

NAHP Update

Realize Your Leadership Potential | BY JENNIFER JONES

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The National Affordable Housing Management Association (NAHMA), in cooperation with Brenda Harrington, founder of Adaptive Leadership Strategies LLC, is offering a fully virtual program that combines small group learning with one-to-one coaching called [NAHMA Emerging Leaders Learning Series \(NELLS\)](#), beginning Aug. 5. It is designed to accelerate professional growth for the next generation of leaders in the affordable housing industry. Register for the program through the NAHMA Online Store at nahma.org; space is limited.

The NELLS program is intended to help affordable housing property managers realize their leadership potential while developing the skills necessary for success in an ever-changing business environment. The program is limited to a maximum of 15 participants and the deadline to register is July 7.

The series will be delivered using three group sessions and two one-to-one coaching



sessions, all of which will be conducted using Zoom video conferencing software. Each session is designed to be interactive, engaging participants in discussions, questions and answers. Zoom software is free of charge to participants and is activated with a quick and straightforward download; a smartphone, tablet, or computer with a camera and microphone is required.

“This is a different type of learning experience. It is participant-centered blended

learning,” Harrington said. “It requires a high level of interaction among participants during group sessions when the full learning cohort is convened. When we get to one-on-one coaching sessions, each participant will learn how to apply what he or she is learning to their unique and specific circumstances.”

Each NELLS group session will address a leadership-related topic relevant to day-to-day business and operational

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NATIONAL AFFORDABLE HOUSING MANAGEMENT ASSOCIATION (NAHMA)—Protecting the Interests of Affordable Housing Property Managers and Owners

challenges. Topics will be discussed based on three foundational pillars: managing yourself, managing others, and managing the business.

This is the third year NAHMA and Harrington are teaming up for the NELS training. Harrington said past participants have come to the course with varying degrees of participation readiness, but by session two, everyone embraces the concept.

“The program was organized and presented in a way that was helpful for grasping

The first group session, Cultivating a Management Mindset, Aug. 5, from 2-4:15 p.m. EDT, includes a program orientation. The second session is Communicating Effectively as Managers and Leaders and takes place Aug. 26, from 2-3:30 p.m. EDT. The final session, Achieving Important Goals, is Sept. 16, from 2-3:30 p.m. EDT. The two 60-minute one-to-one coaching sessions will be scheduled individually with participants between Aug. 6-Sept. 17.

they learn during subsequent sessions.

“The individual coaching sessions helped to enhance my knowledge of how I could incorporate concepts discussed during group sessions into my day to day activities,” a participant commented in the survey.

Class size is limited to five to 15 participants, and registration is on a first-come, first-served basis. Tuition is \$1,250 per person; NAHMA must receive full payment of tuition by July 7.

“THE INDIVIDUAL COACHING SESSIONS helped to enhance my knowledge of how I could incorporate concepts discussed during group sessions into my day to day activities.”

new concepts,” one participant wrote in an end of program survey last year.

The interactive, small group environment helps create a safe space for participants to develop trust

“It gives them a way to explore different approaches than the ones they have been using,” Harrington said. “The participants also get to learn from each other by doing some problem-solving exercises.”

This type of interactive learning environment is one of the most effective methodologies for adult learning, leading to a higher retention level for participants developing non-technical skills than conventional training or seminar format, Harrington said.

A key component of adult learning is to be able to apply new knowledge in context. The one-to-one coaching sessions enable each participant to apply content discussed during group sessions to his/her specific work environment and circumstances.

“Through the one-on-one coaching, we are able to apply the lessons to the participant’s specific situation. It makes the lessons considerably more effective,” Harrington said.

Although there are no formal assignments, NELS participants are expected to begin applying what they learn during group and one-to-one sessions, then be willing to speak in general terms about the impact of what

Brenda Harrington, PCC, is a Certified Executive Coach and former property management executive. The founder of Adaptive Leadership Strategies LLC, she works with leaders in private, public, nonprofit, government, intergovernmental and international humanitarian aid organizations to develop the competencies required for them to have an impact as leaders in the 21st century. Harrington was also a moderator for Harvard Business School Publishing (HBP), where she has facilitated leadership development courses for HBP corporate clients worldwide. **NU**

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Promote the NAHMA Educational Foundation Scholarship to Residents

The NAHMA Educational Foundation is accepting applications for scholarships to be awarded to worthy student residents in 2021. This year will be the 15th consecutive year that the foundation has made scholarships available. To access the application, visit <https://nahma.communityforce.com>. It can also be found on the NAHMA website at www.nahma.org by clicking on the Educational Foundation link under the About Us tab. The deadline for completed applications is 10 p.m. Eastern on May 15. In 2020, 80% of applicants filing a completed application received a scholarship resulting in the foundation awarding 108 scholarships worth a total of \$270,000.

Eligibility for the program requires that an applicant be a resident in good standing at an AHMA/NAHMA affiliated multifamily community and be either a high school senior with a minimum GPA of 2.5; or a general equivalency diploma holder or a matriculated student with a minimum GPA of 2.3 at an accredited college or trade/technical school. The founda-

»» To access the application, visit <https://nahma.communityforce.com>. It can also be found on the NAHMA website at www.nahma.org by clicking on the Educational Foundation link under the About Us tab.

tion will no longer accept applications from students in graduate-level programs.

The required application components include an application form, two references, an essay, and a certification of residency in good standing form. Additionally, a grade transcript—due to COVID-19 considerations, an unofficial grade transcript will be acceptable—showing grades through the fall 2020 semester is the only component submitted to the foundation via U.S. mail. All of the other required forms are provided within the web-based software; hence, no hard copies are needed.

Anyone with questions about the application process or the scholarship program, in general, should contact Dr. Bruce W. Johnson, NAHMA scholarship program administrator, at 215-262-4230 or bjohnson@tmo.com.

“The NAHMA Educational Foundation Board of Directors is so very appreciative of the continuing generosity of our many donors during these difficult times. Their support will allow the foundation to continue making \$2,500 individual awards in 2021. So please encourage your residents to apply for a scholarship this year,” NAHMA Educational Foundation chairperson, Alice Fletcher, said.

Please assist the foundation in promoting the scholarship

program to your residents by downloading and sharing the promotional flyer available, in English and Spanish, on the Educational Foundation’s webpage. The foundation is hopeful that 2021 will bring in more completed applications than in any of the previous years the program has been in existence.

For more details on the NAHMA Educational Foundation’s mission and opportunities to support its work, contact Brenda Moser at brenda.moser@nahma.org.

The NAHMA Education-

al Foundation is organized and operated exclusively as a Section 501(c)(3) charitable organization. Founded in October 1994, the NAHMA Educational Foundation works to assist residents of federally subsidized housing as they strive to enhance their lives, job opportunities, and children’s futures. Its mission is also to enhance the livability and standing of communities managed by NAHMA member companies nationwide. For more information, visit <http://www.nahma.org/about/educational-foundation>. **NU**



NAHMA Educational Foundation

Scholarship
2021 application available on
1/15/21
<https://nahma.communityforce.com>

How to enter your application for an education scholarship

ELIGIBILITY

Must be a resident of an AHMA member community
High School Senior or Hold either a High School Diploma or GED and

You are pursuing higher education at an accredited college, community college, university, or trade/professional school or institute

The program requires that an applicant be a resident in good standing at an AHMA affiliated apartment community and be either a high school senior or a matriculated student at an accredited college or trade/technical school. High school seniors must have a minimum of a 2.5 grade point average and matriculated post-secondary students must be maintaining at least a 2.3 grade point average in order to apply. Applications for graduate level programs will not be accepted.

APPLICATION

The process requires applicants to provide online an application form, an essay, two references and a Certification of Residency in Good Standing form. A current grade transcript is also necessary and is the only application component sent via U.S. Mail to the foundation. All necessary forms are provided within the web-based application and no hard copies are needed.

DEADLINE

Application must be completed by:
May 15, 2021 by 10:00 pm EST

- 1 Work on the application weekly
The dashboard will provide you with a visual of the completeness of the application
- 2 Pick good references
Selecting reliable references will help ensure your application is complete.
Suggested references:
Teachers of subjects that you excel at
Volunteer Supervisors
Coaches
Work supervisors
Property Manager
Church minister or priest
- 3 If you do not have access to a computer
Use a computer at your local Library or YMCA
- 4 Scholarship administrator who can help you with your questions every step of the way:
Dr. Bruce W. Johnson
Phone #: 215-262-4230
Email: bjohnson@tmo.com

A FUTURE OF HOPE



DATA AND RESEARCH

THAT SUPPORT

AFFORDABLE HOUSING

HUD User is the source for affordable housing research, reports, and data from the U.S. Department of Housing and Urban Development's Office of Policy Development and Research (PD&R). Visit **HUDUser.gov** to explore the various resources available on HUD User, including Income Limits and Fair Market Rents for assisted housing units.

To find out about the latest affordable housing data and research releases from PD&R, subscribe to receive email updates and check out *The Edge*, PD&R's online magazine.



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Nominate Your Community For the Vanguard Awards

The deadline for nominating a property for one of NAHMA's 2021 Affordable Housing Vanguard Awards is June 4. The application can be downloaded from the Vanguard Award webpage, www.nahma.org/awards-contests/vanguard-award.

The Vanguard Award recognizes new, quality multifamily affordable housing development. The award pays tribute to developers of high-quality, affordable housing; demonstrates that exceptional new affordable housing is available across the country; reflects the creativity and innovation that must be present to create superior properties given the financing and other challenges to development; highlights results of private-public partnerships required to develop today's affordable housing; and shares ideas for

industry.

"The Vanguard Award complements NAHMA's Communities of Quality (COQ) National Recognition Program, through which multifamily properties are certified as having achieved a high standard of excellence in the way they are managed, the services they provide residents, the experience and training of personnel, and other criteria," said Kris Cook, CAE, executive director of NAHMA. "The Vanguard Award was created to honor communities that are too new to meet the qualifica-



Vanguard Award for Major Rehabilitation of a Historic Structure into Affordable Housing 2019 winner, Millworks Lofts, Minneapolis, Minn.

National Recognition Program."

Categories include:

- New Construction, two subcategories: more than 100 units and under 100 units
- Major Rehabilitation of an Existing Rental Housing Community
- Major Rehabilitation of a

Affordable multifamily housing communities that are less than 4 years old—as of June 4, 2021—may apply based on the date of completing new construction or major rehab completion. Please note: A management company can submit one entry for each of the four categories; however, each entry must be a different property.

Applications and information about entry fees, judging criteria, the benefits of winning an award, and more is on NAHMA's website at nahma.org. Click on Vanguard Award Overview.

Winners of the Affordable Housing Vanguard Awards will be recognized at an awards ceremony at the NAHMA fall meeting in Washington, D.C., Oct. 20-22. **NU**

"THE VANGUARD AWARD COMPLEMENTS NAHMA's Communities of Quality (COQ) National Recognition Program, through which multifamily properties are certified as having achieved a high standard of excellence in the way they are managed, the services they provide residents, the experience and training of personnel, and other criteria."

unique design and financing mechanisms with industry practitioners to further stimulate creative development in the affordable multifamily

tions for the COQ program. As the properties mature, they will become eligible—and will be encouraged—to enter NAHMA's COQ

Nonhousing Structure into Affordable Rental Housing

- Major Rehabilitation of a Historic Structure into Affordable Rental Housing



Forty-five Years of Experience In the Relationship Business

NAME: Michael Simmons, NAHP-e

MANAGEMENT COMPANY: Community Realty Management

POSITION: Senior Advisor, Business Development Officer and Broker of Record

Since stepping down as president and CEO of Community Realty Management in 2019, Michael Simmons, NAHP-e, has been filling the full-time senior advisor and business development officer role. A role, one could say, was tailor-made for him.

“I reach out to existing as well as prospective clients seeking new opportunities for the company to grow,” he said. “In my over 45-plus years, I’ve developed a number of contacts and resources for our portfolio. Property management, in addition to being a service business, is a relationship business, not just with our residents, but with our investor clients, LIHTC partners, lenders, local communities, and regulatory agencies.”

In 1972, he responded to an advertisement for a property management firm located in Pleasantville, N.J., called U.S. Home Management. In

1974, a segment of the firm evolved into Community Realty Management, and the rest, as they say, is history.

“I’ve been with CRM since it started. I’m one of the original executive team members,” he said.

He worked his way through the company, serving as director of operations, vice president, executive vice president, and then the president and CEO for 16 years.

As part of the succession plan created with the corporate board of directors, Simmons stepped down two years

ago and took on his current role to serve as an advisor to his successor, in addition to that of business development and broker of record.

“As with any company, succession planning is part of your career. My successor did it with me. Now, it’s my turn,” Simmons said. “I’m involved with preserving and nurturing the relationships with clients that I’ve built over the last 45 years. We didn’t want to lose that—at least not right away.”

Simmons said providing decent and safe housing is a noble profession and that more than 20,000 people live in CRM communities, whose portfolio is more than 90% affordable housing. CRM has properties in Indiana, Maryland, Missouri, New Jersey, New York, Oklahoma, Pennsylvania, and the U.S. Virgin Islands.

Even though he has stepped away from the top leadership role, Simmons is not planning his retirement just yet.

“I plan to continue in the industry. It is something I

City and County Board of Realtors; was a long-term member of the Federal Housing Advisory Board for IREM; and has served as national president of IREM and president of the IREM Foundation. He also currently serves on the Drexel University Real Estate Management & Development Advisory Board.

This past December, Simmons and his wife, Victoria, celebrated their 50th wedding anniversary. The couple likes traveling, and of course, anyone who has ever attend-

“I PLAN TO CONTINUE IN THE INDUSTRY. It is something I enjoy. I like the relationships,” he said. “At least for a few more years anyway. I plan to stay actively engaged.”

enjoy. I like the relationships,” he said. “At least for a few more years anyway. I plan to stay actively engaged.”

He is also enjoying a new opportunity to engage as he begins his two-year term as NAHMA president.

Simmons also holds a Certified Property Management designation from the Institute of Real Estate Management (IREM) and is a licensed real estate broker in four states.

He has served on the Atlantic

ed a NAHMA meeting knows Mike is a cigar buff.

Simmons also has an extensive collection of Lladro porcelain figurines that he began collecting in the mid-80s.

“We’ve visited the factory in Spain. I have over 30 pieces,” Simmons said. “I was supervising a property in St. Croix, and there was a shop that sold the porcelain figures. I thought they were so striking and artistic.” —JJ NU

Memberships: Buy Some, Get Some

We want to thank you for your participation in NAHMA by offering additional memberships for FREE.

	Buy Executive-Level Memberships	Get FREE Associate-Level Memberships
Over 20,000 Units	5	4
6,000-20,000 Units	4	3
Under 6,000 Units	2	1
	Buy Affiliate-Level Memberships	Get FREE Affiliate-Level Membership
	2	1

Special AHMA BSGS Program and Pricing for Companies With Less Than 1,000 Units Available, Too

To take advantage of the offers, or to see if you already qualify, contact Brenda Moser, 703-683-8630, ext. 114.