



HCCP Distributor Spotlight: Gary Kirkman

Director of Compliance Training
E&A Team, Inc

Within the affordable housing industry, Gary Kirkman has acquired more than 15 years of valuable leadership experience and now serves as the director of compliance training for E&A Team, Inc. Having started in the industry as a regional property manager, Mr. Kirkman managed Department of Agriculture (USDA) Rural Development and Department of Housing and Urban Development (HUD) properties before being promoted to the role of training specialist, where he was responsible for overseeing multiple affordable communities while training personnel on the affordable housing programs.

Mr. Kirkman later went on to become a training director, including developing company policies and procedures and overseeing the training program. In that position, Mr. Kirkman aided owners and developers in speaking at town council and public meetings to establish new affordable housing properties in the needed areas.

Prior to becoming a compliance trainer, Mr. Kirkman was an award-winning community manager and was awarded Best Overall Compliance in Affordable Housing for the Southeast Region for a property management company portfolio.

How has the HCCP designation impacted your career?

Having the HCCP designation has really helped me both in my previous and current positions because it has added relevance to what I do each and every day. Having served in a variety of roles within the affordable housing industry, ranging from on-site and regional management to different director positions, I have found that both the training for the HCCP as well as the designation itself has opened



up a lot of new doors for me. Having secured this designation, I am now able to speak at council meetings and on panels with more credibility, confidence and pride simply because of the HCCP designation and the work I put forth in obtaining it.

How did you get into the LIHTC industry? What are your day-to-day responsibilities?

As surprising as it may be, I actually started working in the housing industry after being a 911 supervisor/operator. I opened the newspaper one day and stumbled on an ad for a regional property manager trainee. I have always had somewhat of an interest in jobs working in real estate, and I am passionate about helping others, so I thought this might be a perfect fit.

After completing the application process, I received a call for an interview. I went into the meeting and was introduced to the gentleman who would be interviewing me, and as luck would have it, he explained that his cousin, who worked for the same police department I did, had contacted him and given me a very favorable recommendation centered around my work ethic, motivation and integrity. I got the position and fell in love with it.

I honestly think I experience my greatest satisfaction in life when I am given the opportunity to help others. Within my new-found profession, nothing was more touching than helping someone who was homeless find a new home or help a family in need find a new place to start over. To this day, that is still why I do what I do.

Being the director of compliance training for E&A Team, Inc. has allowed me to partner with some great people to provide a lot of different services in the affordable housing industry, a process we refer to as the “everything and anything” for multifamily. I also get the opportunity to work with incredible government agencies, property management companies and managers, all of whom seem to share the same goal of helping others and giving back to our communities.

My role with E&A Team is to help facilitate the training department, create training content, and host both in-person and virtual trainings. I like telling my parents I am a “mere actor on a stage putting on a show” all while training on very important housing topics. A friend of mine said trainers were “entertrainers,” and that is so right! So, in sum, I am Gary the Entertrainer. I think anyone who has attended any of my trainings will agree that I definitely try to put on a show.



What helped with your success in the LIHTC industry?

Honestly, I believe I am successful today because of the people I have come in contact with through the years. These valuable interactions span years of time with previous employers, other industry professionals, colleagues and even former residents who have touched my life. Each and every person has provided me with some knowledge that I strive to pay forward in what I do with my life both personally and professionally.

Also, it helps that I like to look things up and repeatedly investigate things. My goal is to commit the necessary information to memory or to at least satisfy my intense need to better understand something.

What is your favorite hobby?

I grew up in Mt. Airy, N.C. — better known to most as “Mayberry” because it is where Andy Griffith grew up. (Yes, I am THAT trainer.) So, growing up in “Mayberry” I was taught how to clog by my aunt in her living room. I then went on and trained clogging across North and South Carolina for years, and even now I love to watch it.

I love music, especially anything that involves Dolly Parton, Carrie Underwood, Kelly Clarkson, Adele or Noah Reid. I am also obsessed with anything Wonder Woman. I love seeing a female take charge and save the world, so anything with Wonder Woman in it, on it, or even a discussion about her...I’m in!