

## BOARD OF EQUALIZATION AND REVIEW

**Vote on Nominees listed below, nominated at the March 20, 2018 meeting**

**Five (5) appointments for three-year terms expiring April 16, 2021**

**See attached letter of recommendation from the Board's Ad Hoc Interview Committee – The committee members were Commissioners Cotham, Fuller, Leake, and Ridenhour.**

<b>Nominees</b>	<b>Round 1</b>	<b>Round 2</b>	<b>Round 3</b>	<b>Round 4</b>
<b>Fela Babb District 2</b>				
<b>Barrett Berry District 2</b>				
<b>Julian Cuthbertson District 1</b>				
<b>Pamela Hemphill District 3</b>				
<b>Jeff Scott District 5</b>				

**Current District Representation: District 1 (2) - District 2 (1) – District 3 (0) – District 4 (0) – District 5 (5) – District 6 (4)**

**Note: George Munn was nominated but unable to accept the interview invite.**

**Staff will continue to advertise for the remaining vacancies. In February, the Board increased the membership from 15 to 20.**

# ***BOARD OF EQUALIZATION AND REVIEW***

## ***Nominees***



## Mecklenburg County Advisory Board Application

- **Name of Advisory Board:** Board of Equalization and Review
- **Name:** Fela Babb
- **Home address:** 3222 Silver Spur Court
- **City:** Charlotte
- **Zip code:** 28273
- **Home Phone:** 704-962-0099
- **Work Phone:** 704-962-0099
- **Email:** [FelaBabb@gmail.com](mailto:FelaBabb@gmail.com)
- **Occupation:** Realtor/Consultant
- **Place of employment:** Berkshire Hathaway Home Services
- **Race:** Black
- **Sex:** Female
- **Age:** 43
- **Hours per month available for position:** 20 to 30
- **County advisory board currently serving on:**
- **Expiration date:**
- **Education:** College and Professional Training
- **How did you learn of this vacancy?** Other -- County Website
- **If you selected Other, please explain:**
- **Business and civic experience:** NC National Association of REALTORS, SC Association of REALTORS, NC Notary Public, Community Associations Institute, National Notary Association, Certified Signing Agent, Former President of Steelechase, Homeowners Association 5 years, Graduate of City of Charlotte Community Planning, Academy, Active Member of Mecklenburg County Democratic Party Precinct 228, Member SWAN Coalition (South West Area Neighborhood Coalition), NC PTA
- **Areas of expertise and interests/skills:** Real Estate, Mortgage Closings and Finance, Community Development and Improvement, Credit and Debt Negotiations, Affordable Housing, Educational Opportunities
- **Am I a current vendor with Mecklenburg County?** No
- **County Commission District:** 2
- **I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that the information contained in this application is true and correct according to the best of my knowledge and belief. I understand that this application is subject to the N.C. Public Records Law (NCGS 132-1) and may be released upon request. I agree**
- **Signature of applicant:** Fela Babb
- **Date:** 3/9/2018



## Mecklenburg County Advisory Board Application

- **Name of Advisory Board:** Board of Equalization and Review
- **Name:** Barrett Berry
- **Residential Address:** 9808 Emerald Point, Unit 7
- **City:** Charlotte
- **Zip code:** 28278
- **Home Phone:** 574-339-7836
- **Work Phone:** 704-412-4035 ext. 2
- **Email:** [barrettberry@gmail.com](mailto:barrettberry@gmail.com)
- **Occupation:** Pastor
- **Place of Employment:** Empowered Living Church
- **Race:** Black
- **Sex:** Male
- **Age:** 50
- **Hours per month available for position:** 25
- **County advisory board currently serving on:** N/A
- **Expiration date:** N/A
- **Education:** MPA - Harvard University; Two BA's, Morris Brown College, One Year Law School, Valparaiso University
- **How did you learn of this vacancy?** Other
- **If you selected Other, please explain:** Board of Commissioners Meeting
- **Business and civic experience:**
  - Church Planter, Empowered Living Church
  - Founder/CEO, Empowered Living, Inc. (economic development organization)
  - Member, Area Plan Commission, St. Joseph County, Indiana
  - \*Please see resume and summary qualifications
- **Areas of expertise and interests/skills:** Real Estate Development and Finance  
Economic and Community Development  
\*Please see resume and summary of qualifications
- **I am current vendor with Mecklenburg County? Yes**
- **County Commission District:** 2
- **I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that the information contained in this application is true and correct according to the best of my knowledge and belief. I understand that this application is subject to the N.C. Public Records Law (NCGS 132-1) and may be released upon request. I agree**
- **Signature of applicant:** Barrett Berry
- **Date:** 3/21/2018

## **BARRETT BERRY**

9808 EMERALD POINT DRIVE, CHARLOTTE, NC 28278 | (574) 339-7836 | BarrettBerry@gmail.com

### **EDUCATION**

**HARVARD UNIVERSITY**, Cambridge, MA / Master in Public Administration – Real Estate Finance & Development  
**Fellowship:** Catherine B. Reynolds Foundation Fellow for Social Entrepreneurship / Center for Public Leadership

**MORRIS BROWN COLLEGE**, Atlanta, GA / Bachelor of Arts - Political Science / Bachelor of Arts - Africana Studies  
**Fellowship:** Woodrow Wilson Fellow in Public Policy & International Affairs

**VALPARAISO UNIVERSITY**, School of Law, Valparaiso, IN – First-Years Studies

### **GOVERNMENT & LEADERSHIP**

**AREA PLANNING COMMISSION of ST. JOSEPH COUNTY**, South Bend, IN / **Board Member** 2008-2012  
o Developed comprehensive community-wide plans and neighborhood plans for St. Joseph County, Indiana.  
o Administered rezoning process, from the initial contact with a developer or property owner, and through the public process. Assisted with completing over 100 real estate projects.

**CANDIDATE FOR MAYOR OF SOUTH BEND**, South Bend, IN / **Mayoral Candidate** 2010-2011  
o Built the best dollar spent to vote received campaign founded on an economic and community development platform.  
o Planned and directed initiatives including, city planning, urban development, and neighborhood development.

**MASSACHUSETTS DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT**, Boston, MA /  
**Director of Human Resources** 2007  
o Reorganized the structure of the organization for better service delivery and production outcomes.  
o Recruited and hired twenty-five senior staff and mid-level managers with expertise in real estate finance, public & private housing development, and economic & community development.  
o Directed the Director's Advisory Council commissioned to assist with examining and proposing public policy.

**DEVAL PATRICK FOR GOVERNOR**, Boston, MA / **Recruiter, Transition Team** 2006-2007  
o Recruited, researched, and interviewed candidates for cabinet level positions.  
o Identified over 30 candidates for senior-level positions through intensive research and strategic networking.  
o Presented to governor-elect three candidates ultimately selected to serve on the governor's cabinet.

**OFFICE OF MASSACHUSETTS STATE SENATOR**, Boston, MA / **Chief of Staff** 2005-2006  
o Managed staff of 11. Advised the senator regarding real estate, public policy, legislative, and budgetary issues.  
o Formulated and implemented legislative, workforce development, policy, political, and communication strategies in areas of importance to the Senator, including, but not limited to, financial services & insurance, real estate finance & development, public finance, transportation, taxation, economic development & housing, and education.

**WASHINGTON LINKAGE GROUP**, Washington, DC / **Vice President** 2001-2002  
o Provided effective business & economic development services to a diverse portfolio of municipalities, counties, private industry, and not-for-profit clients. Specialized in real estate (rezoning and acquisitions), water and sewer, and transportation issues. Secured most new clients for the strategic consulting and government relations firm.  
o Managed consultants and lobbyist & advocacy staff of ten.

**PRESIDENT WILLIAM J. CLINTON'S ADMINISTRATION**, Washington, DC / **Political Appointee** 1997-2001  
*Top Secret Clearance*

**Speech Writer**, US Small Business Administration, *Office of the Administrator*

- o Drafted speeches and served as senior advisor to the administrator regarding communication strategies and initiatives.

**Speech Writer and Public Affairs Specialist**, US Department of Agriculture, *Office of the Secretary*

- o Composed speeches, editorials, news articles, press releases, and coordinated the national public affairs strategy.

**Professional Staff**, The White House

- o Organized and planned events for POTUS and VPOTUS throughout the United States.

**Special Assistant for International Affairs**, US Department of Labor, *Office of the Secretary*

- o Oversaw a staff of seventy-five. Served as Department's liaison to the National Security Council and State Department.

## **EDUCATION & LEADERSHIP**

**REID PARK ACADEMY**, Charlotte, NC / **8<sup>th</sup> Grade Social Studies Teacher (Licensed)** 2016-2017

- o Developed and implemented curriculum for 8th grade social studies classes.
- o Consulted with select group of administrators, psychologists, guidance counselors and faculty members to implement solutions for students struggling academically.
- o Taught 21st Century learning incorporating literacy development daily as a lateral-entry teacher.

**VALPARAISO UNIVERSITY**, Valparaiso, IN / **Lecturer** 2012-2015

- o Teach courses in First-Year Core Program (The Human Experience), Graduate School, and Honors College in the areas of first-year studies, health administration, healthcare leadership, healthcare policy, human resource management, and government. Composed three courses in global and domestic healthcare policy, administration, and leadership.

**INDIANA TECH**, Fort Wayne, IN / **Adjunct Business Professor** 2009-2013

- o Lecture in undergraduate courses in business and leadership utilizing new technology & media. Courses taught include human resource management, business ethics, foundations of business, business management, African American literature, and leadership.

**MEMORIAL HOSPITAL AND HEALTH SYSTEM (Beacon Health System)**, South Bend, IN / **Manager for Community Outreach** 2008-2009

- o Developed system-wide efforts to build community health enhancement initiatives.
- o Provided national and state leadership by interfacing with policy makers and public officials.
- o Planned, coordinated, and directed services of the Community Health Service Partnerships.

**HARVARD UNIVERSITY**, Cambridge, MA / **Assistant Dean of Students – Harvard Summer School and Graduate Resident Tutor and Academic Advisor – Adams House** 2007-2008

- o Served as an administrative and head disciplinary official in Adams House (Summer 2008).
- o Developed and executed programs and campus policies and resolved administrative and disciplinary problems.
- o Supervised staff of 13 leaders, evaluated their performance, and delegated responsibilities.
- o Mentored college students in academic and social life in college as a College Officer and Academic Advisor.

**BLACK MINISTERIAL ALLIANCE OF GREATER BOSTON**, Boston, MA / **Director** 2003-2005

- o Directed advocacy and community organizing for the alliance of 90 churches and community organizations focused on improving public education and closing achievement gap through developing and supporting after school programs.

## **VOLUNTEER EDUCATION AND LEADERSHIP**

**WEST MECKLENBURG HIGH SCHOOL CTE ADVISORY BOARD**, Charlotte, NC / **Member** 2016-present  
o Provides industry expertise to support Academy curriculum and assists in budget development for Academy activities.

**HARVARD COLLEGE**, Cambridge, MA / **Admissions Interviewer and Recruiter** 2008-present  
o Interview 12-20 applicants a year from Northern Indiana, Chicago, and North Carolina for admissions to the college.

**FREEDMAN ACADEMY – 100 Black Men of Greater South Bend**, South Bend, IN / **Instructor** 2010-2014  
o Taught in a yearlong academic enrichment program for boys with a focus on improving math, reading, and leadership.  
Co-founded “The 100” chapter.

**VERITAS ACADEMY**, South Bend, IN / **President, Board of Trustees** 2009-2011  
o Directed the school into financial solvency, replaced school leadership, and trained new effective board members.

## **ADMINISTRATION & LEADERSHIP**

**EMPOWERED LIVING CHURCH**, Charlotte, NC / **Church Planter** 2016-present  
o Drafted prospectus, developed launch team of 40 people, secured location, created and implemented marketing strategy.  
o Raised \$70,000 surpassing initial goal of \$30,000.

**EMPOWERED LIVING**, South Bend, IN and Charlotte, NC / **Founder & CEO** 2008-2015  
o Produced and wrote business consulting and economic development television and talk-radio programs titled “Empowered Living with Barrett Berry. Radio program rated second highest listening audience in north central Indiana.  
o Provides business development and executive consultation, training, and coaching.  
o Drafted and implemented VISION 46601, a plan for economic and community development in the City of South Bend.

## **PROFESSIONAL DEVELOPMENT**

**ANDOVER NEWTON THEOLOGICAL SEMINARY**, Newton Center, MA / Studied theology

**CHARLOTTE-MECKLENBURG SCHOOLS**, Charlotte, NC  
**Certification:** Lateral Entry Advancement Program – Certified Licensed Teacher

**UNIVERSITY OF NOTRE DAME**, Mendoza College of Business Notre Dame, IN  
**Certificate:** Executive Management

**HARVARD UNIVERSITY**, Divinity School, Cambridge, MA  
**Certificate:** Faith-Based Community & Economic Development

**THE ASPEN INSTITUTE**, Aspen Institute Executive Seminar, Wye River, MD  
**Certificate:** Executive Leadership

*References Available Upon Request*

## **BARRETT BERRY**

9808 EMERALD POINT DRIVE, CHARLOTTE, NC 28278 | (574) 339-7836 | BarrettBerry@gmail.com

### **SUMMARY OF QUALIFICATIONS**

Earned a Master of Public Administration (MPA) with a concentration in public policy and leadership from Harvard University with certificates in executive management from the University of Notre Dame Mendoza College of Business, executive leadership from The Aspen Institute, community and economic development from the Harvard Divinity School at Harvard University, religious fundraising from the Indiana University Purdue University Indianapolis (IUPUI), and the hospital trustee program conducted by the American Hospital Association. Completed theological studies at Harvard Divinity School and Andover Newton Theological Seminary. Bachelor of Arts degrees in political science and Africana studies with a concentration in international affairs. Awarded distinguished fellowships titled the Woodrow Wilson Fellowship in Public Policy and International Affairs (PPIA) from the University of Michigan and the Catherine B. Reynolds Fellowship in Social Entrepreneurship (Harvard University JFK School of Government).

**Over 15 years of project management, management, and operational experience** cultivated while leading large-scale organizational projects in healthcare, business, government, television & radio, and not-for-profit settings. Successfully started and built over a dozen social and enterprising businesses with the acumen of an entrepreneur with a global vision.

**In excess of 15 years of creating powerful, compelling written and oral communications** at the highest levels of government as a speech writer and public affairs consultant for senior executives, federal and state legislators, and business leaders. Oral communication skills proven as a national surrogate speaker for two presidential candidates, host of local television and radio programs, much-admired motivational speaker, and as a college lecturer.

**Administrative and consultant experience of over 15 years** sustained while serving with senior executive teams, project sponsors and key stakeholders to achieve desired measured outcomes and to meet deadlines as a chief operating officer, chief of staff, and other similar leadership roles.

**Proficient in financial planning and budget oversight** of large budgets for government and business organizations and not-for-profit groups as a member of the senior staff and board chair or executive committee member, respectively. Restructured organizational budgets for a public charter school, community based healthcare organization, and other similar entities. Consult on startup issues, and new product service/marketing and business strategy, including the drafting of business plans, with family businesses, small businesses, and entrepreneurs.

Proven success in **business development and fundraising** for nonprofit and federal, state, and local political organizations. Experience running capital campaigns and success fundraising from multiple donor channels. Experience in planning, leading, and managing development projects, including coordinating with peers to achieve desired outcomes, and tracking and reporting on progress to senior leaders. Produced, hosted, and directed acclaimed television and radio programs titled *Empowered Living with Barrett Berry*.



## Mecklenburg County Advisory Board Application

- **Name of Advisory Board:** Board of Equalization & Review
- **Name:** Julian Cuthbertson
- **Home address:** 9411 Rayneridge Drive
- **City:** Huntersville
- **Zip code:** 28078
- **Home Phone:** 704-724-8477
- **Work Phone:**
- **Email:** [juliancuthbertson@gmail.com](mailto:juliancuthbertson@gmail.com)
- **Occupation:** Financial Services Advisory Consultant
- **Place of employment:** Dixon Hughes Goodman, LLP
- **Race:** Black
- **Sex:** Male
- **Age:** 31
- **Hours per month available for position:** flexible
- **County advisory board currently serving on:** N/A
- **Expiration date:**
- **Education:** Bachelor of Science: Business Admin (Concentration: Accounting and Finance & Economics)
- **How did you learn of this vacancy?** Newspaper
- **If you selected Other, please explain:**
- **Business and civic experience:** I currently do not have any public service or civic experience but I have spent the last 10 years working for fortune 100 banks and reputable accounting/advisory firms. I also, with my wife, own a small business in the city of Charlotte.
- **Areas of expertise and interests/skills:** My areas of expertise are around leveraging project management tools to effectively work through initiatives. I also think that my knowledge of Charlotte and surrounding areas can serve as a great resource as I look to contribute to the board.
- **Am I a current vendor with Mecklenburg County?** No
- **County Commission District:** 1
- **I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that the information contained in this application is true and correct according to the best of my knowledge and belief. I understand that this application is subject to the N.C. Public Records Law (NCGS 132-1) and may be released upon request. I agree**
- **Signature of applicant:** Julian Cuthbertson
- **Date:** 11/3/2017



## Mecklenburg County Advisory Board Application

- **Name of Advisory Board:** Board of Equalization and Review
- **Name:** Pamela Hart Hemphill
- **Home address:** 5314 Barrington Drive
- **City:** Charlotte
- **Zip code:** 28215
- **Home Phone:** 704-737-7635
- **Work Phone:**
- **Email:** [pphemphill@aol.com](mailto:pphemphill@aol.com)
- **Occupation:** Recently Retired Educator
- **Place of employment:** Former CMS & Central Piedmont Community College
- **Race:** Black
- **Sex:** Female
- **Age:** 65
- **Hours per month available for position:** 30-50 hours per month
- **County advisory board currently serving on:** NC
- **Expiration date:** N/A
- **Education:** Master of Ed & Administration
- **How did you learn of this vacancy?** Other
- **If you selected Other, please explain:**
- **Business and civic experience:** Teacher; Facilitator; Director; Asst. Principal; College Instructor; Former Vice & Chair of Meck. Women's Commission/ Advisory Board; Delta Sigma Theta: National Program Planning and Development, Past President Charlotte Alumnae Chapter; DST's International Sustainability Plan Implementation and travel, Social Action Commission, Mentor, Chair & Organizer for 2013 DST 100th Celebration in Charlotte
- **Areas of expertise and interests/skills:** Growth and Development for a strong County: Facilitator, Communicator, Negotiation, Organization, Planner and an administrator.
- **Am I a current vendor with Mecklenburg County?** No
- **County Commission District:** 3
- **I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that the information contained in this application is true and correct according to the best of my knowledge and belief. I understand that this application is subject to the N.C. Public Records Law (NCGS 132-1) and may be released upon request. I agree**
- **Signature of applicant:** Pamela Hart Hemphill
- **Date:** 1/16/2018



## Mecklenburg County Advisory Board Application

- **Name of Advisory Board:** Board of Equalization and Review
- **Name:** Jeff Scott
- **Home address:** 1300 Blueberry Lane
- **City:** Charlotte
- **Zip code:** 28226
- **Home Phone:** 510-928-2879
- **Work Phone:**
- **Email:** [jeffscott@speakesy.net](mailto:jeffscott@speakesy.net)
- **Occupation:** Financial Consultant
- **Place of employment:** Darton Group
- **Race:** White
- **Sex:** Male
- **Age:** 60
- **Hours per month available for position:** 16
- **County advisory board currently serving on:** N/A
- **Expiration date:**
- **Education:** BA Economics, BS Statistics, Phi Beta Kappa
- **How did you learn of this vacancy?** Website
- **If you selected Other, please explain:**
- **Business and civic experience:** Over 30 yrs banking, finance and technology with major banks. Limited civic experience in public arts, CMS volunteering and political party development and campaigning.
- **Areas of expertise and interests/skills:** Mortgage finance, credit analysis, business intelligence, business process improvement, new technology adoption. You can read more about me at LinkedIn <https://www.linkedin.com/in/jeffscot/> and read my publications at <https://www.scribd.com/user/170507234/Jeff-Scott>
- **Am I a current vendor with Mecklenburg County?** No
- **County Commission District:** 5
- **I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that the information contained in this application is true and correct according to the best of my knowledge and belief. I understand that this application is subject to the N.C. Public Records Law (NCGS 132-1) and may be released upon request. I agree**
- **Signature of applicant:** Jeffery Scott
- **Date:** 1/2/2018

**Mecklenburg County**  
**Advisory Boards, Committees and Commissions**  
**Board Appointments Due**

Renewals From 3/1/2018 To 4/30/2018

**BOARD OF EQUALIZATION AND REVIEW**

**Number of BOCC Members: 20**

**Term Length in Years: 3**

***Purpose***

The Board of Equalization and Review (BER) hears appeals of taxpayers on assessed values and reviews current assessments made by the Tax Assessor. Appointments are made for three-year terms with no one serving more than two full consecutive terms. The Chairman and Vice-Chairman are designated by the Board of County Commissioners.

***Qualifications***

To qualify for appointment as a member, each nominee to the Board shall be of good moral character, shall have resided in Mecklenburg County at least two (2) consecutive years prior to the appointment, shall remain as a resident for the duration of service as a member, shall be knowledgeable of real estate or personal property valuation matters, and shall not have been convicted of a felony.

***Special Notes***

**APPOINTMENTS NEEDED FOR:**

**Seven (7) appointments for three-year terms expiring April 16, 2021**

**Interviews are required for nominees. This is one of the seven advisory boards that receive compensation. The Board of Equalization and Review Chairperson receives \$125/meeting and Members receive \$100/meeting. Overtime is \$15 per hour after the initial three-hour period.**

**Staff will continue to advertise for the remaining slots. In February the Board increased the membership from 15 to 20. The maximum number of terms was also changed from two to three.**

**3 Appointment(s) For 3 Year Term:**

Name	Qualifications	Appointed:	Expires	Eligibility
Daniels, Cleve		4/16/2013	04/16/2018	Decline Appointment
Fortenberry, Carol		4/4/2017	04/16/2020	Conflict of Interest
Orsi, Terrie		4/16/2013	04/16/2017	Has not met attendance requireme

**BOARD OF EQUALIZATION AND REVIEW Applicants:**

Name	BOCC Dist	Qualifications	Race/Sex
Babb, Fela	2		B / F
Berry, Barrett	2		B / M
Cuthbertson, Julian	1		B / M
Hemphill, Pamela	3		B / F
Scott, Jeff	5		W / M

**Mecklenburg County**  
**Advisory Boards, Committees and Commissions**  
**Board Appointments Due**

Renewals From 3/1/2018 To 4/30/2018

**BOARD OF EQUALIZATION AND REVIEW Members:**

Name (* = Chairman)	BOCC Dist	Qualifications	Race/Sex	Appointed	Expires	Elig Code	Expired Position
Bass, Paul	6		W / M	4/16/2013	4/16/2021	EL	
Calder, James	5		W / M	4/16/2013	4/16/2020	NE	
Daniels, Cleve	6		B / M	4/16/2013	4/16/2018	DAPP	<==
Davis, Kathy	5		W / F	4/16/2013	4/16/2019	NE	
Fortenberry, Carol	5		W / F	4/4/2017	4/16/2020	CI	<==
Hammond, Ken	6		W / M	5/7/2014	4/16/2020	NE	
Hawkins, William	5		W / M	4/17/2015	4/16/2021	EL	
Hutchinson, Rufus	5		W / M	4/16/2013	4/16/2021	EL	
Kessler, Steven	1		W / M	4/5/2016	4/16/2019	EL	
Orsi, Terrie	5		W / F	4/16/2013	4/16/2017	AT	<==
Poore, Eugene	6		W / M	5/7/2014	4/16/2020	NE	
Reid, Joyce	2		B / F	4/4/2017	4/16/2021	EL	
Thrasher, Nobie	6		W / M	5/7/2014	4/16/2019	EL	
Vilord, Nick	5		W / M	4/16/2013	4/16/2019	NE	
*Miller, Robert "Bruce"	1		W / M	4/16/2013	4/16/2019	NE	