



ILLINOIS NAHRO HOUSING FOCUS

VOLUME 1 ISSUE 2

MARCH 2024



CELEBRATING
**WOMEN'S
HISTORY
MONTH**

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Women's History Month is an annual observance held in the United States during the month of March, which celebrates the contributions and achievements of women throughout American history.

As we celebrate **Women's History Month**, we reflect on the journey of **empowerment and progress** that has been illuminated by the **courageous and pioneering efforts of women** throughout our history.

Women's History Month is not only a time to celebrate the achievements of women but also a moment to acknowledge the ongoing struggles for equality and recognition. It's a month to reflect on the significant roles women have played in shaping our communities, our cities, our states, and our world, from the suffragettes who fought for voting rights to the modern-day leaders advocating for equality and social justice.

The 2024 Women's History Month theme established by The National Women's History Alliance is titled: **"Women Who Advocate for Equity, Diversity and Inclusion."** The theme recognizes women throughout the country who understand that, for a positive future, we need to eliminate bias and discrimination entirely from our lives and institutions.

This month, **I salute** the Women in the affordable housing industry and the State of Illinois for your resolve, stick-to-it-ness, perseverance, determination, movement forward against odds and obstacles and for making a difference every day in the lives of families, communities, social circles and most assuredly the affordable housing space. I stand in awe and amazement at what each of you consistently accomplish. Thank you for the impact you make each day and for being **difference makers**.

Happy Women's History Month ladies of Illinois!! Take a bow!!

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

www.carrytheload.org

www.yourdream.liveyourdream.org www.laternnetworking.org

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

 **HAI Group.** www.housingcenter.com

HAI Group is a marketing name used to refer to insurers, a producer, and related service providers affiliated through a common mission, management, and governance. Property-casualty insurance and related services are written or provided by Housing Authority Risk Retention Group, Inc.; Housing Authority Property Insurance, A Mutual Company; Housing Enterprise Insurance Company, Inc.; Housing Specialty Insurance Company, Inc.; Innovative Housing Insurance Company, Inc.; Housing Investment Group, Inc.; and Housing Insurance Services, Inc. (DBA Housing Insurance Agency Services, Inc. in NY and MI). Members of HAI Group provide commercial property and casualty insurance to affordable housing organizations, public housing authorities, and related entities. Not all products are available in all states. Coverage is subject to the terms of the policies actually issued. A risk retention group or surplus lines insurer may provide certain coverages. Risk retention groups and surplus lines insurers do not participate in state guaranty funds, and insureds are therefore not protected by such funds if insured by such entities. For a complete list of companies in the HAI Group family, visit www.housingcenter.com.



2024 Washington Conference

April 8-10
Hyatt Regency Washington on Capitol Hill
Washington, DC

2024 ILNAHRO Summer Symposium

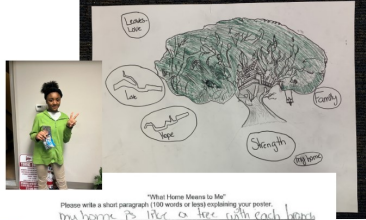
July 10-12
Chicago, IL

2024 National Conference & Exhibition

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

In the Spotlight

Springfield Housing Authority



"What Home Means to Me"
Please write a short paragraph (100 words or less) explaining your poster.

My home is like a tree with each branch representing a part of my personality. The roots represent all the things we have done together and the leaves are all the things we are doing now. We love to go on trips and visit the one family home here in Springfield. We love to go to the park and have those happy days. Respect and love, I love this home!

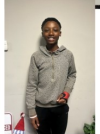
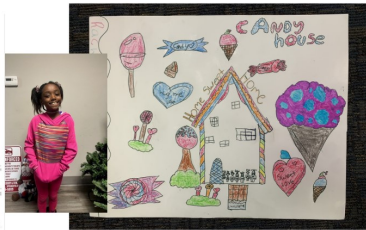
"What Home Means to Me"
Please write a short paragraph (100 words or less) explaining your poster.

A Priceless Home
MY HOME IS LIKE A PRICELESS JEWEL
IT SHINES SO BRIGHT AND EVERY DAY ITS
VALUE GOES UP BECAUSE PRICELESS
MEMORIES OF MY FAMILY'S LOVE.

"What Home Means to Me"
Please write a short paragraph (100 words or less) explaining your poster.

Home: Sweet Home
By: [Name]

My home to me is like a sweet candy!!
1- you just love it!
2- you just have to love it!
3- you want to share it with your family and friends!
4- you want every person to be so good! Love you!
5- you have to love you!
My Home is a collection of memories about beautiful and sweet.



"What Home Means to Me"
Please write a short paragraph (100 words or less) explaining your poster.

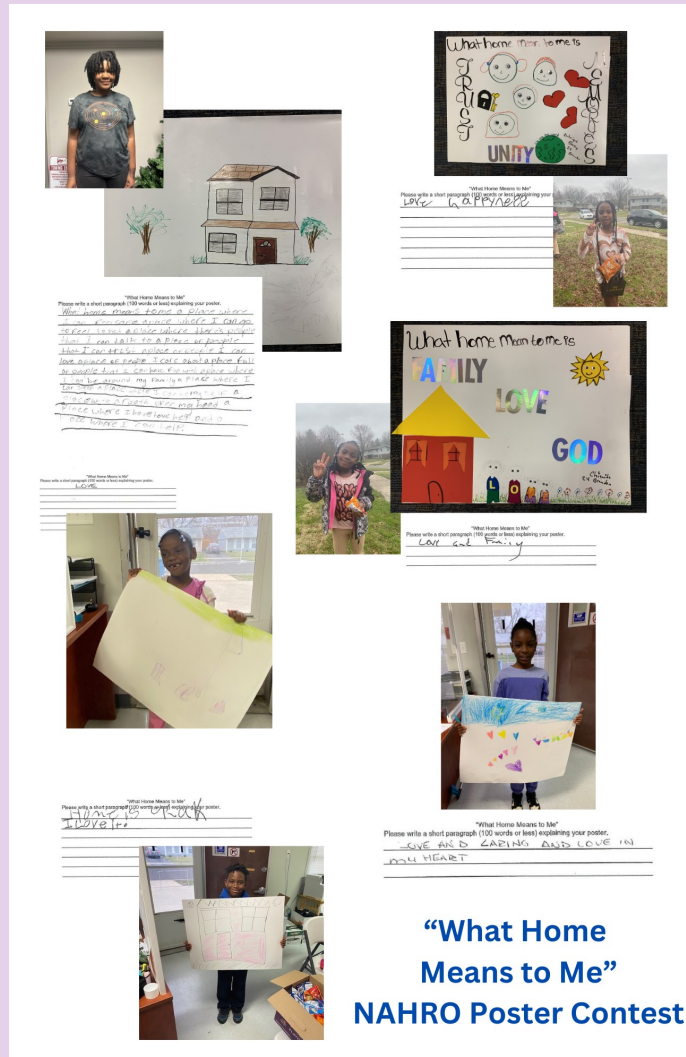
Home of Gold
By: [Name]

I feel like I'm home in all the places I live because I have different things and people. I like to be with people who are nice and who love me. I love my home because I can be with the people I love and I can be with the people I love and I can be with the people I love and I can be with the people I love.

Springfield Housing Authority was pleased to submit a host of beautiful, meaningful creations crafted by young artists from the Brandon Court and Johnson Park subdivisions. The top 12 national winners will receive a prize and be featured in the 2025 NAHRO wall calendar. We think ALL of our submissions are calendar-worthy. Here are just a few of the talented artists and their masterpieces.

"What Home Means to Me"

is the theme of the annual poster contest sponsored by the National Association of Housing and Redevelopment Officials (NAHRO). School-aged children living in affordable housing offered by NAHRO member organizations were eligible to participate.



"What Home Means to Me" NAHRO Poster Contest

FAIR HOUSING: THE 'ACT' IN ACTION

FAIR HOUSING
MONTH 2024

HUD.GOV/FHM



FAIR HOUSING MONTH OPENING CEREMONY 2024

Join us, **Thursday, April 11, 2024**, from
2:00 – 3:30 P.M. EDT

FAIR HOUSING: **THE 'ACT' IN ACTION**



This year, we commemorate the 56th anniversary of the passage of the Fair Housing Act, the landmark civil rights law signed by President Lyndon B. Johnson on April 11, 1968, that made discrimination in housing transactions unlawful. The Fair Housing Act prohibits discrimination in housing because of race, color national origin, religion, sex (including gender identity and sexual orientation), disability, and familial status. This year's Fair Housing Month theme is *“Fair Housing: The ‘Act’ in Action.”*

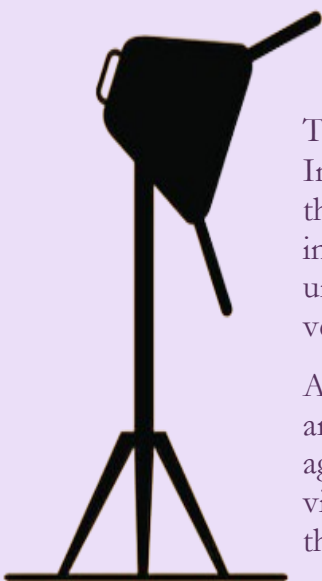


EMERGING LEADERS INTERNSHIP PROGRAM

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

The Illinois Housing Council (IHC) is excited to introduce 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 families so they can thrive and strengthen communities.





Biden-Harris Administration Announces \$173 Million to Make Homes More Energy Efficient and Climate Resilient for Low-Income Americans as Part of President Biden's Investing in America Agenda

WASHINGTON – The U.S. Department of Housing and Urban Development (HUD) announced \$173.8 million in new grant and loan awards under its [Green and Resilient Retrofit Program](#) (GRRP), bringing the total funding awarded under this program to a total of \$544 million, or more than 50 percent of funding being awarded through this program. The announcement was made today by **HUD Acting Secretary Adrienne Todman** and **Chicago Mayor Brandon Johnson** at Archer Courts in Chicago, IL, which was awarded an \$11.76 million grant under the program. The funds will be used by owner Jonathan Rose Companies for substantial energy efficiency renovations at this 146-unit property, which is home to low-income individuals and families.

The grants and loans announced as part of President Biden's Investing in America agenda will support energy efficiency and climate resilience renovations at 25 properties participating in HUD's Multifamily project-based rental assistance programs for low-income individuals, families, and seniors. All of the investments announced today will advance environmental justice in line with President Biden's [Justice40 Initiative](#) which sets a goal that 40 percent of the overall benefits of certain federal investments flow to disadvantaged communities that are marginalized by underinvestment and overburdened by pollution. Retrofitting these homes will reduce their carbon emissions, make them more resilient to extreme weather events, and advance the President's housing and clean energy agenda, ensuring affordable housing stays affordable for residents and building owners across the nation. Today's awards include the first GRRP retrofit awards for properties located in the states of Colorado, Florida, Mississippi, North Carolina, North Dakota, Oregon, and Washington.

to improve the health, safety, quality and comfort of residents' homes and to ensure HUD-assisted multifamily housing becomes more sustainable," **said Acting Secretary Adrienne Todman**. "The Biden-Harris Administration is committed to addressing the negative impacts of climate change and HUD's programs are an important part of this work."

"Far too many Americans struggle to stay warm in the winter and cool in the summer," **said John Podesta, Senior Advisor to the President for International Climate Policy**. "Today's awards from the Department of Housing and Urban Development will boost the quality of life for thousands of moderate- and low-income American families by making their homes safer and more comfortable."

"President Biden's Investing in America agenda has accelerated our efforts to deliver environmental justice for communities that have been left behind for too long. As part of the President's Justice40 Initiative, every single grant awarded under this program is delivering safe and climate resilient housing for residents most in need, including many that are at risk for damage from flooding and other climate fueled-extreme weather events," **said Brenda Mallory, Chair of the White House Council on Environmental Quality**.

The GRRP Comprehensive awards provide funding to properties with the highest need for climate resilience and utility efficiency upgrades. The 25 properties receiving Comprehensive awards today represent a mix of property sizes affordable housing program participation, and energy efficiency and climate resilience needs. Eight are properties participating in the HUD Section 202 project-based rental assistance program for low-income seniors and 17 are properties participating in the HUD Section 8 project-based rental assistance program for low-income individuals and families.





One property has more than 200 units, 17 properties have between 51-200 units, and seven properties have 50 or fewer units. Five properties have very high need for energy efficiency improvements and 14 properties have very high climate risks which include the risk of significant damage and disruption to residents from climate and extreme weather hazards, such as extreme heat, hurricanes, flooding, and other catastrophic storm events.

“The power of the Green and Resilient Retrofit Program to transform properties and the lives of low-income families is underscored by the variety of applications we continue to receive for energy efficiency and climate resilience projects,” said Assistant Secretary for Housing Julia Gordon. “Today’s announcement reinforces this Administration’s dual commitment to addressing climate challenges and providing safer and healthier homes for low-income families and seniors.”

President Biden’s Inflation Reduction Act—the largest climate investment in history—established the GRRP in 2022 to fund energy efficiency and resiliency improvements for HUD’s assisted rental portfolio

FACT SHEET: Green and Resilient Retrofit Program Progress to Date

- GRRP is the first HUD program to simultaneously invest in energy efficiency, renewable energy generation, climate resilience, and low-embodied-carbon materials in HUD-assisted multifamily housing. All of the investments under the GRRP will be made in affordable housing communities serving low-income families, directly benefiting HUD-assisted housing, in alignment with the Justice40 Initiative.
- At the 50 percent mark of planned award funding being distributed to 109 properties and more than 12,600 rental homes, to make them greener, healthier, and safer for low-income households, seniors, and persons with disabilities. The projects span the range from targeted upgrades to major net-zero renovation for properties in 38

As of March 28, 2024, HUD has awarded \$544.4 million in grants and surplus cash loans under the GRRP; \$240.1 million in grants and \$304.3 million in surplus cash loans.

- Of the awardees receiving grants and loans in six rounds of funding, 87 are properties receiving Multi-family Section 8 project-based rental assistance, 21 properties are receiving Section 202 project-based rental assistance for low-income seniors, and one is receiving Section 811 project-based rental assistance for low-income persons with disabilities.
- GRRP funding is being used for insulation, energy efficient windows and doors, heat-resistant roofs, energy efficient heating and cooling, resiliency measures and other improvements.
- GRRP is designed to work for properties of all sizes, and with a range of energy efficiency and climate resilience needs. Almost 20 properties receiving grant and loan awards have fewer than 50 units, some 70 properties have between 50 and 100 units, while 15 have more than 200 units.
- More than 700 properties have also signed up for HUD’s free energy and water benchmarking service, funded with more than \$40 million from the President’s Inflation Reduction Act, so that HUD-assisted housing property owners can better understand the energy and water consumption at their properties in relation to other similar properties. This benchmarking information can in turn be used to assess energy efficiency and water conservation upgrades that can be funded under the GRRP.

Green and Resilient Retrofit Program Background Detail

The GRRP Notices of Funding Opportunity (NOFO) and additional guidance detail the multiple funding options for which property owners may apply.

Elements provides funding to owners for proven and meaningful climate resilience and utility efficiency measures in projects that are already in the process of being recapitalized.

Leading Edge provides funding to owners with plans for ambitious retrofit activities to achieve zero energy retrofits and an advanced green certification.

Comprehensive provides funding to properties with the highest need for climate resilience and utility efficiency upgrades, regardless of prior development or environmental retrofit experience.

Awardee	City	State	Property Name	Award Amount
Sterling Senior Housing	Bellingham	WA	Sterling Senior Housing	\$1,680,000
Woodlands Barkley, LLC	Loch Sheldrake	NY	Lake View Apartments	\$4,720,000
2242 Archer Courts, LLC	Chicago	IL	Archer Courts	\$11,760,000
POAH Austin Renaissance, LLC	Chicago	IL	Austin Renaissance Apartments	\$5,680,000



A fair housing market and access to quality and affordable housing are critical to the fulfillment of the American dream, and no one understands that better than Secretary Marcia L. Fudge. When I took office, we inherited a broken housing system, with fair housing and civil rights protections badly dismantled under the prior administration. On Day One, Marcia got to work rebuilding the Department of Housing and Urban Development, and over the past three years she has been a strong voice for expanding efforts to build generational wealth through homeownership and lowering costs and promoting fairness for America's renters.

Under Marcia's transformational leadership, we have worked hard to lower housing costs and increase supply. We've proposed the largest investment in affordable housing in U.S. history. We've taken steps to aggressively combat racial discrimina-

tion in housing by ensuring home appraisals are more fair and by strengthening programs to redress the negative impacts of redlining. Thanks to Secretary Fudge, we've helped first-time homebuyers, and we are working to cut the cost of renting. And there are more housing units under construction right now than at any time in the last 50 years.

From her time as a mayor, to her years as a fierce advocate in the U.S. House of Representatives, Marcia's vision, passion, and focus on increasing economic opportunity have been assets to our country. I'm grateful for all of her contributions toward a housing system that works for all Americans, and I wish her well in her next chapter.

Joseph Biden
President of United States of America



RESIDENT OPPORTUNITY AND SELF-SUFFICIENCY PROGRAM



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Grant Extensions at a Glance

The ROSS Fiscal Year (FY) 2020 grant term ends on May 31, 2024, and several FY20 grantees may be eligible for an extension. **If you have already submitted an extension request, importantly, you must resubmit following the below guidance.** If you are unsure if you are a FY20 ROSS grantee, please look at your grant number. ROSS grants funded under the FY20 NOFO have the number “21” after the word “ROSS” and as the first number of the six digit grant number. For example: ROSS21#####. If your grant number does not have the number “21” following the word ROSS, then you are *not* a FY20 grantee.

Additionally, FY19 and prior years ROSS grantees may be eligible for an extension if you did not receive a FY21 or FY22 grant and will not be awarded a FY23 grant.

Who May Be Eligible for an Extension

ROSS FY20 grantees who anticipate an unexpended balance at the end of their grant, have met the terms of their Grant Agreement, and will not receive a FY23 renewal award or will receive a reduction in their FY23 award may be eligible for an extension.

Please Note: Grantees who applied for ROSS FY23 Funding will be notified on the status of your extension request after FY23 ROSS awards are announced. We anticipate announcing FY23 awards prior to May 31, 2024

How to Submit an Extension Request

Grantees who wish to extend their grant may submit a written request to ROSS-PIH@hud.gov and their Field Office Director. Your request must clearly explain:

1. Why the extension is necessary
2. How much additional time is being requested
3. The circumstances that require the proposed extension; and
4. The work that will be conducted during the extension period.

If you do not address these components in your extension request, your extension will not be approved.

When to Submit an Extension Request

The time is now! If you are interested in submitting a request for an extension, **you must submit your request by April 30, 2024.**

Please note that an extension request is considered complete if it addresses all of the components listed in the "How to Submit an Extension Request" section. Additionally, as a reminder, **if you have already submitted an extension request, please re-submit following the guidance in this communication**

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
Quarter Page 3.5" x 5"	\$30.00	\$270.00
Medium/Small 3.5" x 3.5"	\$25.00	\$225.00
Business Card 3.5" x 2.5"	\$15.00	\$135.00

Website Company Link

Cost for Link—1-Year

Banner Logo Link

\$100.00

If you are interested in advertising with us, please send a high-resolution file (at least 300 dpi) to evonites@sha1.org by submission deadline indicated above. Acceptable files include: .tiff, .eps, .pdf, or .jpeg or .png. If you have any questions please contact Evonite Smith, Executive Assistant at the Springfield Housing Authority at 217/753-5757, ext. 206 or by email at evonites@sha1.org.

Return this form to ILNAHRO, Springfield Housing Authority, 200 North Eleventh Street, Springfield, IL 62703

Company Name:							
Person:							
City/State/Zip:							
Phone:							
Amount Enclosed:				Paid with Check #:			
Ad Size (Circle)	Full Page	Half Page	Quarter Page	Business Card			

Print our ad in the following newsletter issues (circle)

January	February	March	April	May	June
July	August	September	October	November	December



Career opportunity refers to a particular job that may be a steppingstone to loftier ambitions.

FIND YOUR FUTURE!

Dewitt County Housing Authority

Executive Director

Waukegan Housing Authority

Receptionist

Property Manager

Maintenance Technician I

Quality Control Coordinator

Part-time Maintenance Technician

Housing Choice Voucher (HCV) Case Manager

Peoria Housing Authority

Executive Assistant

FOR MORE INFORMATION PLEASE GO TO

www.ilnahro.org/careerOpp.aspx





Virtual Classroom Trainings Offered by NAHRO

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 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 02, 2024 ~ Wednesday, April 03, 2024	HCV Portability
Monday, April 08, 2024 ~ Wednesday, April 10, 2024	2024 NAHRO Washington Conference
Monday, April 15, 2024 - Friday, April 19, 2024	Family Self-Sufficiency
Wednesday, April 17, 2024 1:30 PM - 4:00 PM	Finding and Retaining Employees: Developing and Improving Talent Strategies for Organizational Success
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

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)

Contact Name:					
Agency/Company Name:					
Address					
City:		State:		Zip Code:	
Telephone:	()	Fax Number:	()		

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

E-mail:		Name:	
E-mail:		Name:	
E-mail:		Name:	
E-mail:		Name:	
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.



**GREAT LEADERS DON'T
SET OUT TO BE A
LEADER...THEY SET OUT
TO MAKE A DIFFERENCE.
ITS NEVER ABOUT THE
ROLE-ALWAYS ABOUT
THE GOAL.**

LisaHaisha.com

