

VA Caucus Agenda
Wednesday, June 15, 2022; 10am - 2pm
Daniel Boone Interpretive Center
371 Technology Trail Lane, Duffield, VA 24244

- 1) Welcome, Special Guest Introductions** - Jamie Gross, Vonda Poynter
Jeanie Barbrow, USDA RD; Cliff Millirons – VH; Molly Jacobson, Brian Koziol, VHA; Lisa Porter, Lynn Pannell – BRHA; Mary Beth Dunkenberger, Associate Director/Research Faculty, Mel Jones, Laura Nagle, Virginia Tech Institute for Policy and Governance

Around the table – Jamie: Share what's different since Feb. 2020 **20-30 minutes**

- 2) Fahe Membership Business** **10 minutes**
a. Review Previous Minutes and Action Items **pp. 3-10**
b. Caucus Chair for FY23 – Cherry Wilson, WV Rep. to Nominating Committee

- 3) Partner Updates**
a. Virginia Housing – Cliff Millirons **10 minutes**
b. USDA – Jeanne Barbrow **10 minutes**
c. Virginia Housing Alliance – State Legislative Updates – Brian Koziol **15 minutes**
d. Virginia DHCD
e. Ballad Collaborative Update – Andy Kegley **10 minutes**
4) Recovery Housing Study – Virginia Tech **30 minutes**
Mary Beth Dunkenberger, Mel Jones, Laura Nagle

LUNCH **30-45 minutes**

CAUCUS TIME

- 5) Fahe Membership Business** **15 minutes**
a. Presentation by Bristol Regional Housing Authority
b. BRHA Summary Analysis **pp. 11-17**
6) Advocacy **30-35 minutes**
a. New Fahe Board Policy Positions – Alex Dadok **pp. 18-29**
b. Housing Forum in July - Alex
c. Federal Updates – Josh
- Appropriations Process – recap after March 10 training
d. State Updates – Maggie **pp. 30-41**
- Engagement Strategy
- State Advocacy Committee – Jamie

- 7) Communications** – Ted Boyatt

8) Strength in Numbers - Member Interest/Focus Updates

10-15 minutes

- a. Workforce Development **pp. 42-43**
 - Identify research ongoing
 - Further collaboration on funding
 - Next steps
- b. Broadband

9) Fahe Updates – Memo Attached pp. 44-46

20 Minutes

- a. Board Report - Bd. Members - Andy, Jake Powell
- b. Membership Updates - Vonda
 - Evaluations 12-31-21
 - Reporting – QE 3-31-22 status
 - Training - Jackie
 - Membership Renewals - Jackie
 - Annual Meeting - Jackie
 - o Annual Awards **Nominations due July 15**
 - o Watch for Announcement Opening Registration, Hotel Room Block
- c. Fahe Research – REED Cmte, Took Kit – Katy Stigers, Camila Moreno
- d. Lending - Community Lending; JustChoice Lending – David Brock
- e. Partners for Rural Transformation – Essence Smith, Emily Burleson

10) Caucus Discussion – Around the Square

15 Minutes

Reflections on the Spring Retreat

Upcoming Events

- **June 23 – 11 am** – Fahe Advocacy Webinar: **Nonprofits and Officials: Strengthening the Relationship**
- **July 13-15** – [Rural LISC Rural Talks: Housing](#) – Washington, DC & Virtual
- **August 15-19** – [NeighborWorks America NTI](#) – Kansas City, MO
- **Sept. 20-22, 2022 - Fahe Annual Meeting** – Kingsport, TN, September 20-22, 2022
- **Nov. 10 (Thu.)** – VA Caucus Meeting – **location TBD**
- **Dec. 7-9** – Rural LISC Rural Talks: Workforce + Small Business

Sign up for Fahe's Member Newsletter here: www.fahemembers.com/signup

Sign up for Fahe's Blog here: www.fahe.org/signup

VA Caucus page of the Member website: <https://www.fahemembers.com/state-caucuses/va-member-information/>

Attendees:

Name	Organization	Name	Organization
Lisa Barton - AppCAA	AppCAA	Drew Pritchard	Fahe
Jake Powell - CHP	CHP	Essence Smith	Fahe
Rose Queensbury	CHP	Heather Wells	Fahe
Andy Kegley	HOPE	Jackie Weiss	Fahe
Jordan Stidham	HOPE	James Caudill	Fahe
Jamie Gross - People, Inc.	Ppl, Inc.	Jessica Estes	Fahe
Cherry Wilson - SERCAP	SERCAP	Jim King	Fahe
Hope Cupit - SERCAP	SERCAP	John Niederman	Fahe
Lisa Porter - BRHA	Guest-BRHA	Joshua Stewart	Fahe
Lynn Pannell	Guest-BRHA	Katy Stigers	Fahe
Jeanie Barbrown	Guest-USDA RD	Margaret Riden	Fahe
Anne Herring - USDA-RD VA	Guest-USDA RD	Nicholaus Bormes	Fahe
Amy Schwartz - VH	Guest-VH	Nick Martire	Fahe
Cliff Millirons - VH	Guest-VH	Pam Johnson	Fahe
Sam Hanks - VH	Guest-VH	Sara Morgan	Fahe
Brian Koziol - VAHA	Guest-VHA	Ted Boyatt	Fahe
Molly Jacobson - VAHA	Guest-VHA	Vonda Poynter	Fahe
Alex Dadok	Fahe	Jose Quinonez	Fahe/PfRT
Colby Lilly	Fahe		

5 of 5 Member Groups in Attendance = 100%!

Minutes:

- 1) Welcome and Special Guest Introductions** (*Jamie Gross, Vonda Poynter*)
 Jeanie Barbrown, USDA RD; Amy Schwartz, Cliff Millirons, Sam Hanks – VH; Molly Jacobson, Brian Koziol, VHA; Lisa Porter, Lynn Pannell - BRHA
- 2) Review Previous Minutes and Action Items** – Andy moved that the minutes be accepted as presented; Jake seconded, all approved.
- 3) Fahe Membership Business**
 - a. Nominating Committee – Board Elections, Cherry Wilson – viewed Elections Video from Sara Ball, Corporate Secretary. Cherry reminded all of previous email requesting nominees, no replies, Andy Kegley indicated that if he was nominated and approved, he would be willing to serve another term.
 Vonda noted that there were 3 at-large seats available as well and that if anyone were aware of someone that would lean in, be a good fit, that they should forward names to Jim. Jamie moved that Andy be nominated to represent the VA Caucus on the board, Cherry seconded, all approved by a raise of hands on ZOOM. Jamie thanked Andy for his service on the Board.
 - b. President's Update - Jim King - Who We are? In the future? Board has been discussing, Governance committee looking at bylaws, also looking at the Mission Statement, it's been 8-10 years, some things out of date. Membership Committee discussing Membership Criteria. Will be having a conversation with the board; March 1 & 2, full conversation with the Spring Retreat. Need to be clear about who we are before working on the Bylaws and Mission Statement. I really value your opinions.
 Jamie: Hot Topic is diversity and inclusiveness – who we are – broadening our definition to include other organizations, areas that impact the whole family.

Jake: History of membership – historically how do we get new Members

Jim: Historically, no strategy – requires the Caucus to make a recommendation to the board – not a written expectation. Heavily implied as part of our culture that we are interested in relationship. Bylaws should be what a member does. The Culture of the Caucus is about who gets recruited.

Jake: Would like to see the caucus grow.

Jim - Members – Fahe – staff and Members – is housing really important to this caucus. An element that we hear – intent – something valuable about being with your peers – they know where you coming from – don't have to explain "rural" or the barriers we face... similar.

Andy: Do folks in southwest VA have a harder time seeing the benefit of the advocacy than some of the other states? WV entire state covered – network within the state – VHA – statewide, unique challenge in VA.

Cherry:

good to know that they are part of the group – understand the work.

Jamie: So many benefits to being a Member – as a Caucus we can explore areas further north in the Appalachian footprint – agencies that do housing.

Jake: is the entire state of Virginia eligible? Are there certain counties that have to these organizations must serve?

Jim: the way the bylaws currently read, is that there has to be service to the Appalachian counties.

From Katy Stigers, in chat:

https://artsandsciences.sc.edu/appalachianenglish/sites/default/files/Subregions_2009_Map.jpg

Andy: that includes the Shenandoah Valley and if you look where ARC is it goes a little bit further east. Brian is on here for Virginia housing allowance he's got a cool got people from all kinds of diverse geographies south side and Shenandoah Valley.

Several possibilities of additional Member groups/types of groups were mentioned:

- Blue Ridge Housing Network - Lori Noakes may be in the right geography geographical area
- New River Valley Regional Commission, that's focused on guiding local municipalities, and their local policy; they just did a huge housing study to help think about how to you address housing and the growth, economic dev.
- Economic development boards - aren't housing central but certainly impact housing.
- Mount Rogers planning district commission - they still do the indoor plumbing program. Now all the planning districts have that grant from VH
- Three planning districts in southwest Virginia
- Community action programs
- Little 10 Housing Authorities, as a group

Jim: Diversity of opinion and view but committed to the region – not the same feel of housing developers... personally I find that good. Bylaws, Membership requirements – mission statement before we recruit new members. Keep thinking about it.

If anyone would be willing to continue this discussion by attending the Board Meeting 3/1 and 3/2 from 9am-12pm via Zoom, please let me know. We will be talking about this a couple more times.

502 Packager Fees (Jim)– For those of you who are 502 Packagers, USDA increased fees – last yr. \$80M through Fahe. 502 Direct is always under attack in the budget cycle, important to our region, serves lower incomes. Over the years, there have been 3 increases in fees, we have always passed the full amount along to Members. The average fee that other intermediaries are taking is 25% and we're well below that. It matters to me because I want to continue to keep the advocacy pressure high for the program and by making sure we share the money as that helps enable our staff to be

on point with USDA over the program. That's how your participation helps and matters to us. We are splitting this most recent increase with the Members (not non-member partners) and we are moving towards a 75%/25% division of the fees - email message will be coming from Laura.

4) Member Interests/Focus

- a. Workforce Development Update, Vonda: Discussed in the Oct. meeting – residential construction workforce shortage. What might Fahe do? Had Nov. calls for input, what you see as barriers. Realized a 2-page concept paper was not going to be possible by the holidays. Engaged the services of Ken Mall (EDIS) to assist, map it out. Then we saw the opportunity to submit an EDA Good Jobs Challenge Grant – several phases. 1. system development 2. program design 3. implementation. Engaged with a federal grant writer that has worked with us for over the years so between us and the two of them, came up with a plan to ask for some funding to get this system planned, if you will. There's been a lot of work done – Ken Mall & Fahe staff reaching out to Members, having conversations letting can kind of get to know you a little bit better and what you do and maybe what you do specific to workforce, what you see is barriers to be able to come together with an application. Fahe covers two EDA regions so had to submit 2 applications. Atlanta = KY, TN, AL, applied for \$3M. Philadelphia = WV, (VA, MD) applied for \$2.25M. We had an issue with some of the because of the smaller portion of Maryland, where Garrett county as they always work with West Virginia, and then also the, the Virginia side. Kim at CHP was great to connect me to a couple of different stakeholders. A lot of people were doing their own applications and thought it might be a conflict of interest to support ours, so it's really centered on West Virginia. But, we also know that we can utilize the connections that we have in both Maryland and Virginia to make sure that there is some overlap, within what we do in that West Virginia application. We only asked for system development and program design, and then we think we'll ask for a bigger application, either with EDA or ARC, or both for the implementation because we don't know everything that we need to know yet. It was all hands on deck – lots of calls, Jim going to governors for letters of support, Advocacy going for other federal legislative letters.
- b. Broadband (Alex Dadok) VA is ahead of the curve here. First major policy that the Fahe Board adopted, early 2020, submitted the longest comment that Fahe has ever written, and it made Will provide any direction we receive, see that communities get served, Fahe Members get compensated for this work. We are invested in making sure that the implementation goes well.

There's, there's money to structure around affordability programs, the states have to submit plans for how they're going to serve and with the \$60 million, a huge chance to serve many of the underserved areas in the country, if it's done right. There are a lot of issues. Given the direction of the board to pass a position on broadband and prioritize that as an issue, we will use the capacity that we have, subject to Jim and the board's direction to do what we can. We did submit comments to the NTIA (Nat'l Telecommunications Information Agency). Generally, I think. It's a big opportunity around the region and including in Virginia, there's still accountability issues. These broadband grants to the states will mostly administer and Virginia will be getting a piece of that. This is an opportunity. If we seize it, to get a lot of that build and to get adoption of digital equity to poor in rural areas elderly populations those with affordability issues, black and brown Americans who have, not been able to access it, even in the cities, there's a lot of work that he could do and we're evaluating what we can do to get the broadband built and get it adopted so that all of our communities can enjoy the benefits of it.

Link to Broadband Comments: <https://theconversation.com/is-your-state-ready-to-handle-the-influx-of-federal-funds-for-expanding-broadband-172131>

5) **VA Concerns** - HUD funding lagging behind (Jamie)

a. Housing Counseling Grant – When we were planning the agenda, we hadn't heard about the HUD grant for housing counseling yet, but now we have heard that Virginia housing was awarded some money and they're having us redo our budgets and goals and revising your applications. We haven't got a grant agreement yet, that is in place, but happy that it will be released soon.

b. Other State Concerns?

Andy – State webinars on 2 years of funding for the Homeless Solutions program. Gov. Youngkin proposes to pull out of the regional greenhouse gas initiative – that would be a travesty.

Brian K – some legislation introduced by Kilgore – it was killed – the legislative route is not there to withdraw. Encourage conversations to keep it in place – resources are coming to communities that are needed.

HOPE, AppCAA - using for energy efficiency to reduce operating costs for Tenants – its important \$ to reduce pollution, and operating costs. Get to your delegate – to advocate! Really lean in on them and say hey this is actually research, you know resources that are coming to our communities that that we desperately need.

6) **Health Initiative – Ballard Collaboration Update** (Andy)

Meeting in a week or so again Ballard Health was covered up with Covid and so they missed our last meeting. Working with Ballard staff – renewal opportunity later this spring – health and housing outcomes to Fahe staff.

Vonda – Our program manager, Rachel Stiltner reached out to see what we might want to do if our funding got extended. Andy made a comment that he had been approved for a VISTA that was going to be able to do this work. Everybody's busy, so getting to an outcome or a kind of a result with some of this work is hard to accomplish so we wondered, and we talked about this a bit wonder if they would fund a VISTA at every one of our Member organizations that would help us to move this forward, maybe in a more efficient manner. It's more expensive than our \$100K proposal. The funds might cover one of your staff's time, or at least a portion of the time, that might again push these health and housing outcomes forward. We're waiting to hear back. Jackie sent the information to Rachel last Friday, they were meeting this week just to talk about what that could look like. We don't know the process yet but we'll, we'll let you will keep you informed. We've already surpassed that people served by several hundred percent.

James Caudill – Reporting – we did a specific reach out to the Members to make sure we were capturing all of the leverage because we had been behind for the first two quarters but with the reports we just rec'd that are due next week, we have gotten caught up – we went from 37% of the 89%!

Carilian Health covers the other part of the state, Jake still needs to connect with Paula Masters at Ballard to see how CHP might reach out to make a connection with the Carilian people.

7) **State Legislative Updates** (Brian Koziol, Virginia Housing Alliance)

Sincere pleasure to spend time here. Big number of things going on. Divided legislature; exacerbates the tension between the Senate/House – Gov. Northam introduced \$300M for the Housing Trust fund – good feedback.

Introduced new director of the Department of Housing and Community Development Brian Horn to elected officials in SW VA – may be some cuts but it will survive.

Expansion of the state Housing Opportunity tax Program – clock is ticking – different versions. Carve out to direct \$2.5M to low populations (under 35,000) – very interested in making sure the State Housing Opportunity Tax Credit serves rural jurisdictions. Drop in the chat – 2 budget amendments –

From Brian in Chat:

<https://budget.lis.virginia.gov/amendment/2022/1/HB30/Introduced/MR/115/9h/>

<https://budget.lis.virginia.gov/amendment/2022/1/SB30/Introduced/MR/115/6s/>

Sen. Eads and Delegate Hudson that establishes Coalfield mgr. in the Dept. of Housing Com Dev. to coordinate cross government approach to provide planning and grant support to planning districts/local governments. Congressman Wampler supportive; other rounds coming.

Sign on letter to VH for support for the AHTF – watch

Sen. Howell supports the AHTF. Introduced a budget amendment to establish and fund the VA House Stability Fund – state administered housing voucher program. Yr1 planning; \$73M to rental assistance to lowest income neighbors across the commonwealth. Haven't had yes/no yet.... Wading in

We will provide language and talking points for reaching out to elected officials on this as an important resource.

8) Virginia Housing Updates (Amy Schwartz, Cliff Millirons, Sam Hanks)

Amy: VA Mort Relief program (VMRP) – this is the HAF – struggling homeowners in VA – contractor managing – office in Wytheville – on Main Street. Go through the website (office helpful for non-digital persons, make appointment).

Virginiamortgagerelieve.com

Cliff: Community Outreach – SW Planning District commission received – 4 SW pdc's received \$7M. 3 of 4 PDCs have identified projects and are moving forward. This is a change for VH – help the dev in addition to NP and For Profit. VH wants to increase activities with the Little Ten Housing Authorities.

9) USDA Updates (Jeannie Barbrow)

Jeanie: Plenty of funds available – 502-504 – lose about 6 specialists across the state (retired, diff jobs, vacancy announcement) little slow – some in training.

Lots of changes with the Final Rule – 21 citations – enhancing the program division –

- In-ground pools will no longer be prohibited
- Refinance agency debts even if not affected by Covid – if tangible benefit to refinance
- PITI for very low – go up to 33%
- Removing the requirement that the value of the site must not exceed 30% of the value of the site (eliminated from guaranteed program)
- Team www.Dawsonsmanagement.com is managing USDA properties – anyone can bid on a home (not targeted to VA or HFH), easy site to navigate. (may manage more of the properties that are hanging out there); foreclosure activities starting with abandoned properties.
- CR until Feb. 18 – hope they will continue funding – lots of people need us

10) Around the Square – Caucus Discussion

How did you do with Fahe's the new reporting requirements for 12-31-21?

Jamie – we have started using the reporting spreadsheet to track throughout the reporting period, not waiting until the report is due and then going back to fill in all of the information.

Compass – the new system at NWA, when will Counselor Max get phased out?

Jackie Weiss: We are talking internally to be able to go back to NWA. Burden on the counseling and education

Jake: Challenges with NWA – been working on and launched a new reporting tool. If anyone ever used FannieMae's retired HCO – had funded HPN to build the new tool to replace HCO – built Launchpad on Salesforce. NWA struggled – purchased Launchpad from HPN to build Compass. Inherited the timeline constraints from FannieMae. Rose and Jake joined a pilot program with NWA to guide them through the challenges that exist with reporting tools (over a year or so) – ran out of time – had to launch the program – it was usable but not great.

Jake refused to put it in CHP salesforce. They put it into the instance for a small group with Sustainable Business Initiative – using it starting Oct.1. They were exporting out 7 of

Serious push back from NWA orgs to NWA – NNA asked for support and instruction. Living inside of salesforce for six years – without that context, no reference point to approach their data. It is in a bad spot. NWA acknowledges that and working to address.

Not enough support and guidance – no instruction on the tool. Advice is that if you build a tool that involves intensive training, you have failed.... That is what NWA did.

It can report the HUD 9902 – ORS report that Kyle collects – it can handle the ORS... it is the NWA report that is wonky, not the HUD data.

Only ones that have been on the salesforce platform. Not a great update.

Jake – I would rather be in Counselor max

Jamie, People Inc. - Anyone use EmPower? AppCAA – HUD 9902 do that? Sent a note to them. With the new update, we haven't been able to get HUD 9902 this quarter. Need it to work by April 5.

11) Advocacy (Alex Dadok, Josh Stewart)

- a. **Maggie Riden**, Director of Advocacy – Excited to introduce Maggie, glad she's here. Is based in Nashville, TN. She has a lot of experience running a coalition of members in human services, focused on youth, where she touched on workforce and other issues there as well in the Washington DC metro area. She was actually an executive director of that group and decided that the advocacy part was more fun. She's here to help do a little bit more encourage all and be more supportive than we've been able to be.
Also – we're working on an update to the Treasury Final Rule on State/Local ARPA Spending information, should be ready in the next week or so.
- b. Federal Update (Josh Stewart) - What people are talking about right now on the hill, are the two big things are appropriations for the current year where we're still in a continuing resolution and appropriations for next year which are coming up right now or should have already started those conversations. The first is the appropriations, - we're still continuing resolution we're still flat funded for the current fiscal year. Originally slated to run out on the 18th of this month so whatever that is nine days from now but yesterday the house introduced further continuing resolution, until March, there is desire in the Senate to pass it as well. We are pushing on your behalf for the higher of the numbers that are available for given programs between the House and the Senate just as a concrete example the Home program has different numbers proposed in the House and the Senate, the house is I believe 1.8 and change the Senate is 1.3 and change. We're pushing for the adoption of the house number, but we're also supposed to be starting up on appropriations for fiscal year '23. We would normally be well into that process by now. I encourage more of you to make visits, I'm happy to take Hill meetings with folks or just talk to you before you go if you don't want me to go along.
- c. Federal Appropriations Webinar, March 17 - One of the things that we've heard from Members over the years, is that you wish you had some better information to hand when you're taking appropriations meetings or making calls to your members of Congress. So, we want to be responsive to that beyond the advocacy update, and the like. What we thought we would do this year is have sort of a webinar, we really want it to be more of a conversation where we are going to talk about the appropriations process. Get you updated on what's happening up to the moment of the meeting. What's been proposed by the House, the Senate, the White House. Other advocacy organizations what follows these numbers are starting to look like. Then, provide you with those resources and, answer questions you might have or help with messaging or planning and that sort of thing.

12) Communications – Communication Collaboration - Ted Boyatt

Two quick updates **1**. Circling back to the discussion with Jim earlier in the meeting **8** re:

the strategic planning work around organizational identity. Hopefully will result in some important findings and conclusions that will be of particular value for communications. I want to reiterate, we really do welcome the thoughts that you have and your experiences here. If I were to ask you, what does it mean to be a Fahe Member, what's our role, what's our purpose, what's our value add? Who are we and what do we do I probably get similar but different variations of different answers from everybody so as we go through the identity setting process. Having firm outcomes on that that communications can synthesize them into a top line message into a brand identity. To help communicate us as an organization, and help tell the story of the work that we do in, in the voids in the gaps in the communities that we work in that we fill in a comprehensive way that that would be really important for us so really want to encourage you guys to send your thoughts on that and know that they will be of great, great value and greatly appreciated for comms, and knowing that that's how it's going to be externally reflected. If there's anything that you particularly want to make sure we get wrapped up into that I would love to hear it. – tboyatt@fahe.org 2. We hired Heather Wellson is our digital communications manager She is our web guru search engine optimizer social media jockey and all things digital expertise, that is what Heather does. We'll make sure to connect you with her. And make sure you have her email address: hwellson@fahe.org so if you see anything that you want to make sure that we're hitting on, our social media notes if you see anything you want to make sure is reflected in our blog, please feel free to reach out to me directly or to Heather and we'll make sure that we update our digital platforms to reflect that.

13) Fahe Updates – Memo Attached

a. December Board Report – Andy, Jake Powell

Ad Hoc – App. Community thought leaders and people of color – looking forward to results of those outreach. Strategic Plan after the Member/Mission Statement Bylaw discussion and Mission Statement – some information presented will be presented at the Spring Retreat. More to come. Appreciate the intentionality of that work. Andy on the Ad Hoc cmte.

Andy – Bylaws piece – AL – new caucus – every caucus gets 2 seats on the board. AL is electing 2 members to the board. But there was some talk in relation to bringing on a new caucus, should the number of board seats be based just per caucus or should caucus representation may be under 5 Members = one seat on the board, 5-12 = 2 board members; over 15 Members = 3 seats? That will be discussed further. At-large board Members (minimum 3, max. 5) as well.

b. Membership Updates (Vonda)

- 3-legged stool of compliance Renewals/Attendance /Reporting – even though it's no one's favorite, it's important and gets us training and operation support through NWA. Will be doing another evaluation of how each Member measures up using those three measures, just like we did in July.
- Reporting for 9-30-21 – see packet for results, 12/31/21 reporting has been delayed.
- CDFI Working Group – Working with John Niederman. Based on his conversations last year with many Members, expressing interest in a CDFI working group. Please complete the survey: [https://www.surveymonkey.com/r/CDFI Interest Survey](https://www.surveymonkey.com/r/CDFI%20Interest%20Survey)
- Spring Retreat – April 20-21 – in person in Berea, dinner at Fahe office, on the lawn planned for evening, get it on your schedule. Also hoping for the next caucus meeting (June) to be in person – outside is an option, if needed. Bring your own chair!
- NWA Training (Jackie) – VTI this week. Remember to send your receipt and certificates of completion so we can reimburse you (up to \$400) for your attendance. If another round of online courses as a package is available, we have set aside funds to purchase so Members can access for free.

- c. Fahe Research – (Camila Moreno) The survey is the first step in my AmeriCorps project. In simplest terms, it's a data toolkit. The goal overall goal of the project is to kind of highlight data literacy gaps within the organization. In order to increase the capacity of not only Fahe but Fahe Members in managing and utilizing data to its greatest potential data science; it has come up in in an unprecedented way since the technological era has advanced so quickly. Not everyone has data literacy skills. The product isn't really trying to teach anyone some high-level data statistical analysis, it's a starting point for making people comfortable with data and to help drive those lasting solutions for the communities that the Members serve. As of right now the survey will help kind of guide the formation of the framework that I'm writing up. It's not all my work. I am doing research on what's already been done, and pulling from that. The survey is that first step to gauge data needs, not only for Fahe but all members and it's completely voluntary if you feel like it speaks to you and it would be helpful for what you're doing and the work that you do on a day to day. I really encourage you to take the take the survey. It's really short and again completely voluntary <https://www.surveymonkey.com/r/GYVRSSQ>
- d. Lending (Vonda) Community Lending; Dwain has hired Dallie Martin (came from our Loan Servicing Dept.) she is hitting her stride. Referral program is still available to Members. If you refer a community member and the loan is approved, you receive a finder's fee after closing. JustChoice Lending – Getting back to regular operations, lead times after having 2 staff return from maternity leave and also have some new employees that are getting up to speed.
- e. Partners for Rural Transformation – (José Quinonez, Essence Smith)
Capital Investment Specialist RFP
Convening for people of color from disadvantaged communities on what we are facing – look forward – Appalachia /Delta – another in another part of the country
Series of campaigns – hire a consultant to do that work.
Forbes EQ initiative - BrandVoice – subsidiary of Forbes – site for entrepreneurs – some overlooked in media or in Feb. 2022 to May – 3 posts each month on a variety of topics of our choosing. Introductory article to PRT – 6 CDFIs of the steering committee.

From José in chat: <https://www.forbes.com/sites/forbeseq/2022/02/01/america-without-poverty-this-organization-is-making-it-happen/?sh=2b67945879f1>

Upcoming Events

- **Feb. 7-11** - NeighborWorks America Virtual Training Institute
- **April 20-21**- Fahe Spring Retreat, Boone Tavern Event Center, Berea
- **June 15 (Wed.)** – VA Caucus Meeting – location TBD
- **Sept. 20-21-22** Fahe Annual Meeting – MeadowView Conf. Center, Kingsport, TN
- **Nov. 10 (Thu.)** – VA Caucus Meeting – location TBD

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Author:	Eric Haralson, Triage Associates
Date Prepared:	5/27/22

Subject

Organization:	Bristol Redevelopment and Housing Authority (BRHA)
Address:	809 Edmond Street Bristol, VA 24201-4385
Phone Number:	(276) 821-6255
Contact:	Lynn Pannell – lpannell@brha.com – Resident Services Manager Lisa Porter – lisa@brha.com – Executive Director

Profile

Background, Management, Experience:	<p>BRHA was founded in September, 1938, as the Housing Authority of the City of Bristol, Virginia, and is the second oldest Housing Authority in the Commonwealth of VA. BRHA has been providing subsidized housing and vouchers since its beginning. BRHA operates with a Board of Commissioners appointed by local government; its Bylaws were last updated in 2008. BRHA has a strong network of community partners and at least (2) key staff have work experience with other Fahe Members. They are a member of the “Little Ten” Housing Authorities of SW VA.</p> <p>BRHA is a public body and a body corporate for the purpose of providing adequate housing for qualified low-income individuals in accordance with the rules and regulations of the US Department of Housing and Urban Development (HUD).</p> <p>BRHA is governed by a five-member Board of Commissioners appointed by the City of Bristol. The board has full decision-making authority and power to designate the management of the organization. The board elects its own chairperson. The City has no influence over the management, budget, or policies of the Authority which is a legally separated entity that is financially independent of governments. The current board is racially and gender diverse, consisting of two women and three men and with one member a minority. Residents are represented on the board. Member experience and qualifications include work in social services, nursing, banking, community volunteering, and teaching at the college level. One member is a former resident of BRHA properties.</p>
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Except for Utility Assistance, Family Self-Sufficiency Services (FSS), Resident Opportunity and Self-Sufficiency Services (ROSS), provided only in the city of Bristol, VA, services are offered in: Cities of Bristol, VA & TN; Washington Co, VA; Sullivan Co, TN

Mission Statement: The Bristol Redevelopment and Housing Authority will provide safe, attractive, affordable housing assistance and the opportunity for families and others in need to achieve a higher standard of living. They accomplish this through (FSS), (ROSS), and Elderly/Disabled Services.

Commitment to Housing: According to BRHA's website, "We recognize that one crucial aspect of a family achieving self-sufficiency is obtaining and being able to maintain safe and affordable housing. As part of our commitment to this vision, our agency provides several programs and developments to help families achieve this goal."

As a housing authority, BRHA has been involved in providing public housing units and vouchers for people needing affordable housing since its founding. and currently manages 336 public housing units in six complexes, 74 LIHTC units in two developments (Sapling Grove and The Village at Oakview), and provides approximately 303 vouchers to renters of private properties.

In an effort for families to reach stability and self-sufficiency BRHA's EnVision Center and current housing programs have served an average of 814 families/households per year. Households served include those who live in a BRHA unit, those who receive a voucher and live in the community, those who receive other BRHA services, and broader community residents who have been referred to the EnVision Center for case management. Over the past two years, and now coming out of the pandemic, the number of people being referred to the EnVision Center for self-sufficiency support is rising; especially as to Rent Relief Funding (RRF) and Job Search activity.

Key Leadership

Executive Director: Lisa Porter

Ms. Porter returned to BRHA to become Exec. Dir. in 2017 after spending 17 years at Marion RHA, the last 16 as their Deputy Director. She is an experienced Director skilled in Nonprofit Organizations, Government, Leadership, Program Management, and Public Policy. She has a Bachelor's Degree focused in B. S. Business Administration with a Concentration in Financial Management from The University of Virginia's College at Wise. Lisa has been working in Housing since 1993, all but 1 year in the state of Virginia.

	<p>Chief Financial Officer: Lewis Ray Austin Mr. Austin has served as the Vice President of Finance and Administration/CFO for over five years. He holds a Bachelor's degree in Accounting with concentration in Business Management from the University of Virginia's College at Wise and based on the audits does an excellent job overseeing the agency's financial management. He holds certifications in Public Housing Management, HVC Rent Calculation Specialist, and Public Housing Rent Calculation Specialist.</p> <p>Resident Services Manager: Lynn Pannell Ms. Pannell has worked at BRHA since 2019 and has a strong record of serving the community both at work, as a volunteer and as an advocate dating back to at least 2001. She worked previously with Fahe Member, People, Inc. and has been a strong, active partner in Fahe's work with the Ballard Health collaborative group. Lynn holds a BA in Education.</p> <p>The senior management team is stable, experienced, and dedicated.</p>
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Financial Analysis

General:	<p>The Authority operates and manages several different programs and presents financial statements from an enterprise fund perspective. Many of the funds maintained by the Authority are required by HUD and others are segregated to enhance accountability and control fund accounting is designed to demonstrate legal compliance and to aid financial management by segregating transactions related to certain Authority functions. Each fund is a separate accounting entity with a self-balancing set of accounts. The Authority's funds or programs are as follows:</p> <ul style="list-style-type: none"> • Business Activities Programs • Capital fund Grant Program • Housing Choice Voucher Program • Mainstream Voucher Program • Low Income Public Housing • Resident Opportunities and Self-Sufficiency Program • Community Development Block Grant • State Rental Assistance Program <p>The Business Activities Programs are non-federally aided programs administered by the Authority which also includes the development and management of the following LIHTC properties:</p> <ul style="list-style-type: none"> • Sapling Grove Apartments, LLC • Village at Oakview, LLC <p>We have the consolidated and audited financial statements of the Authority for the years 2018 – 2021. The consolidated</p>
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	<p>statements include all funds and the two LLCs owning the LIHTC developments. The FYE of the Authority is March 31. The audited statements are delivered in December of each year, about nine months after FYE,</p> <p>Each audit has received an unmodified opinion with no material weaknesses or significant deficiencies. Further, no instances of non-compliance were observed.</p> <p>Internal financial information through January 2022 was provided as a part of the February board package. As those statements were provided on an individual fund basis without consolidation, no analysis of these statements was conducted. However, a review of the statements did not indicate any material departure from the previous consolidated statements.</p> <p>BRHA's financial statements in the audit reports were spread for analysis and the spread sheet is attached for reference and incorporated as a part of this report.</p>
Financials:	<p>The Authority is liquid and, somewhat surprisingly for an organization holding substantial real assets, is with very low leverage. At FYE 2021, total assets are \$17.6 million against total liabilities of \$2.8 million.</p> <p>With two exceptions, BRHA meets or exceeds all the short- and long-term solvency targets set by Fahe. One exception is the ratio of fixed assets to net assets. Again, the variance is related to the large base of fixed assets typical of a real-estate rental organization, but with the low related debt is not a concern. The other exception is the ratio of non-current to current liabilities and are tracked to larger than normal current liabilities in two of the four years. These larger current liabilities appear to be related to short-term debt incurred in the process of capital improvements that, in the case of 2018, were either paid or converted to term debt the following year. As to the variance in 2021, it is expected the short-term debt will similarly be eliminated or converted to long-term.</p> <p>As with most housing authorities, the organization is heavily reliant on grants, particularly from HUD. Grant reliance has increased each year, from 68 percent in 2018 to 74 percent in 2021. A reduction in HUD's budget, or a government shutdown, could put the Authority at risk.</p> <p>The organization has generated a surplus in two of the four years, with a cumulative change in net assets of (\$17,760). Such</p>

	performance is typical of a housing authority. Depreciation has ranged from \$655K to \$822K per year.
Operations	<p>COVID-19 had and will have a dramatic effect on all aspects of BRHA's operations and financial performance. Lay-offs, furloughs, and business closings decreased tenant rent payments in FY 2021. The decrease was mostly offset by RRF payments under the CARES Act, although the lag-time between application and receipt of payment created temporary declines in collection rates and subsequently higher collection rates as those arrearages were collected.</p> <p>The dashboards presented to the board at its February meeting indicate near 100 percent occupancy, few move-outs, and a robust waiting list.</p>
Summary:	<p>BRHA exhibits sound operations and performs financially as would be expected for a housing authority. The organization is liquid and with low leverage.</p> <p>The board of directors exhibits sound oversight and direction. Board packages contain substantial information including detailed financial reports and extensive dashboard and narrative reports regarding property management performance and goal achievement.</p> <p>Importantly, BRHA's operation and mission compliments that of Fahe in providing decent, affordable housing to the low-income community in which it operates.</p>

Spread By: Eric Haralson

Date Spread: 5/25/2022

Bristol Redevelopment Housing Authority

FINANCIAL STATEMENT SPREAD SHEET

Date Audit Received ==>			Dec. 2019		Dec. 2020		Dec. 2021	
Year ==>	Audit	Audit	Audit	%	Audit	%	Audit	%
Statement Type ==>	2018	2019	2020	Change	2020	Change	2021	Change
Balance Sheet								
Cash, Unrestricted	\$ 1,538,775	\$ 1,739,012	13.0%	\$ 1,904,753	9.5%	\$ 2,304,564	21.0%	
Cash, Restricted	\$ 373,897	\$ 466,612	24.8%	\$ 565,698	21.2%	\$ 909,498	60.8%	
Investments	\$ 185,347	\$ 189,557	2.3%	\$ 193,523	2.1%	\$ 194,122	0.3%	
Accounts Receivable	\$ 76,493	\$ 110,346	44.3%	\$ 31,647	-71.3%	\$ 151,738	379.5%	
Other Current Assets	\$ 59,962	\$ 72,167	20.4%	\$ 56,623	-21.5%	\$ 53,758	-5.1%	
Total Current Assets	\$ 2,234,474	\$ 2,577,694	15.4%	\$ 2,752,244	6.8%	\$ 3,613,680	31.3%	
Notes Receivable	\$ 133,629	\$ -	-100.0%	\$ -	#DIV/0!		#DIV/0!	
Other Assets	\$ -	\$ 90,810	#DIV/0!	\$ 84,546	-6.9%	\$ 78,283	-7.4%	
Capital Assets	\$ 13,993,787	\$ 14,074,709	0.6%	\$ 14,158,455	0.6%	\$ 13,622,156	-3.8%	
Deferred Outflow of Resources	\$ 119,009	\$ 84,329	-29.1%	\$ 138,613	64.4%	\$ 291,203	110.1%	
Total Other Assets	\$ 14,246,425	\$ 14,249,848	0.0%	\$ 14,381,614	0.9%	\$ 13,991,642	-2.7%	
Total Assets *	\$ 16,480,899	\$ 16,827,542	2.1%	\$ 17,133,858	1.8%	\$ 17,605,322	2.8%	
Accounts Payable	\$ 84,036	\$ 29,199	-65.3%	\$ 26,643	-8.8%	\$ 303,495	1039.1%	
Current Portion LTD	\$ 818,728	\$ 29,975	-96.3%	\$ 30,726	2.5%	\$ 31,497	2.5%	
Deferred Revenue	\$ 2,783	\$ 5,254	88.8%	\$ -	-100.0%	\$ -	#DIV/0!	
Other Current Liabilities	\$ 275,228	\$ 255,876	-7.0%	\$ 241,989	-5.4%	\$ 422,376	74.5%	
Total Current Liabilities	\$ 1,180,775	\$ 320,304	-72.9%	\$ 299,358	-6.5%	\$ 757,368	153.0%	
Long Term Debt	\$ 1,714,798	\$ 1,157,347	-32.5%	\$ 1,126,655	-2.7%	\$ 1,095,193	-2.8%	
Other Non-Current Liabilities	\$ 1,419,707	\$ 783,221	-44.8%	\$ 600,596	-23.3%	\$ 893,263	48.7%	
Deferred Inflow of Resources	\$ 62,775	\$ 194,281	209.5%	\$ 126,579	-34.8%	\$ 51,484	-59.3%	
Total Liabilities	\$ 4,378,055	\$ 2,455,153	-43.9%	\$ 1,853,830	-24.5%	\$ 2,797,308	50.9%	
Net Investment in Capital Assets	\$ 9,424,120	\$ 11,130,087	18.1%	\$ 11,549,280	3.8%	\$ 13,622,156	17.9%	
Restricted Net Position	\$ 7,832	\$ 466,612	5857.8%	\$ 482,426	3.4%	\$ 753,967	56.3%	
Unrestricted Net Position	\$ 2,670,892	\$ 2,775,690	3.9%	\$ 2,948,964	6.2%	\$ 431,891	-85.4%	
Net Assets	\$ 12,102,844	\$ 14,372,389	18.8%	\$ 14,980,670	4.2%	\$ 14,808,014	-1.2%	
Total Liabilities + Net Assets	\$ 16,480,899	\$ 16,827,542	2.1%	\$ 17,133,858	1.8%	\$ 17,605,322	2.8%	

Income & Expense											
Income											
Rental Income	\$	1,033,925	\$	1,207,270	16.8%	\$	1,296,225	7.4%	\$	1,257,421	-3.0%
HUD Operating Grnats	\$	3,065,483	\$	2,892,047	-5.7%	\$	3,259,659	12.7%	\$	3,478,794	6.7%
Other Government Grants	\$	67,726	\$	76,023	12.3%	\$	79,311	4.3%	\$	119,680	50.9%
Other revenue	\$	415,195	\$	346,251	-16.6%	\$	40,316	-88.4%	\$	28,731	-28.7%
Bristol Redevelopment Housing Authority	\$	4,582,329	\$	4,521,591	-1.3%	\$	4,675,511	3.4%	\$	4,884,626	4.5%
Administrative	\$	1,093,138	\$	1,141,209	4.4%	\$	1,351,120	18.4%	\$	1,214,524	-10.1%
Tenant Services	\$	173,591	\$	186,529	7.5%	\$	191,127	2.5%	\$	418,648	119.0%
Utilities, Maintenance, \$ General	\$	1,589,544	\$	1,601,841	0.8%	\$	1,734,998	8.3%	\$	1,547,473	-10.8%
Housing Assistance Payments	\$	1,044,992	\$	1,112,080	6.4%	\$	1,098,431	-1.2%	\$	1,220,384	11.1%
Depreciation	\$	655,001	\$	821,938	25.5%	\$	706,212	-14.1%	\$	685,374	-3.0%
Other Expense	\$	-			#DIV/0!			#DIV/0!			#DIV/0!
Total Expense	\$	4,556,266	\$	4,863,597	6.7%	\$	5,081,888	4.5%	\$	5,086,403	0.1%
Non-Operating Revenues (Expenses)	\$	(10,593)	\$	(22,835)	115.6%	\$	(22,947)	0.5%	\$	(26,948)	17.4%
Prior Period Adjustments	\$	-			#DIV/0!			#DIV/0!			#DIV/0!
Operating Change in Net Position	\$	15,470	\$	(203,855)	-1417.7%	\$	(429,324)	110.6%	\$	(228,725)	-46.7%
Capital Grants			\$	160,986	#DIV/0!	\$	772,605	379.9%	\$	56,069	-92.7%
Total Change in Net Assets	\$	15,470	\$	(203,855)	-1417.7%	\$	343,281	-268.4%	\$	(172,656)	-150.3%
Interest Expense	\$	13,465	\$	28,289	110.1%	\$	-	-100.0%	\$	-	#DIV/0!
Depreciation Expense	\$	655,001	\$	821,938	25.5%	\$	706,212	-14.1%	\$	685,374	-3.0%
Ratio Calculations											
SHORT TERM SOLVENCY											
Current Ratio (CA/CL)	>=1.25	1.89	8.05			9.19		4.77			#DIV/0!
Quick Ratio (Cash+Securities/CL)	>0.15	1.62	6.02			7.01		3.30			
Cash to Working Capital (Cash/(CA-CL))	>=.50	1.64	0.85			0.86		0.87			
Fixed Asset Mix (FA/TA)	<.86	0.85	0.84			0.83		0.77			
Fixed Assets to Net Assets (FA/NA)	<=.66	1.16	0.98			0.95		0.92			
Net Asset Ratio (NA/TA)	>=.20	0.73	0.85			0.87		0.84			
Operating Liquidity (URCash/(Op. Exp/12)) *	> 3	7.01	7.69			8.07		9.99			
AP Turns (AP/(Rev./365))	<30	6.69	2.36			2.08		22.68			
LONG TERM SOLVENCY											
Current to Non-Current Liabilities (CL/LTD)	<=.50	0.69	0.28			0.27		0.69			
Current to Total Liabilities (CL/TL)	<=.33	0.27	0.13			0.16		0.27			
Debt to Equity (TL/NA)	<=2.5	0.36	0.17			0.12		0.19			
Long Term Debt to Net Assets (LTD/NA)	<=.8	0.14	0.08			0.08		0.07			
Debt Ratio (TL/TA)	<.50	0.27	0.15			0.11		0.16			
Bristol Redevelopment Housing Authority	>2	50.79	22.85			#DIV/0!		#DIV/0!			
EFFICIENCY AND PROFITABILITY											
Reliance (Grant Rev./Total Rev.)	<.40	0.68	0.66			0.71		0.74			
Efficiency (M&G+Fundraising/ Op Exp)	<.25	0.35	0.33			0.34		0.30			
Profit Margin (Change in NA/Revenue)	>.05	0.00	(0.05)			(0.09)		(0.05)			
Self Sufficiency (Earned Inc./ Op. Expense)	>.40	0.16	0.13			0.01		0.01			

Workforce, Jobs & Economic Development: **Revitalizing Distressed Rural Communities through Economic Stabilization**

In much of Appalachia, as in much of the United States, decades of industry closing, farm consolidation, and abandonment of small businesses has left our economies ragged. The pandemic has only accelerated this economic slide, and exacerbated the differences between our communities, as did the Great Recession before it. This furthers divisions between our people, and between our cities and countryside. We want to diversify our economy. We want to innovate so that for these communities, there is an economic future. To rebuild our prosperity we propose a ten-year stabilization investment, the goal is for the local economy to reverse its slide and begin self-sustaining. The increased investment would then attract related business (restaurants, marketing firms, trades, lawyers and accountants, tourism) so that people from that area would not have to leave their loved ones to make an honest, modest living with which they can support a family.

As Fahe Members, and local experts in housing and community & economic development, we know too well the unique challenges of working in one of the country's largest persistent poverty areas. High unemployment, low median incomes, high rates of addiction, and poor housing quality all conspire to make it difficult for our communities to retain young people – which only furthers the economic slide we work against. In some of our smallest, most rural communities, these forces are stronger – and less governmental and private investment is made to combat them. In recognition of that, we call for the creation of an economic stabilization program targeted specifically at the rural places facing the most economic distress in this country. The scale of the investment should compensate for the decades of disinvestment and underinvestment these places have seen, and allow them to arrest their economic slide and move the needle in the other direction.

Locating “economically distressed” rural communities

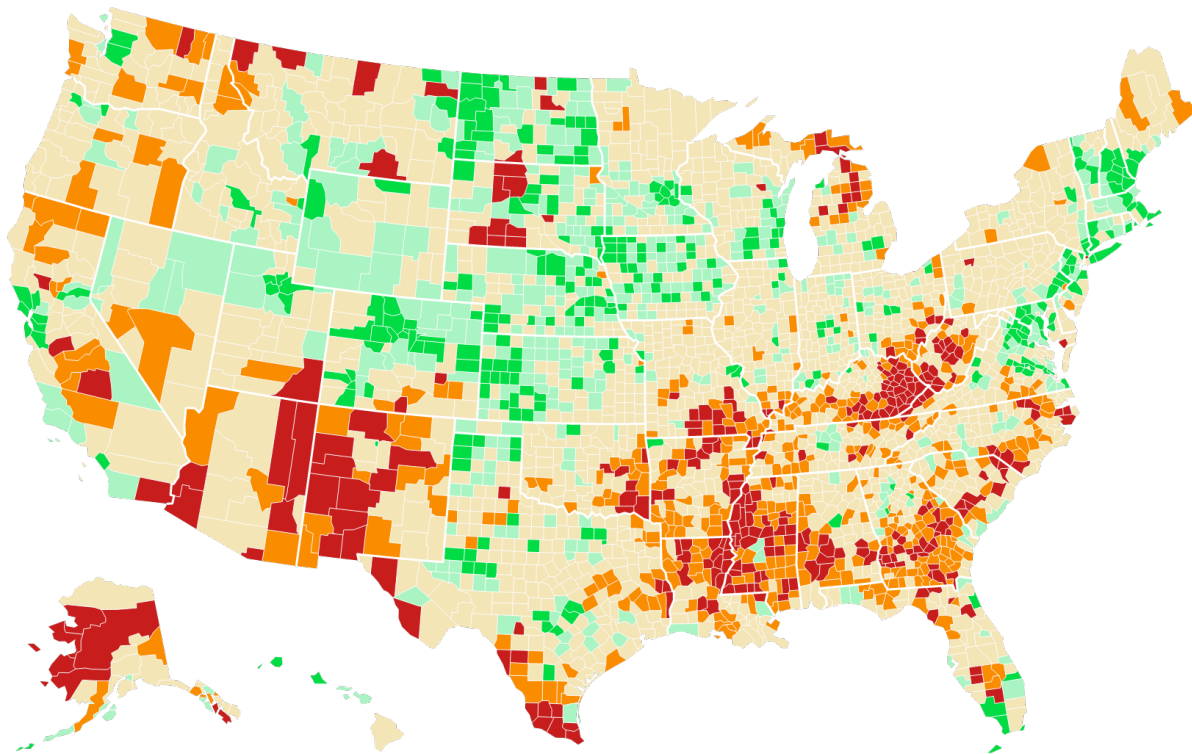
Targeting this economic stabilization investment to the communities that most need it requires a comprehensive look at economic health metrics. For instance, examining the unemployment rate, or poverty rate, alone will not identify places experiencing widespread economic decline. We have developed a series of metrics that allow for the identification of places in the most need of this kind of investment.

The first set of metrics is a nation-wide extrapolation of an [existing metric](#), used by the Appalachian Regional Commission (ARC) to determine the economic health of counties within the Appalachian region. This model measures a county's three-year average unemployment rate, poverty rate, and per capita market income. It then classifies counties, in comparison to one another, into five groups: (from worst to best) “distressed”, “at-risk”, “transitional”, “competitive”, and “attainment”. Extrapolating this

metric across the country allows us to identify “distressed” and “at-risk” counties – i.e. those in the lowest 10% and 25% of counties, respectively.

County Economic Status (ARC Model)

■ Attainment ■ Competitive ■ Transitional ■ At-Risk ■ Distressed

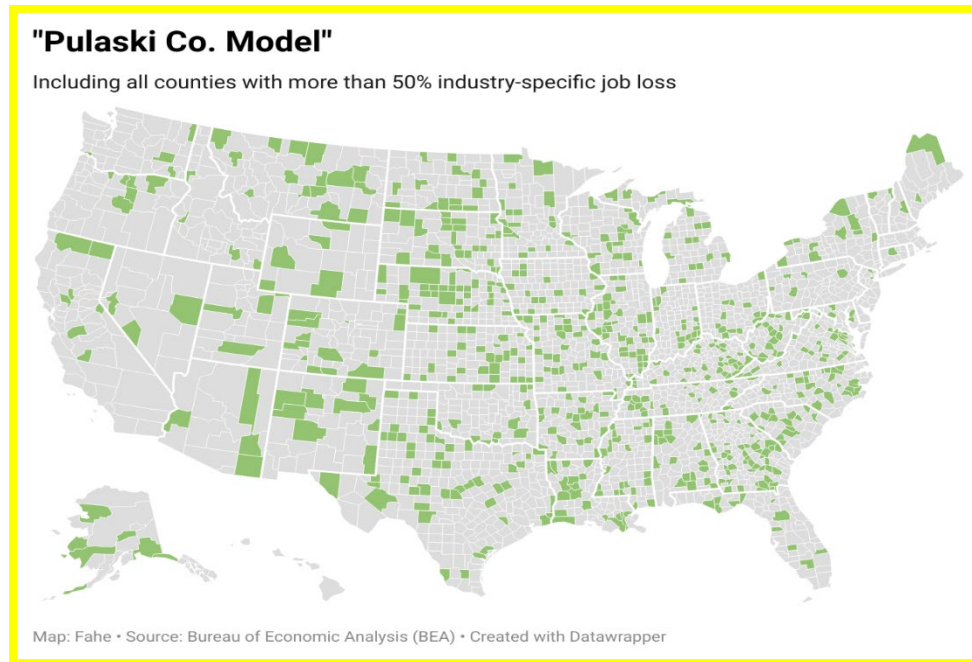


Map: Fahe • Source: Appalachian Regional Commission • Created with Datawrapper

But even this comprehensive look at economic distress has failings when used alone, as we know from our experience with it in Appalachia. Firstly, because the bulk of all counties are considered “transitional”, it fails to highlight places with acute industry-specific closures that have ramifications across the local economy. And secondly, it treats counties the same no matter if they are deeply rural or the urban center of a Metropolitan Statistical Area.

To address the first failing, we have developed a metric for measuring that industry-specific stress, which we have named the Pulaski Model, after Pulaski Co., VA that has seen these kinds of shocks. This model attempts to measure communities that have suffered industry-specific losses (such as manufacture, forestry, retail, etc.). The hope is that by measuring losses in specific industries, it allows us a more granular look at a community beyond the generic unemployment measure. For instance, if a community shows overall employment growth since the 2008 Recession, but a precipitous decline in manufacture or transportation/warehousing, it indicates the loss of a major employer or series of employers in that community. Using data from the [Bureau of Labor Statistics](#) (BLS) and [Bureau of Economic Analysis](#) (BEA), we have identified that 709 counties across the United States (22% of all counties) experienced a more than 50% loss of jobs

in a specific industry over the last ten years. We include these counties, when they overlap with the next metric, as eligible counties for our proposed investment.

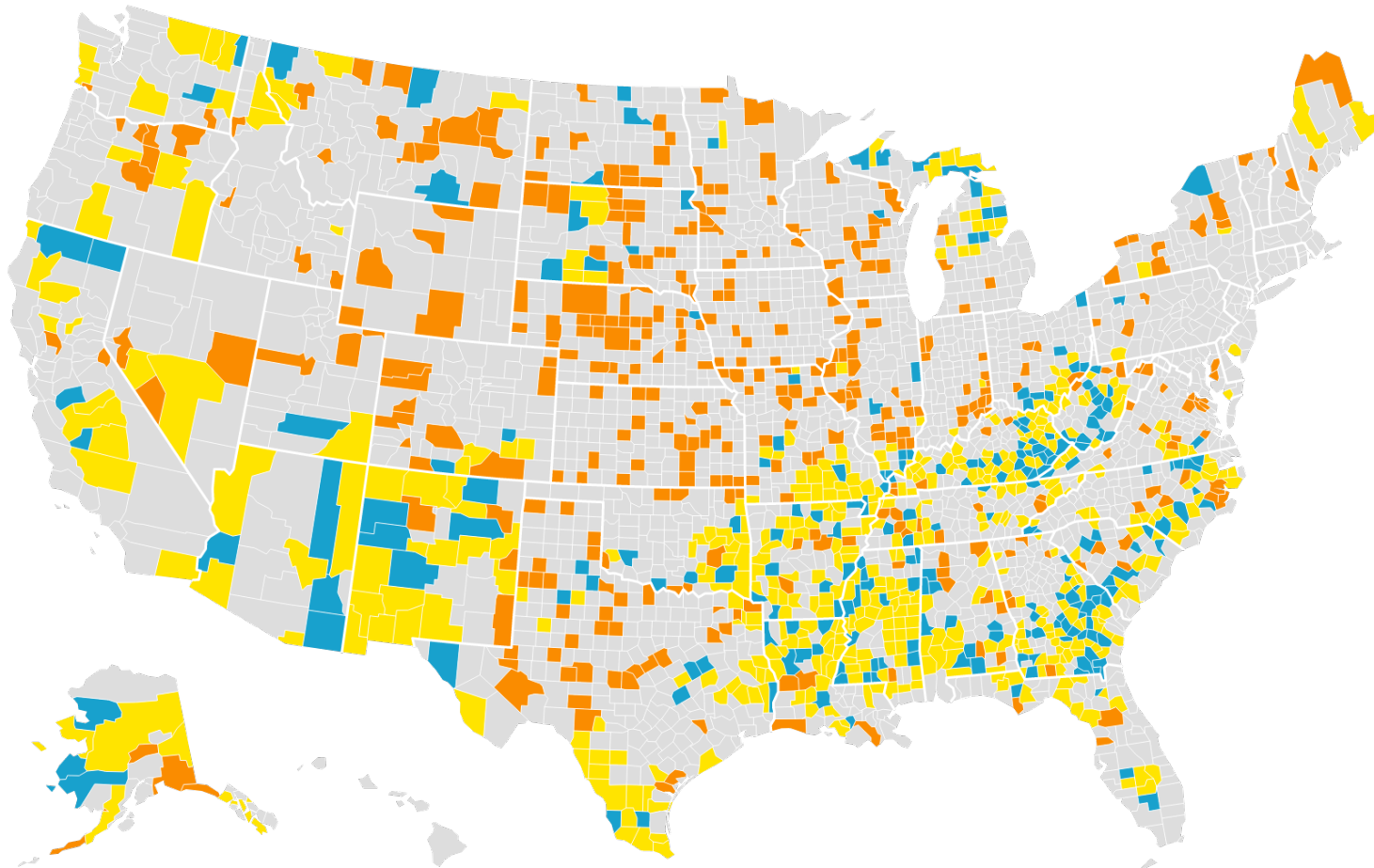


To address the second failing of the ARC model, we have placed a simple check into the system that requires an eligible county to contain [a rural census tract](#). This allows for a total of 2,569 counties (or 82.5% of all counties nation-wide) to qualify if they meet other metrics of distress, and excludes counties with no rural tracts. While we recognize the deeply ingrained economic challenges and needs in urban areas, we also recognize that they are of a different type than what we are designing this program to solve. Wide gaps in incomes, housing cost burdens, and access to services are issues which we must face as a nation – but cities do not share the widespread economic collapse of the rural places we are trying to address with this investment. Furthermore, the communities excluded by our rural metric already have access to entitlement funding via housing and community development block grant programs. Just as we call for a new economic stabilization investment to redress the disinvestment in our rural communities, we call for the expansion of those existing urban-focused block grant programs to redress decades of cuts and underinvestment in those programs, places, and people.

Taking these three metrics together – rurality, the ARC Model, and the Pulaski Model – identifies 873 counties (28% of all counties) that are eligible for our proposed investment. As you will see from the map of those places on the next page, while there are concentrations of eligible communities in persistent poverty areas like Appalachia and the Mississippi Delta, the geographic distribution of these communities is widespread with at least one eligible county in 46 states.

Counties meeting Rural + ARC, or Rural + Pulaski

(Orange= Pulaski + Rural) (Blue= Overlap) (Yellow: ARC + Rural)



If a county is highlighted, it is eligible in this model

Map: Fahe • Created with Datawrapper

Designing an Economic Stabilization Program

The creation or expansion of job opportunities either directly or through wage-subsidy allows a community to develop its workforce, or else meet the existing workforce where it is. Communities will have different needs, and so the tools made available can build up local leaders' capacity will need to be different. Designing this program as flexibly as possible will make it possible that, when the sun sets on this investment, our country is stabilized. We want communities to face this new day with confidence for their children who may choose not to leave their family and home. We believe a wealthy powerful country should try to do this for its people.

Goals

- Invest at scale in communities via flexible ten-year "block grant" investment through: job availability and/or workforce development, supportive services, business development, infrastructure, etc.
- At the same time, meet community needs as determined by the communities in things like education, housing, economic engines, broadband, health, healthy land and water systems, other infrastructure.

Who can apply

- Consortia of local governments, nonprofits, and business communities together, from:
 - Communities identified by the metrics discussed above:
 - Rurality, and
 - "Distressed" or "At-Risk" in the combined measurement of unemployment, poverty, and per capita market income, or
 - Experiencing a 50%+ loss of jobs in a specific local industry in the preceding ten years.

Allowable uses (non-exhaustive examples)

- Wage Subsidy:
 - Wage subsidy to existing employers in a transition state to a hope that they can be more self-sufficient if the economy is stabilized (another reason why scale is important in these economic stabilization programs).
- Employment:
 - Job creation, in whatever industry/area their locality was in need of: broadband, health care, education, housing, tourism, retail, industry, water/utilities, reclamation, childcare,
 - Business/social enterprise creation,
 - Workforce development, e.g.: supportive employment, job training.
 - Employment is also supported in the following community development
- Supportive services:
 - Creation of new services, e.g.: support childcare and/or create affordable childcare services, same for adult/disabled/adult populations, or

- Coordination/expansion of existing services, e.g.: supply income for existing intra-family caregiver relationships, negate benefits cliff for people re-entering the workforce.
- Housing:
 - Development/construction/repair of affordable and/or workforce housing on a large scale to develop jobs and boost local economy, on the model of previous BPPC proposal "Rebuilding our Prosperity: Jobs through Home Repair".
- Business development:
 - Entrepreneurialism, e.g.: expand availability of training and finance for new small businesses, assistance with regulatory barriers to expansion and hiring, or
 - Traditional economic development, e.g.: real estate development, business retention and expansion.
- Infrastructure:
 - Construction and expansion, e.g.: broadband deployment, public transportation, freight delivery, or
 - Repair or improvement, e.g.: sewage/waste water, bridges, disaster resilience.

Key supports

- E.g.: Community-driven federal investment, technical assistance for program development (for local govt., and non-profits), including planning and administrative grants, liaison staff at federal agencies (HUD, USDA, Treasury, Transportation, etc.).

Determining Scale

Our local expertise, combined with estimating costs for such eligible uses as childcare provision, wage-subsidies, housing construction, and traditional economic development work indicates that an investment of \$10 million a year, over ten years, would yield the best opportunity for success in the smallest communities we serve. At that base level of \$100 million over ten years for every eligible county, the total proposed cost of the economic stabilization investment would be \$89.6 billion dollars over ten years.

Most existing block grants with entitlements to urban areas are pro-rated above a base level, based on population. We leave the implementation of this metric to lawmakers, but call for the base level per-community to be \$10 million a year.

Workforce, Jobs & Economic Development: **Removing State and Local Barriers to Critical Job Creation**

Unemployment and underemployment have disproportionately impacted Appalachia for decades. As the rest of the nation currently experiences an acute labor shortage due to the economic effects of the pandemic, the inability to find qualified workers has long been a common problem in our communities as our economies have faltered, drug epidemics have raged, and as our young people move out to seek their futures elsewhere. For us, the current labor shortage is only the most recent chapter in our struggle to grow our economies.

Critical sectors of our economies are often the most difficult jobs to fill in our communities – trades and construction, and in fact industries in need of skilled labor of all kinds, often struggle to find qualified candidates to hire. Fahe Members directly experience this through our work building decent, safe housing that our neighbors can afford. We also know it from other critical sectors in our communities – nursing and healthcare workforce shortages, and utility workforce shortages are real and worsening.

Even as employers increase compensation offers in the midst of this labor crunch, qualified applicants are not appearing in the needed volume. This illustrates the external factors exacerbating the issue, many of which are located on the state and local level. These state and local issues include the way businesses are willing to hire, the way professions control new workers entering the field, the ways government and the financial services sector make business creation and workforce expansion harder, and the way that race and gender disparities are perpetuated. In order to quickly and effectively address the current labor issues, and to ensure a functioning labor market and economy for the future, these state and local barriers must be eased.

Individual barriers to entry.

High licensing fees and long study periods are often cited barriers. A tradesperson may [need](#) four to six years of work experience to become a licensed journeyman, and an additional two years to become a certified master. At the national level, experts [predict](#) that licensing costs the US economy 1.8 and 1.9 million jobs across all sectors. Professional licensing is done at the state level, but in some states, local jurisdictions may require additional registration, tacking on even more expenses.

- Policy proposals could include waiving the occupational licensing fee for low-income contractors, and standardizing (lessening) the length of time people must study to become licensed.
- Furthermore, to relieve the economic hardship of long-term training, apprenticeship programs could ensure that trainees were paid well, and granting bodies could make this possible by increasing the flexibility of their regulations.

CASE STUDY (Licensing fees): Waivers for licensing fees for targeted populations have recently begun to be enacted at the state level, particularly to benefit military spouses and low-income individuals. Currently, 22 states have some form of [fee waiver for military families](#) that are relocated in connection with the active duty family member's employment. While many of these programs are new and have not yet produced measurable results, several [best practices](#) are emerging, including: dedicated state websites and outreach for the waiver program, a simple application process, and licensing board/state staff dedicated to liaison activities. Outside of the military, waiver programs for low-income residents are also being created, including by [West Virginia](#) in 2020.

CASE STUDY (Length of training): As the country faces a shrinking population of master tradesmen and women as a result of demographic and economic pressures, the need to replace these lost skilled workers with younger individuals rises. Unfortunately, the length of training from Apprentice to Master Tradesman is often nearly a decade, making it difficult for young people to sustain themselves and their families on these lower salaries. Proposals to shorten these training pipelines have [begun to surface in Europe](#), but no studies to date have measured the impact of these proposed reforms.

Barriers to women and people of color in the trades.

Women make up 4% of workers in construction-related [fields](#). Black workers are also [underrepresented](#). [Rates](#) of apprenticeship completion are lower among women and people of color, relative to white men. Stigma, harassment, discrimination, and isolation in the workplace create retention issues for women and people of color who do enter the field.

- A number of [interventions](#) could address these challenges, including targeted pre-apprenticeship programs for women and/or people of color, formalized mentorship programs, supports to address caregiver responsibilities, and increased anti-discrimination and anti-harassment regulation.

CASE STUDY: While there are many studies and reports which cite barriers to women entering the trades, few have measurable results to report from policy changes. The closest [available information](#) is around instituting childcare-friendly policies in the workplace, and their return on investment for private employers.

Barriers to business creation – bonding, liability insurance.

Barriers to business development include surety bond requirements, which are especially used on government contracts. Some small business owners face issues with poor credit, financial status, cash availability, and a lack of information about the bonding process. Sizable premiums or large blanket insurance policy requirements may also pose a barrier to entry for small business owners.

- Small business owners have [suggested](#) allowing letters of credit in the place of bonds, lower bonding requirements, credit repair programs, and better and more centralized resources, information, and training. Other policy solutions could focus on government assistance for purchasing bonds and/or liability insurance policies.

CASE STUDY: Some private sector initiatives are testing the ground for work-arounds to the existing system. A partnership between a managing general underwriter company and a funds control/ escrow company has created a system which allows for “delivering surety bonds in addition to access to working capital for hard-to-qualify contractors that have poor credit or failed projects in addition to low working capital” ([SBA/HUD Study](#)).

Barriers to business creation and competition – non-competes.

Non-competes may deter entrepreneurship or even entry. In almost half of construction workplaces, some portion of workers are [subject](#) to non-competes. If these contract clauses were removed, communities desperately in need of more electricians, carpenters, and plumbers, would not have to contend with this practice which slows the formation of new firms and limits the growth potential of individual tradespeople.

- To remedy these issues, policy could create a more pro-market climate by allowing for increased competition, eliminating non-competes.

CASE STUDY (Eliminate non-competes): Recent state-level legislative action has introduced a patchwork of new laws limiting or outlawing the use of non-competes. Some of these laws (e.x. [Illinois](#)) limit non-competes to employees making above a certain salary threshold (\$75,000 in Illinois). Others, (e.x. [Utah](#)) mandate time limits on non-compete clauses (1 year from separation in Utah). However, despite [more than ten states legislating on the issue](#), the majority of these laws contain two central flaws: they either rely on individual cases to be tried on their own merits, or else lack enforcement. With these two flaws, the effect is that workers do not receive the intended protection, and are instead intimidated into compliance with these nominally illegal clauses.

Justice-involvement barriers to entry.

Some state statutes feature blanket prohibitions on letting people with a criminal record obtain an occupational license, regardless of whether the offense is relevant to the occupation or poses a safety risk. Licensing regulations may cite “good moral character” clauses as a means to deny applications with a criminal history, even people who have arrests without conviction or a drug offense on their record — nearly [half](#) of the federal prison population. Licensing laws may also [disallow](#) veterans who received less than honorable discharges from being eligible for licensure, even if all other requirements are met and the reasons for the discharge are unlikely to influence job performance.

- Policy could give discretion to licensing boards to make determinations on a case-by-case basis, or only allow denial when the offense or discharge was prompted by an event relevant to the occupation.
- Working together with nonprofits, boards could create a pathway to licensing for people with these backgrounds if they complete a temporary placement through a program similar to Fahe’s Second Chance Employment program.

CASE STUDY (Licensing boards): Ten states have reformed their licensure laws since 2015, and are now ranked by the [Institute for Justice \(IJ\)](#) as among the leading states for best practices in safely reforming their ex-offender work re-entry laws. Simple reforms, such as disallowing Boards from using “good moral character” clauses to blanket-ban ex-offenders, allow individual decisions to be made and allow ex-offenders to demonstrate evidence of rehabilitation. According to IJ tracking, North Carolina and Illinois, after reforming their licensure laws, have seen more than 8,000 ex-offenders obtain licenses since 2018. Conversely, [a 2016 study found](#) that states with more burdensome licensing rules have higher recidivism rates among ex-offenders.

CASE STUDY (Nonprofit partnership): Fahe's Transformational Employment program empowers businesses to hire individuals that are recovering from substance abuse disorders, by funding an 8-month program that places recovering individuals in internships with transformational employers. Fahe provides financial incentives for the employers to hire individuals in recovery by funding the training and salary of the internships. The program has placed 38 interns with 22 employers across Eastern Kentucky, in industries like construction, health care, local government, and manufacturing. Currently, the program works directly with employers, but the program could be modified and replicated to include partnerships with licensing boards.

Barriers to businesses taking on trainees.

Businesses may be [deterred from hiring](#) apprentices due to regulations surrounding workers' compensation insurance, required apprentices' wages, high costs of tuition for related classroom-based training and journeyman-to-apprentice ratios. Specific regulations include journeyman-to-apprentice ratios, which limit how many apprentices can be hired, and liability insurance concerns, which may make employers reluctant to offer work-based learning opportunities to high school students, in fear of negligence lawsuits.

- To increase employers' ability and willingness to hire trainees, policy could set a standard 1:1 journeyman-to-apprenticeship ratio and/or reduce the legal risk to sponsors who employ youths.
- Employers who engage in apprenticeship creation, especially for disadvantaged populations, could have the financial drawbacks eased

by receiving a prioritized ranking on public bids, or a tax benefit from the state in which the program operates.

CASE STUDY: [Apprenticeship reforms in England in the 1990s](#) included lowering the financial risk to employers, changing the model from time-in-grade to skills acquisition, and strengthening the requirements for employee-acquired skills. This push for a “Modern Apprenticeship” grew the annual apprenticeship starts from 65,000 people in 1996 to more than 500,000 in 2012. Despite this, there are still significant barriers to employer adoption, and [more reforms are currently proposed](#). Apprenticeship starts are actually down from an historic high in 2014, due to a combination of COVID-19 and [another series of reforms passed in 2017](#) that required a larger share of cost be born by employers, demonstrating the strong inverse correlation between employer buy-in and employer cost.

Industry-wide barriers.

Regulations on industry as a whole can indirectly affect labor markets. For example, overly [burdensome housing regulations](#) constrict developers' ability to build, therefore restricting job availability.

- In the housing example, research indicates simple solutions such as expanding developers' vested rights at time of contract [may](#) increase production by lessening risk, as well as lower the cost to the consumer.

CASE STUDY: Frederick County is in Maryland, known as a “late vesting state”. Developers of properties are not protected from zoning and land-use changes until, according to settled state law, “footers are in the ground”. Whereas in neighboring Virginia, the same protections begin when a site plan is approved. This leads to long-term risk through crucial capital-gathering stages, and dampens development. In response, Frederick County developers and Board of County Commissioners have begun entering into [Developers Rights and Responsibilities Agreements \(DRRAs\)](#), which trade earlier vesting for public benefit conditions and benefits. This system seems to be working for both groups, relaxing the dampening effects, and accruing additional benefits to residents of the county in the process.

VA Workforce Housing: Challenges & Opportunities

Our Challenge:

Virginia's long-term economic success and stability relies on a robust workforce; quality housing is one way to attract and retain the industries and workers we need for a thriving economy.

Workforce Housing Is Essential For Economic Growth

- Retail follows rooftops. Access to workforce housing that families can afford has a direct impact on business sector growth, yet Virginia currently has a shortage of 153,415 rental homes for extremely low-income workers. If we want to boost our economy, we have to invest in workforce housing production.¹²
- Slowed business growth isn't the only consequence of cost-burdened housing. Spending is reduced across all industries when housing costs more than 30% of income, which cripples economic growth for the 29% of Virginia homeowners that are cost-burdened.³⁴
- VA renters are being priced out of the market. Almost 45% of VA renters are already cost-burdened. 50% are severely cost burdened, which drastically reduces their ability to participate in the economy.⁵ This problem is only getting worse, as VA rent prices rose almost 20% in the last year alone.⁶
- VA homeownership prices have risen 8.8% over the past year, while the number of homes sold has fallen by 11.4% and the number of homes for sale has fallen by 24.4%.⁷ Without an investment to build affordable workforce housing, working families will continue to be priced out of living in Virginia.
- VA needs more housing to attract workers. According to a recent survey conducted by the Associated General Contractors of America and Autodesk, 81% of VA contractors are having trouble finding qualified workers.⁸

¹https://www.researchgate.net/publication/350708616_A_Regional_Analysis_of_the_Relationship_Between_Housing_Affordability_and_Business_Growth

² <https://nlihc.org/housing-needs-by-state/virginia#:~:text=Some%2030%25%20of%20the%201.67,make%20next%20month's%20housing%20payment.>

³ <https://www.virginiamercury.com/2021/12/14/virginia-needs-at-least-200000-more-affordable-rental-units-report-finds/#:~:text=Analysts%20for%20the%20state%20watchdog,of%20their%20income%20on%20housing.>

⁴ https://www.wvgazette.com/dailymail/vv/daily_mail_features/more-appalachians-getting-squeezed-out-of-affordable-housing/article_c59d0722-272f-541c-8400-c45e4536b9cd.html

⁵ <https://www.virginiamercury.com/wp-content/uploads/2021/12/Affordable-Housing-in-Virginia-1.pdf>

⁶ <https://www.wsls.com/news/local/2022/03/28/virginia-renters-face-sharp-increases-in-monthly-rent-as-prices-rise-across-the-us/>

⁷ <https://www.redfin.com/state/Virginia/housing-market>

⁸ <https://vpm.org/news/articles/6524/amid-construction-worker-shortage-firms-take-action-to-prevent-further-decline>

VA Workforce Housing: Challenges & Opportunities

The Opportunity:

If we are going to reverse this trend of soaring prices that are narrowing our housing market; now is the time to intervene and strategically targetted investments.

The Impact:

We know what smart investments in workforce housing can accomplish. Now, we just need to apply these lessons state wide.

- Arlington County, VA, found that building 100 affordable rental homes generated \$11.7 million in local income, \$2.2 million in taxes, and 161 jobs in the first year alone.⁹

Why Partner with Fahe VA:

For over 40 years, the Virginia members of Fahe have delivered safe, quality housing; community services, job training and opportunity to our neighbors across the state.

Between 2018-2021, **Virginia members leveraged \$215,770,058 in public and private funding to build or rehabilitate 11,365 units of housing for 32,579 of our neighbors and loved ones.** With continued investments, we are confident we can continue to deliver quality, affordable housing in the years to come.

To Learn More or Discuss this Opportunity Further

Contact VA's Caucus Chair:

Jamie Gross, Housing Coordinator, People Inc., 1173 West Main Street
Abingdon, VA 24210, Phone: (276) 619-2201, Cell: (276) 608-3995,
jgross@peopleinc.net

Fahe is a consortium of nonprofit housing experts, including 5 groups serving Appalachian Virginia.

⁹ <https://www.arlingtonchamber.org/blog/five-ways-housing-affordability-affects-local-businesses>

VA Workforce Housing: Challenges & Opportunities



VA Housing: An Unstable Market & Opportunity to Invest

Our Challenge:

Like many states, Virginia is on the precipice of a major housing shortage for working residents and households in middle-income brackets.

The Housing Market Will Not Correct Itself

- Home prices in VA continue to skyrocket. Over the past four years, the median home sale price in VA has risen 28%, resulting in a median home sale price of \$270,000 in Virginia in 2021. Such high costs functionally exclude working families from homeownership.
- VA rent prices have also increased almost 20% over the past year. Combined, this means that neither owning nor renting is a financially realistic option for many Virginians.¹²
- According to the Virginia Realtors Association, the percentage of all VA homes that sold for \$200,000 or less has decreased 40% since 2019.³ This decline means that VA does not have enough housing stock for working households. Moreover, this gap in workforce housing is not unique to just one part of VA. Every region in the state has a shortage of units that families can afford.⁴

If We Invest Strategically, We Can Make Major Gains in Filling Market Gaps

- Although the VA Housing Development Authority has invested more than \$4 billion in new affordable housing complexes, much of which was intended to be workforce housing, its program does not require developers to set the rents for those apartments below market rates.⁵
- This absence of market rent caps for affordable developers has resulted in these “workforce housing units” being leased at unaffordable rates to the families for whom they are intended. People renting the housing built by this program actually have a higher cost burden than the statewide median cost burden for low-income renters.⁶
- If we build workforce housing that employees and their families can afford, we won't have to subsidize rental units; owners can begin the process of wealth-building that comes with ownership.

The Opportunity:

If we are going to reverse this trend of soaring prices forcing working Virginians out of the home buying market, we need to intervene and we need to make strategic investments.

¹ <https://www.virginiamercury.com/wp-content/uploads/2021/12/Affordable-Housing-in-Virginia-1.pdf>

² <https://www.wsls.com/news/local/2022/03/28/virginia-renters-face-sharp-increases-in-monthly-rent-as-prices-rise-across-the-us/>

³ <https://www.virginiamercury.com/wp-content/uploads/2021/12/Affordable-Housing-in-Virginia-1.pdf>

⁴ Ibid

⁵ Ibid

⁶ Ibid

VA Housing: An Unstable Market & Opportunity to Invest

The Impact:

Why Partner with Fahe VA:

For over 40 years, the Virginia members of Fahe have delivered safe, quality housing; community services, job training and opportunity to our neighbors across the state.

Between 2018-2021, **Virginia members leveraged \$215,770,058 in public and private funding to build or rehabilitate 11,365 units of housing for 32,579 of our neighbors and loved ones.** With continued investments, we are confident we can continue to deliver quality, affordable housing that meets folks where they are, and helps to reverse the current trends in VA housing availability.

To Learn More or Discuss this Opportunity Further

Contact VA's Caucus Chair:

Jamie Gross, Housing Coordinator, People Inc., 1173 West Main Street
Abingdon, VA 24210, Phone: (276) 619-2201, Cell: (276) 608-3995,
jgross@peopleinc.net

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VA Housing: Protecting Our Most Vulnerable

The Challenge:

Safe, secure and dignified housing is important to maintaining a high quality of life. Unfortunately, our current housing market is leaving behind many of our vulnerable neighbors and loved ones. With smart investments today, we can change that trajectory.

Stable Quality Housing Is a Linchpin of Childhood Health, Wellbeing & Success

- A home isn't just a place to live. Without a quality home, low-income Virginians are at risk of health problems, including chronic disease, infections, injuries, poor mental health, and more, with children being impacted most severely.¹
- About 13.5% of VA housing stock has lead risk, endangering residents and particularly children.²
- 40% of asthma episodes are caused by preventable, unhealthy housing conditions.³
- Invest in Virginia's future leaders by providing children with healthy, stable homes. Children raised in unaffordable, cost-burdened or dilapidated homes are much more likely to perform poorly in the classroom, as well as have increased psychological stress.^{4,5}

Current Housing Stock Is Failing VA Veterans

- Developing quality homes that our veterans can afford helps our state honor its commitment to our servicemembers. 99,577, or 1 in 8, VA veterans live in homes with one or more major issues including quality, overcrowding, or unaffordability.⁶
- Affordability is one of the greatest housing problems veterans face, and currently 22.1% of VA veterans are paying too much for their housing.⁷

Our Growing Elderly Population Must Be Able To Age With Dignity

- VA has a growing senior population; in fact, it's the only part of our population that is increasing in size.⁸
- With 25% of our extremely low-income renters aged 65 and older, ensuring that VA's housing is both safe and affordable allows our elderly neighbors to age safely in place—in their own homes and communities.⁹

¹<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1447157/#:~:text=Poor%20housing%20conditions%20are%20associated,important%20social%20determinant%20of%20health>

² https://www.americashealthrankings.org/explore/health-of-women-and-children/measure/housing_leadrisk/state/VA

³ https://www.tn.gov/content/dam/tn/health/documents/healthy-places/healthy-homes/asthma/TDH_purple_tabletop_asthma_unhealthy_homes.pdf

⁴ <https://housingmatters.urban.org/articles/how-housing-quality-affects-child-mental-health#:~:text=Researchers%20have%20found%20that%20poor,ability%20to%20regulate%20family%20activities.>

⁵ https://docs.wixstatic.com/ugd/d97bc4_2ef0d963d0fa48e5b03f44e5993c036f.pdf

⁶ <https://veteransdata.info/states/2510000/VIRGINIA.pdf>

⁷ <https://veteransdata.info/states/2510000/VIRGINIA.pdf>

⁸ https://www.arc.gov/wp-content/uploads/2021/06/PRB_ARC_Chartbook_ACS_2015-2019_FINAL_2021-06_R1.pdf#page=12

⁹ <https://nlihc.org/housing-needs-by-state/virginia#:~:text=Some%2030%25%20of%20the%201.67,make%20next%20month's%20housing%20payment.>

VA Housing: Protecting Our Most Vulnerable

- It's not just safety, but it's also affordability. VA housing prices have risen 8.8% over the past year.¹⁰ Our older neighbors on fixed incomes are at risk of being priced out of the communities they've called home for their entire lives.
- People living in unsafe housing conditions are forced to rely on expensive, emergency room care. One study found that nearly two-thirds of patients seeking emergency department treatment faced housing challenges.
- If we want our grandparents and elderly neighbors to be able to afford to live in the communities they call home, we must invest in safe housing that does not jeopardize the health of medically vulnerable seniors.¹¹

The Opportunity:

If we are going to reverse this trend of soaring prices forcing working Virginians out of the home buying market, we need to intervene and we need to make strategic investments.

The Impact:

Why Partner with Fahe VA:

For over 40 years, the Virginia members of Fahe have delivered safe, quality housing; community services, job training and opportunity to our neighbors across the state.

Between 2018-2021, **Virginia members leveraged \$215,770,058 in public and private funding to build or rehabilitate 11,365 units of housing for 32,579 of our neighbors and loved ones.** With continued investments, we are confident we can continue to deliver quality, affordable housing in the years to come.

To Learn More or Discuss this Opportunity Further

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Fahe is a consortium of nonprofit housing experts, including 5 groups serving Appalachian Virginia.

¹⁰ <https://www.redfin.com/state/Virginia/housing-market>

¹¹ <https://bmcpublihealth.biomedcentral.com/articles/10.1186/s12889-020-09224-0>

VA Housing: Protecting Our Most Vulnerable



COMMUNITY
HOUSING PARTNERS



Fahe State Caucus - Relationship Mapping

What is this form? Successful advocacy campaigns rely on strong relationships with decision makers, influential allies and key partners. This form will help our caucus identify where we hold strong relationships, and where we need to build bridges as we work to make housing a reality for all.

Who is this form for? This form is best used with the individuals in your organization's network who are positioned to do introductions and/or request meetings. Typically, this includes senior staff, board members or big private supporters.

However, you never know who knows who. So, a much lighter version of this (via discussion) may be worth doing with your full staff and volunteers.

How to use this form? Take 5-10 minutes at the start of a meeting and either ask folks to brainstorm as a group, or sit quietly and make some notes with the understanding that you'll follow up individually about next steps.

Please return completed form to:

Maggie Riden, mrident@fahe.org

Name:

Organization:

Date:

Why we're mapping:

Fahe Caucus is relationship mapping to identify potential partners and champions who will help us secure a one time \$100 million investment to secure land that we can develop for workforce housing over the next 36 months. You've been identified as someone who may have some valuable connections that could help us make this ask of our elected officials. Please take 10-15 mins to think about who you know, jot down their name and affiliation, and we'll be sure to follow up!

Influential Allies –

Local Government Leaders:

Faith based leaders:

Partner Organizations/Institutions/Local or State Level Coalitions:

Decision Makers -

Local Elected Officials (mayor, city administrator etc):

State Elected Officials (state house and senate elected officials or their staff):

Appointed Agency Heads or members of the Governors Cabinet:

Congressional (House or Senate) Representatives

Unusual Suspects-

Political or nonprofit donors (individual donors and foundations):

Businesses with an interest in workforce housing (new or existing businesses):

Journalists and Media Personalities:

Local relators, others who can speak to the need for affordable housing?:

Fahe Member Advocacy Engagement Opportunities

Name: _____

Organization: _____

Best Point Person for Media Outreach Follow Up: _____

Our goal is to engage _____ (number) of elected officials or candidates before November 2022

1. Event Title:

Date & Time:

Location:

Ideal Elected Official/Candidate:

Comms Notes (best media outlet, suggested strategy to engage):

2. Event Title:

Date & Time:

Location:

Ideal Elected Official/Candidate:

Comms Notes (best media outlet, suggested strategy to engage):

3. Event Title:

Date & Time:

Location:

Ideal Elected Official/Candidate:

Comms Notes (best media outlet, suggested strategy to engage):

4. Event Title:

Date & Time:

Location:

Ideal Elected Official/Candidate:

Comms Notes (best media outlet, suggested strategy to engage):

5. Event Title:

Date & Time:

Location:

Ideal Elected Official/Candidate:

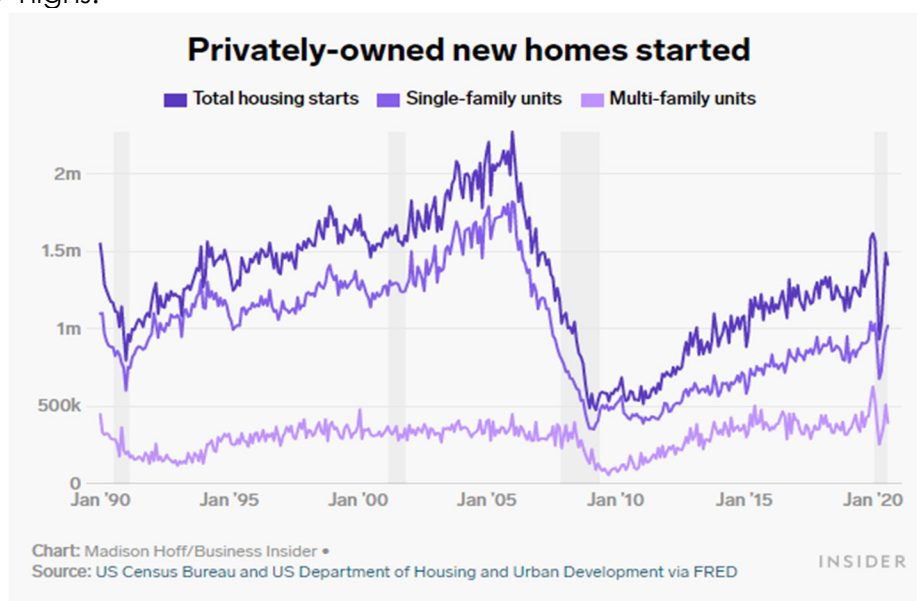
Comms Notes (best media outlet, suggested strategy to engage):

Fahe Workforce Strategy Paper

Building the American Dream in Appalachia requires investments in education, quality infrastructure, and employment opportunity. The American Rescue Plan Act (ARPA) makes available \$1.8 billion to improving physical infrastructure – broadband, housing, and water/wastewater, and major rehab or new construction of “anchor” facilities including educational institutions, libraries, and hospitals.

However, the severe shortage of skilled construction trades workers – over 30,000 job openings¹ – constrains implementation and impedes poverty-reversing investments. Until we address construction workforce crisis, we cannot harness this opportunity for investment to ensure inclusion of off-overlooked places, like Appalachia. To address this need, Fahe proposes a workforce strategy to address the construction workforce crisis.

As a prime example construction in the housing industry has lagged demand in the years since the Great Recession. According to *Business Insider* with single-family housing starts in particular decline in the last decade despite a continuously growing population. The following chart highlights housing starts for single-family and multi-family units in the United States at seasonally adjusted annual rates. Unlike multi-family units, starts for single-family units have not returned to their pre-2007 highs.



Our communities face two related and connected problems. On the one hand, far too many people who want to live and work here are unemployed or underemployed. On the other hand, many employers, like Fahe and our construction partners, have skilled labor positions that remain unfilled, which prevents us from creating the living conditions so crucial to bringing hope and opportunities embedded in the notion of the American Dream to Appalachia.

A significant investment in workforce development for the construction industry is necessary to reverse this market inefficiency. There are many existing programs designed to support the individual seeking employment through trainings and support services to build workforce

¹ Compiled using current ESRI/EMSI data from each state

readiness such as WIOA. However, these individuals most often come with additional challenges such as lack of housing, transportation, child care, and legal challenges to name a few for which employers are not currently prepared to address.

A response is needed to address obstacles and concerns of employers. Through joint outreach to the construction industry partners in our service area, we will identify and begin engaging key employers with the potential to build the workforce, and connect them to employment. Many workforce programs focus primarily on individual being trained. In our approach we will emphasize the needs of the employer to drive employment as the primary outcome. With "employer needs first" sensitivity, our approach will also capitalize on our extensive knowledge of the construction industry, and utilize our knowledge of capital flows to bring new opportunities contractors. We will build out a response that addresses the challenges faced by workers while illustrating to the employers how their bottom line will benefit.

Fahe is uniquely positioned to leverage our strengths for this work. We maintain a close connection with construction industry employers as well as regional workforce development boards, community action agencies, and other entities providing workforce support. We also work in tandem with community and technical colleges that are (or can) provide certificates or degree-level education programs. We can provide the opportunity for on-the-job training to prepare skilled trades workers for private sector employment, and can assist successful trainees in connecting with labor groups to further deepen connectivity with permanent employers.

Currently, in Appalachia there are 30,000 skilled job openings, which illustrates a clear need to better connect employers with prospective workers. If a well-aligned sectoral partnership moved potential workers into just 25% of skilled trades openings, 7,500 Appalachian workers would be readily employed; increase to 50%, and the region's employers would put over 15,000 trainees to work.

The impact? At just 25% placement, the 7,500 jobs would generate \$289 million in direct wages and create 3,688 additional indirect and induced jobs. Direct jobs would generate \$28 million annually in state and local taxes. Direct, indirect, and induced jobs cumulatively would generate \$43.2 million in state and local taxes that in turn support and strengthen the region's schools, educational institutions, libraries, health departments, and other critical services.

We are confident that a lasting solution to these problems can be achieved through thoughtful collaboration and a shared understanding of how employers can support the holistic needs of their workforce.

Fahe's decades-long history of leadership and convening multi-sector stakeholders from across the region uniquely positions us to address the shared workforce challenges and advance prosperity. Together, we invest more than \$500M into our communities a year, serving more than 90,000 people annually. Fahe is poised to make a substantial improvement in the region through a shared commitment to workforce development. With that commitment we can build high-functioning communities with economic opportunities, creating thriving communities where all Appalachians can pursue the American Dream.

Fahe Updates Memo

Quarterly Reporting:

Member reporting for the 3rd quarter, QE 3-31-22, results show overall **77% of the Members reporting.**

FY22 Q3 percentages are:

AL=60%;

KY=87%;

TN=75%;

VA=100%;

WV=67%.

Of Note: Starting with QE 12-31-21, additional federal data requirements from NWA for housing counseling went into effect.

Fahe Annual Awards – Nominations due to Vonda Poynter by July 15th:

Fahe Award for Excellence - If warranted, more than one award can be given, and if not warranted, no awards are required. Awarded for:

- Innovation – either in a new service/product, approach to solving a challenge, implementation of a new program, a creative way of marketing the organization/programs, or overall excellence!
- Impact – actions, or services that move the needle on our mission of eliminating poverty in Appalachia
- New Services/Programs that have potential for significant, long-lasting and increasing impact
- NEW: Outstanding performance/program/efforts in the face of COVID-19

Previous Winners:

- 2021 – KCEOC for COVID Response, SERCAP for COVID Response
- 2021 - Kentucky River Foothills Dev. Council for Innovation-Kit Carson Commons
- 2020 - Housing Development Alliance for Hope Building
- 2019 - Hope, Inc. for Open Door Café

Fahe Award for Leadership

Awarded to someone at any level of their organization, and could be awarded each year to both seasoned and emerging leaders based on the following:

- Exceptionally effective and cooperative at cross-Member partnering
- Emerging leaders stepping in or stepping up to make a powerful impact
- Leaders creating a legacy by their dedication to the mission
- Extraordinary leadership resulting in the accomplishment of significant goals
- Inspirational progress in overcoming obstacles
- Making a personal investment in local communities
- Providing inspiration as a role model to encourage others
- New: Exemplary effort during the COVID-19 crisis on behalf of their community or their staff

Previous Winners

- 2021 - Leadership: Cassie Hudson, Partnership Housing
- 2021 - Leadership/Emerging Leader: Sabrina Seamon, Clinch-Powell RC&D
- 2020 - Leadership: Wilma Kelley, Beattyville Housing and Development, Corp.
- 2019 - Leadership: Lindy Turner, Clinch-Powell RC&D
- 2019 - Leadership/Emerging Leader: Sarah Bates, Creative Compassion, Inc.

Art Collings Award for Advocacy

Awarded to a Fahe Member for greatest advocacy on a state-regional-national basis. This award is named in honor of Art Collings whose unmatched dedication to improving housing conditions for low- income rural Americans is an example for us all to follow.

Previous Winners:

- 2021 – Cassie Hudson
- 2020 - Hope Cupit
- 2019 - Seth Long
- 2018 - Karen Jacobson
- 2017 - Blake Enlow
- 2016 - Janaka Casper
- 2015 - Dave Clark & Evan Zuverink
- 2014 - Scott McReynolds
- 2013 - Tom Manning-Beavin

Dwayne Yost Friend of Fahe Award

Awarded to a non-member, in recognition of outstanding contribution to Fahe and the membership. This award is named in honor of Dwayne Yost, Founding Father of Fahe and champion of affordable housing.

Previous Winners:

- 2021 – Ralph Perrey
- 2020 - Adrian Dominican Sisters – Accepted by Sister Corinne Florek, OP
- 2019 - USDA-Rural Development – Accepted by Bruce Lammers & Cathy Glover
- 2018 - Senator Shelley Moore Capito, US Senator from West Virginia

- 2017 - Moises Loza
- 2016 - Lisa Mensah
- 2015 - Ben Poage
- 2014 - Congressman Hal Rogers, serving Kentucky's Fifth District
- 2013 - David Dangler, NeighborWorks America Rural Initiatives

Voice of the Region

Awarded by the Fahe Communications Team to Members that have shared their story and collaborated with Fahe to represent the strength and efficacy of our Network to a national audience in pursuit of impactful change in Appalachia.

Previous Winners:

- 2021 – Karen Jacobson, Randolph Co. Housing Authority
- 2020 – Mary Ellen Judah, Neighborhood Concepts, Inc.
- 2019 – John David, Southern Appalachian Labor School (SALS)

Fahe Hall of Fame - Honors Members or Partners who are retiring after many years of outstanding service to their community and, or the Fahe Network.

- The nominee must have retired in the past year or planning to retire before next year's Annual Meeting (September, 2023)
- The nominee must have outstanding career performance in the areas of housing programs, services, development, or finance.

2021 Inductees: Rob Goldsmith, People, Inc.; John Niederman, Pathfinder Services

Inaugural Class: Dwayne Yost, Dave Lollis, Lynn Luallen, Tom Carew, Jack Rivel



fahe
Strength in Numbers

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