NATIONAL AFFORDABLE HOUSING MANAGEMENT ASSOCIATION

NAHMANews

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PROTECTING THE INTERESTS OF AFFORDABLE HOUSING PROPERTY MANAGERS AND OWNERS

IN THIS ISSUE

Congress Turns Its Attention to Housing

In December, Congress spotlighted the need for affordable housing, including introducing the workforce housing tax credit bill and a House of Representatives hearing on housing affordability. Work continued in January, with a House Financial Services Committee hearing on oversight of HUD and the Federal Housing Administration (FHA), as well as bipartisan negotiations between Senate and House tax committee leadership on a tax package that could include an increase in housing credit authority and lowering of the threshold for private activity bonds required to access tax-exempt financing.

HEARINGS HELD

In December, the House Financial Services Subcommittee on Housing and Insurance held a hearing, Housing Affordability: Governmental Barriers and Market-Based Solutions. Testimony was provided by Seth Appleton, president, U.S. Mortgage Insurers; Norbert Michel, vice president and director, Center for Monetary

The shortage of available units is making it challenging for millions of households nationwide to find quality rental housing that is affordable at their income level. For many households, the shortage of affordable rental housing makes it even more difficult to pay for basic necessities like food and transportation.

and Financial Alternatives, CATO Institute; Emily Hamilton, senior research fellow and director of the Urbanity Project, the Mercatus Center at George Mason University; Arianna Royster, president, Borger Residential, on behalf of the National Apartment Association; and Diane Yentel, president and CEO, National Low Income Housing Coalition.

Per the hearing's memorandum, the focus was on "…the continuing affordability challenges that many currently face in both the single-family housing and rental markets. The witnesses will discuss the factors that have contributed to those challenges, particularly government-created barriers such as restrictive land-use

continued on page 4

To view the Housing Affordability: Governmental Barriers and Market-Based Solutions hearing, visit https://financialservices.house.gov/calendar/eventsingle.aspx?EventID=409062

To read a one-page summary of the Workforce Housing Tax Credit Act, visit https://www.finance.senate.gov/imo/media/doc/whtc_one_pager_2023.pdf

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QUERIES: Letters to the Editor and other queries should be sent to Jennifer Jones at the address above.

inside nahma BY KRIS COOK, CAE

Starting Year Off on a Positive Note

JOIN US FOR THE IN-PERSON NAHMA Biannual Top Issues in Affordable Housing Winter Conference, March 6-8, in Washington, D.C. Online registration is available on the Meetings webpage at www.nahma.org.

Unlike in-person meetings of the past, we will be gathering Wednesday through Friday.

The multiday event will feature panels concentrating on affordable housing issues and educational topics for navigating today's world led by experts in their fields. Invited guests include representatives from the HUD Multifamily and REAC departments and Rural Development and more.

SHINING A SPOTLIGHT ON SUPERSTARS

As in years past, we start our year by announcing the winners of the 2023 Communities of Quality Awards program and the 2023 NAHMA Industry and AHMA Awards. Affordable housing managers, owners, and developers are doing an outstanding job creating safe, quality homes for the nation's less fortunate. You can read about these remarkable communities and leaders on Pages 16 and 26 The award winners will be honored at the March winter conference.

Additionally, the 2024 Vanguard Award application is available online and is due June 7. For more information about the awards or to download an application, visit the Vanguard Award webpage under the Awards & Contests tab at www.nahma.org.

MAKE YOUR VOICE COUNT

One of our greatest wishes for the new year is that this is the year your voice is heard in both houses of Congress. Nothing matters more to elected officials, whether in the District of Columbia or at the local and regional levels, than hearing from a constituent. Call, write, email—do whatever you can to ensure your voice is raised in support of affordable housing. Or better yet, while planning your trip to Washington, D.C., for the March meeting, make sure you preschedule a visit with your elected congressional members and their key staff. You are the best resource to make Congress aware of the needs of the affordable housing communities in their home districts. NAHMA's Government Affairs staff can provide any needed resources.

Nothing matters more to elected officials, whether in the District of Columbia or at the local and regional levels, than hearing from a constituent.

We ask our members to continue lobbying their elected U.S. Congress members and their staff on behalf of the affordable housing industry. Find tips and other resources under the NAHMA website's Grassroots Advocacy tab. **NN**

Kris Cook, CAE, is chief executive officer of NAHMA.

and zoning policies, and various market-based solutions to address them."

During the hearing, lawmakers and witnesses covered a broad spectrum of current housing challenges, including the lack of inventory and restrictive regulations, the impact of inflation and supply chain disruptions, government housing finance policies, and outdated local-level regulatory obstacles.

The hearing also highlighted legislative proposals introduced in the House:

- **H.R.802,** the Respect State Housing Laws Act introduced by Rep. Barry Loudermilk (R-GA)

The bill eliminates a provision in Section 4024 of the CARES Act (15 U.S.C. 9058) that requires a 30-day notice period before a landlord may begin eviction proceedings against a tenant in federally assisted or federally backed housing.

- **H.R.3327,** the Manufactured Housing Affordability and Energy Efficiency Act introduced by Rep. David Kustoff (R-TN)

The bill would require the secretary of the Department of Energy to receive approval from the secretary of HUD before adopting energy efficiency standards for manufactured housing.

- **H.R.5198,** the Expansion of Attainable Homeownership Through Manufactured Housing Act, introduced by Rep. John Rose (R-TN)

The bill would amend the definition of "manufactured home" in the National Manufactured Housing Construction and Safety Standards Act of 1974 by striking a requirement that it be built on a permanent chassis.

- **H.R.3507,** the Yes In My Backyard (YIMBY) Act introduced by Rep. Derek Kilmer (D-WA)

The bill requires specific Community Development Block Grant program recipients to submit to HUD information regarding implementing certain land-use policies, such as policies for expanding high-density single-family and multifamily zoning.

In mid-January, the House Committee on Financial Services held a congressional hearing on the oversight of HUD and the FHA. HUD Secretary Marcia Fudge testified and addressed several issues and concerns from both sides of the political aisle. Republicans and Democrats delved into various aspects of HUD's operations, questioning Fudge on various topics from housing affordability to policy implementation. For more details on this hearing, see Page 6.

WORKFORCE HOUSING TAX CREDIT

In December, Senate Finance Committee Chair Ron Wyden (D-OR), Sen. Dan Sullivan (R-AK), and Reps. Jimmy Panetta (D-CA) and Mike Carey (R-OH) introduced the Workforce Housing Tax Credit (WHTC) Act to "increase the supply of affordable housing for middle-income families who earn too much to qualify for low-income affordable housing and not enough to afford housing near where they work."

According to the summary, the WHTC builds on the successful Low-Income Housing Tax Credit (LIHTC) program by providing additional tax credits that can be used to build affordable housing for tenants between 60% and 100% of area median income or transferred to LIHTC for tenants generally below 60% of area median income.

"The WHTC also adopts key features from LIHTC, including the deference to state and local housing authorities to select the projects that are best suited to their local housing needs and using public-private partnerships to catalyze private capital. Considerable flexibility is also provided to the states to maximize their resources and best meet community needs—by allowing housing finance agencies to transfer their middle-income allocation to LIHTC at any time and allowing buildings to combine the two credits," said the summary.

The highlights of the WHTC mentioned in the press release include:

- Similar to LIHTC, state housing finance agencies allocate the tax credits to developers through a competitive process. The tax credits would be provided to developers over 15 years, with a 15-year compliance period and a 30-year extended commitment.
- Tax credits are allocated to states based on population. For 2024, the allocation would be $1 per capita with a $1.5 million small-state minimum. An additional 5% of the allocation is available and reserved for middle-income housing developed in rural areas.
- For new buildings, the credit would equal 50% of the cost of the building over the lifetime of the credit. For rehabilitated and bond-financed buildings, the credit would equal 20% of the cost of the building. More credit can be awarded for buildings in difficult development areas, as designated by HUD. However, state housing agencies would only allocate the amount of credit needed to make a housing project financially feasible.
- To qualify for the credit, at least 60% of the building's units must be occupied by individuals with area median incomes of 100% or less, where the rents are restricted to 30% of the designated income. The affordability restrictions would remain in place for up to 15 years after the compliance period—for a total 30-year affordability period.
- WHTC also works in conjunction with LIHTC to support low-income affordable housing. First, a state can tailor the allocation to its needs: it can elect to transfer any portion of its middle-income allocation to LIHTC at any point during the year. Second, WHTC can help the financial feasibility of affordable buildings by combining LIHTC and middle-income housing tax credits for different units as long as at least 20% of the total units are middle-income units.
- The effective date for this provision is buildings placed in service after 2023, in taxable years after 2023.

INDUSTRY SUPPORT

NAHMA was one of 14 industry partners to send a joint letter in support of the Workforce Housing Tax Credit Act.

"Our industry strongly supports this groundbreaking legislation that represents an integral step to address the severe shortage of workforce housing available to millions of this nation's hardworking families," the letter said about the proposed bill.

According to the industry, housing affordability is a growing challenge facing many Americans seeking a safe and decent place to call home. In 1985, 28% of all households were cost-burdened—paying over 30% of their income on housing—while 12.1% had severe cost-burdens—paying over half of their income on housing. By 2021, these shares of cost-burdened and severely cost-burdened households had increased to 36.9% and 18.9%, respectively. Multifamily residents have faced even more significant challenges: The total share of cost-burdened apartment households increased steadily from 42.4% in 1985 to 57.6% in 2021, and the total share of severely cost-burdened apartment households increased from 20.9% to 31.0%.

> "Our industry strongly supports this groundbreaking legislation that represents an integral step to address the severe shortage of workforce housing available to millions of this nation's hardworking families," the letter said about the proposed bill.

The issue is not unique to low-income families and is encroaching on the financial well-being of solidly middle-income households. According to the industry letter, the median asking rent for an apartment completed in the second quarter of 2023 was $1,763, a 9.4% increase from the same period in 2018.

"For a renter to afford one of those units at the 30% of income standard, they would need to earn at least $70,520 annually. Furthermore, based on 2021 American Community Survey data, we estimate that more than a quarter (26%) of middle-income renter households (81-100% of HUD Area Median Income) were cost-burdened in 2021. This amounts to more than 1.2 million households. Accordingly, this is an issue impacting those workers who comprise the very fabric of strong communities nationwide, including teachers, firefighters, nurses and police officers," said the letter.

The letter said the industry believes the Workforce Housing Tax Credit Act would spur housing development targeted to renter households facing affordability challenges but ineligible for federal subsidies.

"The shortage of available units is making it challenging for millions of households nationwide to find quality rental housing that is affordable at their income level. For many households, the shortage of affordable rental housing makes it even more difficult to pay for basic necessities like food and transportation. Ultimately, this could have an impact on their future financial success," the letter said. "According to a study conducted by Hoyt Advisory Services, the United States needs to build 4.3 million more apartments by 2035 to meet the demand for rental housing. This includes 600,000 units (total apartments) to fill the shortage from underbuilding after the 2008 financial crisis. Underproduction of housing has translated to higher housing costs—resulting in a decline of 4.7 million affordable apartments (monthly rents less than $1,000) from 2015-2020. Your legislation would provide meaningful incentives to spur housing production."

The letter said the industry is aware that some are concerned a Workforce Housing Tax Credit would compete with the LIHTC and commends the lawmakers for the great pains the legislation has taken to ensure it will not divert resources from LIHTC, but also for their steadfast support of the LIHTC program. "We believe that the Workforce Housing Tax Credit Act will only serve to complement the LIHTC. We strongly support enacting the Affordable Housing Credit Improvement Act of 2023, which you have each cosponsored," the letter said. "Thank you for your commitment to housing. We support the Workforce Housing Tax Credit Act and stand ready to work with you to facilitate passage of this meaningful legislation."

POSSIBLE HOUSING CREDIT CHANGES

At press time, bipartisan negotiations were underway between Senate and House tax committee leadership on a tax package that could include an increase in Housing Credit authority and lowering of the threshold for private activity bonds required to access tax-exempt financing. For more details, see article page 8. In addition, up-to-the-minute details will be shared with NAHMA members as the negotiations continue or conclude. **NN**

BY LARRY KEYS JR.

Secretary Testifies at a Hearing On HUD and FHA Oversight

IN MID-JANUARY, THE HOUSE Committee on Financial Services held a congressional hearing on the oversight of HUD and the Federal Housing Administration (FHA). HUD Secretary Marcia Fudge testified and addressed several issues and concerns from both sides of the political aisle. Republicans and Democrats delved into various aspects of HUD's operations, questioning Fudge on various topics from housing affordability to policy implementation.

Republicans and Democrats highlighted critical areas needing attention, ranging from funding and program management to policy implementation and legal adherence.

HOUSE MAJORITY'S CONCERNS

The Republicans, led by chairman of the House Financial Services Committee, Patrick McHenry (R-NC), focused on several issues of interest to NAHMA members:

- **Project-Based Rental Assistance:** Rep. Pete Sessions (R-TX) discussed the role of nonprofit organizations in Texas administering HUD's Section 8 program.
- **Rent Control and Good Cause Eviction:** Rep. Mike Lawler (R-NY) questioned the secretary's support for rent control and the concept of Good Cause Eviction.
- **Prioritization Concerns:** Rep. Andy Ogles (R-TN) asked about prioritizing illegal immigrants over Americans, which Fudge denied.
- **Consumer Reporting Agencies:** Rep. Bill Huizenga (R-MI) inquired about the potential move from three consumer reporting agencies to two.
- **Housing Supply and Environmental Review Process:** Rep. Young Kim (R-CA) raised concerns about the environmental review process in housing supply, particularly in California.
- **Veteran Disability and Income Definitions:** Rep. Patrick McHenry (R-NC) highlighted the issues with varying income definitions affecting veterans.
- **GSEs and Housing Market Impact:** Rep. Andy Ogles (R-TN) inquired about the impact of government-sponsored enterprises (GSEs) on the housing market and privatization.
- **Role of Private Corporations in Housing:** Rep. Mike Lawler (R-NY) asked about the impact of private corporations owning properties on housing costs.

HOUSE MINORITY'S CONCERNS

The Democrats, led by Ranking Member Maxine Waters (D-CA), focused on several issues of interest to NAHMA members:

- **Funding for HUD Programs:** Concerns about reducing funding for HUD programs that assist American families.
- **Slashing of Federal Housing Budget:** Discussion on the consequences of a Republican funding bill that would have cut rental assistance and increased homelessness risk.
- **Public Housing Replacement Policy:** Rep. Emanuel Cleaver (D-MO) expressed frustration over the one-for-one replacement policy in public housing.
- **National Housing Shortage:** Emphasis on the shortage of homes and the inability of minimum wage workers to afford modest homes.
- **Funding Justification for HUD:** Discussion on the necessity of robust funding for HUD despite existing challenges.
- **Fairness in Housing Valuation:** Rep. Ayanna Pressley (D-MA) highlighted the issue of biased property valuation in black and brown communities.
- **Veteran Support and Qualification Discrepancies:** Rep. Maxine Waters (D-CA) addressed the need to resolve veteran qualification discrepancies.
- **Biden Administration's Efforts in Housing:** Discussion on the administration's approach to housing, homelessness, and home ownership expansion.

CONCLUSION

The hearing displayed the diverse concerns and complex perspectives on housing issues in the nation. Republicans and Democrats highlighted critical areas needing attention, ranging from funding and program management to policy implementation and legal adherence.

Secretary Fudge's responses throughout the hearing pointed to the complexity of managing HUD's broad mandate while adhering to legal and budgetary constraints.

The hearing underscored the need for bipartisan dialogue and cooperation to address the nation's pressing affordable housing challenges. **NN**

Larry Keys Jr. is vice president of government affairs for NAHMA.

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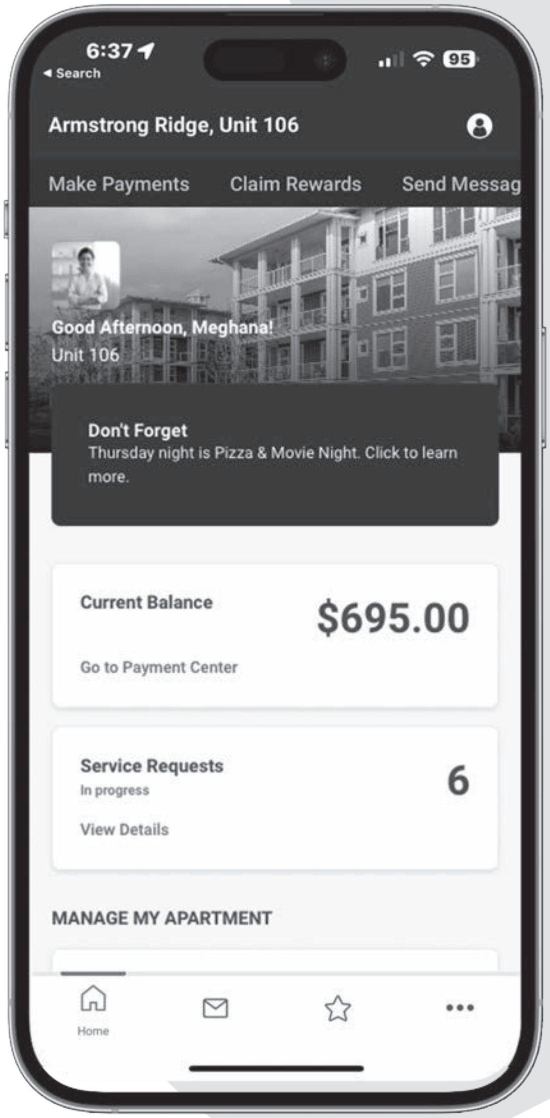

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FHFA Announces Increase in the LIHTC Cap for Fannie Mae and Freddie Mac

ON DEC. 21, 2023, THE FEDERAL Housing Finance Agency (FHFA) made an important announcement regarding the Low-Income Housing Tax Credit (LIHTC) market. Starting in 2024, Fannie Mae and Freddie Mac, known as the Enterprises, will be permitted to invest up to $1 billion annually in the LIHTC market as equity investors. This represents a significant increase from their previous investment limit.

The key aspect of this announcement is that the Enterprises will now ensure that their LIHTC investments support projects that remain affordable for the entire 30-year period intended by the LIHTC program. This commitment to long-term affordability is a crucial step in addressing the shortage of affordable rental housing.

FHFA Director Sandra L. Thompson highlighted the importance of this decision, noting that since the Enterprises resumed their LIHTC investments in 2018, they have contributed to creating and preserving affordable housing, especially in areas that struggle to attract investors. This announcement provides additional stability for investments in this critical housing market segment.

Within the $1 billion investment cap, any investments exceeding $500 million in a given year must be in transactions FHFA has identified as having difficulty attracting investors. This measure aims to increase support for housing in Duty to Serve-designated rural areas, preserve affordable housing, promote mixed-income housing, provide supportive housing, and fulfill other affordable housing objectives.

Another significant change is that the Enterprises will only make LIHTC investments in projects that waive the qualified contract provision. This ensures that the 30-year affordability period envisioned by the LIHTC program is upheld, further emphasizing the long-term commitment to affordable housing.

Previously, each Enterprise was limited to $850 million of investment annually in the LIHTC market. This increase in the investment cap signifies a continued and consistent role for the Enterprises in supporting the creation and preservation of affordable housing throughout the United States.

The LIHTC program is a vital federal government initiative designed to address the shortage of affordable rental housing. FHFA has committed to ongoing evaluation of the Enterprises' participation in the LIHTC equity market, emphasizing the importance of this program in tackling housing affordability challenges.

In summary, the FHFA's announcement represents a significant boost to affordable housing initiatives by allowing Fannie Mae and Freddie Mac to increase their investments in the LIHTC market and ensure long-term affordability in housing projects. This decision aligns with the goal of addressing the shortage of affordable rental housing nationwide. **NN**

Congress Advances Bipartisan Tax Package, Includes LIHTC Boost

IN EARLY JANUARY, REP. JASON SMITH (R-MO), House Ways and Means Committee chairman, and Sen. Ron Wyden (D-OR), Senate Finance Committee chairman, agreed to bipartisan tax legislation, The Tax Relief for American Families and Workers Act of 2024 (H.R.7024). This legislation includes two provisions related to the LIHTC: the restoration of the 12.5% allocation increase for 2023-2025 and the reduction of the 50% bond financing threshold to 30% for 2024-2025. According to an analysis conducted by Novogradac, the combined impact of these provisions is estimated to facilitate the financing of over 200,000 additional affordable homes.

The House Ways and Means Committee established strong bipartisan support for this legislation, as a 40-3 vote margin approved it. The full House passed the legislation on a 357-70 vote in February. The tax package now moves onto the Senate for consideration and approval in the Senate Finance Committee, followed by a vote by the full Senate. While there are still procedural hurdles to overcome, this represents a significant legislative advancement and bodes well for the final enactment of the law. Special thanks to NAHMA members for their advocacy, as their support may be needed again in the future.

HUD Seeks Comments on Required 30-Day Notice Before Lease Termination

On Dec. 1, HUD published a 30-Day Notification Requirement Prior to Termination of Lease for Nonpayment of Rent Notice of Proposed Rulemaking in the *Federal Register* for public comment. NAHMA intends to submit comments by the Jan. 30 deadline.

Under the proposed rule, when tenants who reside in public housing or properties receiving project-based rental assistance (PBRA) face eviction for nonpayment of rent, public housing agencies and owners would need to provide those tenants with written notification at least 30 days before the commencement of a formal judicial eviction procedure for lease termination. This includes projects in the following programs: Section 8 Project-Based Rental Assistance, Section 202/162 Project Assistance Contract, Section 202 Project Rental Assistance Contract (PRAC), Section 811 PRAC, Section 811 Project Rental Assistance Program (811 PRA), and Senior Preservation Rental Assistance Contract Projects (SPRAC). According to the notice, the proposed rule would curtail preventable and unnecessary evictions by providing tenants with time and information to help cure nonpayment violations.

According to a HUD press release, the proposed rule would also require that the 30-day notice include instructions on how tenants can cure lease violations for nonpayment of rent and information on recertifying their income and requesting a minimum rent hardship exemption if applicable to avoid eviction.

The proposed rule would affect an estimated 3.9 million people in 2.2 million households—1.7 million people in 840,000 households in public housing and 2.2 million people in 1.4 million households in PBRA programs, according to the press release.

Stakeholders can access the proposed rule by visiting https://www.federalregister.gov/documents/2023/12/01/2023-26348/30-day-notification-requirement-prior-to-termination-of-lease-for-nonpayment-of-rent.

According to the release, the action also fulfills a commitment HUD made in the Biden administration's Blueprint for a Renters Bill of Rights. In July 2023, HUD joined the White House to announce three new actions to increase fairness in the rental market and further renter protections in housing: a preview of this notice of proposed rulemaking, an effort to remind public housing agencies and property owners of their obligations and to share best practices for informing rejected applicants about why they were turned down for housing, and $10 million made available for tenant education and outreach in properties supported by the Section 8 Project-Based Rental Assistance program. **NN**

Stakeholders can access the proposed rule by visiting https://www.federalregister.gov/documents/2023/12/01/2023-26348/30-day-notification-requirement-prior-to-termination-of-lease-for-nonpayment-of-rent.

Final Rule Reforms CRA Regulations

In October, the three major federal banking regulators—the Federal Deposit Insurance Corporation, the Federal Reserve, and the Office of the Comptroller of the Currency—approved a final rule that reforms bank requirements under the Community Reinvestment Act (CRA) regulations. The rule, proposed in May 2022, modernizes the CRA requirements to reflect market developments since the regulations were last overhauled in 1995 and encourage more critical investment and lending to benefit low- and moderate-income households and communities, according to the regulators.

The effective date for nearly all the rule's provisions is Jan. 1, 2026.

According to the fact sheet, the final rule updates the CRA regulations to achieve the following key goals:

Encourage banks to expand access to credit, investment, and banking services in low- and moderate-income (LMI) communities.

Under the final rule, the agencies will evaluate bank performance across the varied activities they conduct and communities in which they operate so that the CRA continues to be an effective tool to address inequities in access to credit and financial services. It promotes financial inclusion by supporting bank activities with Minority Depository Institutions and Community Development Financial Institutions and in Native Land Areas, persistent poverty areas, and other high-need areas.

Adapt to changes in the banking industry, including mobile and online banking.

It updates the CRA regulations to evaluate lending outside traditional assessment areas generated by the growth of non-branch delivery systems, such as online and mobile banking, branchless banking, and hybrid models. It is calibrated to recognize the continued importance of bank branches while establishing a framework to evaluate the digital delivery of banking products and services for certain banks.

Provide greater clarity and consistency in the application of the CRA regulations.

The rule adopts a new metrics-based approach to evaluating bank retail lending and community development financing, using peer and demographic data benchmarks. The agencies will develop data tools using reported loan data that give banks and the public additional insight into performance standards. The final rule also clarifies eligible CRA activities, such as affordable housing, focused on LMI, underserved, native, and rural communities.

Tailor CRA evaluations and data collection to bank size and type.

The final rule recognizes differences in bank size and business models. For example, small banks will continue to be evaluated under the existing framework with the option to be evaluated under the new framework. The rule also exempts small and intermediate banks from new data requirements that apply to banks with assets of at least $2 billion and limits specific new data requirements to large banks with assets greater than $10 billion.

The CRA became law in 1977 and remains one of the influential pieces of legislation to address systemic inequities in access to credit. The CRA encourages focus on low- and moderate-income communities, consistent with safe and sound operations. The last comprehensive interagency revision to the CRA regulations occurred in 1995. **NN**

For more information, visit https://www.federalreserve.gov/aboutthefed/boardmeetings/20231024open.htm

Industry Comments on RD Proposed Changes for Insurance Requirements

NAHMA was one of eight industry partners to jointly submit comments to the USDA Rural Development director in response to the proposed rule on insurance requirements in multifamily housing, called Insurance Requirements in Multi-Family Housing Direct Loan and Grant Programs issued by the Rural Housing Service (RHS) on Oct. 25, 2023.

The comments said, in previous correspondence with RHS, the Council for Affordable and Rural Housing (CARH) communicated the need for an update to RHS insurance requirements to allow for higher deductibles to counter or mitigate the increases in rates seen across the insurance industry. CARH suggested a waiver of certain insurance deductible limits until the federal rate drops below 2.5%, subject to the owner maintaining documentation that it inquired of at least three insurance companies.

“We were happy to see RHS confirm that owners can raise their deductible limits about the maximum amount required by regulation, as long as the deductible amount above the maximum is deposited and maintained in the project reserve account,” the comments said.

“We were happy to see RHS confirm that owners can raise their deductible limits about the maximum amount required by regulation, as long as the deductible amount above the maximum is deposited and maintained in the project reserve account,” the comments said.

SPECIFIC RESPONSES

Proposed Rule: *The proposed rule updates the list of required hazard insurance to include windstorm coverage.*
Comment: According to the comments, windstorm coverage is cost prohibitive in many areas of the country. In many cases, owners opt to self-insure with funds set aside in reserve rather than buy this type of coverage. The costs have risen dramatically over the past three years, particularly for coastal properties. For example, one portfolio of seven coastal Rural Development properties in Alabama and Florida purchased wind coverage for all seven properties for $70,000 in 2021 and $77,000 in 2022. The quotes received in 2023 included one quote for $250,000 for the seven properties and $48,000 for just two of the properties.

Additionally, owners are not receiving approval for rent increases to offset these dramatic increases. While some RHS offices are considering and approving at least some increase to account for insurance costs, others are not. For example, at one Alabama property, the cost of insurance with wind coverage increased from $9,751 in 2021 to $10,876 in 2022 to $63,464 in 2023. That is an 11% increase from 2021 to 2022 and a 583% increase from 2022 to 2023. The property did receive a rent increase of $354 per unit in 2023; however, even that was insufficient to offset the dramatic increase in insurance.

The industry comments requested that RHS consider alternative language allowing owners to opt out of windstorm coverage where the cost is prohibitive and rents cannot meet costs.

Proposed Rule: *The proposed rule sets “not to exceed” deductible limits for hazard, property, and other coverage types to a $10,000 limit for projects with less than $1 million of coverage, a $25,000 limit for projects with $1 million-$2 million of coverage, and a $50,000 limit for projects with $2 million-plus of coverage.*
Comment: “We appreciate the attempt to streamline the deductible requirements across coverage types; however, we are concerned about the inclusion of windstorm in the same category as hazard coverage. In particular, with coverage like windstorm that varies widely based on geographical location, the coverage is often based on a percentage of the building and may conflict with these blanket requirements,” the comments said.

GENERAL COMMENTS

Waiver during times of high-interest rates: The comments suggested that RHS consider implementing a waiver of certain insurance deductible limits during times of increased rates by the Federal Reserve to allow owners relief until rates stabilize and fall.

“As you know, we are experiencing historically high-interest rates. This, coupled with inflation, has caused dramatic price increases across the real estate market. In an effort to acknowledge and combat the impacts of these conditions, we encourage RHS to consider allowing a waiver of certain deductible limits while the Federal Reserve rate remains above 2.5%,” the comments said.

Consideration for an alternative

approach that moves with the market: "We are pleased to see RHS raising deductible limits. The dollar requirements historically have not kept pace with market costs, and we expect that will occur once more in the years to come. We encourage RHS to explore alternative limit structures that do not require a firm dollar amount and offer flexibility to owners as costs change annually," the comments said.

Use of reserve accounts as escrow for insurance costs: Many owners are exploring alternative strategies to mitigate insurance costs, including the use of project reserve accounts to hold funds that could be used to offset or prevent claims. Allowing for a set aside in the reserves for insurance costs will allow owners to work with their insurers to mitigate costs, the comments said. This approach, however, is currently being partially negated by a new requirement that purchasers are seeing from RHS that compels new owners to pay a full year of insurance premiums at the time of purchase.

"We encourage RHS to work with owners to understand how the use of reserves may be allowable under RHS rules to help mitigate insurance costs, and at the same time, purchasers can work with RHS to ensure that new requirements in Letters of Condition do not counter the progress of using reserves to mitigate insurance costs," the comments said.

These policies should apply to all RHS programs: The guaranteed loan programs of the Rural Housing Service also provide significant benefits in providing safe and decent housing in rural communities.

"We would urge RHS to include both direct and guaranteed loan programs in these updated requirements," the comments said. **NN**

HUD Announces New Streamlined Enrollment Process For Affordable Connectivity Program

IN NOVEMBER, HUD ANNOUNCED A NEW DATA-SHARING AGREEMENT BETWEEN HUD and the Federal Communications Commission (FCC) to reduce barriers to enrollment and support access to the Affordable Connectivity Program (ACP) for families receiving HUD rental assistance.

According to the HUD press release, "Under this agreement, any family receiving rental assistance from HUD can enroll to receive benefits from the ACP with minimal paperwork. The FCC's ACP is the nation's largest broadband affordability program, offering low-income households discounts off the cost of broadband service and connected devices."

Per the HUD announcement, all families receiving rental assistance from HUD are eligible to enroll in the ACP based on their housing assistance.

To learn more and enroll, visit www.GetInternet.gov or call 877-384-2575 to request a paper application.

IN OTHER NEWS

In October, HUD announced the expansion of the ConnectHomeUSA (CHUSA) initiative through a notice in the *Federal Register*. This is the first time since 2020 that HUD is accepting new communities into the initiative, which works with Public Housing Authorities, Tribally Designated Housing Entities, and Multifamily housing providers to put in place the key elements of a digital inclusion program. Digital inclusion practitioners recognize CHUSA as an effective approach to addressing the digital divide in HUD-assisted communities. The initiative was originally launched in 2015 to close the homework gap in 28 pilot communities. Since then, 100 communities have participated in the initiative.

Earlier this summer, HUD signed a Memorandum of Understanding with the FCC to encourage enrollment in the ACP for HUD-assisted families. In 2023, HUD helped organize and facilitate over 45 ACP enrollment events with community partners across the United States. The ACP is the nation's largest broadband affordability program that offers low-income households discounts on broadband service and connected devices. HUD-assisted residents are eligible to enroll based on their housing assistance.

The ConnectHome expansion is composed of two parts, which include a 60-day public comment section that asks reviewers to comment on HUD's proposed redesign of the CHUSA program into a three-tiered system and instructions for submitting a letter of intent to be considered as CHUSA as an expansion community.

Under the current redesign, there are three tiers for communities of interest. Tier 1 communities include communities that may be somewhat familiar with the concepts of digital equity or digital inclusion but may be unsure how to bridge the digital divide in their communities. HUD is looking to accept between 50-100 new communities in this tier. Tier 2 communities include existing CHUSA communities. There is no limit to the number of communities HUD will accept in this tier. Tier 3 communities will not be accepted at this time. Instead, Tier 3 will be reserved for communities that achieve key benchmarks along their CHUSA journey.

Questions about the Connect Home expansion can be directed to ConnectHome@hud.gov. **NN**

For more information on the Affordable Connectivity Program, visit https://www.fcc.gov/acp

To read the HUD press release, visit https://www.hud.gov/press/press_releases_media_advisories/HUD_No_23_258

COMMUNITIES OF QUALITY

THREE COMMUNITIES EARN COQ AWARDS

NAHMA announces three communities won 2023 Communities of Quality (COQ) Awards. Since 1992, these awards have honored the best multifamily affordable housing communities nationwide.

Entrants are judged on how they manage their properties' physical, financial, and social conditions and how well they convey their success in offering their residents the highest quality of life.

The 2023 COQ Awards will be presented as part of a special luncheon and panel discussion with the winners on March 7 during the NAHMA's Biannual Top Issues in Affordable Housing winter conference on March 6-8. For details on the NAHMA meeting, visit https://www.nahma.org/meetings/.

"There is no other award that focuses so comprehensively on the everyday life and management expertise of affordable housing properties," Kris Cook, CAE, NAHMA CEO, said.

This year's COQ Awards program is jointly sponsored by Navigate Affordable Housing Partners, a nonprofit engaged in developing, owning and managing affordable housing and consulting with various housing agencies and the Department of Housing and Urban Development (HUD) Section 8 project-based contract administrator (PBCA) for multiple states, and Yardi, which develops and supports industry-leading compliance, accounting and property management software for every type and size of affordable housing provider.

NAHMA congratulates the winners. For a more detailed description of each property, visit the COQ Awards Program webpage at www.nahma.org.

COQ Awards Sponsors

ABOUT NAVIGATE AFFORDABLE HOUSING PARTNERS: Based in Birmingham, Ala., Navigate Affordable Housing Partners is a nonprofit engaged in developing, owning and managing affordable housing and consulting with various housing agencies to provide compliance and training. Navigate is also a federal contractor providing compliance and financial services on behalf of HUD as the Section 8 PBCA for multiple states. Navigate's core values—Service, Respect, Transparency, Quality, and Innovation—are applied to every aspect of their work and has resulted in an exemplary reputation in the housing industry. For further information, visit www.navigatehousing.com.

ABOUT YARDI: Yardi develops and supports industry-leading compliance, accounting and property management software for every type and size of affordable housing provider. Yardi solutions streamline compliance with HOME, USDA Rural Housing, HUD 50059 and Low-Income Housing Tax Credit programs. Clients choose Yardi for quality products, expert support and stability. They stay with us for evolving solutions that outpace the ever-changing technology landscape. For more information on how Yardi is Energized for Tomorrow, visit yardi.com or call 800-866-1144.

EXEMPLARY FAMILY DEVELOPMENT

Lindsay Apartments
Lindsay, Calif.

OWNER: HONOLULU GROUP, LP
MANAGEMENT: THE MICHAELS ORGANIZATION
AHMA: AHMA-NCH

For more than 30 years, Lindsay Apartments has provided some of the city's hardest-working people with the lowest household income with a safe place to call home. The apartment homes feature modern appliances, oak cabinetry, and marble countertops. Residents enjoy the stability and reliability of on-site management 24/7 and other valued amenities such as a private laundry facility and a fully furnished community center. Lindsay Apartments boasts shaded walkways, a community playground, a separate basketball court area, and plenty of picnic and barbecue areas for relaxing family moments.

Additionally, the community partners with Better Tomorrows to facilitate impactful social services and community programs for seniors, adults and children living in affordable housing communities. The program is designed to help with academic support, financial literacy, health, wellness and nutrition, job readiness, occupational wellness and stability, and social and community engagement.

Entrants are judged on how they manage their properties' physical, financial, and social conditions and how well they convey their success in offering their residents the highest quality of life.

EXEMPLARY DEVELOPMENT FOR THE ELDERLY

St. Joseph Village
Dyersburg, Tenn.

OWNER: ST. JOSEPH VILLAGE, LP
MANAGEMENT COMPANY: WESLEY LIVING
AHMA: SAHMA

St. Joseph Village is a Department of Housing and Urban Development Section 202/8 property that houses low- and extremely low-income residents ages 62 and over. It was built and placed in service in the 1980s and has been a mainstay in Dyersburg for senior retirement. St. Joseph was built and run by the Catholic Diocese of Memphis until Wesley Living acquired it in 2012.

The staff is dedicated to the overall well-being of the residents. Activities offered include fitness classes, money management presentations, jewelry making, potlucks and cookouts, painting classes, line dancing, health fairs, holi-

continued on page 18

Lindsey Apartments provides shaded walkways (top left) and a community playground (top right). St. Joseph Village (above) has been a mainstay for retired seniors since the 1980s.

day parties, free manicures, dementia and Alzheimer's support, free life planning legal services, spiritual offerings and more.

St. Joseph is also dedicated to housing people experiencing homelessness. When a formerly homeless person moves in, their apartment is fully outfitted with furniture, living essentials and 30 days of non-perishable foods through a partnership with Big Lots and other local companies, including the Golden Cross Senior Ministries.

EXEMPLARY DEVELOPMENT FOR RESIDENTS WITH SPECIAL NEEDS

Mullen Manor
Sicklerville, N.J.

OWNER: NEW JERSEY AFFORDABLE HOUSING PRESERVATION

MANAGEMENT COMPANY: PRD MANAGEMENT

AHMA: JAHMA

Mullen Manor's origins are deeply rooted in compassion. The project was named after the late mayor of Sicklerville, Ann Mullen, who initiated the idea in 1994 and partnered with PRD Management Inc. The collaboration led to the development of the property from 1997 to 1999, utilizing land donated by the Township of Gloucester. The sponsorship for the endeavor came from the Multiple Sclerosis Association of America, while in 2016, HUD approved a sponsorship transfer to New Jersey Affordable Housing Preservation.

What sets Mullen Manor apart is its dedication to providing independence to residents with special needs. It is not merely a property but a symbol of inclusion, empowerment, and transformation. Mullen Manor's dedication to fostering independence, creating a close-knit community, and serving as a lifeline for those with special needs makes it the epitome of development in the field of housing for the mobility impaired. It is a place where residents find a home and the confidence to live their lives to the fullest. **NN**

Mullen Manor (top left) is dedicated to providing residents with special needs independence. It was named for the former mayor of Sicklerville (top right), who initiated the idea for the community. St. Joseph Village (above) hosts holiday parties for residents.

Reports Highlight the Need for Low-Cost Housing

The Joint Center for Housing Studies (JCHS) of Harvard University, and the HUD Office of Policy Development and Research have released reports, *The State of the Nation's Housing 2023 and Worst Case Housing Needs: 2023 Report to Congress,* respectively, that paint similar pictures of the need for low-cost rental housing or housing assistance.

JCHS REPORT

According to the JCHS summary of *The State of the Nation's Housing 2023,* the U.S. housing markets continue to cool as higher costs weigh on homeowners and renters. On the for-sale side, home sales and construction levels have declined while rental markets are experiencing sharply reduced rent growth and rising vacancy rates. Nevertheless, home prices and rents remain elevated from pre-pandemic levels, leaving millions—including a disproportionate share of people of color—struggling with housing cost burdens, priced out of homeownership, or without shelter at all.

According to a blog post by Sophia Wedeen, a research analyst for JCHS, summarizing the report, the supply of low-cost rentals fell by 3.9 million units over the last decade. The supply of low-cost rentals decreased in every single state, leaving lower- and middle-income renters with even fewer housing options they can afford.

The report concludes the supply of low-rent units has fallen continuously in the past decade due to rent increases in existing units, tenure conversions out of the rental stock, building condemnations, and demolitions. Adjusting for inflation, the number of units with contract rents below $600 fell from 11.9 million to 8.0 million between 2011 and 2021. A $600 rent is the maximum amount affordable to households who make $24,000 annually. Additionally, according to the blog, the market lost 1.5 million units with rents between $600 and $799, and 980,000 units with rents between $800 and $1,000 in the same years.

Between 2011 and 2021, 45 states and the District of Columbia lost at least 20% of units with contract rents below $600. Among those, 23 states lost at least 30% of units at this rent level, and eight states—Arizona, Nevada, Texas, Colorado, Idaho, Oregon, Florida, and New Hampshire—lost at least 40%, according to the blog summary.

Many states with the most significant declines in low-rent units were previously more affordable places in the South that have seen increasing rental demand in recent years. Texas had the largest drop of any state, losing 512,000 units with rents below $600, which was half of its low-rent stock. These losses came amid significant gains at the high end, including 742,000 units renting for $1,400 or more. Other states with substantial declines in low-rent units included North Carolina (202,000 units), Georgia (159,000 units), and Tennessee (129,000 units), each of which had among the largest growth in the number of renter households of any states in the last decade, and at the same time gained large numbers of higher-rent units, according to the blog summary.

The supply of low-rent units decreased even in affordable states that did not see rapid rental demand, including Ohio (247,000 units), Michigan (140,000 units), Missouri (120,000 units), and Indiana (114,000 units). These states notably had some of the highest numbers and shares of low-cost rentals in 2011, with units renting for less than $600 ranging from 35 to 46% of rentals compared to the national rate of 27%. According to the blog, these losses made housing in these previously more affordable states increasingly out of reach for lower-income households.

Nine states—California, New York, New Jersey, Massachusetts, Hawaii, Maryland, Washington, Virginia, and New Hampshire—had net losses in units at all rent levels up to $1,400. In California, where just 9.6% of units were rented for less than $600 in 2011, the supply of low-rent units declined by 152,000. However, California also lost an additional 633,000 units renting for between $600 and $1,000 and 677,000 units renting for $1,000-1,399—the largest decline of any state.

The report concludes the long-term decline in low-rent units is not only geographically widespread but has accelerated in recent years, contributing to worsening affordability for renters. The market lost 1.2 million units with rents below $600 between 2019 and 2021 alone, which was also a period when many lower-income renters experienced significant financial setbacks. Rising rents and stagnating renter incomes produced the highest number of cost-burdened renters on record in 2021. As the supply of low-cost units continues to decline, it will be increasingly difficult for lower-income renters to secure housing they can afford, even in relatively less expensive areas, according to the blog.

HUD REPORT

The Worst Case Housing Needs: 2023 Report to Congress focuses on critical housing challenges for very low-income renters. According to the summary, worst-case needs are defined as households paying over half their income for rent or living in inadequate

To read The State of the Nation's Housing, 2023 by the Joint Center for Housing Studies of Harvard University, visit https://www.jchs.harvard.edu/state-nations-housing-2023

To read Worst Case Housing Needs: 2023 Report to Congress by the HUD Office of Policy Development and Research, visit https://www.huduser.gov/portal/publications/Worst-Case-Housing-Needs-2023.html conditions. In 2021, amidst the COVID-19 pandemic, the report identified 8.53 million households with these worst-case housing needs, surpassing the 2011 record high of 8.48 million and far exceeding the 5.01 million in 2001. The report maintains continuity with previous analyses while introducing a new element by exploring the intersection of worst-case needs and housing overcrowding in its 2023 edition.

The foreword by Solomon Greene, principal deputy assistant secretary for Policy Development and Research for HUD, said the report provides national data and analyzes the critical problems facing low-income renting families. The report primarily draws on data from the 2021 American Housing Survey (AHS), sponsored by HUD and conducted by the U.S. Census Bureau.

Households with worst-case housing needs are very low-income renters—with incomes at or below 50% of area median income—who do not receive government housing assistance and pay more than one-half of their income toward rent, live in severely inadequate conditions, or both. The 2023 report finds that in 2021, during the COVID-19 pandemic, 8.53 million households had worst-case housing needs. According to the foreword, this is an increase in worst-case needs from the record high of 8.48 million in 2011, which is 70% greater than the 5.01 million households with worst-case housing needs in 2001.

The increase in renters with worst-case housing needs since the last biennial report was published—using data from 2019 when 7.77 million renters had worst-case housing needs—reflected the declining supply of units affordable and available to very low-income renters at a time when demand was rising. There is an urgent need to expand the supply of affordable homes for very low-income renters and for-sale homes for renters locked out of the sales market.

The 2021 AHS captured housing needs in mid-2021, about a year and a half after the onset of the COVID-19 pandemic and its economic fallout. The financial shock to the labor market and household incomes contributed to the substantial increases in worst-case needs. The federal legislative response to the pandemic, including enhanced unemployment benefits, stimulus payments, and the Emergency Rental Assistance program, reduced the economic hardship experienced by renter households in 2021 and beyond.

…the supply of low-cost rentals fell by 3.9 million units over the last decade. The supply of low-cost rentals decreased in every single state, leaving lower- and middle-income renters with even fewer housing options they can afford.

Although the AHS data collection does not capture the effect of the one-time stimulus payments or the Emergency Rental Assistance program, government relief measures over the pandemic have helped offset the dire needs of many families with worst-case needs, according to the foreword.

Demographic and pandemic-related economic factors increased the number of very low-income renters needing affordable housing units, increasing competition and driving up rents in a housing market that has long acted only partially and slowly to meet the housing needs of this very low-income renter population, which accounts for about 15% of U.S. households.

No group of very low-income renters was immune from worst-case needs if they lacked access to housing assistance and sufficient affordable units to ease market pressure on rents. Among the various demographic subgroups, geographic regions, and urban-suburban-rural categories examined in the report, the worst-case needs rate among very low-income renters ranged from 23.4 to 58.2%. Two geographic variables explain much of this variation: first, places with more adequate supply than others have a greater share of unsubsidized very low-income renters who are free of severe cost burdens, and second, areas with higher rates of housing assistance have less pressure on the most affordable housing units in the local housing supply.

The severe scarcity of affordable housing units for the most vulnerable households and hard-working families makes it essential to prioritize production of affordable units, reducing regulatory barriers to affordable housing production and providing technical assistance to local governments to remove the obstacles that drive up housing costs. Providing income support to very low-income renters can also help address worst-case needs. As these longer-term strategies take effect and the nation emerges from the pandemic, increasing access to rental assistance may be essential to sustain affordable housing and prevent homelessness, according to the foreword.

Although the pandemic has likely increased worst-case housing needs, this report and its predecessors provide clear, consistent evidence of the persistent, underlying structural gap in the affordable housing market. Ideally, a policy response that begins to bridge this affordable housing gap will also seek to address geographic disparities in resource allocation that contribute to inequities and pockets of distress, according to the foreword. **NN**

GAO Releases Report on Housing Trust Fund

The U.S. Government Accountability Office (GAO) has released a report, *Affordable Housing: Improvements Needed in HUD's Oversight of the Housing Trust Fund Program.* The report, issued in August 2023, identifies several deficiencies in the HUD's Housing Trust Fund (HTF) program management and includes five recommendations to improve HTF oversight.

According to the report, as of March 1, 2022, HTF grantees had developed 2,186 rental units—in 263 projects—for households with extremely low incomes, defined as not exceeding 30% of the area median. Grantees had also committed HTF funds to another 519 projects, with an estimated 6,646 units designated for extremely low-income households. Once grantees began receiving HTF funds in late 2016, production of completed units averaged about seven units per quarter from the fourth quarter of 2017 through 2018. It grew to almost 300 units per quarter in 2021.

For the 12 selected grantees GAO reviewed, HTF accounted for about 10% of the total funds for 70 completed projects. Equity from investors in Low-Income Housing Tax Credits was the largest funding source. The average development cost for these 70 projects was about $232,000 per unit but varied by project type and location. For example, new construction projects were more expensive per unit than rehabilitation projects.

The report said HUD monitors compliance with HTF funding commitment and expenditure deadlines, but weaknesses exist in its oversight and reporting. Specifically, HUD has not monitored grantee compliance with requirements for reporting project completion dates or data on total project units in HUD's information system; effectively communicated requirements for grantees to obtain cost certifications for completed HTF projects; conducted or scheduled a comprehensive assessment of fraud risks; and disclosed limitations in its external HTF reports that could lead to misinterpretation of project cost and funding data, according to the report.

HUD officials said they are drafting procedures for field monitoring of HTF grantees, which is expected to begin in the fiscal year 2024.

To read the GAO report, visit Affordable Housing: Improvements Needed in HUD's Oversight of the Housing Trust Fund Program at https://www.gao.gov/products/

WHY DID GAO INVESTIGATE?

The U.S. faces a widespread shortage of affordable rental housing. Congress authorized HTF in 2008 to increase and preserve the housing supply for people with the lowest incomes. HTF is funded by set-asides from Fannie Mae and Freddie Mac that began in fiscal year 2016. HUD administers HTF and allocates funding to state grantees. GAO was asked to examine the use and oversight of HTF funds. The report examines the number and production rate of HTF units; how selected grantees have used HTF and other funding sources, and the development costs of their projects; and HUD's HTF oversight and reporting.

GAO analyzed data from HUD and a nongeneralizable sample of 12 grantees—selected for diversity in location and project characteristics and accounting for about 42% of HTF funding in 2021—on HTF-assisted projects completed by March 1, 2022. According to the report, GAO also reviewed program documents and interviewed HUD and grantee officials.

RECOMMENDATIONS FOR EXECUTIVE ACTION

GAO makes five recommendations, including that HUD centrally monitors HTF grantees' compliance with project completion timelines and data requirements, communicates the cost certification requirement to grantees, schedules and conducts a fraud risk assessment, and discloses limitations in external reports. HUD agreed with the recommendations and outlined planned actions to address them.

Recommendation 1: The secretary of HUD should ensure that the assistant secretary for Community Planning and Development develops and implements a centralized process to monitor HTF grantees' compliance with the requirement to enter completion information in Integrated Disbursement and Information System (IDIS) within 120 days of the final project drawdown and provides additional instruction to grantees about this requirement.

Recommendation 2: The secretary should ensure that the assistant secretary for Community Planning and Development develops and implements a centralized process to monitor data in IDIS on the total number of units in completed projects for likely errors and provides additional instruction to grantees about inputting these data.

Recommendation 3: The secretary should ensure that the assistant secretary for Community Planning and Development uses additional methods, such as formal notices and training, to enhance communication of the cost certification requirement to grantees.

Recommendation 4: The secretary should ensure that the assistant secretary for Community Planning and Development schedules and conducts a comprehensive assessment of HTF fraud risks in accordance with GAO's Fraud Risk Framework and HUD's fraud risk management policy.

Recommendation 5: The secretary should ensure that the assistant secretary for Community Planning and Development revises HUD's public reports on HTF to disclose that the amount of non-HTF funds may be underreported and that HTF units are only a portion of the total units in HTF-assisted projects. **NN**

COMPENSATION SURVEY RESULTS:

Recruiting and Retaining Top Talent Remain an Ongoing Industry Challenge

BY JON BOBA AND MICHELLE HUA

The year 2023 has been another challenging one for the affordable housing industry. Inflation, the dramatic rise in operational costs, and the ongoing talent drain to market-rate platforms have sparked employee-related challenges and an increasing shortage of professional talent in the industry. As a result, affordable housing firms continue to face difficult decisions with respect to their compensation and award philosophy and practice.

Given this context, there is a benefit to understanding current compensation levels, workforce trends in the broader industry, and how human capital issues are impacting operations. The 2023 Pearl Meyer NAHMA Affordable Housing Compensation Survey provides critically important information to guide salary budgeting and decision-making for 2024.

Based on that data, we see three main takeaways pertaining to base salaries, short-term incentive compensation (also known as "annual bonuses" or "STI"), and long-term incentive compensation (LTI). We'll also explore three issues impacting human capital and business operations in the affordable housing industry.

COMPENSATION DATA

First, some findings from our survey with respect to base salaries. Traditionally, annual raises settle at between 2.5% and 3% across all levels of affordable housing-focused companies. Data indicated

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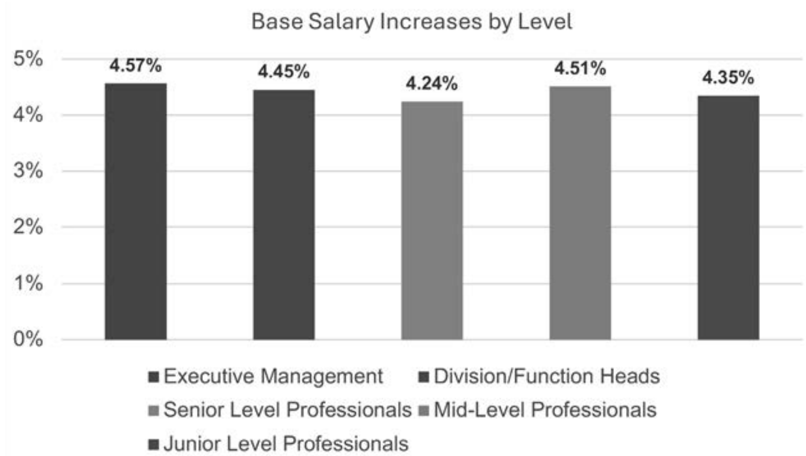
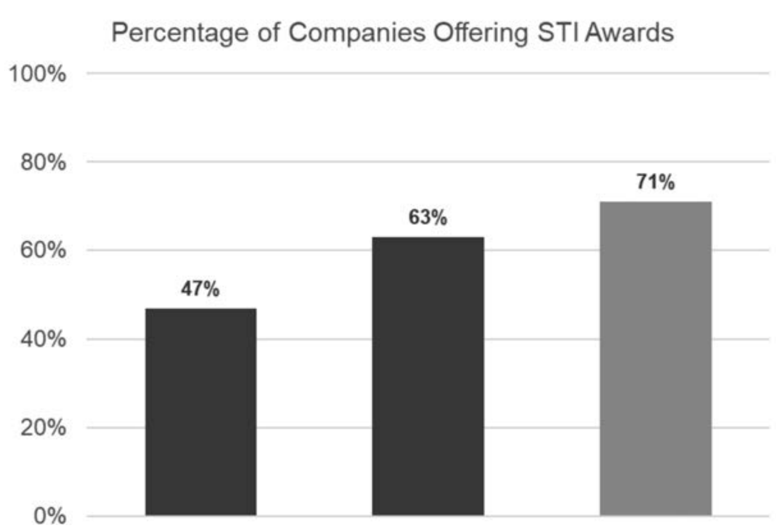
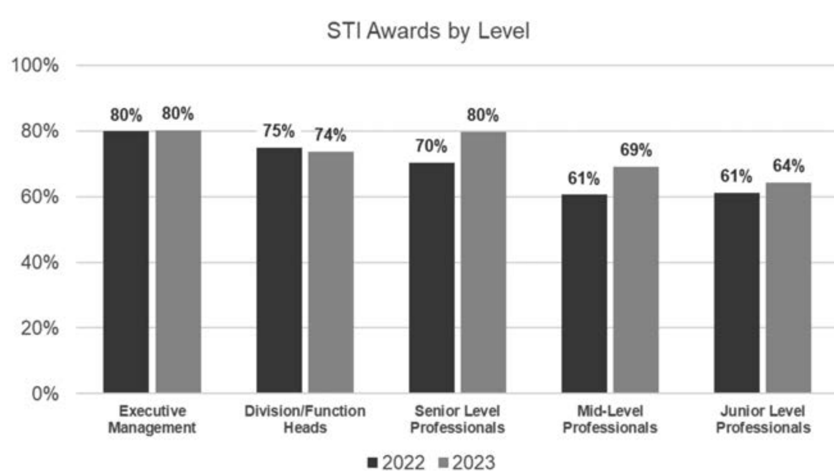
To purchase the 2023 Pearl Meyer NAHMA Affordable Housing Compensation Survey or to participate in the 2024 study, visit https://pearlmeyer.com/salary-surveys/salary-survey-portfolio/real-estate/nahma-affordable-housing-compensation-survey.







a larger jump across the board in 2022, with a range between 4% and just under 4.5% in year-over-year increases. This is chiefly due to the competitive pressure of retaining talent and was a jump mirrored by many other U.S. industries. In 2023, the survey data paints a similar picture, with base salary increases ranging from 4.24% to 4.57% across all professional levels.

Executive management and mid-level talent, on average, have received a larger year-over-year boost in base salary compared to other professional levels, but all are relatively close in year-over-year increase percentages.

In 2024, inflation may continue to drive another round of 4% jumps in base salaries. However, we may be nearing a tipping point where operational increases in fixed costs will necessitate more selective increases to reward true difference-makers and/or specialists who may be extremely difficult to replace, either from the time required to replace the role, the individual's institutional knowledge, and/or their cultural impact on the company.

Short-term incentive awards are our next area of focus. In 2022, the affordable housing industry took major strides with respect to STI awards. That survey showed a year-over-year increase with 16% of firms in the industry now offering short-term incentive awards to their professional and support teams. The trend continues as further adoption of STI becomes a standard practice, gaining favor in the affordable housing industry. The 2023 survey data show 71% of all affordable housing firms now offer this component of compensation to their professionals.

Furthermore, an increase in the use of STI awards is happening throughout the company, with almost two-thirds of junior-level professionals qualifying for STI awards from firms who utilize this component as part of their pay mix. We expect this trend will continue.

There has also been a move forward in the ever-growing number of firms utilizing LTI in compensation design. Since 2021, the use of LTI plans in the affordable housing industry has increased from 10% to 22%, with signs of further growth in 2024. This is further evidence that affordable housing firms recognize they are competing against the broader real estate industry for talent and that they must attempt wherever possible to provide a like-kind financial arrangement for their professionals. With an LTI plan in place, there is both financial incentive for employees to stay with the organization for a longer period of time, as well as an incentive for the executive team to achieve multiple strategic and financial milestones for the organization.

Once a decision is made to implement LTI, the next decision is who is eligible. Most often, executive management, and frequently, division and/or functional heads participate in LTI plans. However, there is a small but growing trend year-over-year that shows companies are increasingly pushing LTI awards further down in the organization to more junior-level professionals. Approximately 15% of firms in the broader real estate sector currently offer LTI to all members of their respective professional teams, and it is expected this will also be a growing trend within the affordable housing sector.

Companies increasing the in-office requirement need to recognize that employees may perceive this as removing an important benefit. This can be somewhat mitigated if the executives and senior management are leading by example and returning consistently to the office on a daily basis.

BROAD WORKFORCE TRENDS

1. Job titling issues are becoming more prevalent and at an increasingly aggressive pace.

Pearl Meyer also conducted a 2023 survey focused on job titling practices which found that small private organizations, similar to many in this industry, have significantly increased the rate at which they use job titles to attract, reward, and retain employees. The rate of this behavior has increased materially in the past five years.

Furthermore, nearly 20% of the survey respondents reported the regular use of "unconventional" titles. While aggressive title practices can be an effective short-term tool in the effort to reward and retain talent, particularly in the case where there are capital constraints, the long-term damage to organizational structure, strain on company morale, and other related issues can quickly become a real headache and lead to difficult consequences.

For the sake of preserving pay equity, maintaining logical pay bands and an organizational structure that allows for responsible growth is the best path forward. For those companies that have dabbled in creative titling versus competitive compensation, pulling back on the reins is important for the long-term health of the company.

2. Firms are requiring a return to the office, like it or not.

Many industry professionals in the field have lived on-site before, through, and after the pandemic, but for those in the corporate ranks with a central office reporting location, the migration back to the office is nearing pre-pandemic levels.

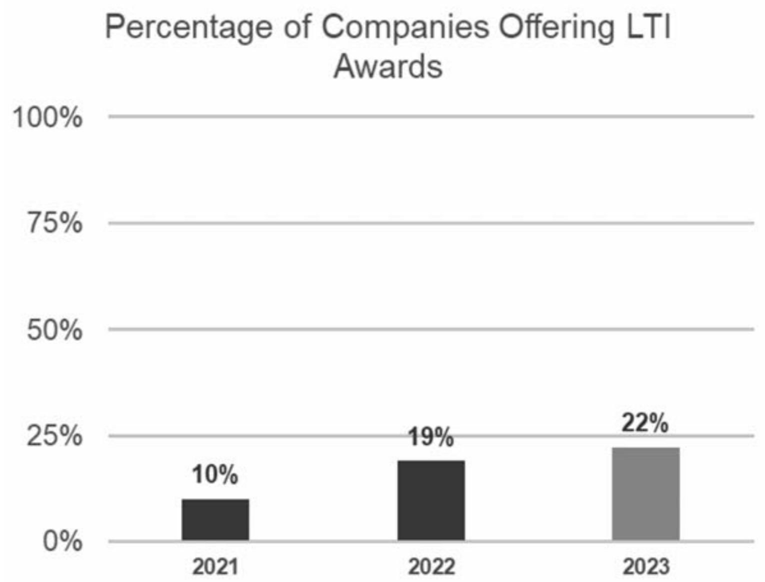
In 2022, my discussions with CEOs and other executives leaned heavily in the direction of a three days per week in the office requirement. However, late in 2022 and continuing into and through 2023, there has been a growing demand for employees to return on a four-day-a-week basis and many of these executives are frequently asking if five days a week can ever come back.

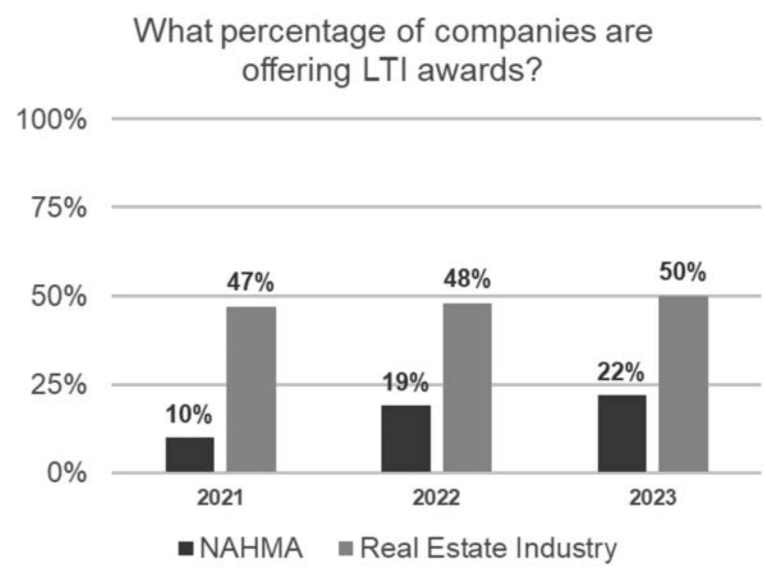
Companies increasing the in-office requirement need to recognize that employees may perceive this as removing an important benefit. This can be somewhat mitigated if the executives and senior management are leading by example and returning consistently to the office on a daily basis.

3. CEOs are retiring, and mergers, sales and consolidations are on the rise as a result.

There appear to be an increasing number of mergers and consolidations in this industry as a generation of founders, owners, investors and operators look to transition out of their active day-to-day leadership roles.

At issue in many of these cases is the lack of a clearly developed internal succession plan. Without suitable internal candidate options to fill the executive chairs, companies risk overpaying for a capable, but unknown, external candidate or resorting to buyout offers from firms with proven multigenerational executive teams in place. Given that a successful succession process typically takes between three and seven years, developing a sound succession strategy now with a process for continually managing its milestones is highly recommended.





CONCLUSION

The affordable housing industry continues to work toward closing its gaps with market rate and other broader real estate firms, primarily through the increased use of both short- and long-term incentive components in tailored compensation packages. The affordable housing firms that still find themselves without a bonus component run the increasing risk of falling further behind their competitors and having difficulty attracting and retaining high-caliber talent. The forward-thinking firms will continue to provide compelling compensation solutions and rewarding work environments. 2024 will likely represent more of a return to "normalcy," with companies continuing to welcome back their respective workforce in a common office to achieve their firm's goals and objectives. **NN**

If you are interested in receiving a copy of the full Pearl Meyer-NAHMA 2023 Affordable Housing Compensation Report, please email either Jon Boba (jon.boba@pearlmeyer.com) or Veronika Valcheva (veronika.valcheva@pearlmeyer.com) for information. You may also contact Jon or Veronika for information on how to participate in the 2024 survey and receive the results at a material discount.

NAHMA Honors Industry Heroes

NAHMA ANNOUNCES THE WINNERS of its annual Industry and AHMA Awards, which will be presented during its Biannual Top Issues in Affordable Housing winter conference, March 6-8. The list of award winners includes individuals and organizations whose professionalism, dedication, and accomplishments in assuring quality housing for low-income Americans raise the multifamily affordable housing industry standards. More detailed descriptions of award winners will be provided in the March-April issue of *NAHMA News*.

NAHMA INDUSTRY STATESMAN AWARD

Given annually to NAHMA Executive Council members either in or nearing retirement, in recognition of many years of outstanding leadership and service to NAHMA.

Michael Johnson spent more than 40 years with ALCO Management Inc., where he started as an accounting manager and worked his way up to executive vice president and chief administrative officer before retiring in 2023.

J. Kenneth Pagano has spent nearly 50 years in the affordable housing management industry, including working for New Jersey Housing Finance Agency and as president & CEO at Essex Plaza Management LLC.

NAHMA CHAIR'S AWARD (FORMERLY THE PRESIDENT'S AWARD)

Given annually by NAHMA's chair of the board for outstanding leadership or other contributions to NAHMA and the affordable multifamily housing industry.

Cindy Lamb is the chief financial officer for CSI Support & Development and has been with the organization since 1994.

NAHMA INDUSTRY PARTNER AWARD

Given annually to a government agency or other affordable housing organizational partner that has made a significant contribution to the cause of affordable housing in the previous year.

Donna O'Brien is the regional director of the Northeast Region for USDA's Rural Development Multi-Family Housing, which oversees 13 states and has a portfolio of about 21,000 MFH projects.

NAHMA INDUSTRY ACHIEVEMENT AWARD

Given annually to a NAHMA Executive Council member who has contributed significant or noteworthy leadership or other contributions to NAHMA within the past year or two.

Alicia Stoermer Clark, the president/CEO of Seldin Company LLC, has been a NAHMA Board of Directors member since 2021. Additionally, she has served on the NAHMA Educational Foundation from 2018 through her current term expiration of 2026, including as the chair from 2021 to 2023.

AHMA OF THE YEAR

Given to AHMAs using criteria such as size, number of members, success in membership recruitment, membership retention, education and training course attendance, financial stability, and other factors.

Large category: **SAHMA**; medium category: **AHMA of Washington** and small category: **JAHMA** and **PennDel AHMA,** jointly

AHMA COMMUNITIES OF QUALITY PROGRAM AWARD

Given to AHMAs according to size that have a substantial number of COQ awards in their area, demonstrate support for the program, and introduce new or innovative activities.

SAHMA

AHMA INNOVATION AWARD

Given in recognition of a new program, service, or activity that an AHMA began sometime in late 2022 or in 2023.

SAHMA, LAHMA, and joint award **AHMA of Washington and Rocky Mountain Heartland AHMA**

NAHMA COMMUNITIES OF QUALITY AWARD

Given annually to a NAHMA Executive Council member who has the most newly listed properties on the NAHMA National Recognition Program COQ Registry—based on data maintained by NAHMA staff.

Lutheran Senior Services, headquartered in St. Louis, Mo., is the recipient of the NAHMA Industry Award for having the most newly certified Communities of Quality in 2023. **NN**

Educational Foundation Endeavoring To Secure More Applications in 2024

THE NAHMA EDUCATIONAL Foundation released the 2024 scholarship application on Feb. 12. This will be the 18th consecutive year the foundation will make scholarships available to student residents living in AHMA-affiliated multifamily communities nationwide. One of the main objectives for this year will be to increase the total number of completed applications submitted for consideration.

"In each of the last three years, the foundation has been able to award scholarships to more than 95% of the individuals submitting completed applications. As a result of the steadfast and unwavering generosity of our donors and sponsors, for which we are very thankful, we have the funding to make a larger number of scholarships available in 2024. Additionally, the foundation plans to award $3,500 to each recipient again this year. The foundation board of directors has put together a comprehensive plan to encourage more students across America to submit an application. We really want to assist as many residents as we can through this great program," said NAHMA Educational Foundation Chairperson Anthony Sandoval when the 2024 application was made public.

Another emphasis for the foundation this year will be an outreach to students not seeking a college degree but working toward a certification or license that will allow them to qualify for a job in any one of a wide variety of trades, including commercial driver's license programs, cosmetology, medical office specialist, pharmacy tech, heavy equipment operator, etc. The foundation wants to be sure that residents seeking this type of training understand that they are eligible to apply for a scholarship as long as their trade/technical school is accredited.

The application can be accessed by going to NAHMA.communityforce.com or www.nahma.org and clicking on the "Education Foundation" icon. In 2023, the scholarship program distributed $388,500 to 111 students living in AHMA-affiliated multifamily communities from Boston to Los Angeles and Seattle to Tampa! Over the 17-year life of the program, over $2,985,000 has been awarded to more than 1,200 students nationwide. To be eligible to apply, the individual must be a high school graduate or high school equivalency diploma holder and a resident in good standing at an AHMA-affiliated multifamily community. Matriculated college or trade school students must maintain a 2.3 GPA and high school seniors must have a 2.5 GPA. The application must be completed online. All necessary forms are provided within the web-based software; hence, no hard copies are needed. Applications from graduate-level students will not be accepted.

Plenty of time remains for a resident to complete an application between now and the deadline for submission of completed applications on May 10 to apply. **NN**

Seeking Developers and Managers at the Forefront of Affordable Housing

THE DEADLINE FOR NOMINATING A PROPERTY for one of NAHMA's 2024 Affordable Housing Vanguard Awards is June 7. 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 unique design and financing mechanisms with industry practitioners to further stimulate creative development in the affordable multifamily 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, NAHMA CEO. "The Vanguard Award was created to honor communities that are too new to meet the qualifications for the COQ program. As the properties mature, they will become eligible—and will be encouraged—to enter NAHMA's COQ National Recognition Program."

The Vanguard Award categories are:

- **New Construction, two subcategories: more than 100 units and under 100 units**
- **Major Rehabilitation of an Existing Rental Housing Community**
- **Major Rehabilitation of a Nonhousing Structure into Affordable Rental Housing**
- **Major Rehabilitation of a Historic Structure into Affordable Rental Housing**

Affordable multifamily housing communities less than 3 years old—as of June 7, 2024—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. The Affordable Housing Vanguard Awards winners will be recognized at an awards ceremony at the NAHMA fall meeting in Washington, D.C., Oct. 23-25. NN

Thank You to NAHMA Educational Foundation Supporters

The NAHMA Educational Foundation thanks its generous supporters of 2023. Their contributions benefit postsecondary school scholarships to residents of NAHMA- and AHMA-member properties.

NAHMA EF BOARD CONTRIBUTORS

Alicia Stoermer Clark, Seldin Company, Foundation Chair
Anthony Sandoval, WSH Management Inc., Foundation Vice Chair
Diane Smith, CSI Support & Development, Foundation Secretary
Justin Ackerman, Conner Strong & Buckelew
Kasey Archey, MidPen Housing
Megan Davidson, Alliant Insurance Services
Amber Day, Advanced Enviro Systems
Alice Fletcher, Park Properties Management
Rue Fox, ResMan
Nancy Hogan, Property Management Operations Consulting LLC
Stefanie Lee, CAHEC Foundation
Peter Lewis, Schochet Companies
Lisa McCarroll, Navigate Affordable Housing
Carlita Mendez, CMS
Greg Proctor, Lumina Partners LLC
Lisa Tunick, Reno & Cavanaugh PLLC
Christopher Voss, Yardi Systems
Program Administrator: Dr. Bruce W. Johnson

LEGACY CIRCLE

ANNUAL GIFTS OVER $25,000

Navigate Affordable Housing, Lisa McCarroll
CAHEC, Stefanie Lee
Rockport Mortgage, Dan Lyons

CHAIRMAN'S CIRCLE

ANNUAL GIFTS OF $15,001–$25,000

Christopher Voss, Yardi Systems
Melissa Fish-Crane, Peabody Properties
SAHMA
Debbie Piltch
Jennifer DeSilva

BENEFACTOR

ANNUAL GIFTS OF $5,001-$15,000

Gemi Ozdemir
Alice Fletcher
Lisa Tunick
Gwen Volk
Anthony Sandoval
Mike Coco
Sue McElhatton
Mid-Atlantic AHMA
Robin Williams
Peter Lewis
Greg Proctor
John Kuppens
Nathan Burnett
Alicia Stoermer Clark
Jim McGrath

SUPPORTER

ANNUAL GIFTS OF $2,001–$5,000

PennDel AHMA
Larry Sisson
AHMA-PSW
David Durik
MAHMA

DONOR

ANNUAL GIFTS OF $100–$2000

Carlita Mendez
Rue Fox
Noel Gill
NEAHMA
Johrita Solari
Colleen Winship
Diane Smith
Megan Davidson
Angie Waller
AHMA of Washington
AHMA-NCH
Karen Romaine Thomas
TJ Golson
Reese Quick
Michael Simmons
Jeffrey Promnitz
Cynthia Fitzgerald
Justin Ackerman
Sam Rotter
Maxx Hofmann
Lisa Catlett
Scott Ployer
Mark Livanec
Glenda Leduc
Gianna Richards
Charles O'Neal
William McGrath
Sarah Locker
Jennifer Wood
Candice Harris
Stacey Smith
Anne Sackrison
Janel Ganim
Michele Nathaniels
Dan Osborne
Eddie Garrett
Harlan Krichman
Joe Lamantia
John Yang
Julie Edmonds
Kathryn Kargman Holden
Lisa Beffa
Matthew Walsh
Michael Farmakis
Natalia Trent
Nathan Tripler
Phil Carroll
Sarah Levine
Scott Nelson
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Stacey Polishook
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Lori Horn
Amy Albery
Andy Reithel
Marguerite Dangelo
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Michelle Cuevas
Ryan Sweeney
Sarah Furchtenicht
Sonya Brown

WITH TAMI HUDSON
BY JENNIFER JONES

Hudson Teaches People To Be Promotable

OCTOBER IS ALWAYS A BUSY TIME of the year for Tami Hudson, the president and founder of Hudson's Unified Solutions. She says she averages six days at home that month. So, naturally, in October 2022, she eloped three days before traveling to the NAHMA fall meeting.

"I flew in from an audit, got married and went to the conference," Hudson said. "I was the one to propose. He reminded me of my dad, who had passed away the year before; I just knew he was the one. So, I said to him, 'You know I'm going to make you marry me, right?' And that was that we made some quick plans to elope."

Hudson said her new husband is also in the property management industry, and he knows work is her passion. He understands it and has the same work ethic as she does. Hudson also gained four "amazing" bonus children through her marriage.

She is the fifth child of six children. Hudson and her four older brothers and younger sister inherited their work ethics from their parents.

"We never had a lot of money growing up. My parents worked hard to take care of all of us," she said. "They had six kids to raise."

With nearly 35 years in the multifamily and affordable housing management industry, she opened Hudson's Unified Solutions, which provides consultant, auditor, temporary staffing, asset manager and regional supervisor services, in 2017. She is currently awaiting certification from HUD as a managing agent. Additionally, Hudson has obtained her CPO, Certified Occupancy Specialist, SHCM, NAHP-e, Management and Occupancy Review Specialist, is active with NAHMA, the Houston Apartment Association and is president of the AHMA East Texas Board of Directors.

"People always say if you do what you love, you never work a day in your life," Hudson said. "That's me. Doing what I do is challenging and fulfilling. Every day, I'm excited to get up and keep it moving. That passion gives me energy every day."

She describes what she does as helping people understand what they do.

"I love to energize them," Hudson said. "Encouraging people with customer service experience to join the industry and help teach them this industry. I like helping staff who might be struggling. It's our job to help teach people how to be promotable."

Hudson said one of her biggest challenges is saying no.

"I don't like saying no because I think there is an answer to a lot of things," she said. "So, when I do say no, it means what you are asking isn't feasible."

When Hudson does have some downtime, she likes to be around her family, having a barbecue or the children over for a visit. She also enjoys spending time on South Padre Island, where they rent a beach house. **NN**

Jennifer Jones is senior director of communications and public relations for NAHMA.

"People always say if you do what you love, you never work a day in your life," Hudson said. "That's me. Doing what I do is challenging and fulfilling. Every day, I'm excited to get up and keep it moving. That passion gives me energy every day."

Welcome New Members

NAHMA welcomes the following new members as of Jan. 11, 2024.

AFFILIATE
Robyn L. Roesner, Gallagher, Glendale, CA

REGULATORY WRAP-UP

TO READ THE NOTICES below in their entirety, visit the issuing agency's webpage under the Agencies tab at nahma.org.

HUD NEWS

HUD'S OFFICE OF MULTIFAMILY HOUSING PROGRAMS (HUD-MFH) IS HOLDING A FREE WEBINAR on Feb. 15, from 2-3 p.m. Eastern about the Job Corps. The webinar will discuss steps to partner with Job Corps Centers and how to assist residents with placement into the program; sign up to schedule an on-site or virtual Job Corps presentation or event for residents; how you can change the lives of youth & young adults in your communities and connect them to job resources; and the academic, career technical training, and wrap-around support services provided to participants. To sign up for the webinar, https://events.intellor.com/?do=register&p=507063&t=7&utm_medium=email&utm_source=govdelivery. Job Corps is the nation's largest cost-free residential employment training program with the capacity to serve 30,000+ income-eligible participants aged 16-24 across all campuses.

HUD ANNOUNCES THAT THE SERVICE COORDINATOR NOTICE OF FUNDING OPPORTUNITY (NOFO) is now available. The new application deadline is March 14 at 11:59 p.m. EST. The funding amount available is $40 million and will be used to fund three-year grants for first-time applicants and those looking to expand their current service coordination programs. For more information on the Service Coordinator NOFO, visit grants.gov and our HUD webpage: Service Coordinators in Multifamily Housing (SCMF) Discretionary FY24 | HUD.gov / U.S. Department of Housing and Urban Development (HUD). HUD will host a Service Coordinator NOFO webinar on Feb. 6 at 2 p.m. EST. To register for the live webinar, visit https://events.gcc.teams.microsoft.com/event/b024a448-1ba3-417c-9890-59c58827f126@615524c5-22e9-4bcd-a893-1180a53fc7b2?utm_medium=email&utm_source=govdelivery. Space is limited; however, the recording will be made available after the webinar on hud.gov.

HUD PUBLISHED A NOTICE, CHANGES TO THE METHODOLOGY USED FOR CALCULATING SECTION 8 INCOME LIMITS Under the United States Housing Act of 1937, in the *Federal Register* on Jan. 10. HUD included several questions for industry input. Comments were due Feb. 8. The notice stipulates that the annual income limit increase may never exceed 10%. HUD further clarifies the definition of national median family income for purposes of setting income limits.

HUD-MFH PUBLISHED HOUSING NOTICE 2024-01 TITLED, GREEN AND RESILIENT RETROFIT PROGRAM SUPPLEMENTAL, to add flexibility in both grant and supplemental loan funds, as well as other administrative changes, that will enhance owners' and developers' ability to leverage GRRP for energy efficiency and climate resilience upgrades and rehabilitation projects.

MULTIFAMILY DISASTER PREPAREDNESS PLAN TEMPLATE, which is a resource to help HUD-assisted multifamily owners and public housing authorities (PHAs) produce property-specific plan(s) to protect resident life and safety during a disaster. This template draws upon best practices for disaster and evacuation planning and provides resources for users to learn more as they consider their property's needs. The template is designed to guide users through gathering appropriate information and resident input, drafting a plan, and educating residents and staff about the plan. Multifamily owners and PHAs will be prompted to consider the specific climate hazards the property faces (based on the FEMA National Risk Index, historical hazards in the area, and other applicable sources of information) and resident needs. The plan includes worksheets for an evacuation plan that incorporates safe egress route(s), plans for evacuating residents with special needs, and clear communication of the evacuation plan and safety resources for residents. The template is available by visiting https://files.hudexchange.info/resources/documents/Multifamily-Disaster-Preparedness-Plan-Template.pdf?utm_campaign=3d14d41199-MF+Disaster+Prep+Plan+-+10.9.23&utm_medium=email&utm_source=govdelivery&utm_term=0_-3d14d41199-%5BLIST_EMAIL_ID%5D. **NN**

CONGRESSIONAL NEWS

EDUCATION CALENDAR

For information on specific classes, contact the AHMA or organization directly. All dates and locations are subject to change. For the most up-to-date listings, visit the NAHMA Education & Event Calendar at www.nahma.org/education/education-event-calendar..

MARCH

5

HOTMA: An Overview
Webinar
MAHMA
614-481-6949
https://mahma.com

Tax Credit Essentials
Webinar
SAHMA
800-745-4088
www.sahma.org

5–6

Transitioning From UPCS to NSPIRE With Optional NSPIRE Proficiency Exam
Salem, OR
Oregon AHMA
503-357-7140
www.oregonaffordable housingmanagement.com

12

Intermediate LIHTC
Webinar
Mid-Atlantic AHMA
804-564-7898
www.mid-atlanticahma.org

Online 3-Day CPO Training, Day 1
Webinar
NEAHMA
781-380-4344
www.neahma.org

NSPIRE Specialist Seminar with NSPIRE-ACE Certification
Murfeesboro, TN
SAHMA
800-745-4088
www.sahma.org

13

South Carolina Add-On: Fair Housing Compliance (FHC) Certification
Columbia, SC
SAHMA
800-745-4088
www.sahma.org

South Carolina Add On: NSPIRE Training
Columbia, SC
SAHMA
800-745-4088
www.sahma.org

14

Executive Series 3, Session 2: Investigating Instances of Insubordination
Webinar
AHMA-PSW
866-698-AHMA (2462)
www.ahma-psw.org

14–15

SAHMA Affordable Housing Conference: South Carolina
SAHMA
800-745-4088
www.sahma.org

19

HOME Program Overview With HOTMA Changes
Webinar
Mid-Atlantic AHMA
804-564-7898
www.mid-atlanticahma.org

On-Site Management Requirements of the Rural Development Section 515 Program
Webinar
Mid-Atlantic AHMA
804-564-7898
www.mid-atlanticahma.org

Online 3-Day CPO Training, Day 2
Webinar
NEAHMA
781-380-4344
www.neahma.org

19–21

Conquering LIHTC Compliance
Salem, OR
Oregon AHMA
503-357-7140
www.oregonaffordable housingmanagement.com

20

Advanced LIHTC Compliance
Webinar
Mid-Atlantic AHMA
804-564-7898
www.mid-atlanticahma.org

Certified Course-FHC
Orange, CA
AHMA-PSW
866-698-AHMA (2462)
www.ahma-psw.org

21

New & Updated 1/2 Day Preparing for Physical Inspections
Webinar
Mid-Atlantic AHMA
804-564-7898
www.mid-atlanticahma.org

HOTMA-An Overview
Webinar
SAHMA
800-745-4088
www.sahma.org

New HUD Managers-The Good, The Bad, The Necessary
Webinar
SAHMA
800-745-4088
www.sahma.org

Executive Series 3, Session 2: Investigating Instances of Insubordination
Webinar
AHMA-PSW
866-698-AHMA (2462)
www.ahma-psw.org

26

Online 3-Day CPO Training, Day 3
Webinar
NEAHMA
781-380-4344
www.neahma.org

NSPIRE Scoring and Standards
Webinar
SAHMA
800-745-4088
www.sahma.org

27

Waiting List Management With HOTMA Impact
Webinar
Oregon AHMA
503-357-7140
www.oregonaffordable housingmanagement.com

APRIL

9–11

Conquering HUD Multifamily Housing Compliance With Optional Certification Exam
Webinar
Oregon AHMA
503-357-7140
www.oregonaffordable housingmanagement.com

10

Tax Credit Training & SHCM Exam
Trevose, PA
PennDel AHMA
856-786-2183
www.penndelahma.org

11

Grant Series 2-Advanced Grant Writing
Webinar
AHMA-PSW
866-698-AHMA (2462)
www.ahma-psw.org

15

NAHMA's Fair Housing Compliance (FHC) Course
Webinar
Mid-Atlantic AHMA
804-564-7898
www.mid-atlanticahma.org

16

The Violence Against Women Act (VAWA)
Webinar
Mid-Atlantic AHMA
804-564-7898
www.mid-atlanticahma.org

How To Write an (Approvable) AFHMP
Webinar
Oregon AHMA
503-357-7140
www.oregonaffordable housingmanagement.com

17–18

LIHTC Fundamentals & Advanced
Columbus, OH
MAHMA
614-481-6949
https://mahma.com

NAHMANews
National Affordable Housing Management Association
400 North Columbus Street, Suite 203
Alexandria, VA 22314
www.NAHMA.org

PRSRT STD
U.S. Postage
PAID
Hyattsville, MD
Permit No. 61

PROTECTING THE INTERESTS OF AFFORDABLE HOUSING PROPERTY MANAGERS AND OWNERS

thelastword

We Need Your Help

HAPPY NEW YEAR!

Congress returned from its holiday break and must tackle the crucial legislative work impacting the affordable housing industry. Now is the time to ask your lawmakers to provide increased funding for affordable housing and rental assistance programs, as well as LIHTC expansion to preserve, rehabilitate, and create new affordable units.

This is also a perfect time to remind lawmakers of the magnitude of the work you and your staff provide to residents, properties, and communities around the country.

Congress is racing to provide annual funding, known as annual appropriations, for federal agencies, including HUD and USDA, to keep their programs operating through fiscal year 2024, which ends Sept. 30.

We have an opportunity to advocate for increased funding in affordable housing and rental assistance programs. NAHMA members must convey the need for affordable housing and rental assistance. We need to help lawmakers understand these programs' vital role in their communities. Please take a moment to contact your members of Congress and:

1. Urge your lawmakers to fully fund housing and community development programs for fiscal year 2024 that support and protect hard-working families, low-income seniors, people with disabilities, and other vulnerable communities. Enter your address to contact your U.S. Senator(s) and Representative(s) utilizing this free tool: https://democracy.io/#!/

It is as easy as entering your address, and your lawmakers will be generated. Fill in your subject: Support Funding for Critical Affordable Housing and Rental Assistance Programs. Then type the following message: NAHMA members are providing critical affordable housing and working to improve the lives of our residents every day. We urge lawmakers to fully fund both HUD and USDA. Please provide full-year funding for essential housing assistance programs: Tenant-Based Rental Assistance, Project-Based Rental Assistance (Sec. 202 and Sec. 811) and for the Rural Rental Assistance Programs (Sec. 515, Sec. 521, and Sec. 542); and provide full-year funding to key programs for the preservation and development of affordable housing: HOME program, the Housing Trust Fund, Sec. 538, and the Multifamily Rural Preservation and Revitalization (MPR) program.

At the end, select one of the following topics: "Housing," "Housing and Community Development," or "Banking and Financial Services." Finally, enter your contact information and send it.

2. Ask your lawmakers to support the passage of the Affordable Housing Credit Improvement Act (S.1557/H.R.3238) to enhance and expand LIHTC.

To advocate for the expansion of the LIHTC in any tax legislation, utilize the ACTION Campaign Advocacy Resource (visit rentalhousingaction.org, then click Advocate Now) to join a national sign-on. You can send a message to your representatives and senators today asking them to reach out to congressional and the tax-writing committee leadership in support of the Housing Credit. You will be asked to enter your address and simply follow the few steps to send the message.

NAHMA is a member of the ACTION Campaign coalition. **NN**

Larry Sisson, FHC, SHCM, NAHP-e, CGPM, is president of TESCO Properties Inc. and serves as chair of the NAHMA Board of Directors.