



2024 Annual Plan – Attachment #1 – B.3 Progress Report

B.3 Progress Report. Include a report on the progress the PHA has made in meeting the goals and objectives described in the previous 5-Year Plan.

1. Expand Assisted Housing Opportunities

- a. Apply for additional rental vouchers, as they are available.
 1. In June of 2021 we were awarded 17 Emergency Housing Vouchers.
- b. Target expansion of VASH program, including full utilization of those Vouchers, as well as implementing project-basing of vouchers
 1. Additional efforts to reach full utilization continue to be a struggle because of the high turnover endemic in the VASH program.
- c. Actively review FMR's and two-year tool to provide highest Payment Standard allowable to allow voucher holders greater flexibility in the use of their vouchers and reduce rent burden.
 1. In March of 2023 the FMR's were updated.

2. Improve Quality of Assisted Housing

- a. Utilize Capital Fund and grants to upgrade the 110 public housing units in accordance with Physical Needs Assessment and/or modernize.
 1. 5-Year Action Plan developed in conjunction with completion of Physical Needs Assessment is part of this Plan.
- b. Explore opportunity for RAD Conversion.
 1. NHA will seek approval from board in the coming years to send out an RFP for a consultant to analyze whether the benefits to the housing authority and residents.

3. Collaborate with larger area PHAs to offer programs not currently available to Section 8 Voucher Participants such as Homeownership and Family Self-Sufficiency (FSS).

- a. NHA makes referrals to Holyoke and Greenfield HA's for participants interested in FSS, and to Holyoke HA's for participants interested in Home Ownership Program.

4. Improve Cost Efficiency and Resident Satisfaction

- a. Produce and/or Utilize Educational Videos for: Initial Briefings, Lease Orientation, HQS, Family Self-Sufficiency, Financial Education, and Lease compliance.
 1. Staff utilize a briefing video for HCV in addition to a formal presentation conducted by HCV Property Manager.
- b. Utilize Energy Audits/Evaluations to reduce energy and utility consumption/costs for agency and residents by utilizing energy efficient appliances and fixtures and education.
 1. NHA continues to seek additional ways to reduce energy.



2. Newsletters sent out to PH residents include tips/education on reducing energy.
- c. Fine-tune its processes to help residents identify the critical needs and coordinate them across the supportive services through resident services
 1. NHA hosts meetings with residents in addition to continually seeking feedback with our Family and Elderly Resident Services Coordinators assigned to properties.

5. Improve Community Quality of Life

- a. Utilize CORI and Online Rental Exchange to better screen applicants.
 1. Staff continues to utilize Online Rental Exchange and CORI for screening.
- b. Partner with local organizations/entities such as the Northampton Public Schools to provide after school enrichment programs at Florence Heights, family development.
 1. Grant was renewed in 2019 and applied for in 2020 but postponed due to the COVID-19 Pandemic for Florence Heights and continues to host after school programs two days a week for children/families.
- c. Enforce policies that address Non-Smoking in Public Housing.
 1. Staff continue to provide ongoing education in the form of referrals to RSC team, newsletter tips, and smoking cessation classes/referrals. Lease violations continue to be sent by the property manager.
- d. Encourage development of Tenant Association at Florence Heights.
 1. RSC and Management Teams continue to discuss with residents the possibility.
- e. Collaborate with city officials on grant opportunities to better our properties and would like to install playground at our federal family units.
 1. NHA continues to apply for various grants available including CDBG and CPC. NHA was awarded CDBG funds and CPC funds for several state properties and will continue to seek funds for federal.
- f. Install security cameras to help reduce crime activity and be able to share the with local police to help fight crime and increase the safety of our tenants.
 1. Capital Fund Grant for FY 23 and FY24 contains funding for installation at both federal developments.

6. Attract, Retain and Develop Qualified Staff

- a. Offer career opportunities and benefits that successfully compete with other housing authorities as well as private and public employers.
 1. NHA has promoted several employees to management staff through review of their dedication, commitment, and documented success. Additionally, NHA continues to review its benefits package and remain competitive in the surrounding county.
- b. Foster workplace environment where employees feel supported and encouraged to pursue on-going professional development.
 1. NHA teams regularly host meetings and encourage staff to seek professional development.



- c. Provide access to training programs and certifications for all employees.
 - 1. Staff have been offered HAI trainings, Nelrod Calculation Trainings, and one-on-one training from manager and compliance senior manager. Staff also completed a 9 week Lunch and Learn Series focusing on Racism,

7. Increase Public Awareness of Agency and Affordable Housing

- a. Promote housing programs through quarterly new landlord trainings.
 - 1. NHA is finalizing presentation and is working on hosting trainings.
- b. Promote initiatives through comprehensive communications program.
 - 1. NHA has reorganized in-person traffic so that our section 8 reception area only receives HCV participants and landlords and our Public Housing Properties have offices. Additionally, NHA has started a newsletter for PH properties and is developing a voucher participant and landlord newsletter.
- c. Pursue opportunities for collaboration and partnership with local organizations and entities.
 - 1. NHA works collaboratively with the Center for Human Development and the Tenancy Preservation Program as well other local organizations to offer or coordinate the delivery of voluntary tenancy support and other services and supports to persons with disabilities.
 - 2. NHA leveraged resources from a partner organizations (Community Action of Pioneer Valley, Catholic Charities, Soldiers On, and Way Finders) to assist with the cost of securing units rent deposit, move-in costs, and/or furniture.

8. Additional Compliance and Asset Management

- a. NHA is refining its asset management of Public Housing providing more direct on-site management and maintenance of public housing assets.
 - 1. In July of 2019, we opened offices at our 6 main properties making all 7 of our developments have office and maintenance coverage.
- b. Provide quarterly educational opportunities for all staff to improve HUD compliance at Public Housing developments and for the Section 8 program.
 - 1. Staff have been offered HAI trainings, Nelrod Calculation Trainings, and one-on-one training from manager and compliance senior manager.

9. Excellence in the Administration of Programs

- a. Maintain 95% or better occupancy/utilization rate for each NHA housing program.
 - 1. NHA achieved 100% utilization of its VASH ineligibles in 2019 and 2020 after executing additional MOU following approval from HUD.
 - 2. Additional efforts to reach full utilization continue to be a struggle because of the high turnover endemic in the VASH program.



- | | |
|--|---|
| | <ul style="list-style-type: none">b. Earn a High Performer designation through the Public Housing Assessment System (PHAS) and the Section 8 Management Assessment Program (SEMAP).<ul style="list-style-type: none">1. PHAS FY19 rating received: High Performer2. Section 8 and Finance team members attended a training in 2019 and achieved Standard Performer for SEMAPc. Ensure that the capital fund grants are being used for the public housing moderation based on the current updated GPNA.<ul style="list-style-type: none">1. 5-Year Action Plan developed in conjunction with completion of Physical Needs Assessment is part of this Plan.d. Explore opportunity for RAD Conversion.<ul style="list-style-type: none">1. NHA will seek approval from board in the coming years to send out an RFP for a consultant to analyze whether the benefits to the housing authority and residents |
|--|---|

DRAFT