

<b>Streamlined Annual PHA Plan</b> <i>(HCV Only PHAs)</i>	U.S. Department of Housing and Urban Development Office of Public and Indian Housing	OMB No. 2577-0226 Expires 03/31/2024
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**Purpose.** The 5-Year and Annual PHA Plans provide a ready source for interested parties to locate basic PHA policies, rules, and requirements concerning the PHA's operations, programs, and services, including changes to these policies, and informs HUD, families served by the PHA, and members of the public of the PHA's mission, goals and objectives for serving the needs of low- income, very low- income, and extremely low- income families

**Applicability.** The Form HUD-50075-HCV is to be completed annually by **HCV-Only PHAs**. PHAs that meet the definition of a Standard PHA, Troubled PHA, High Performer PHA, Small PHA, or Qualified PHA do not need to submit this form. Where applicable, separate Annual PHA Plan forms are available for each of these types of PHAs.

**Definitions.**

- (1) **High-Performer PHA** – A PHA that owns or manages more than 550 combined public housing units and housing choice vouchers, and was designated as a high performer on both the most recent Public Housing Assessment System (PHAS) and Section Eight Management Assessment Program (SEMAP) assessments if administering both programs, or PHAS if only administering public housing.
- (2) **Small PHA** - A PHA that is not designated as PHAS or SEMAP troubled, that owns or manages less than 250 public housing units and any number of vouchers where the total combined units exceed 550.
- (3) **Housing Choice Voucher (HCV) Only PHA** - A PHA that administers more than 550 HCVs, was not designated as troubled in its most recent SEMAP assessment and does not own or manage public housing.
- (4) **Standard PHA** - A PHA that owns or manages 250 or more public housing units and any number of vouchers where the total combined units exceed 550, and that was designated as a standard performer in the most recent PHAS and SEMAP assessments.
- (5) **Troubled PHA** - A PHA that achieves an overall PHAS or SEMAP score of less than 60 percent.
- (6) **Qualified PHA** - A PHA with 550 or fewer public housing dwelling units and/or housing choice vouchers combined and is not PHAS or SEMAP troubled.

A.	PHA Information.																																			
A.1	<p> <b>PHA Name:</b> <u>Housing Authority of the City of Asheville</u>      <b>PHA Code:</b> <u>NC007</u>  <b>PHA Plan for Fiscal Year Beginning:</b> (MM/YYYY): <u>01/2023</u>  <b>PHA Inventory</b> (Based on Annual Contributions Contract (ACC) units at time of FY beginning, above)  <b>Number of Housing Choice Vouchers (HCVs):</b> <u>3,367</u>  <b>PHA Plan Submission Type:</b> <input checked="" type="checkbox"/> Annual Submission      <input type="checkbox"/> Revised Annual Submission                 </p> <p> <b>Availability of Information.</b> In addition to the items listed in this form, PHAs must have the elements listed below readily available to the public. A PHA must identify the specific location(s) where the proposed PHA Plan, PHA Plan Elements, and all information relevant to the public hearing and proposed PHA Plan are available for inspection by the public. Additionally, the PHA must provide information on how the public may reasonably obtain additional information of the PHA policies contained in the standard Annual Plan but excluded from their streamlined submissions. At a minimum, PHAs must post PHA Plans, including updates, at the main office or central office of the PHA. PHAs are strongly encouraged to post complete PHA Plans on their official website.                 </p> <p> <input type="checkbox"/> <b>PHA Consortia:</b> (Check box if submitting a joint Plan and complete table below)                 </p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 25%;">Participating PHAs</th> <th style="width: 10%;">PHA Code</th> <th style="width: 25%;">Program(s) in the Consortia</th> <th style="width: 20%;">Program(s) not in the Consortia</th> <th style="width: 20%;">No. of Units in Each Program</th> </tr> </thead> <tbody> <tr> <td>Lead HA:</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td> </td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td> </td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td> </td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td> </td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td> </td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Participating PHAs	PHA Code	Program(s) in the Consortia	Program(s) not in the Consortia	No. of Units in Each Program	Lead HA:																													
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<b>B.</b>	<b>Plan Elements.</b>
<b>B.1</b>	<p><b>Revision of Existing PHA Plan Elements.</b></p> <p>a) Have the following PHA Plan elements been revised by the PHA since its last Annual Plan submission?</p> <p>Y N</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Statement of Housing Needs and Strategy for Addressing Housing Needs.</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Deconcentration and Other Policies that Govern Eligibility, Selection, and Admissions.</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Financial Resources.</p> <p><input checked="" type="checkbox"/> <input type="checkbox"/> Rent Determination.</p> <p><input checked="" type="checkbox"/> <input type="checkbox"/> Operation and Management.</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Informal Review and Hearing Procedures.</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Homeownership Programs.</p> <p><input type="checkbox"/> <input type="checkbox"/> Self Sufficiency Programs and Treatment of Income Changes Resulting from Welfare Program Requirements.</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Substantial Deviation.</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> Significant Amendment/Modification.</p> <p>(b) If the PHA answered yes for any element, describe the revisions for each element(s):</p> <p><b>Rent Determination:</b> The PHA has joined the Moving to Work Demonstration under Cohort #2 – Rent Reform and has adopted a Stepped Rent Policy as approved in the 2022 MTW Supplement.</p> <p><b>Operation and Management:</b> The PHA has joined the Moving to Work Demonstration and has adopted various operational flexibilities as approved in the 2022 MTW Supplement.</p> <p><b>Self-Sufficiency Programs:</b> The PHA has updated its Family Self Sufficiency (FSS) Action Plan in accordance with the new FSS regulations and with MTW flexibilities as approved in the 2022 MTW Supplement.</p> <p><b>Project Based Vouchers:</b> We will continue seeking proposals from owners/developers for <b>project-based vouchers</b> in existing or new developments for <b>up to 350</b> vouchers including (1) HUD-VASH vouchers to house veterans experiencing homelessness using a Housing First model, (2) vouchers to house other people experiencing homelessness using a Housing First model, or (3) vouchers for tenant mobility moves from our RAD properties to housing developments that are either new construction or located in low-poverty areas of opportunity.</p> <p>We may also seek HUD approval for RAD PBV transfers of assistance to new housing developments or housing units in low-poverty areas of opportunity, to reduce concentration of poverty for the benefit of Asheville Housing residents.</p> <p>These PBVs will meet the goals and objectives of this PHA Plan by serving special needs populations, helping to maximize voucher participation and expanding housing choice for voucher participants.</p>
<b>B.2</b>	<b>New Activities.</b> – Not Applicable
<b>B.3</b>	<p><b>Progress Report.</b></p> <p>Provide a description of the PHA’s progress in meeting its Mission and Goals described in its 5-Year PHA Plan.</p> <p><b>See Attachment 1.</b></p>
<b>B.4</b>	<b>Capital Improvements.</b> – Not Applicable
<b>B.5</b>	<p><b>Most Recent Fiscal Year Audit.</b></p> <p>(a) Were there any findings in the most recent FY Audit?</p> <p>Y N N/A</p> <p><input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>(b) If yes, please describe:</p>

C.	Other Document and/or Certification Requirements.
C.1	<p><b>Resident Advisory Board (RAB) Comments.</b></p> <p>(a) Did the RAB(s) have comments to the PHA Plan?</p> <p>Y   N  <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>(b) If yes, comments must be submitted by the PHA as an attachment to the PHA Plan. PHAs must also include a narrative describing their analysis of the RAB recommendations and the decisions made on these recommendations.</p> <p><b>See Attachment 2.</b></p>
C.2	<p><b>Certification by State or Local Officials.</b></p> <p><a href="#">Form HUD 50077-SL</a>, <i>Certification by State or Local Officials of PHA Plans Consistency with the Consolidated Plan</i>, must be submitted by the PHA as an electronic attachment to the PHA Plan.</p> <p><b>Attached.</b></p>
C.3	<p><b>Civil Rights Certification/ Certification Listing Policies and Programs that the PHA has Revised since Submission of its Last Annual Plan.</b></p> <p>Form HUD-50077-ST-HCV-HP, <i>PHA Certifications of Compliance with PHA Plan, Civil Rights, and Related Laws and Regulations Including PHA Plan Elements that Have Changed</i>, must be submitted by the PHA as an electronic attachment to the PHA Plan.</p> <p><b>Attached.</b></p>
C.4	<p><b>Challenged Elements.</b> If any element of the PHA Plan is challenged, a PHA must include such information as an attachment with a description of any challenges to Plan elements, the source of the challenge, and the PHA's response to the public.</p> <p>(a) Did the public challenge any elements of the Plan?</p> <p>Y   N  <input type="checkbox"/> <input type="checkbox"/></p> <p>If yes, include Challenged Elements.</p>

**D. Affirmatively Furthering Fair Housing (AFFH).**

**D.1 Affirmatively Furthering Fair Housing (AFFH).**  
 Provide a statement of the PHA’s strategies and actions to achieve fair housing goals outlined in an accepted Assessment of Fair Housing (AFH) consistent with 24 CFR § 5.154(d)(5). Use the chart provided below. (PHAs should add as many goals as necessary to overcome fair housing issues and contributing factors.) Until such time as the PHA is required to submit an AFH, the PHA is not obligated to complete this chart. The PHA will fulfill, nevertheless, the requirements at 24 CFR § 903.7(o) enacted prior to August 17, 2015. See Instructions for further detail on completing this item.

**Fair Housing Goal: Provide Fair Housing Opportunities for Very Low-Income Families**

*Describe fair housing strategies and actions to achieve the goal*

Asheville Housing will continue to ensure that its actions are fully in compliance with the following Fair Housing laws and regulations:

- Title VI of the Civil Rights Act of 1964
- Title VIII of the Civil Rights Act of 1968 (as amended by the Community Development Act of 1974 and the Fair Housing Amendments Act of 1988)
- Executive Order 11063
- Section 504 of the Rehabilitation Act of 1973
- The Age Discrimination Act of 1975
- Title II of the Americans with Disabilities Act (to the extent that it applies, otherwise Section 504 and the Fair Housing Amendments govern)
- The Equal Access to Housing in HUD Programs Regardless of Sexual Orientation or Gender Identity Final Rule, published in the *Federal Register* February 3, 2012 and further clarified in Notice PIH 2014-20
- The Violence against Women Act of 2013 (VAWA)
- State Fair Housing Act, N.C.G.S. Ch. 41A, prohibiting discrimination on the basis of race, color, religion, sex, national origin, handicapping condition, or familial status
- NCGS §42-40, prohibiting discrimination on the basis of status as a victim of domestic violence, sexual assault, or stalking
- Any other applicable Fair Housing laws

Consistent with 24 CFR § 5.154(d)(5), Asheville Housing Authority will also continue to –

- Examine its own programs or proposed programs;
- Identify any impediments to fair housing choice within those programs;
- Addresses those impediments in a reasonable fashion in view of the resources available;
- Work with the local jurisdictions to implement any of the jurisdiction’s initiatives to affirmatively further fair housing that require BHA’s involvement; and
- Maintain records reflecting these analyses and actions.

**Fair Housing Goal: Promote Wealth Building through the HCV Homeownership Program**

*Describe fair housing strategies and actions to achieve the goal*

Asheville Housing sees HCV Homeownership as an essential tool for racial and economic equity, with a goal of repairing decades of wealth disparity dating back to the Federal redlining program of the 1930s and beyond. HUD recently reaffirmed the critical value of homeownership for HUD-assisted families:

Homeownership is a pillar of wealth building and for most families, it remains a critical way to build a source of wealth that can be passed down to future generations. Therefore, it needs to be attainable for more families, especially families of color. However, racial disparities in homeownership remain significant. Recent research shows that in 2020, the Black-White homeownership gap reached 31 percentage points, the greatest gap in decades. Notably, this is an even larger disparity than in 1968 when the Fair Housing Act was passed. [Bridging the Wealth Gap](#), U.S. Department of Housing and Urban Development, 8-4-2022, p. 11.

To date, Asheville Housing has assisted 76 families in becoming homeowners through HCV Homeownership, a program that is underutilized nationwide. By our calculations, we serve HCV Homeownership families at about five times the nationwide rate. Our goal is to increase HCV Homeownership to as high as 10% of our total voucher allocation.

In 2017, we identified an underrepresentation of protected groups in our HCV Homeownership program. Since then we have made concerted efforts to promote the opportunity to families of color and other protected groups, and then support them through the process. As a result, we have increased the participation rate for families of color from 9% to 27% of all HCV homeowners, and will continue that work into the future.

As part of our 2023 MTW Supplement to this PHA Plan, we have proposed an agency-specific waiver to further promote HCV Homeownership. See MTW Activity 2023-5. Approval of that activity by HUD will ensure that our families can continue to become successful homeowners in an increasingly competitive local housing market.

### **Fair Housing Goal: Expand Fair Housing Choices in Low-Poverty Areas of Opportunity**

#### **Describe fair housing strategies and actions to achieve the goal**

As in most of the United States, Asheville Housing families, who are disproportionately members of protected groups, primarily live in census tracts where poverty rates exceed 20%. This is particularly true for families who live in and near our RAD project-based voucher (former public housing) communities. To expand housing choices in lower poverty areas of opportunity, we are taking several actions:

- In 2018 we received consulting support from [Housing Choice Partners](#) to begin developing a housing mobility initiative. That effort had to be postponed to attend to more basic priorities to increase our Fair Market Rent and utilization rate generally. As an initial result, however, we assigned two HCV staff members to landlord outreach and support for our families seeking to use a tenant mobility voucher to move from one of our RAD communities.
- In 2019, we began a collaboration with Thrive Asheville on a similar project. That [Landlord-Tenant Partnership](#) has focused on providing incentives to new landlords to join the HCV program and support to families making the transition to the private market.
- In 2020, we used pandemic-related CARES Act funding to pilot our own incentives for new landlords joining HCV and current landlords adding new units to the program. After we became an MTW agency in 2021, we used our MTW flexibility to refine those incentives and make them permanent. Although there is a limit on the number of incentives each landlord may receive, that limit is waived in areas of opportunity with poverty rates below 20%.
- As part of our non-RAD project-based voucher development initiative, we requested proposals from developers, for new units in census tracts with poverty rates below 20%, who are willing to provide options for families making mobility moves from our RAD communities. In 2022, we received and preliminarily accepted a development proposal for 58 new units in a census tract with a poverty rate of 9.6%.
- In 2023, we plan to revisit our initial work with Housing Choice Partners and bring these initiatives together into an effective long-term strategy to support our families, particularly those who are members of protected groups, in making successful moves to areas of opportunity.

*Attachment 1 - Goals and Objectives 2020-24*

The **mission** of the Asheville Housing Authority is to provide safe, quality, and affordable housing, to expand available resources, and to collaborate with the community to create opportunities for resident self-reliance and economic independence.

Our **core values** are Compassion, Equity, Fairness, Integrity, Openness, Patience and Respect.

<b>Summary of Asheville Housing Strategic Goals</b>	<b>Page</b>
<b>Goal 1: Provide excellent customer service</b> , internally and externally, to motivate and empower our residents and staff.	<b>2</b>
<b>Goal 2: Redevelop, expand and improve Asheville Housing communities</b> , in collaboration with our residents and local partners, to ensure that they are open, accessible, inviting, and affordable to families with a mix of incomes for the long term, with the highest priority on expanding the number of affordable one- and two-bedroom units.	<b>5</b>
<b>Goal 3: Preserve and improve existing Asheville Housing communities</b> to ensure they are safe, secure and inviting places for our residents to live, while adopting and implementing innovative strategies to support and encourage families to access employment and expand self-reliance.	<b>7</b>
<b>Goal 4: Promote equity through homeownership</b> for Asheville Housing families through the HCV Homeownership Program, in collaboration with other local affordable homeownership developers and agencies.	<b>12</b>
<b>Goal 5: Expand the number and utilization of Housing Choice Vouchers</b> for the benefit of our families, and reduce the concentration of poverty in our community broadly.	<b>13</b>
<b>Goal 6: Provide special needs housing opportunities</b> for people experiencing homelessness, survivors of domestic violence, people with disabilities, and people reentering our community from incarceration.	<b>15</b>
<b>Goal 7: Support Asheville Housing youth and children</b> in achieving academic success by seeking funds and expanding partnerships with local school districts and other agencies to provide quality afterschool and preschool services in and near Asheville Housing communities.	<b>17</b>

<b>Priority Needs from Asheville Regional Housing Consortium Consolidated Plan</b>		
<b>Asheville Housing Goals (2020-24)</b>	<b>Asheville Housing Objectives (2020-24)</b>	<b>Progress Toward Goals and Objectives thru 2022</b>
<u>Con Plan Priority Need: N/A</u>		
<u>Asheville Housing Goal 1:</u>  Provide excellent customer service, internally and externally, to motivate and empower our residents and staff.	<u>Related Objectives:</u>  1. To enhance customer service, continue to focus on our core values of respect, equity, compassion, openness, integrity, fairness, and patience and implement effective customer service training programs, including supportive housing and trauma-informed care models, to ensure that Asheville Housing is a Supportive Housing Agency.	<u>Progress to Date:</u>  1. During the coronavirus pandemic, we significantly increased our customer service support for residents: <ul style="list-style-type: none"> <li>○ Management staff organized a phone outreach process to reach all residents, making calls to check status and coordinate services needed.</li> <li>○ Senior management staff coordinated with the Buncombe County Health Department, monitored protocols issued by the CDC and worked to ensure as safe an environment as possible for Asheville Housing staff and residents, including early testing and vaccinations sites.</li> <li>○ As the 2020-21 school year approached, we collaborated with the Asheville City Schools and the City of Asheville Parks and Recreation to establish learning pods in Asheville Housing and other community centers where our resident students could safely gather for internet connection, supervision, and technical assistance to access online classrooms. This effort has transformed into an ongoing afterschool initiative at the Edington Center.</li> </ul>

Priority Needs from Asheville Regional Housing Consortium Consolidated Plan		
Asheville Housing Goals (2020-24)	Asheville Housing Objectives (2020-24)	Progress Toward Goals and Objectives thru 2022
	<p>2. Work hard to eliminate an “us vs. them” culture with residents and acknowledge that respect means more than just “treat with respect.”</p>	<ul style="list-style-type: none"> <li>○ We used unrestricted reserve funds and community donations, we activated the commercial kitchen at the Arthur Edington Career and Training Center, and employed local food service workers from restaurants that had closed to cook meals daily for elderly, disabled and quarantined residents. We partnered with We Give A Share to source donations and purchase ingredients for those meals from local farmers who were also impacted by the pandemic. WGAS has taken over the kitchen operation and raised independent funding to continue serving residents.</li> <li>○ We worked with our local school districts and other community partners to install high speed internet connections for more than 1,000 families in our communities where school-age children reside. A second phase of internet installation in other properties is currently underway.</li> </ul> <p>2. We piloted a customer service training for senior staff and managers in late 2020. We continue to address interactions with residents on an individual basis, and are seeking an effective trauma-informed training program to encourage and improve positive interactions to be scheduled during the fourth quarter of 2022.</p>



<b>Priority Needs from Asheville Regional Housing Consortium Consolidated Plan</b>		
<b>Asheville Housing Goals (2020-24)</b>	<b>Asheville Housing Objectives (2020-24)</b>	<b>Progress Toward Goals and Objectives thru 2022</b>
	<p>3. Ensure, from Board leadership down through all levels of the organization, that staff are respected and celebrated for the hard work they do, and that when accountability is needed, it is communicated in a supportive manner to maintain staff morale.</p> <p>4. Develop new training and performance evaluation systems to provide education and timely feedback to staff supporting their job performance.</p> <p>5. Support staff and resident morale with regular resident listening sessions, staff team building events, and a periodic newsletter.</p>	<p>3. The Board completed a survey in 2021 that identified several areas of potential improvement to boost staff morale. We have implemented a salary comparability study and provided appropriate pay raises, expanded communication opportunities for staff, and organized a well-received staff appreciation day, recognizing all employees, especially those with extended years of service.</p> <p>4. We have implemented mandatory, role specific training for each employee at all levels of the organization and made Directors responsible facilitating that training. We have also ensured expanded communication and feedback through interdepartmental meetings, weekly staff town hall meetings and weekly one-on-one meetings between the COO and each Director.</p> <p>5. We organized a well-received staff appreciation and team building event coinciding with the Juneteenth holiday. We reinstated our community newsletter, and published the first edition in August 2022.</p>

Priority Needs from Asheville Regional Housing Consortium Consolidated Plan		
Asheville Housing Goals (2020-24)	Asheville Housing Objectives (2020-24)	Progress Toward Goals and Objectives thru 2021
<u>Con Plan Priority Need (pp. 192-93):</u> New Rental Housing for Households at 60% Area Median Income or Less		
<u>Asheville Housing Goal 2:</u>  Redevelop, expand and improve Asheville Housing communities, in collaboration with our residents and local partners, to ensure that they are open, accessible, inviting, and affordable to families with a mix of incomes for the long term, with the highest priority on expanding the number of affordable one- and two-bedroom units.	<u>Related Objectives:</u>  1. Collaborate closely with the City, County and other local partners to complete the redevelopment of Maple Crest Apartments at Lee Walker Heights from 96 old public housing units into 212 affordable units in a mixed income community. All units will be affordable for families earning less than 60% of area median income, including deep subsidies through RAD project-based vouchers for returning residents and others on the Asheville Housing wait list. 96 of the affordable units in the new community will be one-bedroom units. The other units will be available to low-income single wage earner households with children.  2. Based on the Lee Walker model, select development partners and consultants to master plan Asheville Housing’s next major	<u>Progress to Date:</u>  1. The redevelopment of Maple Crest at Lee Walker Heights is complete. All units were leased as of March 1, 2022. The first group of residents included 38 families who returned from Lee Walker Heights, 58 other families from an Asheville Housing waiting list, and 47 families with tenant-based vouchers. In total 143 Asheville Housing families now live at Maple Crest, an increase of about 50% over the old Lee Walker Heights. Head of household demographics by race include 116 (56%) Black, 77 (37%) White, 10 (5%) Other and 9 (4%) Latinx. This critical initiative has preserved and expanded affordable housing opportunities, particularly with one-bedrooms and accessible units of all bedroom sizes, near downtown Asheville.  2. In 2020 and 2021, we began a process of “Reimagining Deaverview,” by selecting a co-developer, architectural/engineering team,

<b>Priority Needs from Asheville Regional Housing Consortium Consolidated Plan</b>		
<b>Asheville Housing Goals (2020-24)</b>	<b>Asheville Housing Objectives (2020-24)</b>	<b>Progress Toward Goals and Objectives thru 2021</b>
	<p>redevelopment project at Pisgah View or Deaverview Apartments, and bring the selected project to the construction phase.</p>	<p>and construction manager for the initial phase of the West Asheville Redevelopment Project and holding a series of planning meetings with Deaverview residents. Based on that input we developed a phased redevelopment plan with initial construction of 82 apartments on vacant parts of the property, so residents will only have to relocate once. In 2022, we secured commitments of \$3.6 million in local funds and applied to the NC Housing Finance Agency for a 9% tax credit allocation.</p>

<b>Priority Needs from Asheville Regional Housing Consortium Consolidated Plan</b>		
<b>Asheville Housing Goals (2020-24)</b>	<b>Asheville Housing Objectives (2020-24)</b>	<b>Progress Toward Goals and Objectives 2021</b>
<u>Con Plan Priority Needs (pp. 196-198, 204-5): Target Low Wealth Neighborhoods for Improvements; Preserve Existing Housing; Services That Support Affordable Housing and Jobs</u>		
<p><u>Asheville Housing Goal 3:</u></p> <p>Preserve and improve existing Asheville Housing communities to ensure they are safe, secure and inviting places for our residents to live, while adopting and implementing innovative strategies to support and encourage families to access employment and expand self-reliance.</p>	<p><u>Related Objectives:</u></p> <ol style="list-style-type: none"> <li>1. Continually improve the quality of existing residential communities through RAD project-based management, with a focus on safe, healthy, well-maintained, and energy efficient communities.</li> <li>2. Support and seek grant funding to expand the Family Self Sufficiency Program encouraging residents to pursue long-term employment and self-reliance.</li> </ol>	<p><u>Progress to Date:</u></p> <ol style="list-style-type: none"> <li>1. We have implemented many replacement reserve projects, including completion of the window replacement project at Altamont, re-pavement of streets and parking lots at Hillcrest, Erskine and Livingston, new security cameras in three properties, and scheduled replacement of roofs, appliances, cabinets, countertops, floors and exterior wall coverings. In 2022, we implemented a “spring cleaning” effort to pressure wash and paint building exteriors as needed to improve curb appeal. We also have a contract in place to replace more than 500 windows at Bartlett Arms.</li> <li>2. The FSS Program has continued to expand and now serves 250 families, including 161 who are working and earning FSS escrow accounts. Over the last six years, 90 families have graduated, each earning an average escrow distribution of \$9,809.</li> </ol>

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<b>Asheville Housing Goals (2020-24)</b>	<b>Asheville Housing Objectives (2020-24)</b>	<b>Progress Toward Goals and Objectives 2021</b>
	<p>3. Pursue all available opportunities to join the Moving to Work Demonstration to support residents in achieving long term sustainability.</p> <p>4. Continue to support education and training opportunities at the Arthur R. Edington Education and Career Center, owned by Asheville Housing and operated in collaboration with local supportive service partners.</p>	<p>3. We entered the national competition and were selected to participate in Moving to Work Cohort #2 – Rent Reform. With Board approval, we signed the amended Annual Contribution Contract and are collaborating with HUD and the other selected agencies to develop policies and implement a stepped rent study, currently projected to begin November 1, 2022. We have received approval of our 2022 MTW policies, and are for next year are proposing additional MTW waiver flexibilities in the attached 2023 MTW Supplement to this PHA Plan.</p> <p>4. In 2020-21, responding to the Covid-19 pandemic and in partnership with the Asheville City Schools, we facilitated learning pods for our residents in Asheville Housing community centers and provided stipends for residents pushing into those pods to support the students in our communities. In 2021-22, we have worked Chosen to transition this effort to a high-quality afterschool initiative focused on Asheville Housing children and youth. Additionally, with community partners, we reopened the Southside Kitchen at the Arthur Edington Center to provide meals for elderly, disabled, and quarantined residents during the pandemic, safely preparing</p>

<b>Priority Needs from Asheville Regional Housing Consortium Consolidated Plan</b>		
<b>Asheville Housing Goals (2020-24)</b>	<b>Asheville Housing Objectives (2020-24)</b>	<b>Progress Toward Goals and Objectives 2021</b>
	<p>5. Collaborate with the Residents Council to support resident initiatives and grant funding applications, hire residents whenever possible, and seek solutions to child care and transportation challenges.</p> <p>6. Strengthen community partnerships with local groups and organizations including ABIPA, Chosen, Children First/Communities in Schools, Community Action Opportunities, Green Opportunities, Asheville GreenWorks, My Daddy/Sister Taught Me That, SPARC Foundation Youthful Hands, and the Umoja Network.</p> <p>7. Collaborate with residents and other community stakeholders to examine gun violence from a public health perspective and work to address the root causes.</p>	<p>and delivering more than 100,000 meals. In late 2021, a local non-profit partner assumed responsibility for the kitchen and secured grant funding to continue that community meals program in 2022.</p> <p>5. We continue to contract with the Residents Council for vacant unit cleanouts, as well as litter and large debris removal. The properties covered by that contract were expanded in 2022. We will continue to look for additional collaboration opportunities.</p> <p>6. We strengthened relationships with ABIPA, Appalachian Mountain Community Health Centers, Western North Carolina Community Health Services for virus testing and other health focused outreach to our residents during the pandemic. We have also expanded tree plantings with Asheville Greenworks to enhance the grounds and reduce the heat island affect in our communities.</p> <p>7. In 2021 we began working with the Violence Interrupters Street Team, made up of staff from My Daddy Taught Me That, Umoja, SPARC, and the Racial Justice Coalition, whose long-</p>

<b>Priority Needs from Asheville Regional Housing Consortium Consolidated Plan</b>		
<b>Asheville Housing Goals (2020-24)</b>	<b>Asheville Housing Objectives (2020-24)</b>	<b>Progress Toward Goals and Objectives 2021</b>
	<p>8. Continue our collaboration with Asheville Police Department using community policing strategies to reduce crime and improve safety in Asheville Housing communities. Facilitate dialogue between residents and APD to improve strained relationships, including potential joint training about racial equity, conflict resolution, and looking at the school resource officer model.</p> <p>9. Develop a new eviction prevention strategy that will hold residents accountable while reducing unit turnover and minimizing eviction filings on residents' records.</p>	<p>term goals are to address social determinants of health and reduce gun violence through strategies focused on the root causes of violence: poverty, lack of resources, lack of social cohesion and hopelessness.</p> <p>8. We redirected the APD team in 2020 to focus more attention on community policing efforts after the increase in crowds gathering in our communities and related violence related to the pandemic shutdown. Unfortunately, attrition at APD generally has resulted in the team being reduced by more than half. We are assessing whether this partnership is viable going forward, or whether we should redirect the funds currently supplementing APD's budget to other public safety activities.</p> <p>9. We reduced evictions virtually to zero during the pandemic without a major impact to operations and are using that opportunity to examine and refine our eviction prevention procedures going forward. As part of our pandemic response, we developed a streamlined application process with Buncombe County to access Emergency Rental Assistance funding and clear up rent arrearages, in hopes of bringing all accounts current and</p>

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		<p>avoiding evictions for non-payment as the federal eviction moratorium comes to an end. In 2022, we resumed eviction filings to ensure accountability by tenants who had not responded to our voluntary efforts to collect the rent. After filing, we continue to work with families to help bring them current. Between January and July 2022, more than 90% of the court actions filed for non-payment of rent have been successfully resolved without the need for an actual eviction.</p>



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<u>Con Plan Priority Need (pp.195-96): Promote Homeownership for Low-Income Households</u>		
<p><u>Asheville Housing Goal 4:</u></p> <p>Promote equity through homeownership for Asheville Housing families through the HCV Homeownership Program, in collaboration with other local affordable homeownership developers and agencies.</p>	<p><u>Related Objectives:</u></p> <ol style="list-style-type: none"> <li>1. Continually expand participation in the HCV Homeownership program with special focus on success for residents and participants who are Black, Indigenous, and other People of Color.</li> <li>2. Continue to coordinate with other established agencies like Habitat for Humanity, Mountain Housing Opportunities, USDA and OnTrack to find and support homeownership opportunities for residents.</li> <li>3. Continue to market and promote homeownership opportunities at Eastview Homes, which Asheville Housing converted to condominiums in the 1990s.</li> <li>4. Seek opportunities to acquire or build new homes for sale to eligible participants in the HCV homeownership program.</li> </ol>	<p><u>Progress to Date:</u></p> <ol style="list-style-type: none"> <li>1. With focused effort, we have increased participation in the HCV Homeownership Program to 71 current program participants, 27% of whom are BIPOC homeowners (up from only 9% five years ago).</li> <li>2. All HCV Homeownership participants complete the OnTrack education program. Many participants use USDA financing and some access homeownership through Habitat for Humanity or MHO. In 2022, one of our families was the first to successfully purchase a home through a new local partner, the Asheville-Buncombe Community Land Trust.</li> <li>3. Two former Lee Walker Heights residents have become home owners and are now building equity at Eastview.</li> <li>4. We have asked our development partners to plan for and implement a significant number of homeownership opportunities as part of Reimagining Deaverview (see Goal 1, above).</li> </ol>

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<b>Asheville Housing Goals (2020-24)</b>	<b>Asheville Housing Objectives (2020-24)</b>	<b>Progress Toward Goals and Objectives 2021</b>
<u>Con Plan Priority Need (pp. 192-93): New Rental Housing for Households at 60% of AMI or Less</u>		
<p><u>Asheville Housing Goal 5:</u></p> <p>Expand the number and utilization of Housing Choice Vouchers for the benefit of our families, and reduce the concentration of poverty in our community broadly.</p>	<p><u>Related Objectives:</u></p> <ol style="list-style-type: none"> <li>1. Apply for additional HCVs whenever possible, and implement policies that make voucher holders more competitive in the local market.</li> <li>2. Acquire or encourage development of units for rental or homeownership opportunities in areas of opportunity with lower rates of poverty.</li> <li>3. Seek proposals from owners/developers for project-based vouchers in existing or new developments for up to 350 vouchers including (1) HUD-VASH vouchers to house veterans experiencing homelessness using a Housing First model, (2) vouchers to house other people experiencing homelessness using a Housing First</li> </ol>	<p><u>Progress to Date:</u></p> <ol style="list-style-type: none"> <li>1. In 2020, we successfully appealed the low HUD Fair Market Rent levels, resulting in a revaluation that increased our payment standards more than 25%, making our voucher holders more competitive in the housing market. We successfully appealed the 2022 FMRs as well. In 2021 we applied for and received new Emergency Housing Vouchers available through the American Rescue Plan Act.</li> <li>2. We expanded staff support for Asheville Housing project-based voucher residents seeking apartments with tenant-mobility vouchers, and have seen a gradually increasing success rate.</li> <li>3. Based on last year’s goal of 250 new PBVs, we re-advertised in 2022 and received some new and updated proposals. To date, we have sent preliminary commitments to four developers for a total of 250 new PBV units. Units committed to date include 50 HUD-VASH, 142 to serve other people experiencing homelessness, and 58 units to support tenant mobility. We have</li> </ol>

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	<p>model, and/or (3) vouchers for tenant mobility moves from RAD properties to new housing developments and/or housing units in low poverty areas of opportunity.</p> <p>4. Implement landlord lease-up incentives to expand voucher participation.</p> <p>5. Seek HUD approval for RAD PBV transfers of assistance to new housing developments, or housing units in lower poverty areas of opportunity, to reduce concentration of poverty for the benefit of Asheville Housing residents.</p> <p>6. Maintain HUD High Performer designation in the voucher program.</p>	<p>submitted a subsidy layering review to HUD for two PBV developments and are working with the other two developers to prepare for the necessary HUD reviews.</p> <p>4. In 2020 we implemented landlord incentives using CARES Act funding to further expand lease-up, and continued those incentives in 2021 using Unrestricted Net Position funding. With approval of our MTW ACC Amendment we started using MTW funding flexibility to access HAP funds for this purpose in September 2021. We have also received HUD approval for modified landlord incentives as part of our 2022 MTW Supplement.</p> <p>5. We continue to look for opportunities to implement this objective.</p> <p>6. We reestablished High Performer status in our 2021 SEMAP evaluation.</p>

Priority Needs from Asheville Regional Housing Consortium Consolidated Plan		
Asheville Housing Goals (2020-24)	Asheville Housing Objectives (2020-24)	Progress Toward Goals and Objectives 2021
Con Plan Priority Needs (pp. 193-95, 206-7): Special Needs Housing; Ending Homelessness		
<p><u>Asheville Housing Goal 6:</u></p> <p>Provide special needs housing opportunities for people experiencing homelessness, survivors of domestic violence, people with disabilities, and people reentering our community from incarceration.</p>	<p><u>Related Objectives:</u></p> <ol style="list-style-type: none"> <li>1. Continue admissions preferences for families and individuals with supportive services commitments from other community agencies to serve people experiencing homelessness, survivors of domestic violence, people with disabilities (both physical and behavioral), and people reentering the community from incarceration. Continue to be open and accessible to people with disabilities. Currently, 46% of Asheville Housing families include someone with a disability.</li> <li>2. Include some housing for people experiencing homelessness in all existing properties and new development activities.</li> </ol>	<p><u>Progress to Date:</u></p> <ol style="list-style-type: none"> <li>1. We continue to offer admissions preferences for people experiencing homelessness, survivors of domestic violence, returning citizens with criminal records, for members of those groups and others who have a pledge of supportive services from a community agency for at least one year after moving in. Those community partnerships have been expanded and now include the Asheville City Schools, Buncombe County Department of Health and Human Services, Buncombe County Schools, Eliada Homes, Green Opportunities, Helpmate, Homeward Bound, Our Voice, Reentry Council, RHA Health Services, and Western Carolina Rescue Ministries. We also accepted 47 Emergency Housing Vouchers in 2021 and as of August 2022, we have leased up 43 of them.</li> <li>2. The project-based voucher units at Maple Crest will be filled over time from our waiting list, including the preferences outlined above. The same will be true for our “Reimagining Deaverview” redevelopment project.</li> </ol>

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	<p>3. Expand the number of dedicated accessible units in each new redevelopment project, especially two-bedroom and three-bedroom units.</p> <p>4. Provide project-based vouchers to private developers specifically for housing designed to address chronic and veteran homelessness.</p> <p>5. Expand community collaborations to include onsite or conveniently located medical and behavioral health providers serving Asheville Housing residents, including medically assisted treatment options for those struggling with substance abuse.</p>	<p>3. Maple Crest offers 22 fully accessible units in a range of bedroom sizes and 162 other units that are accessible to visitors with disabilities. As a practical matter, that means 184 of the 212 units are accessible for most of our families with mobility challenges, whether or not they need fully accessible units.</p> <p>4. Of the project-based voucher commitments described on page 13, 50 will serve homeless veterans with HUD-VASH vouchers and 142 will serve others experiencing homelessness referred by the Continuum of Care.</p> <p>5. In 2022, we implemented new partnerships with Western Carolina Community Health Services and Appalachian Mountain Community Health Centers to provide health and dental clinics using mobile clinic vans in our communities. That program is scheduled to roll out in September 2022.</p>

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<u>Con Plan Priority Need (pp. 207--8): Youth Services</u>		
<p><u>Asheville Housing Goal 7:</u></p> <p>Support Asheville Housing youth and children in achieving academic success by seeking funds and expanding partnerships with local school districts and other agencies to provide quality afterschool and preschool services in and near Asheville Housing communities.</p>	<p><u>Related Objectives:</u></p> <ol style="list-style-type: none"> <li>1. Use the momentum generated by the pandemic learning PODS, and successful efforts over many years with the Youthful Hand program, to expand afterschool opportunities for our residents in our communities, including collaboration with the City, County, and local school districts to identify a permanent funding source for those efforts.</li> <li>2. Continue the pandemic-initiated collaboration with Asheville City and Buncombe County Schools to provide in-home broadband access to all families with children to access school resources remotely.</li> </ol>	<p><u>Progress to Date:</u></p> <ol style="list-style-type: none"> <li>1. Grant funds were secured by Chosen and Asheville Housing to extend the afterschool learning PODS through the 2021-22 school year at the Edington Center, the summer of 2022 and the beginning of the 2022-23 school year. We have also begun conversations about ways to promote long term learning equity using a dedicated local funding source.</li> <li>2. Broadband was installed 2020-21 in more than 1,000 apartments, including all project-based voucher communities where families with school-age children reside. A second phase of broadband installation is now underway, starting with Maple Crest Apartments, our newest project-based voucher community which was still under construction in 2020-21.</li> </ol>