodriguez, CPM®
 TJ Rockey, CPM®
 Sarah F. Rodriguez, CPM®, ACoM®
 Lindsay Rominaw, CPM®
 Kelly S. Rosales, CPM®
 John Schwinn, CPM®
 Jeannie M. Smith, CPM®
 Jon D. Stewart, CPM®
 Edward Symmonett, CPM®
 Shawna Thompson, CPM®, ARM®
 Shannon L. Trivett, CPM®, ACoM®
 Kelsea Vernon, CPM®
 Letina R. Walls, CPM®
 Kathleen Walczak, CPM®, ACoM®
 Kasey N. Ward, CPM®
 Elisha April Wright Huckbody, CPM®
 Dawn M. Young, CPM®
 Crystal Nicole Zemlin, CPM®

2025 new ARMs



Fathiya Abugahal, CPM®
 Bianca Almeida, ARM®, ACoM®
 Matt Babin, ARM®
 Emilyyanne L. Bates, ARM®
 Blanca Ruth Bedolla, ARM®
 Lindsay Bonilla, CPM®, ARM®, ACoM®
 Charles Jamar Brown, ARM®
 Cherie D. Carter-Hyppolite, ARM®
 Dennis Bradley Carman CPM®, ARM®, ACoM®
 Ciara Brianne Casas, ARM®
 Maria Castillo, ARM®
 Ashlie Natalie Castellon, ARM®
 Suzie Charway, ARM®
 Jenna Columbo, ARM®
 Ashley Content, ARM®
 Patricia Crosby, ARM®
 Naiha Dozier-El, ARM®
 Fortune Lucky Eboh, ARM®
 Erin K. Englehart, ARM®
 Emma Frodigh, ARM®
 Mike Gallagher, ARM®
 Ginny Gallagher, ARM®
 Emily Kaitlin Goodwin, ARM®
 Phyllis Kelsey Greene, ARM®
 Jubelky Hernandez, ARM®
 Nicholas Bryan Humphrey, ARM®

Michelle Kendall, ARM®
 Tatum Elizabeth Logan, ARM®
 Irina Marchenko, ARM®
 Lauren McCaffrey, ARM®
 Alana Meeteer, ARM®
 Carolina Stefani Mier-Casanova, ARM®
 Rickkey Mitchell, ARM®
 Jessica A. Morson, ARM®
 Caitlin Murray, ARM®
 Kevan Patel, ARM®
 Sean A. Peck, ARM®
 Crystal L. Quibell, ARM®, ACoM®
 Wyatt Reynolds, ARM®
 Matthew Paul Rice, ARM®
 Margarita Rocha, ARM®
 Yesenia Rua, ARM®
 Michael Paul Samuelson, ARM®
 Inesita Santos-Mckinney, ARM®
 Leisa E. Seaton, ARM®
 Angelina C. Soto, ARM®
 Kevin Spinner, ARM®
 Aaron J. Tenorio, ARM®
 Lucas Noel Verdugo, ARM®
 Carrie Walsh, ARM®
 Tracey Wilton, ARM®
 Shanda Aigner Wright, ARM®

2025 New ACoMs

Lucia Morales Ayala, ACoM®
 Ali Raza S. Bana, ACoM®
 Suhein Beck, CPM®, ARM®
 Andra Beville, ACoM®
 Janna Benton-White, ACoM®
 Danielle Billing, ACoM®
 Lindsay Bonilla, CPM®, ARM®, ACoM®
 JoAnn R. Brady, CPM®, ARM®, ACoM®
 Michael Cortinas, ACoM®
 Shelli R. Denney, ACoM®
 Ariel I. Earhart, ACoM®
 Tari Ebersole, ACoM®
 Abigael Falekulo-Simmons, ACoM®
 Amber M. Getting, ACoM®
 Jessica Heath, ACoM®
 Nicolette T. Henderson, ACoM®
 Chasity J. Jackson-Thompson, ACoM®
 Sarah L. Landrum, ACoM®



Mona Lujan, ACoM®
 Marlea A. Mastropolo, ARM®, ACoM®
 Erin McTear, CPM®, ACoM®
 Christina Mentzer, CPM®, ACoM®
 Charmaine Mitchell, ACoM®
 Jes Leigh Nelms, ACoM®
 Charlotte Park, ACoM®
 Jennifer Pennington, ACoM®
 Jasmine Rena Perez, ACoM®
 Margaret Ann Pfuhl, ACoM®
 Ali Salinas, ACoM®
 Alixandria Sanchez, ACoM®
 Cynthia Serrato, ACoM®
 Konstantina Thiakodemitris, CPM®, ARM®, ACoM®
 Angela L Topolosek, CPM®, ACoM®
 Liesl M. Uskoski, ACoM®
 Brian Velazquez, ACoM®

Education and workforce development: Yes, to education and careers without barriers



Robert K. and Gladys M. Beal Chapter grants

The purpose of the **Robert K. and Gladys M. Beal Chapter grants** is to test innovative, creative approaches to delivering IREM education and attracting or retaining new members with a preference to approaches which may prove scalable to other markets. The funds are used to support the Beals' desire for IREM to prosper, lead, educate, create passion, and endure in the field of professional real estate management.

Pathway to success: The IREM Gauteng chapter real estate movement

The Pathways to Success project is designed to strengthen the IREM Gauteng chapter's presence within the South African real estate industry by attracting and retaining members and expanding its educational outreach. With support from the Beal Chapter Grant, IREM Gauteng hosted outreach events, enhanced its social media presence, and supported four students in completing CPM capstone courses online. These efforts resulted in two new CPM credential holders—Mohamed Gardee and Aisha Mthimkhulu—while the remaining two students are expecting to complete their CPM requirements in 2026.



IREM SA Gauteng chapter leaders (l-r) – Admire Madziwanzira, CPM®, Olive Ndebele, CPM®, Mahlatse Manyane, CPM®, Sibongile Gumede, CPM® and Patrick Katabua, FRICS, CPM®.

IREM Greater Phoenix student property management and university case study competition

IREM Greater Phoenix expanded its outreach to future property management professionals through university and high school engagement programs. On March 27, 2025, the chapter hosted a University Case Study Competition with Arizona State University and Grand Canyon University at the Arizona Biltmore Center. College students worked with CPM coaches to analyze a local Class A office building and present their recommendations to industry leaders. The event concluded with networking that resulted in internships and employment opportunities.



IREM Case Study Competition winners from Grand Canyon University.

"The IREM Spring Case Study Competition gave me real exposure to the property management industry and opened my eyes to the financial intricacies and creative problem-solving it demands. The cases were thoughtfully built out by IREM, offering a realistic and challenging look into how industry-leading property managers operate. I gained valuable insights, built meaningful connections—including with mentors, peers, and the Capital Asset Management team, with whom I connected during the competition and now proudly work. I'm excited to grow with them and bring the same passion and energy into the future of property management."

— Shaneille Ramos, Grand Canyon University

IREM Student Leaders



The IREM Student Leaders is an IREM program supported by the IREM Foundation. The program recognizes and supports outstanding IREM Student Members who are interested in pursuing careers in real estate management. In 2025, the program engaged 10 student leaders selected from colleges and universities across the United States, reflecting a broad geographic footprint that spanned the West Coast, Midwest, South, Northeast, Mid Atlantic, and Alaska. Students represent public and private institutions such as the University of Georgia, Georgetown University, City College of San Francisco, the University of Alaska Anchorage, Brigham Young University, and the University of Wisconsin–Stout.

Designed as a multi-month virtual experience, the program supports students as they transition from academic study into the profession by building foundational skills, expanding professional networks, and participating in IREM’s education offerings. Student leaders attended live sessions focused on communication, goal setting, mentorship, and career planning, while also connecting with peer leaders and experienced property management professionals from across the country.

Core program components included enrollment in *Ethics for Real Estate Managers (ETH800)*, emphasizing the importance of ethical practice and lifelong learning, as well as curated Skills On-demand coursework and assigned readings from the *Journal of Property Management*. These learning elements introduced students to current industry trends, professional standards, and practical insights essential for success in real estate management careers.

Overall, the IREM Student Leaders Program serves as an early leadership and professional development pipeline—equipping a diverse, geographically dispersed cohort of students with the skills, connections, and exposure needed to successfully move from campus to career in real estate management.

Diversity, equity and inclusion: Yes, to pathways to belonging, opportunity, and work



DISI Leaders program

The IREM Diversity and Inclusion Succession Initiative (DISI) Leaders program is an IREM program supported by the IREM Foundation. Through DISI, real estate management professionals from underrepresented communities are supported as they grow into leadership roles. Each year, IREM members say yes to serving as advisors—mentoring, teaching, and opening doors to talented leaders selected for the program. Together, these yeses help participants advance their careers, strengthen their communities, and shape a more equitable future for real estate management. For more information, visit [Diversity & Inclusion Succession Initiative \(DISI\)](#).

Since the program began in 2009:

139 DISI leaders



Majority of the DISI leaders come from the following chapters: IREM Houston, IREM Northern Virginia and IREM Greater Los Angeles

47 DISI leaders
earned
CPM designation



16 DISI leaders
are ACoM
certificate holders



14 DISI leaders
are ARM
certificate holders



Planned giving – Legacy of Leaders

We proudly honor and thank the individuals who are shaping the future of the IREM Foundation through their thoughtful legacy commitments.

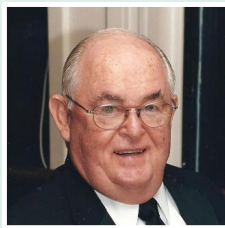
Raymond Baca, CPM®
William E. Borsari, CPM®
Edward H. Boudreau, CPM®
Robert O. Click, CPM®
Jo Anne Corbitt, CPM®
Chip J. Crumpler, CPM®
James A. Evans, CPM®
Dawn E. Ford, CPM®
John N. Gallagher, CPM®
Kenneth Goodacre, CPM®
Emily C. Goodman, CPM®, ARM®
Cheryl A. Gray, CPM®

Shawn P. Harvey, CPM®
W. Alan Huffman, CPM®
Rita Khan, CPM®, ARM®, ACoM®
Elizabeth H. Machen, CPM®
Victoria R. Parmentier, CPM®
Beverly A. Roachell, CPM®
Russell C. Salzman, CAE, IOM
Michael B. Simmons, CPM®
E. Craig Suhrbier, CPM®
Robert B. Toothaker, CPM®
Deborah Westphal, CPM®, ARM®
Mary W. Wilken, CPM®



With deep gratitude, we celebrate Dr. Rita Khan, CPM®, ARM®, ACoM®, our newest Legacy of Leaders member. Her inspiring legacy commitment in 2025 reflects a profound belief in the future of our mission and the lives it will impact for generations to come.

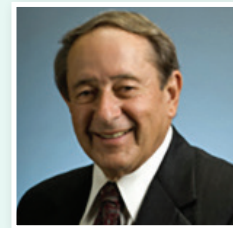
In memoriam:



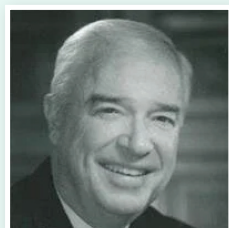
Robert K. Beal, CPM®
1930-2013



John H. Windsor, III, CPM®
1960-2017



Eugene J. Burger, CPM®
1933 - 2021



Douglas F. Collins, CPM®
1939-2023



Malcolm W. Bates, CPM®
1946-2024

For information about joining the Legacy of Leaders, email foundation@irem.org.

In her own words:

"I still remember sitting at my desk and opening the email letting me know I had been selected as a DISI Leader. I was honestly shocked and incredibly excited at the same time, and then the nerves quickly set in because I knew this was a real commitment.

Until then, I had been completing continuing education classes slowly, about one course per quarter, but being selected as a DISI Leader meant I was truly saying yes to pursuing my CPM. That yes represented growth and a push in the right direction. It meant buckling down, studying hard, taking the required coursework, and fully committing to a goal that I had considered for a long time. Being chosen by IREM made me feel incredibly encouraged and validated, knowing there was faith in me and my abilities.

Within a year of becoming a CPM candidate, I completed my coursework and passed both the CPM and MPSA exams in December 2025. Studying and test taking were far outside of my comfort zone, but when I completed everything, I felt on top of the world. All the effort, discipline, and learning throughout that year truly came together.

Becoming a CPM also opened the door for my company to pursue becoming an Accredited Management Organization (AMO®), which was a huge business opportunity. We immediately began the process by enrolling me in the required coursework, ultimately allowing our company to offer discounted continuing education to our staff through IREM in the future. It also sparked important conversations internally about professional growth and designations among our team members.

I decided to become a DISI Advisor shortly after because the experience was still fresh, and I wanted to share firsthand how impactful the DISI leadership selection and scholarship truly are. To me, it represented hard work, opportunity, growth, and the chance not only to elevate myself, but also to help open doors for my coworkers and staff as well."



Samantha L Nucum, CPM® Candidate
Operations Manager
Southwest Equity Partners
Solana Beach, CA

Sustainable development: Yes, to sustainable solutions, shared futures



Elaina's Sustainability Fund grants

The purpose of **Elaina's Sustainability Fund** is to encourage innovation or adoption of sustainability and occupant wellness initiatives that impact the buildings where we live, work, shop, and play. Our recipients are doing work around the globe to make their communities, homes, and businesses more sustainable, and foster happy and healthy living.

Weatherization and Renovations for Community Environmental Resilience Hub Project

The African American Society (AAS) in Hamden, Connecticut received a grant from Elaina's Sustainability Fund to conduct a feasibility and implementation study for the Weatherization and Renovations for Community Environmental Resilience Hub Project. The four-month study assessed how AAS's facility could be transformed into a net-zero, community-led resilience hub using solar energy, battery storage, weatherization upgrades, and a microgrid. Findings confirmed the building can support roof-mounted resilience and community solar systems that provide emergency power, generate revenue, and produce approximately 125,000 kWh annually—enough to serve about 11 homes—while addressing long-standing environmental and energy inequities in predominantly Black and racially diverse communities.



Green Careers Academy

EcoRise's Green Careers Academy connects underrepresented high school students to green career pathways through paid internships, mentorship, and sustainability projects. The Academy equips students with hands-on skills training, exposure to a wide range of green careers, and paid, work-based learning opportunities, including internships that connect learning to real-world impact. By supporting youth in completing green career-related degrees and certifications, the program expands clear, accessible pathways for student alumni to secure well-paying jobs and long-term careers in the growing green workforce.



Thanks to our 2025 Elaina's Sustainability Fund contributors:

Cher R. Zucker-Maltese, CPM®
Cheryl Gray, CPM®
Dawn M. Carpenter, CPM®
Elizabeth Ann Ekre, CPM®
Nancye Kirk

Chip Watts, CPM®
Rebecca O'Brien
Christopher Migala
Michael Tuer
Aureen Reddy, ARM

Jackson Control Sustainability Award



The 2025 Jackson Control Sustainability Awards, presented by the IREM Foundation, recognizes IREM Certified Sustainable Properties (CSP) that demonstrate leadership, innovation, and measurable impact in sustainability. This year's winners highlight how practical strategies, team engagement, and long-term commitment can drive meaningful environmental progress across property types.

Honoring Sustainability Panel, 2025 PropertyCon
(l-r) David Domres, CPM® Emeritus, CCIM, Vice President Healthpeak Properties, Inc.; Greg Erickson, Chairman & CEO, Jackson Control; Peter Lewis, CPM®, Executive Vice President, Schochet Property Management; Melissa Kreutner, CPM® Senior Vice President, Endeavor Real Estate Group; Charles Cayce, CPM® Regional Vice President, InvenTrust Properties



The award-winning properties were evaluated from a pool of over 800 CSP applications IREM received in 2024. We identified 86 top performing properties in their asset class, and to celebrate their achievements, the IREM Foundation hosted the Honoring Sustainability Luncheon during the 2025 PropertyCon in Boston, MA, with generous sponsorship from CDM360 Workplace Experience.



Peter M. Morris
Founder of CDM360 Workplace Experience
Keynote speaker, Honoring Sustainability Luncheon,
2025 PropertyCon

Greg Ericksen, Chairman and CEO of Jackson Control and Eileen D. Wirth, CPM®, IREM Foundation Vice President presented the Jackson Control Sustainability Awards to the following recipients:



Avanti Brookhaven in Georgia earned the Sustainability Visionary Impact Award for integrating smart building technologies, water efficiency systems, data-driven waste management, and strong resident engagement into daily operations.



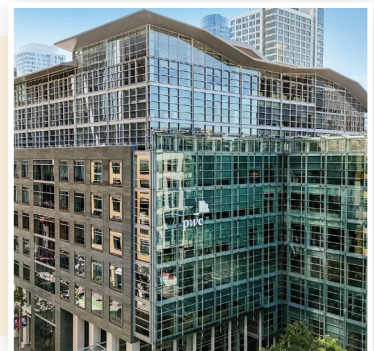
Garden Village in California received the Sustainability Team Award for coordinated efforts that reduced water and energy use, including smart irrigation, wireless energy controls, and a full conversion to LED parking lot lighting.



Fort Point Creative in Boston was also recognized as a Sustainability Visionary Impact winner for embedding sustainability into company culture through employee accountability, benchmarking, and ongoing training.



Foundry Square II in San Francisco received the Sustainability Innovation Award for achieving full electrification, procuring 100 percent renewable energy, and implementing forward-looking upgrades such as EV charging and digital controls.



Special awards were also given to the following properties and companies for resource efficiency and conservation:

**Resource Efficiency Winners
(Carbon Reduction, Energy; Conservation, and
Water Conservation Awards)**

- Atria Valley View
- Brookfield Medical Arts Building
- Building 2 CCC East (Phase II)
- Coram Route 112
- Riverside Market Square

Carbon Reduction and Energy Conservation Awards

- Natick Promenade
- Pasadena Towers I
- Windsor Coral Springs
- Westbank Market

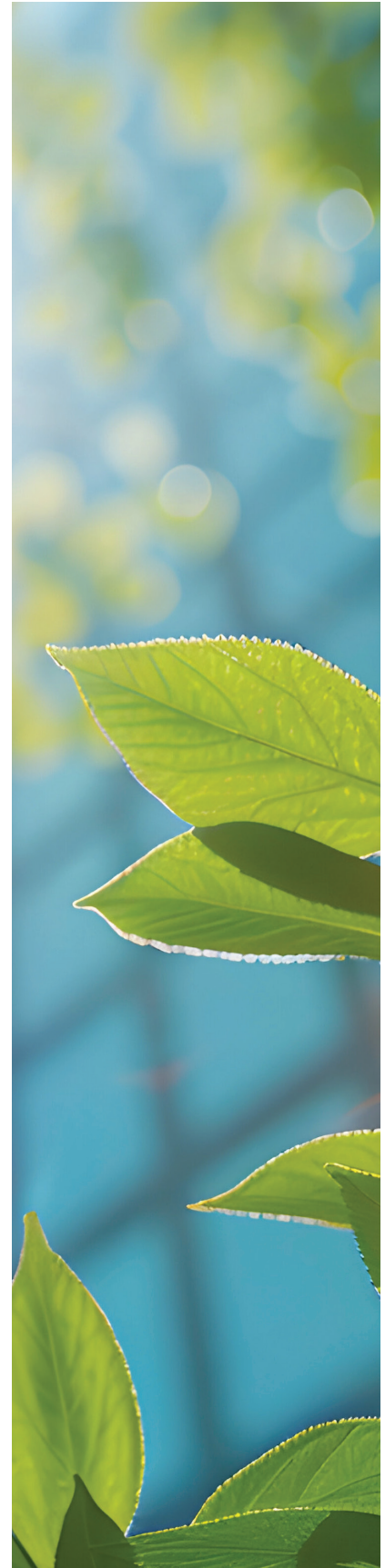
Carbon Reduction Awards

- Edgecombe
- Madison Toluca

Energy Conservation Awards

- Avanti Brookhaven
- Fort Point Creative Portfolio A
- The Adler
- Townfair Center
- Fife Commerce Center - Building 2
- Foundry Square II

Together, these award recipients demonstrate that sustainability in property management is most effective when it is operational, people-driven, and treated as a core value rather than a one-time initiative. Read more about past awards [here](#).



Research:

Yes, to advancing research that shapes what's next



J.T. Aveni Center for Research

The IREM Foundation expands access to knowledge and opportunity through its commitment to impactful research. Through the [J.T. Aveni Center for Research](#), we are strengthening the influence real estate managers have on the places where we live, work, shop, and play. In 2025, the Foundation said yes to progress by supporting two pragmatic, industry-shaping research projects through targeted grants.

Grant recipient: Trenton Dunn, SubsidySync, Inc.
"Rent Rewards"



Project: The proposed research focuses on evaluating the efficacy of an expense-based rental assistance model using Rent Rewards, an innovative platform that integrates real-time rental and consumer purchase data. The scope of the research includes assessing how tailored, behavior-driven subsidies can enhance tenant self-sufficiency and improve the effectiveness of rental assistance programs. The purpose is to determine whether this approach leads to better financial outcomes for tenants and more efficient resource allocation for property managers and public agencies.

Impact: The findings will inform best practices for integrating real-time, data-driven solutions into rental assistance programs, ultimately supporting DEI and economic empowerment.

Grant recipient: Kelly Avery, Virginia Tech
"Current State of Property Management Degree Programs and Industry Employment Trends"

Project: The proposed research will explore the differences and similarities between the existing degree programs and identify opportunities for program development at universities that have ready and available interdisciplinary course offerings and to explore industry demand and need to support graduates of the property management degree programs.

Impact: This research will help outline structures of successful property management degree programs. This information could be extremely beneficial for those who are looking to implement curriculum at the higher education level that has a direct link to sustainable career options and opportunities.

Professional awards: Celebrating those who say yes to service and leadership



The IREM Foundation recognizes outstanding individuals who make valuable contributions and show extraordinary dedication to the real estate management profession and make the profession better. The following individuals were awarded during the 2025 IREM Leadership Forum in Chicago, IL.

☆ The Louise L. and Y.T. Lum Award



Since 1975, the Lum Award has honored professionals whose influence extends beyond their own portfolios. This year's recipient, **Erin Hopkins, PhD**, Associate Professor at Virginia Tech, is shaping the future of property management through her teaching and research on sustainability and mental health. Her book, *Sustainable Property Management*, explains how ecologically sustainable concepts can be implemented in property management, especially during the operations and maintenance phases of the building lifecycle. Erin's work inspires ethical leadership and advances knowledge across the industry.

☆ The Lloyd D. Hanford Sr. Distinguished Instructor Award



Established in 1983, this award celebrates IREM instructors who set the standard for teaching excellence. **Joe Greenblatt, CPM®**, Founder and CEO of Cloudten Residential, is recognized for his decades of experience and commitment to mentoring future leaders. His people-first approach and deep industry insight have made him a trusted voice in multifamily housing.

☆ The J. Wallace Paletou Award



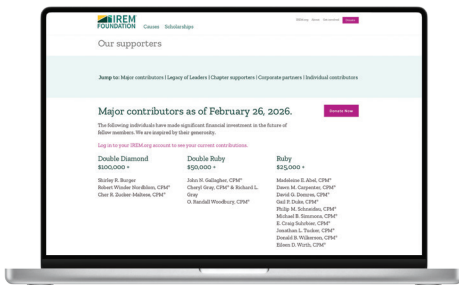
Honoring those who make lasting contributions to the profession, this year's award goes to **Lynn Disbrow**, IREM's Chief Operating Officer. For 39 years, Lynn has led transformative initiatives that shaped IREM's education, membership, and governance. Lynn has guided countless real estate leaders, built unbreakable bonds, and has established herself as an icon in our profession. Her leadership has shaped IREM and the IREM Foundation into the organizations they are today.

These awards reflect IREM's commitment to recognizing those who teach, lead, and innovate, ensuring the profession thrives through shared knowledge and integrity. Learn more about our current and past winners [here](#).

Our generous supporters — the power behind every yes.



The IREM Foundation gratefully acknowledges the generous support of individuals, corporations, foundations, and chapters whose contributions advance our mission and programs.



A complete list of individual donors who made gifts between January 1 and December 31, 2025—including all contributions regardless of designation—is available on this [webpage](#).



2025 Impact Icon Challenge

The 2025 Impact Icon Challenge showed what happens when our community turns generosity into momentum. During the 12-week competition (August 12–November 4), participants invited peers, chapters, colleagues, and industry partners to support the IREM Foundation through personal fundraising campaigns, each one a direct investment in education, opportunity, and a stronger pipeline of real estate management talent.



With a goal of raising \$130,000 to expand scholarship support, the Challenge united 197 donors and raised \$161,380. We congratulate **Lillie Norton, CPM®, ACoM®**, named the 2025 Impact Icon, and we thank every fundraiser and every donor who helped make more “yeses” possible for the professionals and communities we serve.

Thank you to our 2025 Impact Icon competitors!



Sarah Arkell
IREM Houston



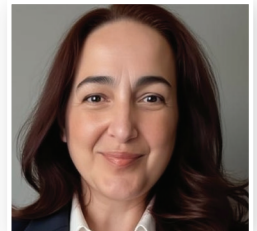
Sheena Boone, CPM®
IREM Western Washington



Mark Brahm, ARM®
IREM Columbus



Katisha Brown
Greater Hartford, CT



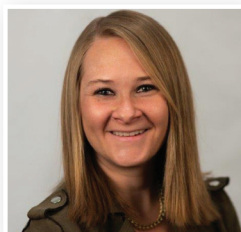
Daniela Carroga
IREM Boston



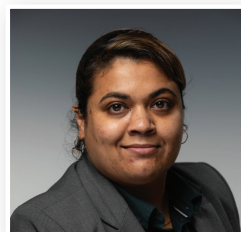
John Dempsey, CPM®
IREM Delaware Valley



Mattie Divin
IREM Houston



Katie Host, CPM®
IREM Minnesota



Rita Khan, CPM®, ARM®, ACoM®
IREM Western North Carolina



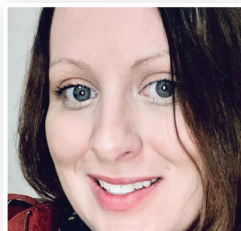
Tyler Kirshner, ACoM®
IREM Western Washington



Caitlin Lee, CPM®
Jacksonville, FL



Sahab Muhammad
IREM Northern Ohio



Jaysa Murphy
IREM Greater Raleigh-Durham



Lillie Norton, CPM®, ACoM®
IREM Houston



Samantha Thornton, CPM®, ARM®, ACoM®
IREM Austin

Silent Auction. Loud Impact.

The 2025 virtual silent auction added a fun, mission driven way for supporters to say yes, inviting attendees to bid on donated items and experiences while helping fuel the IREM Foundation's programs. We are grateful to the in kind donors whose generosity made the auction possible and expanded the resources available to invest in education, opportunity, and the future of real estate management.



Package highlights included:

- Various IREM education bundles and packages
- Take a trip of a lifetime for 2 to a South African Safari
- Wine Country Villa getaway: 4 nights for up to 8 guests
- 7-night stay for 2 at luxurious 4-star resort in Los Cabos
- Limited edition Snoopy lithograph: Maxi Taxi
- Sugar Ray Leonard signed boxing glove
- "Spirits of Mexico" tasting experience

In kind donors (alphabetical):

Barry Blanton, CPM®
CTech Restoration & Construction
Dee Headley, CPM®
IREM Connecticut
IREM Greater New York

IREM HQ
IREM Kansas City
IREM Massachusetts
IREM Rhode Island
Jack Gallagher, CPM®

Jim Helsel, CPM®
Mario Lomeli, CPM®
Oscar Rodriguez-Aguila, CPM®
Yellowstone Landscape

Planned giving – Legacy of Leaders

We proudly honor and thank the individuals who are shaping the future of the IREM Foundation through their thoughtful legacy commitments.

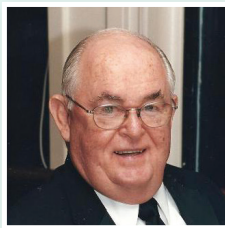
Raymond Baca, CPM®
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Edward H. Boudreau, CPM®
Robert O. Click, CPM®
Jo Anne Corbitt, CPM®
Chip J. Crumpler, CPM®
James A. Evans, CPM®
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John N. Gallagher, CPM®
Kenneth Goodacre, CPM®
Emily C. Goodman, CPM®, ARM®
Cheryl A. Gray, CPM®

Shawn P. Harvey, CPM®
W. Alan Huffman, CPM®
Rita Khan, CPM®, ARM®, ACoM®
Elizabeth H. Machen, CPM®
Victoria R. Parmentier, CPM®
Beverly A. Roachell, CPM®
Russell C. Salzman, CAE, IOM
Michael B. Simmons, CPM®
E. Craig Suhrbier, CPM®
Robert B. Toothaker, CPM®
Deborah Westphal, CPM®, ARM®
Mary W. Wilken, CPM®



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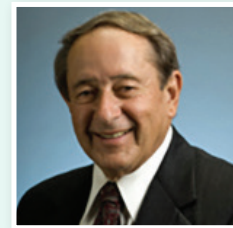
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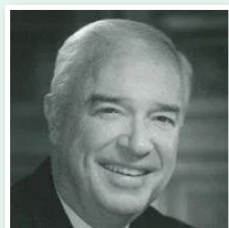
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1933 - 2021



Douglas F. Collins, CPM®
1939-2023



Malcolm W. Bates, CPM®
1946-2024

For information about joining the Legacy of Leaders, email foundation@irem.org.

Major contributors

The power of yes lives in the generosity of contributors who believe deeply in the mission of the IREM Foundation. Their commitment is more than a gift, it is a vote of confidence in what's possible when we invest together in people and progress. Donors whose lifetime giving reaches \$3,500 or more are honored with special invitations and a customized lapel pin presented at IREM's Annual Meeting.

With gratitude and pride, we celebrate our new and rising major contributors who said yes at new levels of giving as of December 31, 2025.



New and rising major donors:

Double Ruby

John N. Gallagher, CPM®
O. Randall Woodbury, CPM®

Ruby

Dawn M. Carpenter, CPM®
Philip M. Schneidau, CPM®
Eileen D. Wirth, CPM®

Sapphire

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Joseph S. Greenblatt, CPM®
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Double diamond \$100,000+

Shirley R. Burger
Robert W. Nordblom, CPM®
Cher R. Zucker-Maltese, CPM®

Double ruby \$50,000+

John N. Gallagher, CPM®
Cheryl Gray, CPM® & Richard L. Gray
O. Randall Woodbury, CPM®

Ruby \$25,000+

Madeleine E. Abel, CPM®
Dawn M. Carpenter, CPM®
David G. Domres, CPM®
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Eileen D. Wirth, CPM®



Sapphire \$10,000+

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 Nancye Kirk
 Vera C. McPherson, CPM®, ARM®
 Christopher E. Mellen, CPM®, ARM®
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 Mary W. Wilken, CPM®
 John H. Windsor, Jr.

Emerald \$5,000+

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 Gwen Volk, CPM®
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\$100,000 and above

Nordblom Family Foundation

\$50,000 and above

Jackson Control

\$15,000 and above

CDM360 Workplace Experience

\$5,000 and above

AH Cleaning Service

Dermody Properties

IREM Headquarters

Pinehaven Enterprises

\$1,000 and above

Cadman Group

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HAI Group

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HLWT - Lighting, Electrical, and Signs

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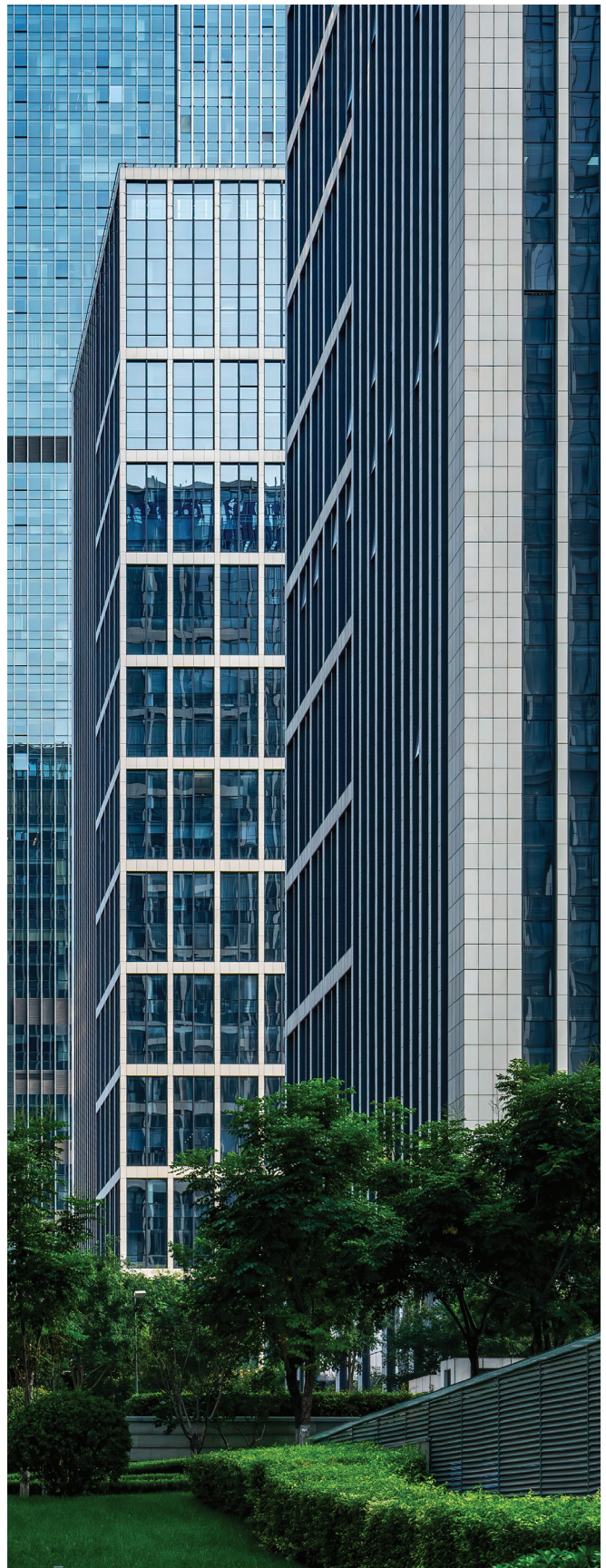
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JOBS-AMST

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Willow Bridge Property Company, LLC, AMO®
Woodmont Real Estate Services, AMO®
WPM Real Estate Group LLC, AMO®
Yellowstone Landscape



2025 Chapter Giving

We extend our sincere thanks to the IREM chapters whose annual pledges, and their faithful follow-through, provide vital support to the Foundation. By saying yes and honoring their commitments, these chapters help advance members' career goals and strengthen the future of the real estate management profession.

Visionary - \$25,000+

IREM Boston Metropolitan
IREM Houston

Champion - \$15,000+

IREM Georgia
IREM Western North Carolina

Evergreen - \$10,000+

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