

Fall/Winter 2014



YOUR HOUSE

From

Potomac Association of Housing Cooperatives

Providing Continuing Education for its Membership

PAHC Board of Directors

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Maxine Dennis
Member-At-Large

Newsletter

Ruthie L. Wilder
Editor

Myrine E. Buford,
Co-Editor

Quote of the Month

"Go where you are celebrated – not tolerated. If they can't see the real value of you, it's time for a new start." – Unknown

Fall Back!

Just a reminder, Daylight Savings Time ends November 2, at 2:00 a.m.

From The Editor, Ruthie L. Wilder

The purpose of the Your House Newsletter is to provide a venue for information sharing with and among fellow cooperatives and cooperators, with that being said, once again, I encourage all of you to submit and share your cooperative's story with us. I am sure during the year, your cooperative participates in some type of activity or had some news; it could be a new board member, a graduation, wedding, prom, etc., whether it was a summer block party, winter potluck, national night out, back to school or other; we need your support and the best support is to send us articles letting us share with your fellow cooperatives and cooperators news from your cooperative. Many of you may remember when the newsletter was quarterly, but due to the lack of articles, it has become a semi-annual newsletter (spring/summer & fall/winter). However, we find ourselves still struggling for news from our cooperative, I asking each cooperative President to please designate a person to submit an item twice year to the "Your House" newsletter. Show your cooperative pride by sharing your cooperative news.

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ASSOCIATION OVERVIEW

The Potomac Association of Housing Cooperatives, Inc. was founded in 1976 by representatives from 13 housing cooperatives and 1 condominium association. The primary objective was and still is continuing education for Board of Directors and members of cooperative communities. If the success of any organization is measured by its accomplishments, PAHC can truly be considered successful! The organization has sponsored three Baltimore City housing cooperatives, and representatives of PAHC served on each interim Board of Directors. They, along with other PAHC representatives provided new member orientation and extensive leadership to each respective cooperative community. PAHC holds training sessions in addition to the required Annual Meeting of the Membership. These sessions provide timely information on a variety of seasonal, tax, administrative and maintenance topics, as well as affording the attendees the opportunity of personal interaction with representatives of like organization from Maryland, District of Columbia and Virginia areas. PAHC is a member of the National Association of Housing Cooperatives.

The Board of Directors

From PAHC President

I cannot say enough of what a joy it is to work with such a fantastic group of people, whose dedication is unmatched in every sense of the word. The members on this board put the “T” in team, they work hard willingly, they are loyal to their commitment and they enthusiastically share their knowledge (each one, teach one). I am so blessed to be a part of this team. We are preparing for PAHC’s Fall Training, which will be held at Benning Road Cooperative, Washington, DC; this will continue with the plans for the 2015 Annual Conference, which will be held at the Clarion Resort Fontainebleau Hotel in Ocean City, MD.

Thank you to all of you.

Ms. Ruthie Wilder

Ms. Melinda Rickey

Ms. Myrine Buford

Ms. Maxine Lyons

Mr. William Brawner

Mr. Willie Sims

Ms. Geraldine McDaniels

PAHC Board of Directors continues to be a strong, productive and very effective team. The BOD actively promotes good leadership practices to educate and inform its members.

ASSOCIATION NEWS

PAHC: *PAHC 2014 theme “CONTINUING THE COOPERATIVES EDUCATIONAL JOURNEY – WHILE TURNING DIFFICULT SITUATIONS INTO OPPORTUNITIES”. By Anne Hill*

PAHC held its 2014 Annual Conference in Nags Head, NC on April 24-26, 2014, once again this year, there were over seventy-five participants representing twelve cooperatives participating in the conference this year. Thursday evening kicked off the conference with registration and “Meet-N-Greet, this is where participants come together to say hello to fellow cooperators and network in a social atmosphere, while partaking in light hors d'oeuvres over a background of soft jazz music. Friday morning begin with registration and a full breakfast, at which time Mary Ellen, Ramada Plaza welcomed the PAHC group. Five subject matter experts presented six workshops: Bernard A. Cooke, LLC, Fair Housing; Vernon Oakes, Oakes Management, Understanding Your Co-op Financial ABCs; Douglas Kleine, Professional Association Services, Conflict of Interests and Recruiting, Motivating & Rewarding Volunteers; Alvin Pierce, Maryland Air, OSHA: New Standards; and Tameesha Hill, Benning Road Cooperative, Customer Service-Phone Etiquette. Thank you to all the presenters.

The overall rating for the conference was 4.8 out of 5.

At the annual membership meeting, there were 3 seats up for election on the board this year. the membership nominated by acclamation, Rickey, Washington Hill Mutual Homes, Baltimore, Md.; Geraldine McDaniels, The Woodlands, Richmond, Va.; and William Brawner, St. James Mutual Homes, Washington, D.C. During the subsequent PAHC Board Meeting, a member made a motion that positions on the board remain as is: President Anne Hill, Vice President Myrine E. Buford, Secretary Melinda Rickey, Treasurer William Brawner, Assistant Secretary Maxine Lyons, Assistant Treasurer Ruthie Wilder; members at large, Willie Sims, and Candice Serrette. The board of directors welcomed its newest member at large, Geraldine McDaniels.

In addition to the educational and business aspect of the conference, attendees showed off their cooperative outfits at the “Strut-Your-Stuff” luncheon and black-and-white attire for the closing dinner and dance, which included Awards presentations, the following received recognition:

- Yorkville Cooperative, the Cooperative of the Year;
- Erica Baker, Benning Road Cooperative, the Cooperator of the Year;
- Melinda Rickey, the Distinguished Service;
- Clarence Robinson, Pickwick Square, Lifetime Achievement Award; Robinson is one of the original PAHC founders;
- Myrine Buford, Golden Girls; as senior member on the board, she mentors members, and is the direct contact for PAHC history; Buford, who is also one of the original founders, received the first-ever presentation of the Lifetime Achievement award in 2012;
- William Brawner, Tag, You’re It; Brawner had been working on an issue that he inherited when he took over as treasurer. He met the challenge with humor and never gave into the pressure of the situation. He finally resolved the situation this year;

PAHC (cont.)

- Maxine Lyons, Helping Hand; Although Lyons is retired, she still has a full time job taking care of her grand children. Anytime called upon, and it is usually in the final hour, whether she is needed to step in for training, copying or just whatever, she will take the ball and carried it to the finishing line.
- Ruthie Wilder, Program & Education Committee: Wilder, although is not on this committee, she is always a great help to Melinda Rickey, with conference planning. Rickey nominated her to receive the award.
- Melissa Holly and Jaylen Toogood, Volunteer of the Year. Holly has been a volunteer at PAHC for many years. Every year, she helps with the copying, stuffing bags, working on the registration desk, delivering conference materials and notes to rooms. Toogood is what PAHC calls a young cooperator. The board thought that she should receive an award for her volunteer work at the conferences, as well as getting her prepared as a future leader in the cooperative where she lives.

The conference ended with a Dinner & Dance, this year's event theme was "Black & White" participants showed off their black & white outfits and to top it off with a dynamic explosion of free unlimited photos of background from popular magazines titles, such as GQ, Girls Rock, Cosmopolitan, Business Week, just to name a few. Music & Photos provided by ASTRO Entertainment, it was truly an evening of delight in which the participants thoroughly enjoyed. The biggest surprise of the evening came when the Board of Directors surprised Annie Hill with a Leadership award for her outstanding leadership.

I want to take this opportunity to thank Melinda Rickey, conference organizer and PAHC Board Members for another successful conference.

NAHC NEWS...

NAHC Announces 2014 National Endorsement of Wells Fargo Insurance as a Preferred Insurance Broker

The National Association of National Cooperatives is pleased to announce their 2014 national endorsement of Wells Fargo Insurance as a preferred insurance broker. As a housing cooperative, we want to make sure you and your members are protected. In today's fast-paced environment, you need an insurance broker who understands the challenges your cooperative faces and can quickly respond to issues as they arise.

To learn more about this benefit, contact J. Megan Davidson at 1-877-422-3732 or by email Megan.Davidson@wellsfargo.com.

54th Annual Conference – October 15-18, 2014!

NAHC's Annual Conference brings together your peers, colleagues and industry experts in cooperative housing to discuss issues and learn how to strengthen cooperative housing in the United States. Read more about the educational event and register online today at nahc.coop!



ANNOUNCEMENTS

PAHC APPOINTMENT



PAHC Board of Directors appoints Maxine Dennis, Yorkville Cooperative in Fairfax, VA to the PAHC Board of Directors. Ms. Dennis will fill a two year vacant seat on the board. After careful consideration of candidates and demographic, the Board unanimously voted to appoint Ms. Dennis. She brings many years of board experience to PAHC board, as she has served on Yorkville board for over 20 years. We look forward to working with Ms. Dennis as the newest board member.

Join us in welcoming Ms. Maxine Dennis.

PAHC Fall Training

Board of Directors Role (Do's & Don't)

Saturday, November 8, 2014

8:00 a.m. – 2:00 p.m.

Benning Road Cooperative, Inc.

4689C Benning Road, S.E. Washington, DC 20019

Registration

Name of Cooperative or Organization: _____

Address _____ **City** _____ **State** _____ **Zip** _____

Name of Attendee(s)

Please mail to: PAHC, 1739 Fairmount Avenue, Baltimore, MD 2123; fax: 1-410-276-6959 or email: whmh_mrickey@verizon.net

Registration Fees:

➤ FREE TO PAHC Members * Non-Members \$25.00

To ensure adequate food is prepared, registration is mandatory!

For additional information, please contact Melinda Rickey at

410-276-1008/410-852-2085 or Annie Hill at 202-462-5290/202-744-4356

or Erika Baker at Benning Road Cooperative 202-248-2535 or 202-581-1633

Registration deadline

October 31, 2014

MEMBER'S PERSPECTIVE

An open letter to the Potomac Association of Housing Cooperative.

To all of my friends and conference members who attended this P.A.H.C. Conference this is Joseph Bright III of Second North West Cooperative Homes; I truly hope you enjoyed this conference as much as I did; informative and entertaining, meeting and making new friendships and contacts, from Maryland, Virginia and the District of Columbia; as you know we were at Nag's Head, North Carolina; "The Beach", enjoying the sun and the sand: there was a bit of chill in the air and the weather did go from sunny to some rain, thunder and lightning; only briefly, but it only made us more determined to go through with what we had to do and it appeared we were successful.

My compliments to the staff and personnel of the Ramada Plaza, they provided us with excellent service and care, the setting up of our classrooms, their preparations of our meals, and answering questions concerning areas that we may or may not visit, all done very professionally.

To our Conference leaders; Thank You, we show you just how much we appreciate your hard work in getting this event together, as they say, "The Logistics": your time and effort was and is appreciated both in conferences past and I'm sure in conferences of the future all, I believe, will be just as successful

Finally; I say thank you to the one person who took me under her wing and enlightened me on the intricacies of why these conferences are needed: changes in policies, varying attitudes on procedures, placement and displacement of information and achieving a goal for your community, all and more are needed to stimulate a positive growth in your cooperative. Thank you, I've enjoyed this conference as much as I've enjoyed those in the past and I look forward to the conferences in the future.

To all you, my Friends and associates,

JOSEPH BRIGHT III

Second Northwest Co-operative Homes (2nd NW Homes)

29th April 2014

DIRECTORS' PLATFORM.....

KEEP SMILING



Bylaws

The rules and regulations enacted by an association or a corporation to provide a framework for its operation and management.

Bylaws may specify the qualifications, rights, and liabilities of membership, and the powers, duties, and grounds for the dissolution of an organization

Articles of Incorporation

The articles of incorporation constitute the legal document that establishes the cooperative as a business entity, subject to the laws of the state in which the co-op is chartered. The articles state the name under which the co-op will operate and the purpose of the corporation (which is to provide housing to its members).

COOPERATIVE CORPORATE STRUCTURE



Cooperative News

2nd Northwest Cooperative Homes, Inc., located in Washington, DC, bordered by N, O & 5th Streets, NW, held its annual Family Day Event on August 2nd, for the 2nd NW membership and community. The Family Day committee organization of this year's event was equally in comparison to past years events.



The scenery included tables and seating to accommodate the seniors and people with disabilities. Some highlights of the festival included moon bounce, face painting for the children. In addition to a wide range of food & desserts, this included a beautiful cake from the Board of Directors.



Participants also enjoyed popcorn, snowball and cotton candy machines. For additional fun for the children, three Piñatas filled with healthy snacks were added, the children were blindfolded and took turns attempting to break the piñata. It was a beautiful day filled with lot of fun. The event



was well attended. The DJ kept the participants entertained with good music (the line dancing was on). The committee raffled off a 40" flat screen TV, a \$75.00 & \$25.00 gift cards. A good time was had by all. The committee has already begun to plan for 2015 event. The committee would like to thank all the volunteers and donors to the event.

Photos by Joseph Bright, III

Article by Yuolette Johnson

FAIR HOUSING – It's the Law.....

**It is illegal to Discriminate Against Any Person
Because of Race, Color, Religion, Sex,
Handicap, Familial Status, or National Origin**

For more information, visit HUD.GOV

RECIPES CORNER

Southern Peach Cobbler

Ingredients

8 fresh peaches - peeled, pitted and sliced into thin wedges
1/4 cup white sugar
1/4 cup brown sugar
1/4 teaspoon ground cinnamon
1/8 teaspoon ground nutmeg
1 teaspoon fresh lemon juice
2 teaspoons cornstarch
1 cup all-purpose flour
1/4 cup white sugar
1/4 cup brown sugar
1 teaspoon baking powder
1/2 teaspoon salt
6 tablespoons unsalted butter, chilled and cut into small pieces
1/4 cup boiling water

MIX TOGETHER:

3 tablespoons white sugar
1 teaspoon ground cinnamon

Directions

1. Preheat oven to 425 degrees F (220 degrees C).
2. In a large bowl, combine peaches, 1/4 cup white sugar, 1/4 cup brown sugar, 1/4 teaspoon cinnamon, nutmeg, lemon juice, and cornstarch. Toss to coat evenly, and pour into a 2 quart baking dish. Bake in preheated oven for 10 minutes.
3. Meanwhile, in a large bowl, combine flour, 1/4 cup white sugar, 1/4 cup brown sugar, baking powder, and salt. Blend in butter with your fingertips, or a pastry blender, until mixture resembles coarse meal. Stir in water until just combined.
4. Remove peaches from oven, and drop spoonfuls of topping over them. Sprinkle entire cobbler with the sugar and cinnamon mixture. Bake until topping is golden, about 30 minutes.

RECIPES CORNER (cont.)

VEGAN

Simple Spinach Lasagna

Ingredients

1 tablespoon extra virgin olive oil
2 (10 ounce) packages frozen chopped spinach
1/2 onion, chopped
1/2 teaspoon dried oregano
1/2 teaspoon dried basil
2 cloves garlic, crushed
1 (32 ounce) jar spaghetti sauce
1 1/2 cups water
2 cups non-fat cottage cheese
1 (8 ounce) package part skim mozzarella
cheese, shredded
1/4 cup grated Parmesan cheese
1/2 cup chopped fresh parsley
1 teaspoon salt
1/8 teaspoon black pepper
1 egg
8 ounces lasagna noodles

MEMBERS, WE
NEED YOUR HELP –
PLEASE
VOLUNTEER YOUR
COOP TO HOST
FUTURE
TRAININGS!

JUST FOR LAUGHS!!!

Satan Joke

Satan appeared before a small town congregation. Everyone started screaming and running for the front church door, trampling each other in a frantic effort to get away.

Soon everyone was gone except for an elderly gentleman who sat calmly.

Satan walked up to him and said, "Don't you know who I am?"

The man replied, "Yep, sure do."

Satan asked, "Aren't you going to run?"

"Nope, sure ain't," said the man.

Satan asked, "Why aren't you afraid of me?"

The man replied, "Been married to your sister for over 48 years."

Money Joke

A little boy wanted \$100 badly and prayed for two weeks but nothing happened. Then he decided to write a letter to the Lord requesting the \$100. When the postal authorities received the letter addressed to the Lord, USA, they decided to send it to President Clinton. The President was so impressed, touched, and amused that he instructed his secretary to send the little boy a \$5.00 bill, as this would appear to be a lot of money to a little boy. The little boy was delighted with the \$5.00, and sat down to write a thank-you note to the Lord. It said: Dear Lord, Thank you very much for sending me the money. However, I noticed that for some reason you had to send it through Washington, DC and as usual, those jerks deducted \$95.

Senior Boulevard



Study shows that Active Seniors Enjoy Life More

Part of the prescription for a healthier, better retirement is exercise. Physical activity protects against declining health and fitness and adds years to your life. Join the growing number of older adults who are actively demonstrating that exercise helps keep a body strong.

The Best Retirement Is an Active One

Fitness Is Golden

The best cardiovascular exercises for seniors are non-jarring, such as walking, swimming and cycling. Start with a light regimen and gradually build up to a total of at least 30 minutes a day.

Discover the Exercise You Like Best

The best way to keep fit is to choose exercises you enjoy. Favorites among some older adults include aqua aerobics, yoga, Pilates, tai chi, line dancing, square dancing, ballroom dancing or simply walking the dog. You may enjoy group exercise classes, since they offer an opportunity to socialize and develop friendships.

Always keep safety in mind when exercising

Wear comfortable, well-fitting shoes; Avoid outdoor activities in extreme temperatures; Drink plenty of fluids to stay well hydrated; Listen to your body when determining appropriate exercise intensity; be aware of danger signs. Stop activity and call your doctor or 911 if you experience any of the following: pain or pressure in your chest, arms, neck or jaw; feeling lightheaded, nauseated or weak; becoming short of breath; developing pain in your legs, calves or back; or feeling like your heart is beating too fast or skipping beats.

International Council on Active Aging

Active Aging Week, Sunday, September 21 through Saturday, September 27, 2014

Active Aging Week promotes the benefits of a healthy lifestyle on a national scale by giving older adults the opportunity to experience activities and exercise in a safe, friendly and fun atmosphere.

(For more information about this and other program, please contact the ICAA at 866-335-977)

Event(s) Coming in 2015:

National Senior Health & Fitness

22nd Annual Event

Wednesday, May 27, 2015

How will your coop participate?

(For more information about this and other program, please contact NSHFD at 1-847-816-8660)

kids word search

School Life

Words can go horizontally and vertically either way, but not diagonally.

n	r	e	d	l	o	f	q	c	m	j	n	r	v
k	f	x	r	p	q	p	n	a	l	r	f	n	k
s	h	t	a	m	l	e	t	l	o	t	h	d	f
t	c	h	a	i	r	n	p	c	o	q	t	y	f
t	w	j	k	h	g	s	g	u	h	l	r	y	k
e	c	p	z	s	m	c	q	l	c	v	a	m	p
a	o	e	l	i	j	q	q	a	s	h	g	t	j
c	m	c	l	l	h	r	b	t	p	o	m	m	n
h	p	n	n	g	c	x	g	o	g	m	n	b	t
e	u	e	m	n	m	k	f	r	f	e	h	b	g
r	t	i	f	e	p	l	l	l	t	w	k	f	n
z	e	c	c	r	s	k	o	o	b	o	b	q	g
w	r	s	l	h	d	d	e	s	k	r	n	w	c
p	l	a	y	g	r	o	u	n	d	k	h	k	t

art
books
calculator
chair

computer
desk
english
folder

homework
maths
pens
playground

school
science
teacher

PAHC 2014 ANNUAL CONFERENCE PHOTOS



PAHC 2014 ANNUAL CONFERENCE PHOTOS (Cont.)



PAHC 2014 ANNUAL CONFERENCE PHOTOS (Cont.)



PAHC 2014 ANNUAL CONFERENCE PHOTOS (Cont.)



From start to finish, PAHC 2014 Annual Conference topped the chart for the BEST Ever EDUCATIONAL-LEARNING & ENTERTAINMENT PLATFORM FOR HOUSING COOPERATIVES NETWORKING!

CONGRATULATIONS ONCE AGAIN TO THE PAHC TEAM

DON'T MISS THE 2015 CONFERENCE IN OCEAN CITY, MD

REGION HAPPENINGS & NEWS

Baltimore



Celebrating the 200th Anniversary of our National Anthem

O Say Can You See! Star-Spangled Spectacular is a free festival that celebrates the 200th anniversary of our National Anthem. Tall ships, Navy ships and the Blue Angels will come to Baltimore's famed Inner Harbor to celebrate The Star-Spangled Banner.

Landside festivals include living history demonstrations, a family fun zone, live musical performances, and Chesapeake food and beverage.

Events crescendo on September 13 with two star-studded patriotic concerts and extraordinary fireworks display over Fort McHenry and the Baltimore harbor, which will broadcast live on PBS' *Great Performances*

For inquiries, call 1-443-263-2220 or visit online at <http://www.starspangled200.com>

Maryland Legislative Update

Senate Bill 865 – Maryland Cooperative Transparency and Members Rights Signed Into Law by Governor Martin O'Malley on May 15, 2014.

The Maryland Cooperative Housing Act was amended to extend to housing co-ops certain governance requirements regarding open Board meetings, access to records, rules enforcement procedures, and distribution of information. The new law also provides that no court action to evict a co-op member for non-payment of assessments may be filed until the member is at least 3 months delinquent and the owner has been provided with notice of the delinquency with an opportunity for a hearing before the Board of Directors. This law is effective October 1, 2014.

REGION HAPPENINGS & NEWS (Cont.)

Maryland

Dog Bite Liability. A law to limit the liability for property owners for dog bites which occur on an owner's property was enacted to overturn a 2012 Court of Appeals' ruling which imposed strict liability for injuries caused by pit bulls. The prior negligence standard has been restored so that condominiums, housing coops, and homeowner associations may be held liable for injuries caused by any breed of dog only where the association board or other official representatives knows a particular dog has exhibited prior vicious behavior and knows the dog is on the property. This law is effective April 8, 2014.

(For more information, go to Maryland.gov website)

District of Columbia

Get Help With Your Utility Bills

DDOE helps eligible District residents pay heating and cooling bills. If you're eligible, you can receive between \$250 and \$1,500 as a one-time Regular Energy Assistance benefit for your household. The amount of Regular Assistance is based on household size, total household income, heating source, and type of dwelling.

Emergency Energy Assistance is available to low-income District residents who have received a disconnection notice for electric or gas service, or are currently disconnected. Assistance is also available to residents without home heating oil.

(For more information, please contact DDOE at Phone: (202) 535-2600)

Outdoor Explorer Family Adventures

Saturday, September 13, 2014 (All day)

Location: 5601 Connecticut Avenue, NW, Washington, DC 20015

Building: Chevy Chase Community Center

Details: Outdoor Explorer: Family Adventures is a series of outdoor recreation excursions, designed for families to enjoy the great outdoors together. *Excursions: Second Saturday of each month*

Registration required. Go to [Outdoor Explorer: Family Adventures](#)

Virginia

- Governor McAuliffe Announces Virginia Values Veterans (V3) Program Reaches Major Milestone
- Governor McAuliffe Signs Executive Order Establishing The New Virginia Economy Strategic Plan and Steering Committee
- Governor McAuliffe Announces Approximately 500 New Jobs in the City of Newport News
- Governor McAuliffe and State Leaders Tout New Agricultural Resource Management Plan

(For more information, go to Virginia.gov website)

DID YOU KNOW?

What's the difference between owning a co-op and owning a condo?

1. A *cooperative member* owns a cooperative interest (an ownership interest in the cooperative corporation and its property as a whole, plus the exclusive right to occupy a particular dwelling unit). Co-ops usually assist members to find perspective purchasers and no real estate commission fees are involved. One of the more unique features of owning a membership interest in a cooperative is that, in addition to exterior maintenance free living, the co-op offers interior maintenance free living which includes: a maintenance person on staff, scheduled preventative maintenance services and the cooperative repairs and replaces appliances at the cooperatives expense, not at the individual members expense.
2. A *condominium owner* owns fee title to a dwelling unit plus an undivided interest in the common property of the condominium development (the land and the buildings themselves). Owners must find their own buyer and the sale is a real estate transaction. Exterior maintenance free living only.

Cooperative Board Do's & Don'ts

Do— Understand that your Co-operative is in fact a serious business.

Don't —Play games, reward friends, punish enemies, push petty personal projects, or accumulate power. The Board of Directors is morally and legally responsible for running the Cooperative as a serious business to the best of their abilities.

Robert's Rule

Is it true that the president can vote only to break a tie?

Answer:

No, it is not true that the president can vote only to break a tie. If the president is a member of the voting body, he or she has exactly the same rights and privileges as all other members have, including the right to make motions, to speak in debate, and to vote on all questions. So, in meetings of a small board (where there are not more than about a dozen board members present), and in meetings of a committee, the presiding officer may exercise these rights and privileges as fully as any other member. However, the impartiality required of the presiding officer of any other type of assembly (especially a large one) precludes exercising the rights to make motions or speak in debate while presiding, and also requires refraining from voting except (i) when the vote is by ballot, or (ii) whenever his or her vote will affect the result.

When will the chair's vote affect the result? On a vote that is not by ballot, if a majority vote is required and there is a tie, he or she may vote in the affirmative to cause the motion to prevail. If there is one more in the affirmative than in the negative, the chair can create a tie by voting in the negative to cause the motion to fail. Similarly, if a two-thirds vote is required, he or she may vote either to cause, or to block, attainment of the necessary two thirds. [[RONR](#) (11th ed.), pp. 405-6; see also Table A, p. 190 of [RONRIB](#).]

FROM THE WHITE HOUSE

For Immediate Release
July 23, 2014



Presidential Memorandum -- Enhancing Workplace Flexibilities and Work-Life Program

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Enhancing Workplace Flexibilities and Work-Life Programs

To attract, empower, and retain a talented and productive workforce in the 21st century, the Federal Government must continue to make progress in enabling employees to balance their responsibilities at work and at home. We should build on our record of leadership through better education and training, expanded availability of workplace flexibilities and work-life programs, as appropriate, and improved tracking of outcomes and accountability. In doing so, we can help ensure that the Federal workforce is engaged and empowered to deliver exceptional and efficient service to the American public while meeting family and other needs at home.

Therefore, it is the policy of the Federal Government to promote a culture in which managers and employees understand the workplace flexibilities and work-life programs available to them and how these measures can improve agency productivity and employee engagement. The Federal Government must also identify and eliminate any arbitrary or unnecessary barriers or limitations to the use of these flexibilities and develop new strategies consistent with statute and agency mission to foster a more balanced workplace.

By the authority vested in me as President by the Constitution and the laws of the United States of America, and in order to support executive departments and agencies (agencies) in their efforts to better utilize existing and develop new workplace flexibilities and work-life programs, I hereby direct as follows:

Section 1. Right to Request Work Schedule Flexibilities.

(a) Agencies shall make Federal employees aware, on a periodic basis, that they have the right to request work schedule flexibilities available to them under law, pursuant to an applicable collective bargaining agreement, or under agency policy, without fear of retaliation or adverse employment action as a consequence of making such a request.

(b) To facilitate conversations about work schedule flexibilities, each agency shall review, and if necessary amend or establish, procedures within 120 days of the date of this memorandum. Subject to collective bargaining agreements, agency procedures must provide:

- i. employees an ability to request work schedule flexibilities, including telework, part-time employment, or job sharing;
- ii. that, upon receipt of such requests, supervisors (or their designees) should meet or confer directly with the requesting employee as appropriate to understand fully the nature and need for the requested flexibility;
- iii. that supervisors must consider the request and supporting information carefully and respond within 20 business days of the initial request, or sooner if required by agency policy; and
- iv. that the agency should remind employees on a periodic basis of the workplace flexibilities available to them.

(c) The Director of the Office of Personnel Management (OPM) shall issue guidance to Chief Human Capital Officers regarding the requirements set forth in this section within 60 days of the date of this memorandum, and shall assist agencies with implementation of this section.

(d) Nothing in this section shall be construed to impair or otherwise affect the discretion granted to an employee's supervisor in making a decision on the request for work schedule flexibilities, in accordance with the agency's mission-related requirements.

Sec. 2. Expanding Access to Workplace Flexibilities.

Agency heads shall ensure that the following workplace flexibilities are available to the maximum extent practicable, in accordance with the laws and regulations governing these programs and consistent with mission needs:

- (a) part-time employment and job sharing, including for temporary periods of time where appropriate;

FROM THE WHITE HOUSE (Cont.)

- (b) alternative work schedules, including assurance that core hours are limited only to those hours that are necessary;
- (c) break times for nursing mothers and a private space to express milk;
- (d) telework;
- (e) annual leave and sick leave, including the advancement of leave for employee and family care situations;
- (f) sick leave for family care and bereavement;
- (g) sick leave to care for a family member with a serious health condition;
- (h) sick leave for adoption;
- (i) leave pursuant to the Family and Medical Leave Act (FMLA), including allowing employees to take their FMLA leave intermittently as allowed under the Act, including for childbirth, adoption, and foster care;
- (j) leave transfer programs, including leave banks;
- (k) bone marrow and organ donor leave; and
- (l) leave policies related to domestic violence, sexual assault, and stalking situations.

Sec. 3. Expanding Availability and Encouraging Use of Work-Life Programs.

Agency heads are encouraged to take steps to increase the availability and use of the following work-life programs to the maximum extent practicable:

- a. dependent care programs, including the availability of on-site child care, child care subsidies, emergency child care, and elder care;
- b. Employee Assistance Programs, including counseling, resources, and referrals;
- c. support for nursing mothers, including worksite lactation support programs and resources; and
- d. worksite health and wellness programs, and opportunities to utilize those resources.

Sec. 4. Helping Agencies Encourage the Use of Workplace Flexibilities and Work-Life Programs. The Director of OPM

(Director) shall work with agencies to:

- a. provide appropriate education and guidance to all agency employees, including managers and supervisors, on the use of workplace flexibilities and work-life programs as strategic tools to assist with the recruitment and retention of employees, with an emphasis on furthering positive outcomes for employees and the agency that result from optimizing their use;
- b. support agencies in their efforts to develop training programs that educate employees, managers, and supervisors about the resources that are available to meet work-life needs;
- c. support agencies in promoting workplace cultures in which workplace flexibilities and work-life programs are a standard part of operating procedures, and identify any arbitrary, unnecessary, or cultural barriers limiting use;
- d. review the Federal Employee Viewpoint Survey data related to supervisor and senior leadership support for work-life, as well as use and satisfaction with alternative work schedules, telework, and work-life programs;
- e. implement the President's Management Agenda efforts in a manner that improves Senior Executive Service focus on creating inclusive work environments where workplace flexibilities and work-life programs are used effectively;
- f. create, annually update, and electronically publish a Workplace Flexibility Index using data from the Federal Employee Viewpoint Survey, reporting required by the Telework Enhancement Act of 2010, and other appropriate measures of agencies' effective use of workplace flexibilities;

FROM THE WHITE HOUSE (Cont.)

- g. within 120 days from receipt of the agency reports submitted pursuant to section 5 of this memorandum, prepare a report to the President that includes information on agency best practices with regard to the use of workplace flexibilities, any barriers to or limitations that may unnecessarily restrict the use of existing workplace flexibilities and work-life programs, recommendations for addressing or eliminating such barriers or limitations, proposals for future data reporting, and metrics for tracking the use and cost-benefit of work-life programs; and
- h. review, for the purpose of identifying relevant trends related to workplace flexibility issues, the annual report that agencies provide to OPM under the No FEAR Act, which includes the agency's analysis of violations of antidiscrimination and whistleblower laws, an examination of trends, causal analysis, practical knowledge gained through experience, and any actions planned or taken to improve programs within the agency.

Sec. 5. Agency Review of Workplace Flexibilities and Work-Life Policies and Programs.

Within 120 days of the date of the issuance of guidance pursuant to section 1(c) of this memorandum, each agency shall review its workplace flexibilities and work-life policies and programs to assess whether they are being effectively used to the maximum extent practicable and submit a report to OPM that includes:

- a. any best practices the agency has employed to create a culture and work environment that supports the productive and efficient use of workplace flexibilities and work-life programs; and
- b. any barriers to or limitations that may unnecessarily restrict the use of existing workplace flexibilities and work-life programs and recommendations for addressing or eliminating such barriers or limitations.

Sec. 6. General Provisions. (a) Nothing in this memorandum shall be construed to impair or otherwise affect:

- i. the authority granted by law or Executive Order to an agency, or the head thereof; or
- ii. the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.
- b. This memorandum shall be implemented consistent with applicable law and subject to the availability of appropriations.
- c. This memorandum is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.
- d. The Director is hereby authorized and directed to publish this memorandum in the *Federal Register*.

BARACK OBAMA

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Attorney General Holder: "The Eyes of the Nation and the World Are Watching Ferguson Right Now"

U.S. Attorney General Eric Holder traveled to Ferguson, Missouri yesterday to review the Justice Department's independent investigation into the shooting death of 18-year-old Michael Brown. While there, the Attorney General met with community leaders, FBI investigators, and federal prosecutors to get detailed briefings on the status of the case.

"I've been kept up to date," [he said](#), "but there's nothing that can replace actually coming to the office that's handling the matter, and being able to look in the face the people who are, I think at this point, very ably handling this investigation."

Following the shooting of Michael Brown on August 9, the city of Ferguson has captured countless headlines. Across the country -- and around the world -- people are watching as the Ferguson community continues to grapple with this tragedy.

Read the full story at whitehouse.gov

Little Known History

(Reading is an important part of life)!

Declaration of Independence: Drafted by Thomas Jefferson between June 11 and June 28, 1776, the Declaration of Independence is at once the nation's most cherished symbol of liberty and Jefferson's most enduring monument. Here, in exalted and unforgettable phrases, Jefferson expressed the convictions in the minds and hearts of the American people. The political philosophy of the Declaration was not new; its ideals of individual liberty had already been expressed by John Locke and the Continental philosophers. What Jefferson did was to summarize this philosophy in "self-evident truths" and set forth a list of grievances against the King in order to justify before the world the breaking of ties between the colonies and the mother country.

Opposition to Slavery: As early as 1688, the Quakers had been expressing their opposition to slavery, which they considered to be sinful. This petition, asking that Congress end the slave trade, was signed by more than five hundred Quakers. Citing the Declaration of Independence, the petition states that the slave trade exists "... in opposition to the solemn declaration often repeated in favor of universal liberty." The petition was read in Congress on October 8 and subsequently tabled.

The Revolution's ideals of liberty and equality existed side by side with the brutal realities of human slavery. By the time of the Revolution, slavery existed in all the colonies, slaves made up 20 percent of the population, and their labor had become a vital contribution to the physical and economic development of the colonies. The existence of slavery created tensions that would strain the integrity of the United States for many decades to come.

The Society of Friends, a religious group also known as the Quakers, formed the first formal antislavery society in 1775: Throughout the Revolution, as the states struggled to find common ground, the issue of slavery was so divisive that it threatened to shatter their fragile union. Some prominent leaders of the Revolution raised their voices to oppose slavery on moral grounds. Slaves and free Africans embraced the principles of liberty and equality embedded in the Declaration as their own best hope for freedom and better treatment. Many, fighting as soldiers in the American armies, helped to defeat the British, while earning their freedom and gaining the respect and gratitude of some whites. And clinging to their own understanding of "all men are created equal," they pushed the country closer to living out the full promise of its words.

Elizabeth "Mumbet" Freeman: In early life known as Bett and later Mum Bett, was among the first black slaves in Massachusetts to file a "freedom suit" and win in court under the 1780 constitution, with a ruling that slavery was illegal.

Visit archive.gov for more reading on the charters of freedom: making of the charters, the declaration, the constitution, the bill of rights & the impact of the charters.

NEWS FROM the Center for Disease Control (CDC)

2014 West Africa Outbreak

The 2014 Ebola outbreak is one of the largest Ebola outbreaks in history and the first in West Africa. It is affecting four countries in West Africa: Guinea, Liberia, Nigeria, and Sierra Leone, but does not pose a significant risk to the U.S. public. CDC is working with other U.S. government agencies, the World Health Organization, and other domestic and international partners in an international response to the current Ebola outbreak in West Africa. CDC has activated its Emergency Operations Center (EOC) to help coordinate technical assistance and control activities with partners. CDC has deployed several teams of public health experts to the West Africa region and plans to send additional public health experts to the affected countries to expand current response activities.

Signs and Symptoms

- Fever (greater than 38.6°C or 101.5°F)
- Severe headache
- Muscle pain
- Weakness
- Diarrhea
- Vomiting
- Abdominal (stomach) pain
- Lack of appetite

Symptoms may appear anywhere from 2 to 21 days after exposure to ebola virus, although 8-10 days is most common.



HUD No. 14-094
Shantae Goodloe
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<http://www.hud.gov/news/index.cfm>

FOR RELEASE
Wednesday
August 6, 2014

HUD AND VA ANNOUNCE VOUCHERS TO HELP NEARLY 1,000 HOMELESS VETERANS FIND PERMANENT HOMES

Project-based HUD-VASH vouchers will help reach the goal of ending Veteran homelessness in 2015

WASHINGTON – The U.S. Department of Housing and Urban Development (HUD) and the U.S. Department of Veterans Affairs (VA) today announced \$7 million to 24 local public housing agencies across the country to help nearly 1,000 homeless Veterans find permanent housing. The supportive housing assistance announced today is provided through the [HUD-Veterans Affairs Supportive Housing \(HUD-VASH\) Program](#) which combines rental assistance from HUD with case management and clinical services provided by VA (see chart below).

Later this year, HUD anticipates awarding approximately 10,000 new HUD-VASH vouchers to build upon significant progress toward ending Veteran homelessness. Since 2008, more than 59,000 vouchers have been awarded and 43,371 formerly homeless Veterans are currently in homes of their own because of HUD-VASH. Rental assistance and support services provided through HUD-VASH are a critical resource for local communities in ending homelessness among our nation's Veterans.

"We have made great progress, reducing homelessness among Veterans by 24 percent in just three years," said HUD Secretary Julián Castro. "These vouchers will help communities build on these gains, providing targeted assistance to reach those in need. Ending homelessness is a top priority for me, and HUD looks forward to working with the Department of Veterans Affairs to ensure that every Veteran has a place to call home in the country they risked everything to protect."

"VA, HUD and our federal, state and local partners should take pride in the progress made to reduce Veterans' homelessness by 24 percent since 2010, but so long as there remains a Veteran that lives on our streets, we have more work to do," said Carolyn M. Clancy, MD, Interim Under Secretary for Health. "These HUD-VASH vouchers are a vital tool in our effort to provide our Veterans with the earned care and benefits that help them live productive, meaningful lives."

HUD-VASH is a critical part of the Obama Administration's commitment to end Veteran homelessness by 2015. [Opening Doors: Federal Strategic Plan to Prevent and End Homelessness](#) serves as a roadmap for how the federal government will work with state and local communities to confront the root causes of homelessness, especially among former servicemen and women.

As the former mayor of San Antonio, Secretary Castro was among the growing ranks of more than 180 mayors who joined the Mayors Challenge to End Veteran Homelessness by the end of 2015 by using federal, local, and nonprofit resources. Since 2010, the Obama Administration has reduced veteran homelessness by 24 percent. And while ending veteran homelessness by the end of 2015 is within reach, continued use of tools like HUD-VASH are central to reaching that goal.

In the HUD-VASH program, VA Medical Centers (VAMCs) work closely with homeless veterans before referring them to local housing agencies for these vouchers. Decisions are based on a variety of factors, most importantly the duration of the homelessness and the need for longer term, more intensive support in obtaining and maintaining permanent housing. The HUD-VASH program includes both the rental assistance the voucher provides and the comprehensive case management that VAMC staff offers.

Veterans participating in the HUD-VASH program rent privately owned housing and generally contribute no more than 30 percent of their income toward rent. VA offers eligible homeless Veterans clinical and

HUD's NEWS (Cont.)

HUD No. 14-093
Cameron French
202-708-0685

FOR RELEASE
Monday
July 28, 2014

JULIÁN CASTRO SWORN IN AS SECRETARY FOR THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

WASHINGTON – Today Julián Castro was sworn in as the 16th Secretary for the U.S. Department of Housing and Urban Development. The brief swearing-in ceremony took place at HUD headquarters in Washington, D.C. and was administered by Chief Judge Richard W. Roberts of the United States District Court for the District of Columbia at 12:35pm E.T. HUD Chief of Staff Nealin Parker held the Bible during the ceremony.

Secretary Castro will now lead the U.S. Department of Housing and Urban Development in carrying out its mission of creating opportunity for all Americans through strong, sustainable, inclusive communities and quality affordable homes.

Secretary Castro's official Biography of Secretary Julián Castro

Julián Castro was sworn in as the 16th Secretary of the U.S. Department of Housing and Urban Development on July 28, 2014. In this role, Castro oversees 8,000 employees and a budget of \$46 billion, using a performance-driven approach to achieve the Department's mission of expanding opportunity for all Americans.

"Julián is a proven leader, a champion for safe, affordable housing and strong, sustainable neighborhoods," said President Barack Obama after Castro's confirmation. "I know that together with the dedicated professionals at HUD, Julián will help build on the progress we've made battling back from the Great Recession – rebuilding our housing market, reducing homelessness among veterans, and connecting neighborhoods with good schools and good jobs that help our citizens succeed."

As Secretary, Castro's focus is ensuring that HUD is a transparent, efficient and effective champion for the people it serves. Utilizing an evidence-based management style, he has charged the Department with one goal: giving every person, regardless of their station in life, new opportunities to thrive.

Before HUD, Castro served as Mayor of the City of San Antonio. During his tenure, he became known as a national leader in urban development. In 2010, the City launched the "Decade of Downtown", an initiative to spark investment in San Antonio's center city and older neighborhoods. This effort has attracted \$350 million in private sector investment, which will produce more than 2400 housing units by the end of 2014. In addition, San Antonio's East Side is the only neighborhood in America that has received funding to implement major projects under three key Obama Administration revitalization initiatives: Choice Neighborhoods, Promise Neighborhoods and the Byrne Criminal Justice Program.

In March 2010, Castro was named to the World Economic Forum's list of Young Global Leaders. Later that year, Time magazine placed him on its "40 under 40" list of rising stars in American politics.

Previously, Castro served as a member of the San Antonio City Council. He is also an attorney and worked at Akin, Gump, Strauss, Hauer & Feld before starting his own practice.

Secretary Castro received a B.A. from Stanford University in 1996, and a J.D. from Harvard Law School in 2000. He and his wife, Erica, have a daughter, Carina.

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For 2015

PAHC 39TH ANNUAL CONFERENCE



APRIL 23-25, 2015

Clarion Resort Fontainebleau Hotel

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STAY TUNED

MORE INFORMATION COMING SOON!

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