

The MISSOURIAN

The Missouri Chapter of NAHRO Newsletter

December 2010

Published Quarterly

From the Office of the President: Darrin J. Taylor



Happy New Year

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I looked back at the December 2009 issue of the “MISSOURIAN” to see what words of wisdom I may have written. It was (I guess) just a check to see if anything that I was thinking then was, well, anywhere close to making a point. One thing that caught my attention was where I wrote “*New things are coming for each of us—new opportunities for which we are well prepared. Along with opportunity there will be many challenges, and for these, we must also be ready*”. That’s an easy sort of prediction statement to make; we all know that everything changes, no real shocker there. And if I were to say that same sort of thing again; “Changes are coming and we need to be ready” I bet hardly none of you would disagree.

Thinking about the year and all that came with it, I believe that we were prepared. We were ready when we heard about TRA, ready to learn more and ready to ask questions and ready to speak up. We were ready when we heard about SHARP and we listened and understood how this reform would benefit small agencies. We contacted our Members of Congress and we spoke up for adequate funding. We worked together as an organization, helping each other to learn and grow. We worked hard in our agencies carrying out our mission of providing safe, decent and affordable housing. We continued to persevere as “Housers” in our communities.

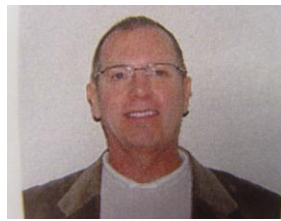
But that was last year and a new year is just ahead. The New Year will hold many challenges for all of us. We will need to be prepared to meet these challenges head-on, ready and willing to keep up the good fight. Speaking out for adequate funding and sound policy decisions will be at the forefront. We will need to advocate at all levels and carry our message to the 112th Congress when they convene in January; this is our challenge. I am confident that each of us is well prepared and ready to do your part when you are called upon. I am equally confident that our organization will be there helping us along; there is strength in numbers, “we must endeavor to persevere”.

2010 will soon be in the history books as they say, gone but not forgotten. We had a good year, many accomplishments, many lives changed. It has been a good year to be your President. I have appreciated all the hard work by our Committees and many, many of our Members who have committed so much of their time and energy at making MONAHRO the great organization it is. I look forward to 2011 with anticipation and excitement of all the good things yet to come.

My sincerest wish to all of you is for a peaceful, prosperous and joyous New Year.

Respectfully
Darrin J. Taylor, President
MONAHRO

Robert Rorah
Vice President-Housing



Richard Waltemath
Vice President
Professional Development



Laura Hawley
Vice President-Commissioners



Wanda Peetoom
Vice President-Member Services



Donna Lewis
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David K. Hayes

MHAPCI News Notes

December 2010



MISSOURI HOUSING AUTHORITIES PROPERTY AND CASUALTY, INC.

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FROM THE PRESIDENT.....

WHAT HAVE YOU DONE FOR YOUR POOL TODAY? (THE SEQUEL)

In my last column, I posed the question “what have you done for your pool today?” The resounding answer from across the State was “**A LOT!**” I am inspired by the creativity, and want to share some ideas and examples of commendable and heroic initiatives undertaken by our fellow Members to control losses and protect our pool assets.

- Before the fire department had a chance to arrive on the scene, applying some proactive detection and prevention techniques Reba Williams single-handedly put out a fire in one of the units in West Plains early one morning. A stove had been accidentally turned on when a resident brushed against the range in her kitchen.

- Carol Branham purchased “Yak Trax” for the Nevada Housing Authority maintenance crew. These adjustable clamp-on cleats look like bear traps and are designed to prevent falls on snow and ice.
- Executive Director Darlene Combs took the concept of “self-help” to a new level, recovering the full amount paid out by MHAPCI and the Thayer Housing Authority to repair a unit that had been badly damaged by an out-of-control motorcycle. Darlene simply contacted the driver of the motorcycle, asked him for a check, which she collected and mailed to MHAPCI.
- Fayette’s E.D. has become an outspoken advocate of the need to train employees in cardio-pulmonary resuscitation and the use of automatic external defibrillators (AED). Brenda Bramblett’s husband survived a heart attack, thanks to the availability of an AED at work and the timely assistance of his co-workers. According to Brenda, sudden cardiac arrest kills more than 350,000 people each year in the United States, with a survival rate of just five percent. Brenda quotes an impressive statistic of 30 – 50 percent survival where CPR and AEDs are used within five minutes of a heart attack.
- An example of an Executive Director who turned lemons into lemonade comes from Tom Barnett. In a quick and effective response to a bed bug epidemic at several different locations in Springfield, Tom and his staff eradicated the pests, and brought big dumpsters onsite. The Authority launched a campaign to mobilize the residents to clean out their units and get rid of things they don’t need. An added bonus was the reduction of fire hazards. Recognizing the extraordinary achievements of his staff, Tom rewarded a lucky staff member with a stuffed bed bug named Sally that Tom had picked up in Reno at the NAHRO conference. I have heard that Sally the Bed Bug is being passed around, and is a favorite at SHA functions.
- Smithville Housing Authority’s crisis management plan is in place and arrangements have been made to bus residents to a specific locale in the event of an emergency. Executive Director Robert Foster sends out newsletters reminding residents to keep exits open and porches clear. To enhance communication, Bob is about to launch a website and is also looking into putting Wi-Fi in the community room.

The success of our risk management pool is directly tied to our collective ability to prevent, control and manage losses. The number and size of claims drive all other costs for the pool and determine how much you pay in premiums/assessments each year. Common sense strategies such as the ones these Members have put into practice prevent some accidents from occurring and control the costs of losses that do occur. You may want to think about instituting some of these initiatives at your own Authority.

Carole King

MISSOURI WORKERS’ COMPENSATION REVIEW

Joann N. Dyroff, General Counsel

In 2005, the Missouri Legislature substantially changed the Workers’ Compensation law for accidents or injuries in the workplace occurring after August 28, 2005. PHAs need to be aware of the ways in which the law changed from a liberal interpretation of the law, for the benefit of employees, to a strict construction. The law allows for employers to take steps to potentially reduce liability in the event of claims, and requires employers to address certain issues. PHAs need to consider the following:

- **Adopt written safety rules.** If the employer has safety rules in place and has made a reasonable effort to disseminate the rules to its employees, then if the employee is injured and the injury is caused by the employee's failure to use safety devices provided by the employer or if the employee fails to obey a reasonable safety rule, then the employee's compensation and death benefits will be reduced 25% to 50%, depending upon the facts.
- **Adopt a written drug and alcohol policy.** Under the law, if the employee fails to obey any rule or policy adopted by the employer on a drug-free workplace or on the use of alcohol or non-prescribed controlled drugs in the workplace, and the employee sustains an injury while using alcohol or non-prescribed controlled drugs, the law provides that the compensation and death benefits shall be reduced fifty percent. If the employee's use of alcohol or non-prescribed controlled drugs in violation of the employer's rule or policy is the proximate cause of the employee's injury, the benefits or compensation payable for death or disability are forfeited.
- **Review of use of "statutory employees" and provide coverage.** If "independent contractors" provide work on or about housing authority premises, the individual may be considered to be a "statutory" employee, and the housing authority will probably be liable to such contractor, his subcontractors and their employees if injury or death occurs on or about housing authority premises while doing work which is in the usual course of housing authority business. The tests for statutory liability for injuries or accidents sustained by independent contractors are the following: 1) work is being done under contract (written or oral); 2) on or about the statutory employer's premises; and 3) is an operation of the "usual business" which such employer carries on there. In the case of a housing authority, the "usual business" would include such work as maintenance and repair, janitorial, clerical and security services, property management and inspections. Individuals performing such work will need to be covered under the authority's workers' compensation policy, even though the authority does not consider them to be "employees." The purpose of this law is to prevent employers from circumventing the requirements of the workers' compensation law by hiring independent contractors to perform work that would otherwise have been performed by the employer.
- **Obtain a certificate of insurance from independent contractors for construction work.** If the work being done includes the erection, demolition, alteration or major repair of housing authority property by an independent contractor, then the housing authority should demand that the contractor provide a certificate of insurance from an authorized insurer in the State of Missouri, as all construction industry employers are required to carry such insurance. In the event that an employee of the independent contractor is injured or killed while performing construction work on the premises of the authority, the immediate contractor or subcontractor will be primarily liable as the employer; however, the housing authority can be found to be secondarily liable. Any compensation paid by those secondarily liable may be recovered from those primarily liable, together with attorneys' fees and costs of suit.
- **Ensure coverage of "volunteers".** The word "employee" is defined in the Missouri worker's compensation law to include "every person in the service of any employer." There is no requirement that the individual be paid in order to be deemed to be an "employee" for purposes of workers' compensation; consequently, an unpaid volunteer will be considered an employee. For housing authorities, if an individual provides volunteer service by "appointment" or by express or implied contract, then such individual(s) will need to be covered. Of course, if an individual "volunteers" to help the authority without its knowledge or consent, or at a time other than that assigned, then the individual may not be covered.
- **Be aware of the requirements for coverage of an injury.**

- In order for an accident to be compensable under Missouri worker's compensation law, there must be an unexpected traumatic event or unusual strain identifiable by time and place of occurrence, producing objective symptoms of injury caused by a specific event during a single work shift. In addition, the injury must arise out of and in the course of employment. An injury will not be compensable if work was merely the triggering or precipitating factor, rather a specific event must be **the prevailing factor**, which caused both the resulting medical condition and disability. The "**prevailing factor**" is defined to mean "**the primary factor**, in relation to any other factor, causing both the resulting medical condition and disability." Heart attacks, pulmonary, respiratory, and other diseases suffered by employees are not compensable unless the employee can prove that work was the prevailing factor in causing the resulting medical condition. Conditions caused by aging or normal activities from day-to-day living are not compensable.
 - Repetitive motion injuries are recognized as an occupational disease. An occupational disease that is due to repetitive motion is compensable if the injured worker proves that the occupational exposure was the prevailing factor in causing both the resulting medical condition and disability.
 - Only injuries that occur on property owned or controlled by the employer are compensable. For example, if an injury occurred in a housing authority-owned vehicle being driven by the employee to or from home, such an injury will no longer be compensable. Of course, if the injury occurs while an employee is driving a housing authority-owned or -leased vehicle while performing his or her job duties, such injury would probably be compensable.
- **Post the required notices.** If you have not updated your worker's compensation posters recently, you may want to go to the following link and print out and post a current poster with the required information:
<http://www.labor.mo.gov/DWC/Forms/106-AI-letter.pdf>
 - **Check with your attorney.** Like all employment issues, workers' compensation problems require a detailed analysis by a knowledgeable attorney or other professional, and application of this complex body of law to the particular situation. This review is not intended to, nor does it provide comprehensive legal advice, and you are encouraged to consult with your attorney. The Missouri Department of Labor & Industrial Relations also offers a website that addresses many of the routine issues that you may face and State officials are available to answer questions. The toll-free employee help line phone number is 1-800-775-2667, and the employer help line number is 1-888-837-6069.

OFTEN-OVERLOOKED EMPLOYEE BENEFITS

Nick Blaine, Wells Fargo Insurance Services USA, Inc.

I wanted to remind everyone of often overlooked but never-the-less very important Employee Benefits; Employer provided Employee Life Insurance, Employee paid Voluntary Life Insurance, Dependent Life Insurance, and Short Term Disability Income Protection and Long Term Disability Income Protection Insurance. In addition to MHAPCI sponsoring Medical Insurance through Wells Fargo Insurance Services USA, MHAPCI also sponsors an Ancillary Benefit Program underwritten by Lincoln Financial Group (rated A+ Superior) covering Life and Disability insurance. What's fantastic about this Program is Wells Fargo negotiated much lower Rates and much higher Guarantee Issue Life and Disability Benefits than is customarily

offered to employers with less than 25 employees, which is the case for most of Missouri Housing Authority employers.

For Life Insurance, Guaranteed Issue amounts are available up to \$50,000 per employee, \$10,000 for a Spouse, and \$10,000 per Child. Guarantee Issue means NO medical or health questions asked. In addition, Guarantee Issue Voluntary (employee paid) Life Insurance is available, up to an additional \$100,000 for an employee and \$10,000 for a Spouse or per Child. Rates are very competitive, in some cases half of the rates we've seen in the market place.

Disability Income Insurance protects an employee's earnings in the event they cannot work as a result of nonoccupational sickness, accident, or disease. Policies can be purchased for either Short Term Disability with benefits up to 26 weeks, or Long Term Disability with benefits to the Social Security Normal Retirement Age, which is age 65 or older depending on your year of birth. Benefits = 60% of an employee's salary up to a maximum benefit of \$750 per week for Short Term Disability or \$3,000 per month for Long Term Disability. By including Disability Insurance as a Benefit, the Housing Authority protects the employee's earnings and eliminates the payroll expense of continuing a salary for a period of time because "it's the right thing to do". Just as with Life Insurance, rates for Short and Long Term Disability are very affordable.

As always feel free to contact Wells Fargo, Nick Blaine @ 314-919-3084, Mary Good @ 314-919-3073, or Helen Messmer @ 314-919-3080, or Susan McNary @ MHAPCI, 636-530-6181.

CARBON MONOXIDE.... THE SILENT KILLER

Angela Anderson, Assistant to CEO

The Winter season has approached us, and with this, brings the need to run our furnaces, space heaters, and warm up our vehicles to keep us comfortable. It is also the time of year when extreme caution should be used with these items. According to the *Journal of the American Medical Association*, carbon monoxide poisoning is the leading cause of accidental poisoning deaths in America. Carbon monoxide detectors can save lives, but it is important to understand how they work in order to get the best protection, should you choose to purchase them for your Housing Authority. Below, are a few key points to assist in making the best use of a carbon monoxide detector.

What Type/Brand of Carbon Monoxide Detector Should I Purchase?

One that has a UL Mark with the adjacent phrase "Single Station Carbon Monoxide Alarm." This type of unit is designed to detect elevated levels of CO and sound an alarm to alert you and your family to a potential poisoning risk. UL is a global independent safety science company that has developed more than 1,000 Standards for Safety.

Battery Power vs. Electric Current.

Battery-only carbon monoxide detectors tend to use batteries more frequently than expected and if the batteries are not checked and replaced on a regular basis, then the detector becomes useless.

When using plug-in detectors it is important to remember that most detectors require a continuous power supply. If you are using a detector without battery back-up power, when the power is cut off the detector will become ineffective.

Plug-in detectors with a battery backup (for use if the power is interrupted) provide less battery-changing maintenance and are most valuable when it comes to saving lives.

Where Should I Place a Carbon Monoxide Detector?

Because carbon monoxide is slightly lighter than air and also because it may be found with warm, rising air, detectors should be placed on a wall about 5 feet above the floor, preferably on the ceiling near the sleeping area. Detectors should be kept out of the way of pets and children. Each floor needs a separate detector, and make certain the alarm is loud enough to wake you up!

When should I replace my Carbon Monoxide Detector?

Each detector should be replaced every five to six years.

It Is Never a Good Idea to. . .

Use an oven as a source of heat

Warm up a vehicle in a garage

Place detectors near kitchens, heating vents, furniture, curtains, windows, or in the reach of pets and children

Service a fuel-burning appliance without proper knowledge, skill, or tools

Operate a portable generator or any other fuel burning appliance inside a garage or residence

Block vents, chimneys, or windows

Ignore an alarming carbon monoxide detector

For more information and safety tips, please visit:

<http://www.ul.com/global/eng/pages/offerings/perspectives/consumer/productsafety/co/>

FROM: DONNA DUNWOODY

Dear Missouri NAHRO Members,

It is time for the Southwest NAHRO Nominating Committee to convene. If you are interested or would like to submit someone's name for consideration to serve in a Southwest leadership role, please let me know by January 14, 2011. Thank you.

Sincerely,

Donna Dunwoody
SW NAHRO Nominating Committee Chair
Donna Ragsdale Dunwoody, PHM
Executive Director

Moberly Housing Authority
P O Box 159
Moberly MO 65270
660-263-3950 work
660-263-5509 fax

Senior Vice President's Report

December 2010

“Season’s Greetings” to my friends at Missouri NAHRO.

Congressional decisions about appropriations for 2011 are being delayed until after the new Congress is in place in January. We are being funded temporarily through continuing resolutions, and it will likely be March before we know what the totals will be for the federal fiscal year (through September). The general feeling from the staff at NAHRO has been that we would have been better off if the current Congress had passed an appropriations bill in December. Going forward, we will all be needed to communicate with our legislators about funding for our programs, and to inform them of the impact of any significant cuts (which is being threatened).

The TRA (Transforming Rental Assistance) initiative (also known as PETRA) was not shown as being funded in either the House or Senate draft budgets for 2011, but it is still being discussed by HUD’s leadership for future implementation. During the spring and summer of last year, there were serious concerns about the impact of TRA on the Public Housing program. We will all need to pay close attention to TRA-news as it comes up again this year.

Given that we’re in limbo with regard to our 2011 funding, the status of the following issues and initiatives are currently a mystery to me: the Small Housing Authority Reform Proposal (deregulation for HAs having under 550 of combined Public Housing and Section 8 units); the Public Housing Preservation Bill (which involves the Capital Fund Program and the Capital Fund Financing Program); the Choice Neighborhoods Program (which has similarities to the Hope VI Program); and the Section Eight Voucher Reform Act (SEVRA). There was a push to get SEVRA included in a budget that failed to get approved by the lame-duck Senate.

At the state level, there is work going on toward progress in the collection of tenant-related bad debts through the Missouri Department of Revenue’s annual tax refunds. The Jefferson City Housing Authority is working with a contractor (Huber & Associates, Inc., of Jefferson City) to complete software development. After the software is completed and successfully tested, we should be able to distribute information about how each HA can participate (through either Huber or Associates, Inc. or another contractor).

At our Fall Conference, our leadership gave its support to a suggestion from MHAPCI representatives to support lobbying for changes in the Missouri workers compensation law. The law is currently being interpreted in a way that makes employees and supervisors of all employers (including HAs) more personally liable than in the past. We will report on other issues as they come up. When the State legislature reports to work in January, there will be many new representatives.

Please contact me if you have any legislative news to share, and please try to respond to action alerts (and other messages) when issues come up that will affect us and the people on our programs. NAHRO’s advocacy page is a good place to find talking points.

Here’s hoping 2011 is a good year, especially for those that have struggled this past year.

Respectfully submitted,

Matt Moran

mmoran@joplinpha.org

COMMISSIONERS COMMITTEE REPORT

We are making plans for the next Spring Conference that will be held in Independence, MO on March 16– 18, 2011, at the Hilton Garden Inn Hotel. We will be presenting NAHRO's Fundamentals Training Course. As most of you know, this is one of the two courses required to become a Certified Commissioner.

For those commissioners who received a certificate for attending NAHRO's Ethics Training at our last Fall Conference held in St. Louis, this will be the final step to becoming certified. We are looking forward to seeing these commissioners again, as well as others ready to start taking the necessary steps to becoming certified.

The Southwest NAHRO Winter Conference is also coming up in Dallas, TX on January 26– 28, 2011, at the Embassy Suites Outdoor World Hotel. All Southwest NAHRO Commissioner Committee members should plan to attend. This is a great way to network with other commissioners from other states and see how they are handling things in their state and possibly pick up some fresh ideas to bring back to Missouri.

MEMBER SERVICES

Committee members are gearing up for a busy year..Everyone is getting ready for the Southwest NAHRO committee meeting in Dallas, TX at the end of January. We will be sharing ideas and planning for the annual summer conference in Albuquerque, NM. We try to bring back any fun or interesting ideas for MO NAHRO.

Anita Kennedy is busy working on a couple of new clothing items for unveiling at the March meeting in Kansas City.

Mendy Peetoom has started working on the contact list for vendors at the March meeting as well. There has been a large turnout at the past two spring meetings and we are hopeful it will be a repeat this year as well. We are fortunate to have such a supportive group of vendors. Unfortunately we will have to hit them twice this year with the publication of the 2011 Directory.

The March meeting will also be time to judge our MO NAHRO Awards. We will be putting out forms and information in the near future. We have some new ideas for presentation and may be asking for pictures with your entries this year.

Mona AuBuchon is still processing wage information for anyone who are interested. Remember in order to get this survey you must submit your agency information. This survey has been very helpful to Directors in presentations to their boards for salary increases.

The May meeting should prove interesting. This will be our last meeting at the Lake for a while. It seems a large number of members are tired of the area and want to move around the state. Camden on the Lake has 116 suites and MO NAHRO will have all 116 rooms. Some of these suites are 2 bedroom

and coupons are large enough to share in anyone is interested. Camden on the Lake has a web site and there are coupons and activities you may be interested in using during our meeting. For anyone wishing to take their families they will honor the price the week end prior or extend your week beyond the meeting. Over flow will be Lodge of the Four Seasons which is two miles from Camden on the Lake. Price will be the same and a shuttle will be provided for any who wish to use it. There are some opportunities to try some changes to our usual programs. The Awards Banquet may be moved to an evening function with a dinner menu and entertainment if the price is right. Please make your reservations as soon as possible so we know how many over flow rooms to set aside.

It is never too late to join our Committee. Check the agenda for the time and location of our meeting in March and hope to see everyone there.

Member Services
Wanda Peetoom VP

MO-NAHRO HOUSING COMMITTEE NEWS

PETRA – Preservation, Enhancement, and Transformation of Rental Assistance

NAHRO's TRA resource center everything that NAHRO has covered on TRA to date:
<http://www.nahro.org/tra.cfm>.

SHARP – Small Housing Authority Reform Proposal

The Small Housing Authority Reform Proposal (SHARP) is a joint initiative of NAHRO and PHADA that would significantly ease administrative burdens and increase program flexibility available to smaller organizations operating the public housing program and/or the Housing Choice Voucher program.

The proposal would liberate smaller housing authorities from unnecessary and unproductive red tape and would provide housing authorities with significantly improved flexibility to administer their assisted housing programs effectively, efficiently and in the interests of low-income residents, applicants and the general public.

The proposal would benefit residents, local housing authorities and other sponsors of public housing and Housing Choice Voucher programs, HUD specifically and the federal government generally.

NAHRO AND PHADA believe this proposal offers reasonable and pragmatic changes in the federal government's deeply assisted housing programs. More information is available on the NAHRO Web Site.

Housing Choice Voucher (SEVRA)

NAHRO has, over the course of many years, advocated for responsible reform of both the Section 8 and Public Housing programs. In the last major effort to reform the programs we members utilize, the Quality Housing and Work Responsibility Act of 1998 (QHWRA), NAHRO played a substantive and meaningful role in helping to shape the course and final outcome of those discussions. Their goal has always been to seek legislative reforms that empower local decision-making and enable their members to meet local needs in a cost effective manner and with a high degree of administrative efficiency. Now, they/we are engaged in an effort to bring equity and balance to the program's funding system, as well as related program improvements. More information is available on the NAHRO Web Site.

EIV

Over the course of the past year, HUD has issued a series of PIH notices dealing with the EIV system. These notices are:

2010-3 (<http://www.hud.gov/offices/pih/publications/notices/10/pih2010-3.pdf>)

2010-9 (<http://www.hud.gov/offices/pih/publications/notices/10/pih2010-9.pdf>)

2010-19 (<http://www.hud.gov/offices/pih/publications/notices/10/pih2010-19.pdf>)

Your ACOP and/or Section 8 Plan should be amended accordingly.

“Wishing each of you a HAPPY NEW YEAR!”

Bob Rorah

Boonville Housing Authority



Poll: Americans Put a High Priority on Affordable Housing

Contact: [Mary Barron](#), 202-289-3500 ext. 7223

WASHINGTON, November 4--

A poll commissioned by the Housing America Campaign and the National Association of Housing and Redevelopment Officials (NAHRO) indicates that 86 percent of Americans believe the provision of affordable housing is an issue of high priority in their community; nearly 25 percent cite having a decent affordable place to live as their top priority. The poll also indicates that two-thirds of Americans believe the nation is on the wrong track when it comes to providing a decent home and suitable living environment for every American family; however, only half of the respondents indicated that the issue was important when choosing a candidate to vote for this election cycle.

"It is apparent the American people recognize the importance of having an affordable, decent place to live for everyone," said John Zogby, Chairman and Chief Insights Officer for Zogby International. "However, they also believe our nation's leaders are not tackling the issue effectively. It is interesting to note, given the fact that 69 percent say the issue of providing affordable housing is important, that the issue was not an overriding concern when deciding on a candidate to support in the upcoming election."

"At NAHRO, we believe the federal government plays an essential role in providing affordable housing for every American," said Saul N. Ramirez, NAHRO's Chief Executive Officer. "As our electorate is split on many policy issues, we will work hard to ensure they realize how vital affordable housing is to the American economy. The responsible and publicly accounted for use of housing and community development funding at levels commensurate with current needs can create jobs, stimulate local economies, and assist a wider, more economically-diverse segment of the population with critical housing needs."

The Housing America Campaign is a coalition of public, private and non-profit advocacy groups committed to raising awareness of the need for and importance of housing and community development programs. Housing America events will continue throughout the year in local communities throughout the country. For full poll results, visit www.nahro.org/Zogby.pdf. For more information on NAHRO's Housing America campaign, contact John Bohm at jbohm@nahro.org or Mary Barron at mbarron@nahro.org.

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PROFESSIONAL DEVELOPMENT

I hope everyone had a great holiday season and is ready tackle the New Year.

The Professional Development Committee is hard at work planning conferences and workshops for the coming year and 2012.

As we move into the New Year, we need to prepare for the many changes that lay ahead. The Professional Development Committee is working towards providing the meaningful training needed for our MONAHRO members need to meet these changes. Our goal is to ensure the training provided at our conferences and workshops is indeed giving us the tools and information we need to effectively manage our agencies in these changing times.

I have included the telephone numbers so you may make reservations in advance. The Section 8/Public Housing Workshop will be at the Camden on the Lake. The Camden on the Lake has all suites and there are 116 suites available.

The input of our members is vital to ensuring that the right training is provided at the right time. Your ideas and suggestions for training items are requested. Every suggestion is valuable! We are aiming for a well-rounded approach to training that will make us all successful and able to meet the challenges that lay ahead. Please email, fax me or call me if you have something you think should be included in our conferences. My email address is shal@centralcomm.net, telephone number is 660-827-1400 our FAX number is 660-827-1415.

Please note the following dates and locations for MONAHRO meetings in 2011!

2011 Spring Conference
March 15-18, 2011
Hilton Garden, Independence
816-350-3000

2011 Section 8/Public Housing Workshop
May 9-11, 2011 (Monday through Wednesday)
Camden on the Lake, Osage Beach
573-365-5620

2011 Fall Conference
14-16 September 2011
University Plaza Hotel, Springfield
417-864-7333

2011 Maintenance Conference
19 – 21 October 2011
Hilton Garden, Columbia
573-814-5464

For 2012 the following are tentative locations and dates:

Spring Conference
Cape Girardeau/Southeast Missouri area

Section 8/ Public Housing Workshop
Camden on the Lake

Fall Conference
Columbia/Jefferson City

2012 Maintenance Conference
Fulton Housing Authority

Thank you for your support and see you at the conference and workshops.

Richard E. Waltemath, Jr., V-P Professional Development