



President's Corner

Alan Zais, President

team, and the NCRC Executive Committee and RSO Officer Cheryl Anne Farmer for all their work in helping with the conference. This was the first State/NCRC joint conference and gave us good experience for best practices as we move forward for future programs.

The conference also gave many great opportunities and tools for us to take away and share. For example, I was able to apply and sponsor the excellent de-escalation program to a local landlord association, include another housing agency to complete the sponsorship costs, which in turn helped with landlord relations, outreach, and retention. Along with myself, Patricia Wells and Mark Thiele also attended the small agency program hosted by Ashlee Spencer, and Patricia and Mark later commented in talking to the membership of the frustration they heard from small PHAs.

Minnesota-NCRC Conference

Thank you to everyone at Minnesota NAHRO, NCRC NAHRO and NAHRO for a great conference! We appreciated the presentations from Senator Smith, NAHRO President Patricia Wells and Senior Vice President George Guy, NAHRO CEO Mark Thiele, HUD Regional Administrator Diane Shelly and St. Paul Mayor Melvin Carter (who gave a powerful presentation on the anniversary of George Floyd's murder). We actually had to start looking carefully at the plenary schedule to make sure we had enough time to fit everyone in! We're also thankful to Minnesota NAHRO President Dara Lee and Executive Director Shannon Guernsey and their

2023 Calendar

January 5-6, 2023
NCRC NAHRO
Board Retreat
Chicago, IL

March 6-8
2023 Washington
Conference
Renaissance
Downtown Hotel
Washington, DC

April 18, 2023
NCRC NAHRO
Board Meeting
LaCrosse, WI

April 18-28, 2023
NCRC NAHRO
Conference Hosted
by Wisconsin
Association of
Housing Authorities
Radisson Hotel
LaCrosse, WI

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Just a couple of units or vouchers can show a skewed utilization. A couple of sick persons can be half the work force. One of my agencies is a small PHA and I strongly empathize with small PHA challenges—it continues to be a focus for our NCRC term, and a focus of national NAHRO leadership as well.

HUD Midwest Office



In addition to meeting with HUD Regional Administrator Diane Shelly and having her present at the conference, I have also met with the new HUD Regional Field Office Director, Kimberly Danna. Kimberly and I are working on landlord recruitment and retention strategies to make available to the region, and potential program demonstrations with Mainstream vouchers, collaborative PHA partnerships and I had a meeting with Kimberly and the Veterans Administration for a potential VASH demonstration program targeted to utilization to also make available for the region. These discussions led to Kimberly presenting at a small PHA landlord recruitment event (Kimberly is second from left, with the Madison VA team that also presented for VASH recruitment).

Advocacy

As I write this report, we're in the first week of the August advocacy push and doing well as a region. The Goal Tracker is showing 2,178 letters sent with 500 from NCRC—which has the second greatest response, closely after SERC. But all of the NCRC letters only come from 82 people. Others can help with the advocacy besides just a PHA team, including commissioners, resident councils, vendors and industry partners we work

with, such as CoCs, city housing departments and social service organizations—all the same ones that ask us for letters of support when they submit grant applications!

Barb Darcy was instrumental in helping put together a really good Small Agency Legislative Toolkit and have Minnesota NAHRO offered to share it with the region—we'll have it out at the beginning of the advocacy period.

Please remember that Congressional Contacts are needed and are so valuable. In Illinois I joined a group led by Illinois NAHRO President Jackie Newman, and together we covered all of the congressional meetings for the state. The Representatives and Senators were happy to speak with the state leadership and we shared legislation and programs that were applicable to any state district—your work as a congressional contact can help all of your colleagues in your state. The relationships you create through these contacts are powerful and put us all on a first name basis with our congressional leaders. Please sign up at www.NAHRO.org/contacts.

Advocacy is a powerful tool for us and our colleagues, and most importantly the families and communities that our advocacy helps serve. Through the NAHRO advocacy program and my contacts with an Illinois Senator's office, I was able to arrange a direct congressional appropriation for a fire sprinkler system for another PHA in our region. It was the Senator's office that volunteered the opportunity to me as they learned of PHA needs.

Second Chance Opportunity

We've learned of HUD's focus on applicant second chance opportunity from Secretary Fudge's 06/23/21 and 04/13/22 memos, and this takes a very different approach from the One Strike You're Out policy that has been continually pressed on our industry since 1998. It's not uncommon for people to fault our programs as being responsible for crime in a community, but it's not a fair depiction. PHAs simply have a higher, singular

profile than the many separate landlords and their scattered properties. And low income and minority families can have different outcomes with the criminal justice system. With my ongoing work with the Vera Institute's Opening Doors to Public Housing programs, I have connected with Nan McKay and Associates to discuss how the model policies could have discretionary language that PHAs might consider.

Thank you...

...everyone, for choosing to serve on the NCRC board and bring your knowledge, skills, time and talents to always make our programs better for the many lives we serve. I am truly honored to serve with you, and look forward to all we will accomplish this term. I'm looking forward in continuing to meet with many of you at the State Chapter meetings this fall.



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Senior Vice President Report

Sharon Carlson, SVP



Annual August Advocacy has passed with the writing of this report. Nevertheless, advocacy is critically important regardless of the time of year. While our NAHRO staff has made it very simple to submit vast numbers of letters with laser focus during the month of August, we cannot lose sight of the importance of maintaining continuous contact with our elected officials. The term '*all politics is local*' has never been more true than in the current environment. Politicians elected by our local constituencies must be given our views and voices to effectively represent us in Washington.

Now is the time to make connection with officials to talk about our programs, our residents, and our broader communities. We must continue to educate on the impacts of decisions made regarding funding levels, housing policy and regulatory changes and this must be done from our individual doorsteps. Please continue to reach out with calls, district office meetings, email contacts and whatever other means available to convey concerns about the impact of decisions made and actions taken in our Capitol. Without our voices, our local officials will not have the information they need to help us at our local levels.

The NAHRO website www.nahro.org has all of the information needed to assist with advocating. It also has extensive information about *our* organization, *our* NAHRO staff, *our* eight regions

and dozens of chapters, *our* various committees and advisory groups, *our* professional development opportunities, *our* conferences and more at *our* fingertips. The repeated use of 'our' is intentional. As NAHRO members, this treasure we call an organization and all that it represents belongs to US. We rely on it, support it, participate with it, use it and appreciate it. Take advantage because it's *ours*!

As we continue to encourage the development of professionals to serve in this industry, it is important to note that this business is not quick or easy to learn or understand. We must promote the importance of this work to those who have creative devotion; a desire to learn, provide new ideas, and have a heart for serving communities. We can develop future leaders who will continue to fulfill the NAHRO Mission, which is to be the leading housing and community development association that inspires the creation of strong and sustainable communities (as adopted by the NAHRO Board of Governors February, 2020).

Best wishes NCRC members for a Happy and Healthy Fall Season!



Housing Committee

Jim Dewey, Vice President of Housing

President's FY 2023 budget proposal includes \$71.9 billion for HUD, an increase of \$6.2 billion more than FY 2022

enacted. Congress must pass this budget for it to become law.

Highlights of the budget:

- **Public Housing Capital Fund:** \$3.2 billion, level funding compared to current levels
- **Public Housing Operating Fund:** \$5 billion, \$39 million decrease
- **Choice Neighborhoods:** \$250 million, \$100 million decrease
- **Section 8 Housing Assistance Payment Renewals:** \$26.234 billion, \$2.139 billion increase
- **Administrative Fees:** \$3.014 billion, \$603 million increase
- **Family Self-Sufficiency:** \$120 million, \$11 million increase
- **Section 8 Project-Based Rental Assistance:** \$15 billion, \$1.06 billion increase
- **Community Development Block Grant:** \$3.745 billion including \$195 million for the Historically Underserved Communities Initiative, \$445 million increase
- **HOME Investment Partnerships:** \$1.950 billion, \$450 million increase
- **Housing Opportunity for Persons with AIDS:** \$455 million, \$5 million increase
- **Homeless Assistance Grants:** \$3.576 billion, \$363 million increase

Recent Housing News:

HUD posts FMRs on September 1st: HUD has published the FY23 Fair Market Rents (FMRs). Nationally, FMRs will increase by an average of approximately 10 percent, enabling more households with housing vouchers to access affordable, stable housing. These new FMRs will allow voucher holders to access and secure leases in more units so that they can benefit from the housing affordability and stability that vouchers provide.

New Incremental Housing Choice Vouchers: On August 26th, HUD published PIH Notice 2022-29 which provides guidance on the allocation of \$200 million in new incremental vouchers. These approximately 19,700 new Housing Choice Vouchers will be allocated to over 2,000 PHAs across the country through a formula that considers a variety of factors like severe cost burden, overcrowding, substandard housing for very low-income renters and homelessness. These vouchers are “regular” vouchers without special purpose requirements. All PHAs with voucher programs, regardless of size, will receive at least 3 new HCVs. PHAs can decline the HCV award by emailing NewHCVs@hud.gov September 2, 2022. If HUD does not receive a declination from the PHA, HUD will deem the HCV award accepted.

HUD has several Energy Incentive Programs: These programs provide opportunities for PHAs to receive benefits for energy and water efficiency infrastructure investment and utility rate reductions. Programs such as: Energy Performance Contract, Utility Partnership Program, Rate Reduction Incentive and Small Rural Frozen Rolling Base. All can be found at PIHEnergyBranch@hud.gov
Capital Fund Guidebook Training Series: HUD is sponsoring a second round of the Capital Fund

[Guidebook Webinar Series](#), designed to help PHAs understand recent changes in Capital Fund requirements and provide an overall refresher of the Capital Fund program at large.

Biden Administration Announces New Housing Supply Action Plan: On May 16, the administration announced a new housing supply action plan. The goal of the plan is to “ease the burden of housing costs over time, by boosting the supply of quality housing in every community.” The plan is a compilation of administrative and legislative actions that are meant to “close America’s housing supply shortfall in five years” While the administrative actions can be implemented unilaterally by the administration, any potential legislative actions will require an act of Congress to implement.

The plan has several key areas of focus to increase the housing supply. These areas include the following:

- Incentivizing jurisdictions to reform their zoning and land-use policies by giving higher scores to jurisdictions that do this in federal grant allocations;
- Implementing new financing mechanisms to build and preserve housing, including manufactured housing, accessory dwelling units, two to four unit properties, and other multifamily buildings;
- Improving existing federal financing for development and preservation, which includes making construction to permanent loans more available, promoting the use of COVID recovery funds for affordable housing, reforming the low-income housing tax credit and the HOME program;
- Ensuring that more housing goes to owners that live in the units or non-profits that will rehabilitate them; and
- Addressing supply chain issues by working with the private sector.

HUD project-based vouchers can be used for assisted living: LeadingAge:

Public housing authorities are allowed to use up to 20% of their authorized number of vouchers for project-based vouchers. An additional 10% of the vouchers can be set aside for housing for certain types of individuals, that is, older adults, people living with disabilities, formerly homeless people and families, and veterans.

Update Mainstream Voucher Notice Released:

On June 13, HUD published [Notice PIH 2022-19](#) to update [Notice PIH 2022-07](#) from April, which provided PHAs with an opportunity to receive new Mainstream vouchers and extraordinary administrative fees.

HUD Expands Administrative Fee Eligible Uses:

On June 13, HUD published a notice [[Notice PIH 2022-18 \(HA\)](#)] expanding the eligible uses of the administrative fee for the Housing Choice Voucher (HCV) program.

NAHRO Releases In-Depth NSPIRE Analysis:

On June 17, HUD published its Request for Comments: National Standards for the Physical Inspection of Real Estate (NSPIRE) and Associated Protocols in the Federal Register. The request for public comment is focused specifically on the inspection standards associated with the new NSPIRE inspection protocol. HUD has informed NAHRO that the Department will begin implementing NSPIRE for public housing in **April 2023**. NSPIRE aims to create a unified assessment of housing quality through inspections across multiple HUD programs.

NSPIRE applies to:

- the Public Housing program
- Project-Based Rental Assistance (PBRA) units
- Housing Choice Voucher (HCV) units, and
- Project-Based Voucher (PBV) programs.
- The HOME Program
- Housing Opportunities for Persons with AIDS (HOPWA)
- Emergency Solutions Grants (ESG) Program, and
- Continuum of Care (CoC).

Last Quarter's PIH Notices (May 7, 2022 to August 26, 2022):

PIH 2022-29 Allocation and Special Administrative Fee for New Incremental Housing Choice Vouchers - This notice explains the U.S. Department of Housing and Urban Development's process for awarding approximately 19,700 new Housing Choice Vouchers (HCVs) to Public Housing Agencies (PHAs). These new HCVs are not special purpose vouchers, rather, they are regular HCVs. This notice also sets forth PHAs' eligibility for administrative fees and fees for other eligible expenses, the housing assistance payments (HAP) funding award process and the process for rejecting an allocation of these vouchers.

PIH 2022-28 Determining and Using Program Income Under NAHASDA - The purpose of this Notice is to provide guidance for determining and using program income generated by the use or disbursement of Indian Housing Block Grant (IHBG) funds. This Notice replaces PIH Notice 2019-07.

PIH 2022-27 Notice of Deadline Extension for Accepting Indian Housing Block Grant American Rescue Plan Act Funds - The purpose of this Notice is to provide an extension to the July 5, 2022 deadline, set in [PIH Notice 2022-13](#): Notice of Reallocation of Unaccepted Indian Housing Block Grant American Rescue Plan Act (IHBG-ARP) Funds to the Indian Community Development Block Grant Imminent Threat – American Rescue Plan Act (ICDBG-ARP) Program, for Indian tribes and Tribally Designated Housing Entities (TDHEs) to submit their Abbreviated Indian Housing Plan (AIHP) to receive their IHBG-ARP grant funding.

PIH 2022-26 Registration of Interest for HUD-VASH Vouchers - This notice announces the availability of approximately \$79 million in HUD-Veterans Affairs Supportive Housing (HUD-

VASH). Based on average costs, HUD anticipates that this funding will support approximately 8,500 new HUD-VASH vouchers. These vouchers are administered in partnership with the U.S. Department of Veterans Affairs (VA) and enable homeless veterans and their families to access affordable housing with an array of supportive services.

PIH 2022-25 Voluntary Reallocation or Recapture of HUD-VASH Vouchers - This notice establishes the processes under which a HUD-Veterans Affairs Supportive Housing (HUD-VASH) PHA may be approved to voluntarily 1) reallocate all or a portion of their HUD-VASH vouchers and any associated funding to another HUD-VASH PHA within the same Veteran Affairs Medical Center (VAMC) catchment area, or, 2) if reallocation is not an option, have all or a portion of their HUD-VASH vouchers and associated funding recaptured and returned back to HUD.

PIH 2022-24 Stability Voucher Program - This notice explains HUD's non-competitive allocation strategy and program requirements for the new Stability Voucher program. HUD is awarding up to \$43,439,000 to support approximately 4,000 new incremental vouchers. Stability Vouchers (SVs) may assist households who are homeless, as defined in Section 103(a) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11302(a)), at-risk of homelessness, those fleeing or attempting to flee domestic violence dating violence, sexual assault, stalking, or human trafficking, and veterans and families that include a veteran family member that meet one of the proceeding criteria.

PIH 2022-23 Administrative Requirements for Investing Indian Housing Block Grant (IHBG) Funds - This Notice describes the requirements for investing Indian Housing Block Grant (IHBG) funds and establishes the basis upon which the Department will determine if a recipient of IHBG funds has the administrative

capacity to draw down IHBG funds for investment purposes as authorized under Section 204(b) of the Native American Housing Assistance and Self-Determination Act (NAHASDA). This Notice replaces PIH Notice 2019-16.

PIH 2022-22 Revoke and Reallocation of Emergency Housing Voucher Awards - This notice explains HUD's process for revocation and reallocation of Emergency Housing Voucher (EHV) awards. As part of this process, the notice updates the award allocation formula found in section 4 of the Notice PIH 2021-15 in connection with the reallocation of these EHV awards.

PIH 2022-21 CARES Act Funding Reconciliation and Closeout - Housing Choice Voucher Program, Mainstream Vouchers, and Moderate Rehabilitation Program - This Notice describes the closeout procedures per 2 CFR 200.344 (Closeout) for funds awarded to public housing authorities (PHAs) under the Coronavirus Aid, Relief, and Economic Security Act, (CARES Act) (Public Law 116-136) to prevent, prepare for, and respond to the coronavirus.

PIH 2022-20 Family Self-Sufficiency (FSS) Program: Establishment of the Escrow Account and Use of Forfeited FSS Escrow - This notice is to clarify a few sections of the new rule (24 CFR part 984) related to the establishment of the FSS escrow account, the use of forfeited FSS escrow, and the reporting of FSS escrows in the Financial Assessment Sub-System for Public Housing Authorities (FASS-PH).

PIH 2022-19 On April 6, 2022, PIH published PIH Notice 2022-07. This notice updates PIH Notice 2022-07. This notice provides information on new funding opportunities for Mainstream vouchers.

The following provisions are being offered to help public housing agencies (PHAs) prevent, prepare for, and respond to coronavirus pursuant to the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) (Public Law 116-136):

PIH 2022-18 Use of Housing Choice Voucher (HCV) and Mainstream Voucher Administrative Fees for Other Expenses to Assist Families to Lease Units - This notice provides guidance on the use of HCV and Mainstream voucher ongoing administrative fees for expenses related to assisting HCV and Mainstream Voucher families to lease units, including the costs of security deposit assistance and landlord incentive and retention payments.

PIH 2022-17 Implementation of Public Housing Operating Fund Shortfall Funding from Federal Fiscal Year (FFY) 2022 Appropriations - This notice implements a provision in the FFY 2022 Consolidated Appropriations Act (Public Law P.L. 117-103) referred to hereafter as "the Act," which provides for a \$25 million set-aside in the Public Housing Fund to assist Public Housing Agencies (PHAs) experiencing or at risk of financial shortfalls. Specifically, this notice provides guidance regarding eligibility, the process for applying, and other requirements for the set-aside.

PIH 2022-16 Total Development Cost (TDC) for Affordable Housing Under the Native American Housing Assistance and Self-Determination Act of 1996 (NAHASDA) - This notice transmits the updated schedule for the maximum amount of funds that may be used for affordable housing under NAHASDA based on Marshall Valuation Service, Marshall & Swift/Boeckh, LLC (M&S/B) and RSMeans Residential Cost Data (RSMeans) for 2022. The requirement for the development and implementation of these limits is found at 24 CFR §§1000.156 through 1000.162 of the Indian Housing Block Grant (IHBG) regulations.

PIH 2022-15 Federal Financial Report - Standard Form 425 - This notice provides updated information to Indian tribes, tribally

designated housing entities (TDHEs), and the Department of Hawaiian Home Lands (DHHL) on the reporting requirements for the Federal Financial Report (FFR) - Standard Form 425 (SF-425). This notice supersedes Program Guidance 2014-07 and 2015-04, as well as any conflicting guidance with respect to SF-425 forms in all, applicable program Notices and applicable program NOFOs.

PIH 2022-14 Implementation of the Federal Fiscal Year (FFY) 2022 Funding Provisions for the Housing Choice Voucher Program - This

notice implements the Housing Choice Voucher (HCV) program funding provisions of the Consolidated Appropriations Act, 2022 (P.L. 117-103), referred to hereafter as “the 2022 Act,” enacted on March 15, 2022. The 2022 Act establishes the allocation methodology for calculating housing assistance payments (HAP) renewal funds, new incremental vouchers, and administrative fees.

All notices can be found at the following link: https://www.hud.gov/program_offices/public_indian_housing/publications/notices



Community Revitalization & Development Report (CR&D)

Taryl Bonds, Vice President of CR&D

[Manufactured Construction Standards](#) and [Home Safety Standards](#)

WASHINGTON, D.C. - The Department of Housing and Urban Development announced proposals for updating the Manufactured Home Construction and Safety Standards, commonly referred to as the “HUD Code.” The proposed updates were published in the [Federal Register](#) and are the largest set of changes to the HUD Code in over two decades. The updates support the Biden-Harris Administration’s priority of expanding the supply of manufactured housing as a component of its efforts to address the nation’s housing supply challenges. “Manufactured homes are an important element of the nation’s affordable housing supply. These proposed updates, when final, will help to expand the availability of safe and affordable homes that align with current design trends and construction methods.” **Assistant Secretary for Housing Julia Gordon.**

[New Community Solar Power Program](#)

The new measures will be available to the over 4.5 million families that are served by U.S.

Department of Housing and Urban Development (HUD) programs, helping them transition their homes to community solar power—which would [reduce](#) prices of monthly power bills by 10% to 50%. “The combination of extreme heat and rising utility prices creates a perfect storm, and HUD-assisted families and communities are some of the most vulnerable,” [said](#) HUD Secretary Marcia Fudge. “The steps announced today by the Biden administration will not only help families reduce utility costs, but also provide an opportunity for HUD-assisted residents to participate in the clean energy economy through local community solar programs.”

[The Inflation Reduction Act of 2022 \(H.R. 5376\), and the Tax Credit Development Community](#)

The Inflation Reduction Act of 2022 (H.R. 5376), has substantial implications for the tax credit development community. While there are many welcome provisions, including those for renewable and clean energy, there remain questions that need to be answered to protect the important work being done because of community development tax incentives. Specifically, the

final bill still includes:

- a 15% corporate minimum tax on book income,
- clean and renewable energy provisions, including extensions of the production tax credit (PTC) and investment tax credit (ITC),
- increased tax enforcement resources,
- an extension of the Affordable Care Act premium tax incentives, and
- prescription drug reform.

However, despite an organized request for \$150 billion in the Build Back Better Act, which included rental assistance with Section 8 vouchers, the development of more affordable housing units, support for first-generation homebuyers, repairs to fix deteriorating public housing, and fair housing enforcement to eliminate discrimination and unlawful evictions, Congresswoman Maxine Waters (D-CA), Chairwoman of the House Committee on Financial Services argued that “there is not one nickel, not one dime, not one dollar, for the development of housing in this bill.”

[HUD Announces \\$12.5 Million Funding Opportunity to Expand Access to Affordable Homeownership](#)

The U.S. Department of Housing and Urban Development (HUD) today announced the availability of \$12.5 million through the Self-Help Homeownership Opportunity Program (SHOP) for eligible national and regional non-profit organizations and consortia with experience providing or facilitating self-help housing opportunities. This funding opportunity aims to develop decent, safe, and sanitary housing for low-income persons and families who would otherwise not have the opportunity to become homeowners. The continued partnerships with local communities and organizations that SHOP funds facilitate will help rebuild and revitalize neighborhoods and improve the lives of residents by expanding access to affordable housing and homeownership opportunities.

“Expanding access to affordable homeownership is a priority of the Biden-Harris Administration,” said Secretary Marcia L. Fudge. “With the funding HUD has made available today, and with the support of our partners on the ground, more families will be able to realize the dream of homeownership – and the security and wealth creation that comes

with it.” SHOP grant funds can be used to purchase home sites and develop or improve the infrastructure needed to set the stage for sweat equity and volunteer-based homeownership programs for low-income persons and families. The SHOP units must be sold to homebuyers at prices below the prevailing market price.

[Choice Neighborhoods: HUD Grants for People & Places](#)

The Department of Housing and Urban Development (HUD) is helping bring wide scale transformation like this to cities with our Choice Neighborhoods program. Launched in 2010, Choice Neighborhoods is a major capital investment program for redeveloping public housing and other HUD-assisted housing. Choice Neighborhoods was designed to build on the successes of the HOPE VI program (1993-2010) where redevelopment attracted outside investments and new businesses, increasing property values, expanding job opportunities, and sharply decreasing crime.

Soon, HUD will award grants of up to \$50 million (approximately \$200 million total) to new implementation grantees, and also release the latest funding announcement using the program’s \$350 million appropriation for FY22. Choice Neighborhoods offers two types of grants annually: Planning and Implementation.

- ***Planning Grants offer up to \$500,000 per grantee*** to communities to fund a two-year planning process to create a community-driven “Transformation Plan” that addresses the program’s “Housing, People, and Neighborhood” goals.
- ***Implementation Grants provide up to \$50 million per grantee*** to implement the Transformation Plan. Planning Grants are not required for a future Implementation Grant, though they are a great first step to meaningfully engage a community and plan for comprehensive neighborhood revitalization.



Commissioners Committee

Joe Grisson, Vice President of Commissioners

As the recently elected VP of Commissioners, I plan to adopt and build upon the goals of my predecessor, Renee Smith. Additionally, I commit to open and frequent communication within our committee and throughout the organization. Committee focus will be:

- Enhanced Communications & Collaboration at the Regional and National Levels
- Emphasis on Commissioner Engagement & Retention
- Commissioner Engagement, Training, and Professional Development

Emphasis on Commissioner Engagement & Retention:

Goals - Encouraging our counterparts to become and remain involved in NAHRO's activities by serving as mentors to Commissioners at conferences. This goal is ongoing and will include monthly communications with Commissioners. Additionally, we will create and maintain a database of active commissioners throughout the country.

Status - Ongoing

Measurable Outcome(s):

We will continue to track Commissioner

attendance at in person and virtual NAHRO events.

2019 National Conference Data: 44

2020 Goal: 70 (No in-person conferences held)

2021 Goal: 50 (No in-person conferences held)
Virtual data will be provided in next report.

Commissioner Engagement, Training, and Professional Development:

Getting more Commissioners actively involved with the organization, trained, and developed

Status - Ongoing

Measurable Outcome: Compare how many Commissioners obtained Certification in 2019 to those certified in 2020 & 2021.

2020 Goal: **20% increase

2021 Goal: Projected 25% increase

2020 goal achieved.

"Affordable housing brings stability, economic diversity, and improves the physical quality of the neighborhood." John Woods

"We shape our buildings, and afterwards our buildings shape us."

Winston Churchill



Legislative Report

Chris Lamberty, NCRC Legislative Chair

Regretfully, I am unable to join you in San Diego. Luckily NCRC is quite well represented on LegNet. Enjoy the conference!

1. August Advocacy Campaign. NAHRO sponsored another successful August Advocacy Campaign that kicked-off with the Virtual Hill Day on August 3rd, followed by a weekly letter campaign. Nationally, 1,038 people sent 27,620 letters! Two Hundred Sixty-Five people sent 4,656 letters from the NCRC Region. That is an increase of over one hundred additional letter writers from last year when 165 people sent 4,396 letters. In addition, there were fifteen recorded congressional site visits during the campaign, and NCRC led the way with five. LegNet put a priority this year on increasing the number of participants and encouraging and tracking Congressional site visits for the first time. Fantastic work, NCRC!

2. FY2023 Funding. It is that time of year again in Congress. Expect a Continuing Resolution in late September to continue federal funding at current levels until sometime after the election, likely December. In their initial work on FY23 the House was looking at a 17% increase for HUD programs, but action in the Senate remains stalled. In the meantime, HUD has been actively putting out notices for the new FY22 funding that Congress approved in March – including new general-purpose vouchers, new VASH vouchers, and a new “Housing Stability Voucher” (which looks a lot like an Emergency Housing

Voucher). If you qualified for new general-purpose vouchers, you should have gotten a direct email. The other programs require you to contact HUD to express interest. See the PIH Notices issued in August for information on these new vouchers. https://www.hud.gov/program_offices/public_indian_housing/publications/notices

3. Congressional District Contacts. NAHRO has been building a network of contacts in every Congressional District in the country and still needs more! The ask is simple: Pledge to send action alerts to your members of Congress, and NAHRO will directly alert you to new letters in the Action Alert Center. Your participation will help us target Congress members who can support vital housing and community development legislation. There are still open Congressional Districts in the NCRC region. Check out the map and sign up at <https://www.nahro.org/advocacy/advocacy-and-congressional-resources/congressional-contacts/>



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Housing America Task Force Report

Anna Judge, Housing America Poster Contest Chair



Greeting everyone. Below you will find the updates from several areas that the Housing America Advisory Board oversees. Please consider working with your support staff to see that your agencies also help in marketing these activities and possibly showcasing

some of your own residents talents and educational aspirations!

Scholarships:

Toni La' Shon Stewart from the Red Wing HRA, in Minnesota, was our regional winner for the 2022 Ernest J. Bohn Scholarship. Toni's application and essay won her a \$1,000 scholarship from NCRC and was recently sent on to NAHRO to compete in the 2022 NAHRO Merit College Scholarship. It is at the NAHRO competition that Toni will be eligible to receive a \$1,000 scholarship from NAHRO, up to a \$12,000 scholarship from LDG.

Toni is currently attending Minnesota State College Southeast, Red Wing Campus, working towards her AAS in Business Management with plans to then transfer to a university to receive a BS degree in Business Management. I implore you all to read Toni's essay (below). She is a remarkable woman that has gone throughout a lot to get to where she is today. This is why we do, what we do, each and every day! Please join me in congratulating Toni!

Toni Stewart's Scholarship Essay.

Coming all the way from Glendale, Arizona in early 2019, I would have never imagined that I'd be a proud resident of the state of Minnesota. The move here was a very scary move because my children and I were fleeing from their father who had become abusive to not only myself, but also verbally and emotionally towards the children. I have always been very resourceful and choose to contact 2-1-1 after making it to the Wisconsin, hopeless and praying that I would not have to make a vulnerable decision by contacting their father, whom by this time began to set in his very narcissistic ways, with promises that he'll change. A representative suggested I try Wisconsin and even Minnesota resources to find a safe place for us to go. After a few shelters being unable to assist my family at the time, I took a deep breath and spoke on the phone to an advocate who stated that they were in Red Wing, Minnesota. By this time, my very old used 2000 Buick was just about ready to end our mission on the 6 ½ hour drive, but I was determined to make it to Red Wing, Minnesota. Once we arrived, every staff member welcomed us and were pleasant and dedicated every moment of our arrival to ensuring us that we were safe.

Fast forward to March 2022 and I am still here, still safe and Red Wing, Minnesota has become our home. Those three small little children are now, 10, 7, and 5 and all attend Twin Bluff School in our town. My children and I were blessed with a beautiful townhome

after 5 months in the shelter, due to the start of Covid-19. As of March 2022, I am still currently a renter of the same home we were blessed with in April 2020. At the end of August 2020, I began my academic studies as an undergraduate at Minnesota State College Southeast, majoring in Business Management. Although I am a single Mom, in a town far away from any relatives, being a part of the Red Wing community has granted me the opportunity to become a part of many different organizations that work towards helping and providing resources to people who depend on community leaders to be their voice. As a Southeast student, I have achieved so much, not just academically but to serve on the Equity and Inclusions (Retention) Committee for two semesters, also one of my favorite extracurriculars, The Student Senate Committee, because our voices are so powerful although we are all different, we all are like family. The face that was afraid and unsure of what was to come, became the face that Students and Faculty of the campus began to know as the bubbly, helpful, Front Desk Associate in Red Wing. As a work study student, I had the opportunity to gain office experience while learning the professional dynamics that are needed inside the workplace, all while having fun each day.

Although life has been as sweet as cotton candy, in August of 2021, three days after the start of Fall Semester. I received a call from back home in Arizona that my father had passed away. He was called Home the day before my birthday August 9th, after two weeks of concern to relatives and hospitals,

I finally realized our last phone call, was really our last phone call. My father had no identification with him as he sat outside the park next door to his home. This tragedy only began to go from bad to worse as I was told that as next of kin, I'd be preparing the final arrangements. Eventually, I pulled through with the support of faculty, peers, family, and counseling services provided by Southeast College's own Health and Wellness resources. I suffered mentally at times flipping from obituary drafts to my academic studies, at the end of the semester, I received a 3.4, which has been the lowest G.P.A. since the beginning of my undergraduate studies. I know I did the absolute best I could with the strength that I had during that semester; I was even invited to join the Phi Theta Kappa's Honor Society that same semester which has been an honor as a student to be a part of.

Overall, being a single Mom of three fantastic children, juggling academics, work, community-assistance, extracurriculars, there is nothing that I would change about my journey thus far because it has helped shape me into someone who can conquer just about anything that comes my way. In Summer of 2022, I will be taking two Math courses needed to take a higher level Math course in the Fall. The Summer courses are partially covered by Pell Grant funding but does not include textbooks or any other required materials for the 3 courses

I am registered to begin in June 2022. This scholarship would indeed provide the financial assistance that I'll need to successfully pass the courses set to begin in just a few short months. I am a recipient of government benefits and with the Family Protection waiver and Safe at Home protection to my name, address, and whereabouts, I am unable to contact their father, who has completely abandoned his role including financially. I have a lot of responsibility, not only as the head of

household but also my children's lifeline. I must be available to them so my access to any job that doesn't guarantee flexibility always seems to pass me by. I am honored to share my story with you all. I am only hoping for the blessing to someday share the continuance of my journey as a recipient of a scholarship, as I continue my academic journey as an undergraduate Business Management Student at Minnesota State College Southeast Red Wing Campus.

What Home Means to Me Poster Contest:

The 2023 calendar winners will be announced in San Diego this September. The posters that were sent on to NAHRO from our region, that will be considered, are the entries shown below. Please join me in congratulating these very talented youth on representing the NCRC region at the national level. I am already looking forward to next years entries and I am confident that we will see one, two, or all three of these winning entries in NAHRO's 2023 "What Home Means to Me" calendar.

1 st Elementary School	1 st Middle School	1 st High School
<p><u>Nora Ahmed</u> Minnesota</p> 	<p><u>Yareli Gonzalez-Hernandez</u> Illinois</p> 	<p><u>Destiny Wasoski</u> Michigan</p> 

Housing America Month:

Lastly, October is right around the corner and that means so is *Housing America Month*. If your agency is opening a new development, debuting Little Free Libraries or community gardens, hosting resident activities or signing proclamations, we want to hear about it!

The *Housing America Task Force* relies on your support to continue our mission. Thank you, as always, for your unwavering support. We couldn't be as effective and present as we are without the backing of NCRC's membership.



IRGE Committee

Joaquin Cintron Vega,
Vice President of IRGE

I am pleased to report the progress that NAHRO has achieved pertaining to the International Research & Global Exchange efforts.

MEMBER PRESENTATION

The Committee discussed an undated version of our measurable outcomes for the strategic plan. There was some discussion about the level of detail the committee wants to submit to NAHRO leadership. The subcommittee chairs to work on the measurable outcomes with Subcommittees working on the tasks listed in the document.

The Committee has confirmed two speakers for the National Conference and is working on the rest of the panel. He will submit a session proposal to be updated as the panel is finalized. The Committee also discussed about the upcoming Pan African City Symposium and the event agenda. NAHRO President Patricia Wells will speak at the event. *NAHRO's new CEO, Mark Thiele, joined the June IRGE meeting. He thanked us for our work with our South African partners.*

Also discussed plans for reviving our partnership with Native American housing organizations, including the Native American Indian Housing Council (NAIHC). The committee review the upcoming conference agenda for the National Congress of American Indians and aims to work on some plans.

Below are some quick additional updates from the sub-committees:

Communications – Sharing more information about some of the recent conferences that members have attended. To identify if anything should be push out to NAHRO membership.

Research – The subcommittee is working on finishing their measurable outcomes to create a more feasible work plan. Their next step is to

meet with a few NAHRO committee chairs for direction on their research topics.

Partnerships – Contact was made with AHURI and AHI recently. Partnerships wants to establish formal working relationships with our partner organizations and finalize outstanding MOUs. There is an opportunity for a NAHRO member to join NAIHC at their convention if anyone is available. Further, considering MOU with Housing Agency Ireland and working with the committee to renew outdated MOUs and partnerships

Exchange – The World Urban Forum and the Pan-African Forum are both coming up soon in early June. Exchange is also looking into the Sustainable Development Goals. There's a conference coming up in October for the SDGs.

International Award – They are working on a timeline for opening the award application. They would like to reach out to state and regional chapters for help with promotion. Will also refine the selection criteria soon.

On August 12, 2022, IRGE will host Corné Koppelaar, from Global Habitat. Corné Koppelaar was educated at the University of Amsterdam as an economist. After a long and successful career as financial manager for housing associations in Amsterdam he started an international consultancy company in the housing sector (2005). During the past years there have been several topics related to housing that had the broad interest of all stakeholders in housing. Global Habitat collected data, shared best practice, and gave advice on the following topics: comparative studies, benchmarking, sustainability, funding, ageing society, quality control, diversification, and communication.

More about Global Habitat: <http://www.globalhabitat.org/about.asp>



Member Services Committee

Aaron Cooper, Vice President of Member Services

The Member Services report consists of 3 parts, to include reporting on the Committee's updates/discussions, the VP report on membership, and updates from the National Member Services Committee meetings.

1. NCRC Member Services Committee was established consisting of Aaron Cooper(Inkster, MI), Barry Hall(Iowa), Jasmine Martin(Rockwood,MI), and Jill Bennigton(Minnesota). The committee met multiple times during the 2nd quarter of the year. The committee has assessed the current membership report and have begun making follow up phone calls to non renewed membership in their respective states as well as 2 additional states, so we can cover the entire region, to help increase renewed membership for NCRC.
2. VP Report/Update:
 - a. In June 2022, the Committee scored entries to the NCRC Ernest Bohn Award Scholarship which resulted in (2) awardees;
 - i. Red Wing Housing Authority (Minnesota)
 - ii. Morgan Metropolitan Housing Authority (Ohio)
 - b. In June 2022, the Committee awarded the Alvira B. Long Award to:
 - i. Mr. Gary Valentine, Greenville Housing Commission(Michigan)
 - c. In June 2022, the Committee awarded the Housing Award of Excellence to:
 - i. RockfordHousingAuthority(Illinois)
 - d. In June 2022, the Committee awarded the Community Development Award of Excellence to:
 - i. The Housing Authority of the city of North Chicago(Illinois)

- e. In May 2022, NCRC membership, Chaired by Sharon Carlson, with Aaron Cooper, and Kimberly Townsend, judged over 21 entries to be submitted to the National level for Resident and Client Services and Community Revitalization.

- f. A revised letter was created for the purposes of outreach to new and non renewed members. 217 letters were sent which would generate approximately \$16,000 in dues to NCRC if all members renewed.

3. Updates from National NAHRO:

- a. National Member Services meetings have been held in the months of May and June, and July's meeting was cancelled. Discussion included in these meetings consisted of:
 - i. Meetings saw the departure of Ms. Lori-Myers Carpenter who will be missed, as she has been a fixture for NAHRO always prompt in her administration of meetings and follow up correspondence.
 - ii. Finalization of Member Services Objectives based on 2019-2021 Goals developed.
 - iii. Discussion regarding on boarding and training new leaders
 - iv. Upcoming conference meetings and agendas

In closing as always, I would like to thank those that volunteered as apart of the newly established committee to help further our impact at the regional level. I also want to continue to acknowledge and thank President Zais and VP Carlson for continuing to provide feedback to the committee which allows us to ensure we are moving in the right direction as a committee.

Regional Service Officer Report

Cheryl Anne Farmer, RSO

NEWSLETTER – We are looking for advertisers for our quarterly newsletters. If you know of anyone who might be interested, please pass along the advertising rate sheet located at the end of this newsletter. The next deadline for newsletter submissions is January 15, 2023. Please send us any interesting news that is happening at your agency, we would love to share it with the rest of the region.

WEBSITE – If you have any job postings that you would like to post on our website please send them to me in Word format. This is a free service to our members. Don't forget to check out our member discussion forums on the website. We need our members to use these forums in order to maximize the benefits to you.

AWARDS – Be on the lookout for upcoming scholarship information and award nomination information. The updated forms will be sent soon.

Poster Contest – Be on the lookout for upcoming poster contest submission deadline information. The updated forms will be sent soon.

Advocacy Action – Visit either the NCRC or National NAHRO websites to access the [Advocacy Action Center](#) to make sure your state is submitting letters to Congress!

Congratulations Rick!

NCRC NAHRO would also like to recognize and congratulate Rick Moore on receiving the distinguished honor of becoming a NAHRO Fellow.

NAHRO Fellows are honored because they have demonstrated, over a sustained period of time, their commitment to improve the housing conditions of their fellow citizens and/or the viability and sustainability of the communities in which they live and/or work. Award recipients may use the designation "NAHRO Fellow" professionally as a designation after their name, and may be called upon for mentoring and service to NAHRO and its members.

Photo Op!

Aaron Cooper was recognized in our last issue for receiving the Rising Star Award at the conference in Minnesota. Since he wasn't there we were not able to get a picture of him receiving the award. UI Just thought I would share a picture of him with his award.



ADVOCACY

August Advocacy is either well underway or perhaps already passed with this publication. Nevertheless, advocacy is critically important regardless of the time of year. While our NAHRO staff has made it very simple to submit vast numbers of letters with laser focus during the month of August, we cannot lose sight of the importance of maintaining continuous contact with our elected officials. The term '*all politics is local*' has never been more true than in the current environment. Politicians elected by our local constituencies must be given our views and voices to effectively represent us in Washington.

Now is the time to make connection with officials to talk about our programs, our residents, and our broader communities. We must continue to educate on the impacts of decisions made regarding funding levels, housing policy and regulatory changes and this must be done from our individual doorsteps. Please continue to reach out with calls, district office meetings, email contacts and whatever other means available to convey concerns about the impact of decisions made and actions taken in our Capitol. Without our voices, our local officials will not have the information they need to help us at our local levels.

The NAHRO website www.nahro.org has all of the information needed to assist with advocating. It also has extensive information about *our* organization, *our* NAHRO staff, *our* eight regions and dozens of chapters, *our* various committees and advisory groups, *our*



professional development opportunities, *our* conferences and more at *our* fingertips. The repeated use of 'our' is intentional. As NAHRO members, this treasure we call an organization and all that it represents belongs to US. We rely on it, support it, participate with it, use it and appreciate it. Take advantage because it's *ours*!

As we continue to encourage the development of professionals to serve in this industry, it is important to note that this business is not quick or easy to learn or understand. We must promote the importance of this work to those who have creative devotion; a desire to learn, provide new ideas, and have a heart for serving communities. We can develop future leaders who will continue to fulfill the NAHRO Mission, which is to be the leading housing and community development association that inspires the creation of strong and sustainable communities (as adopted by the NAHRO Board of Governors February, 2020).



Foundations Program Houses Homeless Seniors



The Port Huron Housing Commission learned of a need in our community to help house homeless

seniors and created a new program called Foundations with their non-profit affiliate Housing Matters Inc. to solve the issue. When Foundations was created, it was created with the mission to become a transitional senior living experience for the senior homeless population within our county. Foundations has been up and running now for almost one full year with much success. The program has housed four seniors, two of which have been placed in permanent housing while there is still a husband and wife waiting for permanent housing placement.

This all started a few years back when the Port Huron Housing Commission was invited participate in collaborative meetings regarding the needs of our local seniors. When the topic of housing homeless seniors came up, it seemed the issue was being solved only in part amongst the local providers. That being, homeless seniors could only be housed for up to 90 days due to agency regulations and or available funding through agencies like Public Guardian. The problem was basic, 90 days was just not enough time to successfully transition the homeless seniors to permanent housing in most cases. That's where the partnership of the Port Huron Housing Commission and Housing Matters Inc. could help. Housing Matters Inc. owns a two-bedroom home that was being rented to lower income individuals. It was with that home that we would not have a constraint of 90 days, rather the seniors could stay there until permanent housing was available in the area. The key was how to fund the use of this home.

The St. Clair County Commission on Aging is in charge of the county senior millage and it was time

to get them involved. After a few quick meetings with the board, the commission decided that if we could create a program, then they would fund the rental of the two-bedroom home for the sole use of housing transitional homeless seniors.

Foundations was created and have partnered with the local Council on Aging to provide daily meals to the homeless seniors on site everyday through their meals on wheels program, Harbor Impact Ministries partnered with the program to provide all toiletries and hygiene products, and many members of the community gave donations to outfit the home with furniture and kitchenware. The Port Huron Housing Commissions partnership includes winter snow removal and summer grass maintenance and the utilization of their Elderly/Disabled Service Coordinator to pull the program together, work with local agencies to provide what is needed for the seniors to be successful and independent and has made the program the success it has been thus far. Moving forward, the program has been so successful that the Commission on Aging is considering a one-time purchase of a second home and monthly funding so that we could have one home designated to homeless senior men and one for homeless senior women. Currently, the program allows for first gender served is second gender served so not to mix the population within the two-bedroom home. Both the Port Huron Housing Commission and Housing Matters Inc. boards are proud of this new program to help solve a chronic senior homeless issue within our county.



How to Retain and Inspire Multifamily Housing Employees

By: Andrew Ragali, HAI Group Senior Marketing Specialist



Maybe you've heard the term "Great Resignation" in the news recently, used to describe an economic trend that took off in 2021. Experts say employees across the board are voluntarily resigning en masse in search of more fulfilling job prospects.

The rental and housing industry's resignation rates have [hovered around 2% since March 2021](#), which is better than some industries, but still high. While experts debate whether the "Great Resignation" is a product of 2020-21 pandemic conditions or a long-term culture shift, it's clear that housing leaders need to start taking more action to improve employee satisfaction and prevent turnover. Additionally, so long as a housing organization has employees, [it is likely to face some type of employment practices liability exposure](#).

To help shed light on how housing organizations can retain employees, comply with employment laws, and create a culture that inspires employees to be their best, HAI Group's Andrew Ragali spoke with Michael Teape (pictured at left), co-founder of [Teape Training International \(TTI\)](#), a one-stop-shop for organizational learning and development needs.

The company, established in 2009, specializes in employment practices training—with an emphasis on diversity, equity, and inclusion (DE&I) transformations—and has first-hand experience working with multifamily affordable housing organizations.

"We bring our experience of working with all business sectors and non-profit organizations across the globe to you with a practical approach to effecting change and

anchoring learning in your team members," Teape said.

Andrew Ragali: You've been in the business of corporate training for a long time—based on your experience, why is leadership and management training as it relates to employment practices and DE&I so critical?

Michael Teape: I believe it is at the center of an organization's culture—how you wish to be perceived if you will. The mission of your organization shines through with the values your leaders put on display both within their teams and out to clients, funding providers, and vendors.

Leadership and management training connect employees with appropriate ways to communicate and achieve results together and creates a consistent approach to managing people across the organization, which in turn, trickles out to the clients and how they are treated. It helps provide an appropriate and constant practical method on how to coach employees and provide constant feedback that supports employee growth, performance management, and overall communication style.

At the cornerstone of leadership and management training are diversity, equity, and inclusion training. This addresses how we respectfully interact together and include others, as well as their ideas. This is the fabric of the workplace culture and how we all interact while pursuing our mission as an organization.

AR: What problem does your leadership and management training seek to solve?

MT: Our training aims to connect the learner to what needs to be achieved from a skill and behavior perspective. It works on breaking down silos and correcting approaches to leading others through today's challenges. When leaders apply our training, it helps increase the productivity of team members, allowing for career progression from within the organization. It creates a sense of belonging and increases cross-department

communication focused on achieving overall goals. It also reduces employee turnover significantly.

AR: If housing organizations don't take employment practices and DE&I seriously, what are some of the potential repercussions?

MT: Employees who are less likely to go the extra mile for the organization and their clients, an increase in staff turnover as employees look to leave a less supportive and inclusive work environment, and an increase in grievances, which can potentially lead to more legal cases of discrimination in the workplace,

AR: What fundamentals of employment practices and DE&I do most organizations need help with?

MT: Most organizations tend to apply DE&I practices to the two areas which have legal implications for any organization—hiring and the employee experience/engagement. However, usually, only the basics are offered without taking a deeper look at how performance management is completed each year, how talent and succession planning are approached, and how reward and recognition are applied throughout the organization. These four areas help build and embed a supportive culture within an organization. Without consideration in all these areas, organizations are just covering the bare legal requirements and not truly unlocking the potential of their human capital.

AR: Why does DE&I matter for housing organizations?

MT: Overall, DE&I programs are an essential part of building engaged and happy employees. Organizations with strong diversity climates are more likely to have more engaged employees with increased job satisfaction and higher levels of trust. This is really three questions-in-one and they all build on each other. I often equate it to this analogy:

Diversity is inviting everyone to the party. Equity is making the party accessible to everyone (e.g., in an outside space during the pandemic, easy to get to, range of food and activity options available). Inclusivity is asking everyone to dance! All of this leads to the objective which is to make all employees feel like they belong. To put that into this analogy, the sign that employees FEEL like they belong is that they dance as if no one is watching.

Why is diversity important in housing? A diverse workforce is more likely to understand your clients' needs and be better at fulfilling them. Different perspectives add more ideas and different ways to see and overcome the challenges faced by the business.

Why is equity important in housing? Once you have a diverse workforce, that same workforce will need access to working within and benefits of working for your organization. These processes also need to be equitable in order to keep your diverse workforce from finding better organizational environments to work for and to be productive, engaged, and happy. Equity ensures everyone has access to the same treatment, opportunities, and advancement. Equity within an organization aims to identify and eliminate barriers that prevent the full participation of some groups.

Why is inclusion important in housing? It enhances employee engagement by creating a psychologically safe place that encourages innovation and creativity. The end result of inclusion policies is a sense of belonging which also improves the employee experience, and in-turn enhances all abilities and productivity. Lastly, an inclusive culture improves the recruitment of talent and helps retain the talent needed to help your organization succeed.

AR: Are DE&I initiatives a requirement for private and non-profit businesses in the U.S.? Are there compliance obligations?

MT: Although there is no legal requirement to implement a DE&I program, employers are doing so because they provide a strong message that they are committed to providing a diverse and inclusive work environment. There are discrimination and harassment laws in place at the federal and state level that a strong DE&I program can help address, showing that an employer has trained its employees to not discriminate or harass others.

AR: Based on your experience, why do clients struggle with DE&I progress?

MT: Most clients do a good job of making sure the foundational training is completed for DE&I and even employ a diversity officer to work on the organization's diversity and equality practices within an organization. The struggle comes with continuing the work and building on the foundational achievements, which takes time and resources to put in place.

AR: When your company is brought in to provide employment practices and DE&I training, what's your main goal? At the end of the training program, what do you hope to accomplish with your clients?

MT: At TTI, we are committed to driving organizational and individual transformation through the power of purpose, potential, and inclusion. We partner with each client to optimize organizational culture by leveraging the power of diversity and inclusion while driving employee engagement and results.

Our areas of expertise are:

- Cultural transformation
- Diversity, equity, and inclusion
- Leadership development
- Coaching
- Team effectiveness
- Employee experience and engagement

AR: When a client reaches out, do you consult with them on the type of training leadership or employees might need, or do you typically provide training on the topics requested by the client?

MT: We can offer both, depending on where a client is on their DE&I journey. We offer consultation throughout the process of developing training programs and aiding organizational change, as well as off-the-shelf DE&I courses meant to start organizations on their journey.

AR: If your clients only remember one thing from your training program, what should it be?

MT: Change is possible and you can be a catalyst for change in your organization.

Contact [HAI Group's Risk Control and Consulting team](#) for more resources and answers to your housing organization's employment practices questions.



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Free Member Benefit for NCRC Members

Don't forget that you can advertise any job openings on the NCRC Website. Please submit your posting in word format to rso@ncrcnahro.org

Utilize our Member Forums

Have you visited our website, logged in and hopped onto one of our member discussion forums? This is a great way for you to network with colleagues from our 8 states. We currently have the following:

[General Forum](#)

[Small Agency Forum](#)

Future National NAHRO Conferences

2023 Washington Conference

March 6-8

Renaissance Washington DC Downtown Hotel
Washington, DC

2023 Summer Symposium

July 14-15

Grand Hyatt Washington Hotel
Washington, DC

2023 National Conference & Exhibition

October 6-8

Hyatt Regency New Orleans
New Orleans, LA

2024 Washington Conference

April 8-10

Hyatt Regency Washington on Capitol Hill
Washington, DC

2024 National Conference & Exhibition

September 26-28

Marriott Orlando World Center Hotel
Orlando, FL

2025 Washington Conference

March 10-12

Grand Hyatt Washington Hotel
Washington, DC

2025 National Conference & Exhibition

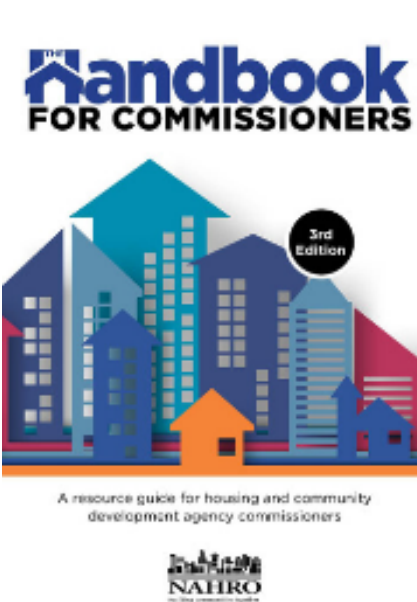
September 28-30

Phoenix Convention Center
Phoenix, AZ

2026 Washington Conference

March 9-11

Grand Hyatt Washington Hotel
Washington, DC



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STATE CHAPTER REPORTS

ILLINOIS CHAPTER

Jackie L. Newman, President



2022 In Review

- ILNAHRO Board members began 2022 by attending the hybrid annual NCRC Board meeting -- January 2022.
- ILNAHRO Board members participated in NAHRO's Virtual Legislative Conference held March 2022.
- ILNAHRO Board members participated in NAHRO's Advocacy Day held August 2022 meeting with representatives from the offices of:
 - Representative Rodney Davis
 - Congressman Raja Krishnamoorthi
 - Senator Dick Durbin
 - Congresswoman Cheri Bustos
 - Representative Brad Schneider
 - Representative Adam D. Kinzinger
- ILNAHRO participated in the annual "What Home Means to Me" Poster Contest with amazing participation from across the State of Illinois. HUD Director, William O. Dawson, Directors Eleny Ladias and Towanda Macon served as Poster Contest Judges again this year for ILNAHRO. Congratulations to our 2022 State winners:
 - Jeiker Gonzalez, 7 years – K- 5th of St. Clair County Housing Authority
 - Yareli Gonazalez, 12 years old - 6th – 8th of St. Clair County Housing Authority
 - Dynasty Bowens, 16 years old -- 9th – 12th grade of NiReach (Winnebago County Housing Authority)

Additionally, a special "thanks" to our State Poster Contest Coordinators Deb Alfredson from NiReach (Winnebago Housing Authority) and Latina Faulkner from Springfield Housing Authority.

- ILNAHRO held its annual conference August 15-16, 2022 in East Peoria, Illinois. This year's Conference

theme: "Second Chances: Successful and Meaningful Reentry". The conference brought together industry leaders and industry experts in the Housing, Community Development, Reentry and Homeless Prevention arena to discuss, brainstorm and engage around meaningful collaborations and efforts in these spaces.

ILNAHRO welcomed as its Keynote Speakers, NAHRO CEO, Mark Thiele and HUD State of Illinois Director, Will Dawson.

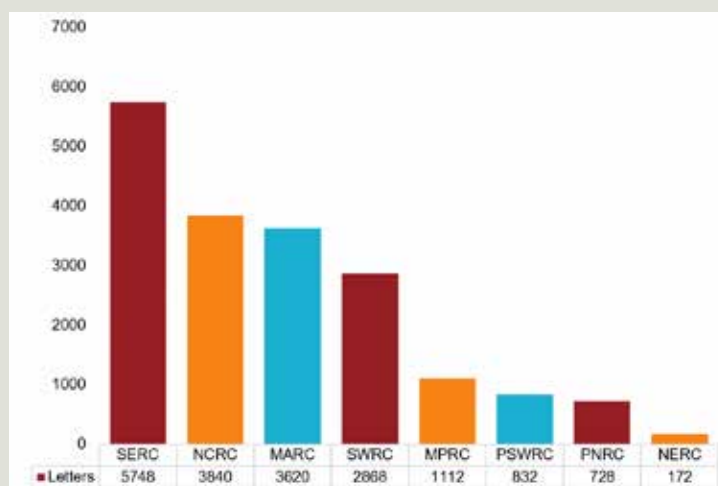
The annual conference was a perfect platform to host a "Statewide Town Hall" with HUD Midwest Regional Administrator, Diane Shelly and representatives from Vera Institute of Justice, Jacqueline Altamirano and John Bae.

In addition to the town hall meeting a "listening session" was sponsored and hosted by Christine Haley, Homelessness Chief – Illinois Department of Human Services.

- Again, this year, ILNAHRO partnered with NCRC to ensure our voices were heard by our elected officials in Washington, D.C. through the Advocacy Campaign with letters to Congress. Below are the results of advocacy by region.

REGIONAL LETTER BREAKDOWN

Total Letters = 18,920 as of September 1, 2022



- The ILNAHRO Board continues to meet monthly to conduct the business of the State.
- ILNAHRO continues to distribute its monthly newsletter to its membership and vendors.
- ILNAHRO is seeking persons to serve on the ILNAHRO Board in several capacities.

- ILNAHRO's membership drive is currently underway for FY 2022-2023.

Looking ahead in 2022

- ILNAHRO will host Legislative Updates with State, Regional and National Legislative and Congressional representatives.
- ILNAHRO will continue Annual Conference conversations as it hosts round table discussions on re-entry; the impact of global warming/climate change affects affordable housing and energy efficiency, Section 18 demolition, RAD conversion and general HUD updates; Section 3 implementation and tracking.

Overall, it has been a very busy year around the State of Illinois but we are extremely excited about what has been accomplished in 2021 and accomplished in the midst of the continued unprecedented environment of COVID-19, social and political unrest. We look towards 2022 optimistically.

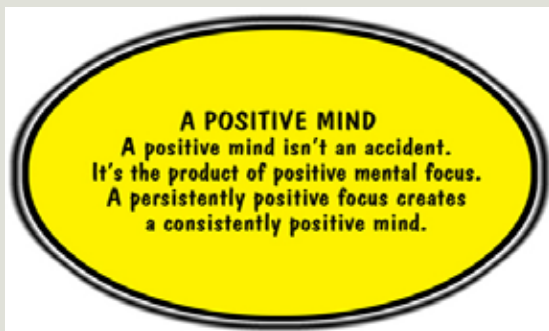


Indiana has been extremely busy, over the last several months, with reorganization efforts post pandemic. We have elected new officers, including myself as Chapter President,

Joseph Anderson, Vice-President and Amy Davis as Treasurer. We also elected several new board members that we believe will help to strengthen our efforts and our presence in the Region. I am excited to announce that we are in the process of planning our 2023 State Conference, June 29-July 1. The conference will be held at the beautiful Horizon Center in Muncie, IN so please *Save the Date!* We are planning to attend the Illinois conference next week as we want to continue supporting all of our regional partners. I also attended the NCRC conference in Minnesota which was an awesome experience. Hats off to Minnesota for making us feel welcomed and planning some great classes and evening activities.



IOWA CHAPTER
Marty Ryan, President



Iowa NAHRO held our 2022 Annual Conference September 14th-15th at the West Des Moines Marriott. Our theme was "Leading with Resilience". We had 87 registrants. As Iowa NAHRO President, I feel compelled to be held to a higher standard to lead. For our opening session, I created an enlightening presentation called:

"Tips to Survive with Office Supplies"

- The world we live in and the clients that we serve have become more challenging day by day

- Look around your office and start each day by showing up on time (watch)
- Greet everyone with a SMILE :-) you might be the only person they see that day
- Start with a clean slate and erase yesterday's blunders and learn from them (cleaning wipes and eraser)
- Get your mojo on (Coffee cup)
- Keep a level head (level)
- Plan ahead (calendar)
- Highlight your priorities (highlighter)
- Pop into action (popcorn)
- Lend a warm and helping hand (hand warmers)
- TREAT others with respect (cookies)
- Cut out the negativity (Scissors)
- Success can be measured in multiple ways but DON'T measure yourself to others (RULER)
- We are not all dealt the same hand (deck of cards)
- We all come from different walks of life (shoes)
- Protect yourself (bubble wrap) and stick together (tape)
- Be SOMEBODY who makes EVERYONE feel like a SOMEBODY
- We all make mistakes and are proof that we are trying
- Don't cover them up.....WHITEOUT
- Learn from them
- We are the glue and staples that hold EVERYTHING together (Glue & stapler)
- Make sure that when you're braindead (battery), recharge (cable) with your favorite treat (M & M's) for showing up

- Here's a new box of crayons.....that over time become broken pieces. Some people walk into your life and are nothing short of inspirational. It is these special people that change the world, one piece at a time without even knowing it.
- We are all a little broken, but last time I checked, broken crayons still color
- Live life with a little spice (Cinnamon)
- Money doesn't grow on trees and neither does time
- Take the time to stop and smell the ROSES
- As a little token, I brought everyone a magnet as a reminder that we must all stick together and you are stuck with me, but always know that I'm your biggest fan (fan)
- I want to applaud everyone that showed up this

morning

I attended the Iowa/Nebraska Homeless Symposium on July 12th & 13th in Des Moines. Sessions included Human Trafficking, Rural Homelessness & Self-Care to name a few. Always a great event to network with other partners.

We have had some unexpected vacancies on our Iowa NAHRO board that have affected our NCRC board appointments. Steve Rackis & Marcy Conner have stepped down from the NCRC board. Their replacements are Justin Stotts with the North Iowa Regional Housing Authority and Amy Tooley with the Sioux City Housing. They both plan to attend the National NAHRO conference in San Diego and our NCRC board meeting, so please give them a warm welcome and re-welcome for Amy.



Marty Ryan, IA NAHRO President, Dawn Lorenzen – Behind the Scenes Award, Carl Reimer-Housing Achievement Award, Jennifer Herrick-Behind the Scenes, Kendra Wignall-Behind the Scenes, Melanie Briggs-Behind the Scenes, Rochelle Meister-Behind the Scenes



Front row: Katie Nolte, Marty Ryan-President, Celia Taylor, Susan Hiner, Tami Johannsen-Secretary, Lori Amdor-Treasurer
Back Row: Justin Stotts-NCRC Rep, Dawn Lorenzen, Jodi Royal-Goodwin; President Elect, Sara Buck, Don Amsler, Amy Tooley-NCRC Rep

IT IS HARD TO ARGUE THAT HOUSING IS NOT A FUNDAMENTAL HUMAN NEED. DECENT, AFFORDABLE HOUSING SHOULD BE A BASIC RIGHT FOR EVERYBODY IN THIS COUNTRY. THE REASON IS SIMPLE. WITHOUT STABLE SHELTER, EVERYTHING ELSE FALLS APART.
- AUTHOR: MATTHEW DESMOND

quotessayings.net



MINNESOTA CHAPTER Dara Lee, President

As our jobs have become more and more challenging, we welcome the opportunity to attend the National NAHRO conference this September in

San Diego. It looks like an informative and inspirational agenda. With staff shortages, heavy workloads, inflationary pressures, increased acute mental health issues across all populations, it is good to take a little time away from the day-to-day activities and focus on how to do better as we serve those most in need.

After the National Conference, please join us at Minnesota NAHRO's Annual Fall Conference October 12-14, 2022, at Madden's Resort in the Brainerd lakes area. It will be educational and fun in one of the most beautiful fall settings. Lots of "forest bathing" opportunities!

In September, MN NAHRO sponsored a training on the HUD 4350.3 Handbook used in HUD Multi-family developments. It was both well attended and well received. In April, MN NAHRO held a successful Executive Director Boot Camp. We Minnesotans were joined by members from Iowa, Wisconsin, and Illinois. We plan to repeat this event and hope you can all join us in the future. It is designed for both new and "seasoned" directors.

In May we were able to "Gather and Celebrate" at the NCRC Regional & Minnesota NAHRO Spring Conference.

Thank you to all the NCRC members who traveled to Minnesota. We were so happy to have you and hope it was a positive event for you. Over 300 people attended the conference.

There were some truly great speakers at the conference including St. Paul Mayor Melvin Carter, HUD Midwest Region Administrator Diane Shelley, and National NAHRO President Patricia Wells, Senior Vice President George Guy CEO Mark Thiele, and Director of Policy and Program Development Eric Oberdorfer. Senator Tina Brown also provided us with a recorded message.

We honored some outstanding Minnesota members – Jennifer Bergman with the Housing & Community Development Achievement Award; and Anna Judge with the Allan Anderson Award of Merit. Minnesota NAHRO awarded two \$1000 Carol Schultz Memorial scholarships to extremely deserving individuals who are being served by Minnesota programs. Carol would have been so happy and proud of these students. We also were able to help celebrate the NCRC award and scholarship recipients.

A special thank you to President Alan Zais who is the best co-host a person could ask for; and to Cheryl Anne Farmer, Shannon Guernsey, Lisa Hohenstein, and the entire Minnesota NAHRO Professional Development Committee for all their patience and hard work throughout this event.

As always, our members are busy advocating at the federal and state levels. Although we saw some big wins at the federal level, we continue to hope for better outcomes in all areas in the coming year.



WISCONSIN CHAPTER Sarah Boss, President

Hello NCRC. I hope you have had a summer full of good memories.

WAHA Board has begun planning for the combined Wisconsin/NCRC Conference. The Conference is scheduled for April 17 – 20, 2023 in La Crosse, Wisconsin. Wisconsin looks forward to welcoming our

region housing partners next Spring. Lots more info on the conference will be forwarded to NCRC in the future months.

WAHA Board has also been discussing website updates, filling a vacant Board seat, discussion about Spring training, and program concerns.

WAHA District 1 has been very hard at work in planning the annual WAHA Fall Conference. This year is the 50th year of WAHA and we plan to celebrate. The Fall Conference will take place September 13-16, 2022 in Delavan, Wisconsin at the Lake Lawn Resort. We have many terrific breakout sessions and key speakers scheduled as well as a visit from HUD's Regional Administrator, Diane Shelley. WAHA is 50 Years Strong.

Our next Board meeting is scheduled for September 13, 2022 at the Lake Lawn Resort starting at 4:30 p.m.

Further information about WAHA can be found on the website at www.wahaonline.org



MICHIGAN CHAPTER, Sharon Maki, President

This past quarter Michigan NAHRO has been all about coins. During our fall conference we introduced two initiatives that involve the presentation of challenge coins. A challenge coin is a specially designed, small, metal coin that fits in the palm of your hand. Each challenge coin is uniquely designed to represent an organization, occasion or cause. They are given to someone to confirm membership in or support of a particular organization, group or cause. Being given a challenge coin represents comradery or unity and proves membership of a certain group, as well as honoring the actions of those who receive them. Challenge coins have a special way of instilling pride in its recipients.

Michigan NAHRO has developed such a coin. The coin has the Michigan NAHRO logo on one side. On the other side are the words "Building Communities Together" with two hands about to shake. The coin will be given to those that come to Michigan in the spirit of coming together. When given the coin, the person becomes an honorary member of Michigan NAHRO.

The second initiative is actually a campaign, the Yellow Rose Campaign. Dave Heavener, City of Livonia Fire Chief, retired and Brandie Isaacson, City of Livonia presented the campaign at our fall conference. The Michigan Association of Fire Chiefs is committed to this campaign whose mission is to remove the stigma of emotional health issues, while linking resources, training, and peer support. They recognize that mental illness stigma can lead to feelings of shame, self-consciousness, and suicide. Standing up to the mental health stigma is an important way to support your own mental health and give a voice to those who are suffering in silence. Building off their awareness platform, they invited attendees to pledge their support to people with mental health issues in housing and community development. Upon giving the pledge, we were presented with a Yellow Rose coin. The coin has a yellow rose and the words "Housing Professionals Emotional Wellness Campaign on one side and the Michigan NAHRO logo on the other.

We at Michigan NAHRO feel this was a very powerful presentation and encourage all NAHRO members to experience it and take the pledge. Dave would be honored to present at other NAHRO functions. For more information, please contact me or Cheryl Anne.

Again, thank you everyone for your dedication and service to NAHRO.



OHIO CHAPTER Ben Jones, President

The OHAC Training & Conference Committee has been busy planning an exciting agenda for the upcoming 2022 OHAC Fall Conference, September 21 – 23 at the Hilton Columbus-Polaris Hotel in Columbus, Ohio. The full conference agenda is as follows:

- Financial Nuts and Bolts with Jason Casterline of BDO
- FSS New Rule with Dennis Morgan, DL Morgan & Associates
- SHARP Meeting
- Directors' Meeting
- Capital Fund Training with the Cleveland HUD Office
- EPIC Training with the Cleveland HUD Office
- HCV Best Practices

- Davis Bacon HUD Changes & DOL Regulation Changes
- OPERS Retirement/Pension/Health Care
- Ohio Deferred Compensation
- How to Prepare for an Audit with Meghan Poth
- FSS Round Table with Dennis Morgan
- RAD 101 / Section 18 Training
- HCV Round Table with Marty Chumney and Jonathan Zimmerman

The 2023 OHAC Spring Conference will be held in the newly renovated Sawmill Creek by Cedar Points Resorts in Huron, Ohio on May 3 – 5.

OHAC has re-established a Maintenance Committee and they have put together a Maintenance Clinic for October 6th & 7th at the Embassy Suites Hotel in Columbus, Ohio. It has been 6 years since the last OHAC Maintenance Clinic was held. Many Executive Directors have been requesting OHAC bring this clinic back as so many housing authorities are experiencing high turnover in the maintenance departments.

The OHAC Directors' Retreat will be held October 19 – 21 at the Elms Hotel in Oxford, Ohio on the Miami University campus.

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The following Virtual Classrooms are coming up this summer:

11/01/2022 -11/10/2022

HCV Occupancy, Eligibility, Income and
Rent Calculation

Trainer: Sharon Carlson

11/08/2022 -11/09/2022

Staff Development

Trainers: Mary Owens and Darlene Kelly

11/09/2022 -11/10/2022

The Definitive Guide for New Executive
Directors

Trainer: Clif Martin

11/15/2022 -11/18/2022

Capital Fund Program

Trainer: Jim Inglis

11/28/2022 -12/07/2022

Public Housing Manager (PHM)

Trainer: Darlene Kelly

12/05/2022 -12/09/2022

Public Housing Manager (PHM)

Trainer: Stephen Buckman

12/06/2022 - 12/09/2022

Fair Housing Virtual Classroom

Trainer: Naomi W. Byrne

12/13/2022 - 12/16/2022

Procurement & Contract
Management

Trainer: Eric Brown

12/13/2022 - 12/14/2022

Cyber IT and Security

Trainer: Dr. Jason Lewis

[Click Here To Register Online](#)

NAHRO's training programs of the highest quality. All of our faculty are experts in their areas of industry knowledge. Most work or have worked at senior positions in the affordable housing and community development industry. Therefore, they understand agency operations and management and the responsibility that accompanies these responsibilities, as well as the challenges of providing quality service to those they serve.

To learn what trainings we have coming up, please visit our training calendar. More information about our faculty is available on our faculty page.

We hope you take advantage of this educational opportunity!

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ADVERTISING RATE SHEET

North Central Regional Council of NAHRO (NCRC NAHRO) is a professional membership association of housing and community development agencies and individuals. Total circulation of the newsletter averages approximately 4,000. All editions will be sent by e-mail link to the entire membership and posted on the website. NCRC NAHRO member agencies administer nearly all of the public housing and Section 8 existing housing in *an eight state region*, including Illinois, Indiana, Iowa, Michigan, Minnesota, Nebraska, Ohio and Wisconsin. In addition, over 800 of our member agencies operate a wide variety of other federal, state and locally funded programs for housing and community development.

The cost of advertising in the newsletter is as follows:

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Quarter Page	3.5" X 5"	\$235
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