



ILLINOIS NAHRO HOUSING FOCUS

VOLUME 1 ISSUE 3

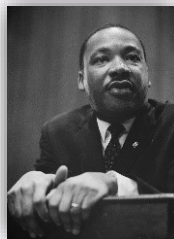
APRIL 2024

APRIL IS FAIR HOUSING MONTH!



Happy Spring Affordable Housing Partners!!

All months of the year are important; however, April is especially important in the history of housing. In April 1968, the Fair Housing Act was signed into law. The need for federal fair housing legislation evolved out of a long history of discriminatory housing practices in the United States. The Act states: "It is the policy of the United States to provide, within constitutional limitations, for fair housing throughout the United States" (Pub. L. 90-284, title VIII, §801, Apr. 11, 1968, 82 Stat. 81.).



On April 4, 1968, Dr. Martin Luther King, Jr. was assassinated. On April 11, 1968, President Johnson signed the Fair Housing Act into law. The enactment of the federal Fair Housing Act on April 11, 1968 came only after a long and difficult journey. Intended as a follow-up to the Civil Rights Act of 1964, the bill was the subject of a contentious debate in the Senate, but passed quickly by the House of Representatives just seven days after the assassination of the civil rights leader.

The Civil Rights Act of 1968, more commonly known as the Fair Housing Act, was the third major civil rights law passed in the 1960s. It followed the Civil Rights Act of 1964, which outlawed discrimination and Jim Crow segregation in employment, schools and public places, and the Voting Rights Act of 1965, which outlawed racial discrimination in voting. The Fair Housing Act stands as the final great legislative achievement of the civil rights era. Despite the historic nature of the Fair Housing Act, and its stature as the last major act of legislation of the civil rights movement, in practice housing remained segregated in many areas of the United States in the years that followed.

Today, more protected classes are included in the Fair Housing Act, and many of our communities are more diverse and welcoming than they were in 1968. However, we recognize that fair housing laws are crucial, because where you live affects everything else in your life—your health, access to education, opportunities for employment, etc.

As such, because housing discrimination and segregation continue to persist in varied forms nationwide, as affordable housing providers, we must remain vigilant fighting to eliminate housing discrimination and create equal opportunity in every community. It is not lost upon any of us that even in 2024, we still have a long way to go to build truly inclusive, equitable communities, working towards a more integrated society where everyone has equal access to opportunity.

*Respectfully Submitted,
Jackie L. Newman
Dr. Jackie L. Newman
ILNAHRO President*

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President

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Sr. Vice President

Evonite Smith
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Commissioner Affairs

Melissa Huffstedtler
NCRC At Large
Representative 2 Year

Ron Clewer
NCRC At Large
Representative 4 Year

Grant Henry
Emerging Leaders
Representative

Daniel Cruz
VP Legislative Affairs

Mission Statement

NAHRO makes available resources for its members and others who provide decent, safe, affordable housing, and viable communities that enhance the quality of life for all Americans, especially those of low- and moderate-income by:

- Ensuring that housing and community development professionals have the leadership skills, education, information and tools to serve communities in a rapidly changing environment;
- Advocating for appropriate laws, adequate funding levels and responsible public policies that address the needs of the people served; are financially and programmatically viable for our industry; are flexible, reduce regulatory burdens and promote local decision-making.
- Fostering the highest standards of ethical behavior, service and accountability to ensure public trust

NAHRO enhances the professional development and effectiveness of its members and the industry through its comprehensive professional development curriculum, including certifications; conferences; and publications. These efforts work to equip NAHRO's members with the skills, knowledge and resources necessary to succeed and prosper in a changing environment.

UNCOMMONLY STRONG
FOR 30 YEARS

Thank you for being a valued partner in our mission to protect, preserve, and promote the sustainability of affordable housing.
We're stronger together.

INSURANCE | RISK MANAGEMENT | TRAINING | RESEARCH

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EMERGING LEADERS INTERNSHIP PROGRAM

Building a foundation for the next generation of affordable housing leaders.



In 2023 the Illinois Housing Council (IHC) introduced its Emerging Leaders Internship (ELI) Program as the next step in its Emerging Leaders Network, with the goal of growing and supporting diversity throughout Illinois' affordable housing industry. With its new internship program, IHC aims to provide opportunities for underrepresented populations to learn more about the industry and develop a diverse pipeline of new affordable housing professionals.

Affordable housing is a multi-faceted industry that includes real estate developers, architects, urban planners, general contractors, lenders and investors, property managers, and more. No matter the role, the common thread is the commitment to provide quality affordable housing for low-income individuals and fami-

lies so they can thrive and strengthen communities.

In 2024, the Emerging Leaders Internship Program received overwhelming interest in the program, and the quality of the proposed internships was impressive. The Program will include eighteen host companies – nine are M/WBE organizations and thirteen are not-for-profits. The Program will provide opportunities for interns across six Illinois cities.

Through the support of the Federal Home Loan Bank's Diverse Developer Initiative, IHC was able to sponsor 9 intern positions at IHC member development organizations.

Any housing authority interested in participating for 2025, should contact Mackenzie Drosd, Manager of Programs and Membership, Illinois Housing Council at mdrosd@ilhousing.org





National NAHRO Washington DC Conference

Highlights by

Ron Clewer (Illinois Market President, NCRC At Large Representative 4 Year)

For those able to attend the National NAHRO Washington DC Conference you can attest to the incredible experience and the learning opportunities. This doesn't happen without significant effort behind the scenes by many long before, up to, and during the conference. Part of this behind-the-scenes work was work performed by the 5-year Strategic Planning Advisory Committee (SPAC), the many advisors, and the SPAC leadership team. Prior to most gathering in Washington DC the SPAC group worked for months on, and brought forward, the proposed Vision, Mission, and Goals for National NAHRO. These items were presented to the Board of Governors prior to the Conference for review and approval. As a member of the SPAC I am proud to share with you the work of many achieved through months of intentional and inclusive membership work!

The National NAHRO Vision:

Thriving communities with affordable homes for all

The National NAHRO Mission:

To advance the creation of strong, sustainable, equitable, and affordable communities through advocacy, professional development, and empowerment of our diverse members.

The National NAHRO Goals

- Goal A – Enhance innovation and comprehensive resources to increase professional expertise, skills, and integrity of housing and community development professionals.
- Goal B – Optimize the flow of funds, time, technology, and other resources while adapting to changing circumstances to maximize resiliency and efficiency.
- Goal C – Champion and advocate for innovative and resourced housing and community development policies and programs.
- Goal D – Amplify and unify the vital work of NAHRO's national, regional, and state members in our communities.

The next steps for National NAHRO via the SPAC are to determine how we measure advancement to these goals. What will that look like? What does success look like and in what time frame? Our goal is to identify this by the summer symposium; since it is in Chicago this summer, I encourage all to attend and find out!

Lastly, as a reminder, these are the national NAHRO strategic plan components. As we advance our own state NAHRO planning goals and measurements, how may we tie to these together and ensure alignment from the State of Illinois up to National and back again? I look forward to seeing how the Illinois NAHRO Board will help Illinois members figure this out.





CDC updates and simplifies respiratory virus recommendations

Recommendations are easier to follow and help protect those most at risk

CDC released [updated recommendations](#) for how people can protect themselves and their communities from respiratory viruses, including COVID-19. The new guidance brings a unified approach to addressing risks from a range of common respiratory viral illnesses, such as COVID-19, flu, and RSV, which can cause significant health impacts and strain on hospitals and health care workers. CDC is making updates to the recommendations now because the U.S. is seeing far fewer hospitalizations and deaths associated with COVID-19 and because we have more tools than ever to combat flu, COVID, and RSV.

“This announcement reflects the progress we have made in protecting against severe illness from COVID-19,” said CDC Director Dr. Mandy Cohen. “However, we still must use the commonsense solutions we know work to protect ourselves and others from serious illness from respiratory viruses—this includes vaccination, treatment, and staying home when we get sick.”

As part of the guidance, CDC provides active recommendations on core prevention steps and strategies:

- **Staying [up to date with vaccination](#)** to protect people against serious illness, hospitalization, and death. This includes flu, COVID-19, and RSV if eligible
- **Practicing good hygiene** by covering coughs and sneezes, washing or sanitizing hands often, and cleaning frequently touched surfaces.
- **Taking steps for cleaner air**, such as bringing in more fresh outside air, purifying indoor air, or gathering outdoors.

When people get sick with a respiratory virus, the updated guidance recommends that they stay home and away from others. For people with COVID-19 and influenza, treatment is available and can lessen symptoms and lower the risk of severe illness. The recommendations suggest returning to normal activities when, for at least 24 hours, symptoms are improving overall, and if a fever was present, it has been gone without use of a fever-reducing medication.

Once people resume normal activities, they are encouraged to take additional prevention strategies for the next 5 days to curb disease spread, such as taking more steps for cleaner air, enhancing hygiene practic-

es, wearing a well-fitting mask, keeping a distance from others, and/or getting tested for respiratory viruses. Enhanced precautions are especially important to protect those most at risk for severe illness, including those over 65 and people with weakened immune systems. CDC’s updated guidance reflects how the [circumstances](#) around [COVID-19 in particular have changed](#). While it remains a threat, today it is far less likely to cause severe illness because of widespread immunity and improved tools to prevent and treat the disease. Importantly, states and countries that have already adjusted recommended isolation times have not seen increased hospitalizations or deaths related to COVID-19.

While every respiratory virus does not act the same, adopting a unified approach to limiting disease spread makes recommendations easier to follow and thus more likely to be adopted and does not rely on individuals to test for illness, a practice that data indicates is uneven.

“The bottom line is that when people follow these actionable recommendations to avoid getting sick, and to protect themselves and others if they do get sick, it will help limit the spread of respiratory viruses, and that will mean fewer people who experience severe illness,” National Center for Immunization and Respiratory Diseases Director Dr. Demetre Daskalakis said. “That includes taking enhanced precautions that can help protect people who are at higher risk for getting seriously ill.”

The updated guidance also includes specific sections with additional considerations for people who are at higher risk of severe illness from respiratory viruses, including people who are immunocompromised, people with disabilities, people who are or were recently pregnant, young children, and older adults. Respiratory viruses remain a public health threat. CDC will continue to focus efforts on ensuring the public has the information and tools to lower their risk of respiratory illness by protecting themselves, families, and communities.

This updated guidance is intended for community settings. There are no changes to respiratory virus guidance for healthcare settings.





HUD Announces \$10 Million Funding Opportunity for Community Revitalization Efforts

HUD's signature program will focus on investing resources in housing, people, and neighborhoods

WASHINGTON – Acting Secretary of the U.S. Department of Housing and Urban Development (HUD) Adrienne Todman announced a new notice of funding opportunity through the FY24 Choice Neighborhoods Planning Grant that will provide \$10 million to support local planning efforts to revitalize communities. She made this announcement while addressing stakeholders at the annual National Association of Housing and Redevelopment Officials conference.

“These resources support the creation and preservation of housing, and enhances community amenities, like grocery stores and parks, ”**said Acting Secretary Todman.**“Paired with meaningful community engagement and thoughtful planning, this funding opportunity will help leaders and neighbors improve quality of life and attract the partners and resources that communities deserve.”

Choice Neighborhoods Planning Grants support the development of comprehensive neighborhood revitalization plans which focuses on directing resources to address three core goals: Housing, People and Neighborhoods. To achieve these goals, communities must develop and implement a comprehensive neighborhood revitalization strategy, or Transformation Plan. The Transformation Plan will then become the guiding document for the revitalization of the public and/or assisted housing units while simultaneously directing the transformation of the surrounding neighborhood and positive outcomes for families.

“Choice Neighborhoods Planning Grants lead to real results for public housing communities.” **said Richard Monocchio, Principal Deputy Assistant Secretary for Public and Indian Housing.** “Planning Grants are a great first step to bringing partners and significant resources to distressed communities – and they better position communities to pursue the funding necessary to bring a community's vision to life.”

Approximately 20 communities will be selected for Planning Grant funding, continuing the expansion of HUD's Choice Neighborhoods program. These grants may provide funding to communities of all sizes, including small towns, mid-sized cities, large urban areas, and tribal communities. Planning Grantees will receive additional points and priority in future Implementation Grant applications. Choice Neighborhoods Implementation Grants provide up to \$50 million to implement the community Transformation Plan.





HUD Publishes Proposed Regulations to Reduce Barriers to HUD-Assisted Housing

On April 08, 2024, HUD published a Notice of Proposed Rulemaking entitled, “[Reducing Barriers to HUD-Assisted Housing](#)” The proposed rule will be published on April 10, 2024 at [federalregister.gov](https://www.federalregister.gov).

The proposed rule would prevent people from being automatically or categorically denied access to or be terminated from HUD-assisted housing—including public housing, Housing Choice Vouchers, and HUD multifamily housing—simply for having a criminal record. Instead, under the proposed rule, public housing agencies (PHAs) and owners of HUD-assisted multifamily housing would be required, when making admissions regarding ongoing tenancy, to use individualized assessments in admissions and tenancy decisions that only considers criminal records that are relevant to endangering health and safety and also provides full consideration to mitigating factors and circumstances. The proposed rule will continue to afford discretion to PHAs and assisted housing owners, while providing direction on adopting and implementing fair, effective, and comprehensive admissions, and termination policies. In so doing, the proposed rule would minimize unnecessary exclusions from HUD-assisted housing, while allowing providers to maintain the health, safety, and peaceful enjoyment of their residents, staff, and communities.

HUD seeks public comment on this proposed rule and invites all interested parties and members of the public to submit their views, comments, and recommendations on this proposal. Comments may be submitted electronically by June 10, 2024, through [regulations.gov](https://www.regulations.gov) or through the methods described in the proposed rule.

Small Rural Frozen Rolling Base Program

Attention small rural agencies. Small Rural Housing Authorities are eligible for an energy savings opportunity. The SR-FRB is designed to assist small rural agencies fund energy saving capital improvements with future energy savings dollars



Under the Small Rural Frozen Rolling Base program (SR-FRB) authorized by the Economic Growth Act, eligible small rural PHAs (defined as PHAs in predominately rural areas with 550 combined public housing units and housing choice vouchers) can freeze their three-year rolling base consumption level (RBCL) that is used to calculate Operating Subsidy grants.





Senate Holds Hearings on Housing Preservation and HUD Oversight



The [Senate Banking, Housing, and Urban Affairs Committee](#) turned its attention to housing this week with hearings on housing preservation and oversight of Dept. of Housing and Urban Development (HUD). Senators and witnesses in both hearings broadly acknowledged the need for more affordable housing across the country.

Subcommittee Hearing: Challenges in Preserving the U.S. Housing Stock

In a Tuesday's subcommittee hearing, witnesses from NeighborWorks, Enterprise Community Partners, and the Wyoming Community Development Authority testified about the need to preserve the nation's aging housing stock. Robin Davey Wolff, the Senior Director of Rural Communities at Enterprise, explained that affordable housing units are often difficult and cost-prohibitive to replace once they are lost – especially in rural communities.

Subcommittee Chair Sen. Tina Smith (D-MN) promoted her [Rural Housing Service Reform Act](#), which would help preserve affordable housing in rural communities by decoupling Section 515 Rural Rental Housing Loans from Section 521 rental assistance. Senator John Fetterman (D-PA) also mentioned his [Whole-Home Repairs Act](#) as a potential solution for homeowners and eligible landlords who struggle to maintain needed home repairs.

As the hearing concluded, the subcommittee's Ranking Member Sen. Cynthia Lummis (R-WY) noted the bipartisan nature of the two bills mentioned and promised Chair Smith (D-MN) to work with her on getting a full committee vote to move the legislation forward.

Full Committee Hearing: Oversight of Federal Housing Regulators

The Acting Secretary of HUD, Adrienne Todman, and the Director of the Federal Housing Finance Agency (FHFA), Sandra Thompson, joined the full committee on for an oversight hearing on the work of their agencies. In her testimony, Acting Secretary Todman championed HUD's work over the past few years, stating:





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“HUD has made historic strides to improve outcomes for the people we serve. We have provided historic levels of rental assistance, expanded opportunities for homeownership, supported the creation of affordable homes to rent and to buy, supported resilient communities, worked to root out housing discrimination, and helped people who don’t make a lot of money just get a fair shot.”

Committee members questioned Acting Secretary Todman about a variety of HUD programs. Senator Jon Tester (D-MT) said that he has heard from Montana PHAs who do not believe HUD’s Fair Market Rents (FMRs) accurately reflect the reality of rising housing costs in the state. Further, he received complaints that HUD is taking away vouchers from PHAs with long waiting lists when the issue is that there are simply no units available where residents can use their vouchers. Acting Secretary Todman said she would be glad to ask PIH staff to work with Montana PHAs on flexibilities they can employ to help residents use their vouchers.

Ranking Member Senator Tim Scott (R-SC) said he is supportive of lifting the Rental Assistance Demonstration (RAD) cap to rebuild public housing units. Secretary Todman agreed about the potential of RAD for redevelopment but said she also must ensure there are tenant protections in place as RAD expands. Senator Scott and Senator Katie Britt (R-AL) also asked Acting Secretary Todman whether she supports expanding HUD’s Moving To Work (MTW) demonstration. She said HUD recently onboarded the last of the 100 agencies that Congress allowed in the most recent expansion of MTW and cited MTW’s role in identifying critical improvements to resident safety and reductions in administrative costs.

Acting Secretary Todman commented on HUD’s ongoing work in response to several questions from the committee. In response to Senator Cortez Masto’s (D-NV) question about HUD’s forthcoming proposed rule on the HOME Investment Partnerships Program, she said the rule is still in the interagency process, but it is “almost there.” In response to Senator Tina Smith’s (D-MN) question about homelessness and overcrowding in tribal communities, Acting Secretary Todman said HUD recently created an advisory committee with tribal leaders to look into possible solutions. Finally, in response to Senator Laphonza Butler’s (D-CA) question about natural disasters and the rising cost of property insurance, Acting Secretary Todman said HUD has an internal working group exploring how to help consumers with rising operating costs resulting from inflated insurance prices. She expects the working group to publish guidance in the next few weeks.

This week’s housing hearings in the Senate Banking, Housing, and Urban Development Committee highlighted both the persistent need to create and preserve affordable housing and potential solutions that both Congress and the Biden Administration would like to implement to address the ongoing housing crisis.





**Public housing in East St. Louis to get \$26 million
upgrade over next 5 years**
St. Louis Public Radio by Will Bauer



Forest Village is among the East St. Louis public housing complexes in for renovations.

The East St. Louis Housing Authority — the city’s biggest landlord — has started work on a \$26 million expansion and modernization plan.

The five-year plan, which has been approved and primarily funded by the U.S. Department of Housing and Urban Development, includes the city's eight complexes.

“It's time for our people to be in the 21st century and to live in better-looking units,” said Angela Russell-Perry, the housing authority’s interim executive director.

She said improving the public options will help grow East St. Louis and help those struggling with generational poverty.

Of the 2,203 people living in public housing, nearly 77% of the occupants are listed as extremely low income, meaning their household income is less than or equal to 30% of the area’s median income. All who live there make less than \$9,000 per year, Russell-Perry said.

The improvements, she said, will boost the residents’ quality of life and improve the way they see themselves.

“When you live in something nice, you feel good about yourself,” she said. “I’m just trying to make people feel good about themselves, so they can be good stewards and live a better life.”

Construction is underway at nine homes scattered on the west side of town. In all, the housing





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authority will spend more than \$4 million to replace the drywall, upgrade the bathrooms and put in new flooring and cabinets.

These scattered houses were already vacant, so no one needed to be moved, Russell-Perry said.

Another grouping of homes north, near the city's border with Washington Park and Fairmont City, will begin renovation in the next 60 days.

The housing authority will need to relocate six residents of Forest Village before replacing the flooring, lighting and cabinets, Russell-Perry said. The nearby Roosevelt Homes will begin its rehab next year. Between the two, the housing authority will spend nearly \$3.4 million.

The housing authority also wants to do rehab work at two of its bigger facilities, John Robinson and John DeShields. They would get a combined \$2.6 million in improvements. Russell-Perry would also like to rehab the Samuel Gompers apartments. However, work on all three will require additional funding, she said.

Last year, the East St. Louis Housing Authority was a finalist for HUD's Choice Neighborhood Grant but was not selected. Russell-Perry said HUD staff told her East St. Louis' reputation and lack of philanthropic investment from the community were among the reasons the authority was not selected.

"The Choice Neighborhoods Program is a competitive grant program," a HUD spokesperson said. "While the ESLHA application was not funded, ESLHA may resubmit an application in future years."

To make the wanted changes at Gompers, Russell-Perry said, the housing authority plans to reapply this year for the Choice Neighborhood Grant. For Robinson and Deshields, the authority may pursue a different grant.

Rhonda Lockett, the housing authority's finance director, said the housing authority hopes the approved renovations will help make people want to live there and become more self-sufficient.

"We want to bring this area up to a place where people want to live," Lockett said



Come Advertise with Us!!

Advertising Rate Sheet

The Illinois Chapter of NAHRO is a professional membership association of housing and community development agencies and individuals. All editions will be sent by e-mail to the entire ILNAHRO membership and posted on the ILNAHRO website.

The newsletter is distributed the entire year and our current subscription list encompasses over 200+ members/individuals.

Submission deadlines are 20th of each month.

The advertising rates for the newsletter are as follows:

Finished Ad Size (width x length)	Cost Per Issue	Cost For All 10 Issues
Full page 7.5" x 10"	\$75.00	\$675.00
Half Page 7.5" x 5"	\$50.00	\$450.00
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Return this form to ILNAHRO, Springfield Housing Authority, 200 North Eleventh Street, Springfield, IL 62703

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FOR MORE INFORMATION PLEASE GO TO

www.ilnahro.org/careerOpp.aspx





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Keep your staff trained and educated. Take advantage of the Virtual Classroom Trainings to save on travel expenses. Click on the links below to find out more about the trainings offered.

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

Tuesday, April 23, 2024 1:00 PM - 2:30 PM	Commissioner's Corner
Tuesday, April 23, 2024 - Friday, April 26, 2024	How to Effectively Manage Your Maintenance Program
Tuesday, April 23, 2024 - Thursday, April 25, 2024	Nuts and Bolts of Service Coordination
Monday, April 29, 2024 - Thursday, May 02, 2024	Executive Management and Leadership
Wednesday, May 01, 2024 1:30 PM - 4:00 PM	Ethics for Housing Professionals
Thursday, May 02, 2024 1:30 PM - 4:00 PM	Ethics for Management
Friday, May 03, 2024 1:30 PM - 4:00 PM	Ethics for Commissioners
Monday, May 06, 2024 - Friday, May 10, 2024	NSPIRE for Public Housing
Wednesday, May 08, 2024 1:00 PM - 4:00 PM	Certified Management Executive Prep Course
Monday, May 13, 2024 - Friday, May 17, 2024	Managing Public Housing Maintenance
Tuesday, May 21, 2024 - Thursday, May 23, 2024	HOTMA: An In-Depth Review of Programmatic Changes
Tuesday, May 21, 2024 - Thursday, May 23, 2024	The Definitive Guide for New Executive Directors
Wednesday, May 22, 2024 - Thursday, May 23, 2024	Toolbox for Leadership Excellence: Visionary Leadership & Communicating for Peak Results
Tuesday, May 28, 2024 - Thursday, May 30, 2024	NSPIRE for Vouchers
Thursday, July 11, 2024 - Friday, July 12, 2024	2024 NAHRO Summer Symposium



2024 ILNAHRO Summer Symposium

July 10-12
Chicago, IL

2024 National Conference & Exhibition

September 26-28
Marriott Orlando World Center Hotel
Orlando, FL

Hello Members,

It's that time of year! We invite you to consider renewing your membership with the Illinois Chapter of NAHRO or becoming a new member. Your decision to join or renew supports our shared mission of achieving excellence in public and affordable housing, as well as community and economic development.

In a time when our agencies face economic challenges, you might wonder, "Why Membership?" Your ILNAHRO membership provides valuable benefits:

- ◆ Training and Networking: Our annual conference and year-round Training Center offer cutting-edge training opportunities.
- ◆ Legislative Advocacy: We provide support and resources for issues affecting affordable housing, helping shape public policy.
- ◆ Informational Resources: Stay updated with our monthly newsletter, email blasts, and the latest legislative developments.
- ◆ Resident Recognition: We annually celebrate resident accomplishments.
- ◆ Members-Only Discounts: Benefit from exclusive training discounts and more.
- ◆ Membership Period: October 1, 2023, through September 30, 2024

If you're not a member yet, this is your chance to join forces with other PHAs and CD organizations. Please consider becoming a member this fiscal year, as exciting opportunities lie ahead in "Building Communities Together—Through Affordable Housing."

Renew or join today by completing the attached form and sending it with payment to Evonite Smith, Executive Assistant, Springfield Housing Authority, 200 North Eleventh Street, Springfield, Illinois, 62703. This ensures your membership benefits start promptly.

Should you have any questions or need assistance, please don't hesitate to reach out. We're here to serve you at any time.

Thank you for your ongoing support, and we look forward to welcoming you as a member or renewing your membership.

<http://www.ilnahro.org/documents/membershipLetter.pdf>



2024

MEMBERSHIP APPLICATION / RENEWAL FORM

Illinois Chapter of NAHRO

(Please Print or Type All Information)

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Please provide up to five (5) staff emails for "Agency" membership:

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E-mail:		Name:	

Type of Membership (Check one or both):

<input type="checkbox"/>	Agency (\$75.00) from October 1, 2023 to September 30, 2024
<input type="checkbox"/>	
<input type="checkbox"/>	Individual (\$25.00) from October 1, 2023 to September 30, 2024
<input type="checkbox"/>	

Check the one below that applies to the business of your agency / company:

Please make your check payable to: **Illinois NAHRO**

Mail to:

Dr. Jackie L. Newman, President
Springfield Housing Authority
200 North Eleventh Street
Springfield, Illinois 62703
Phone: (217) 753-5757, Ext. 206 or info@ilnahro.org



It is possible to change careers with little to no experience. As long as you have a strategy and an openness to learn skills, pivoting in your career can be seamless.

As people search for purpose and meaning in their lives, their careers become a byproduct of wanting more. Sometimes, this means pivoting into a career in which they have little or no experience. The idea is excellent, but how do you change careers without having knowledge of a particular sector?

Pivoting isn't just jargon; it's an art form. Some people hesitate to change careers if they have little understanding of how a particular industry operates; however, a career change is possible when you have a strategy in place.

***Harvard Business Review* surveyed 950 business school alums. The researchers unveiled five common trends: not knowing what to do next, limiting mindsets, inadequate networks, financial constraints and lacking the right skills.**

Acknowledge your restraints and then plan around them.



Leadership

INSPIRING
OTHERS TO
ACHIEVE,
SERVING THEM
SO THEY CAN,
AND
CELEBRATING
THEM WHEN
THEY DO.

