

The Partnership Property Management **CONNECTION**

Summer 2024 Edition



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The right
PARTNERSHIP
can make it happen.



The CEO's Pen

A Note from Rick Allen, CEO/Partner

Civility in the Workplace

Words are powerful. They can evoke a range of emotions depending on how they are delivered and the context in which they are delivered. Words are more than letters strung together. They carry well wishes, concern, malice, hope, desire— the list could go on forever. How we use words to communicate says a lot about who we are.



We live in a world where communication is increasingly complex. Words and phrases that have been used for years are now no longer acceptable to use due to their problematic history. Sometimes the effects of those words are lost to the person speaking until it's too late and the damage is done. That is why it is important for us to consciously choose words and display actions that foster inclusivity, common courtesy, and kindness. We should be aware of what we are communicating and how it will impact our audience, being sure to avoid exclusive language or non-verbal cues with negative connotations.

Treating each other with courtesy and respect is not a new concept. It has always been the best way to recognize the people around us. Easy to do acts of kindness like holding the door open for others or saying “please” and “thank you” give value to other people. Having good manners and practicing common decency is mutually beneficial. It allows you to strengthen your reputation, to build trust with your co-workers and residents, and could open doors for career advancements.

The CEO's Pen

A Note from Rick Allen, CEO/Partner



Workplace civility refers to the respectful and courteous behavior exhibited by individuals toward their colleagues in the workplace. At Partnership Property Management, treating everyone with courtesy and respect is our policy. It is my pleasure to announce that we have developed a “Civility in the Workplace” LMS training for our employees. This course will examine the importance of workplace civility and provide examples of commonplace words and idioms that should no longer be used due to their discourteous nature .

Having respect for each other, giving our time and presence, and being willing to engage in conversations with the intent to seek common ground are the basics for practicing workplace civility. Our words and behavior should contribute to constructive, inclusive, and meaningful exchanges that allow us to make positive lasting impacts on others even when the conversations are difficult.

We hope that the new training brings the practices of workplace civility to the forefront of everyone’s mind as they go about their day-to-day responsibilities. It goes hand in hand with our policy but most importantly, it’s the right thing to do.

Rick Allen

Chief Executive Officer & Partner



Asset Management

Development Corner



The need for affordable housing is greater now more than ever. We are proud to partner with developers who understand that need and work hard to provide nice, safe, and decent affordable housing options for families to call home.

2024 has been a busy year for Partnership Property Management. We are excited to have a record number of properties in lease up this year!

Crestfield Point in Jacksonville, NC opened earlier this year and was 100% occupied in April. We are actively leasing units at the following sites in North Carolina: Woodfield Landing in Havelock, The Lofts at Elmsley Crossing in Greensboro, Oak View in Siler City, The Retreat at Selma in Selma, East Haven in Rocky Mount, Albemarle Landing in Charlotte, Rock Quarry in Raleigh, The Havens at Oxford in

Asset Management

Development Corner

Oxford, and Riverstone Crossing at the Neuse in Kinston. Our team is also gearing up to begin leasing at Pegram Landing II in Lewisville, and The Flats at Statesville in Statesville.

Construction is underway for the following properties in Virginia: Liberty Gardens a 90-unit family site in Richmond and Oak Terrace a 120-unit family site in Suffolk. Construction is underway for the following properties in North Carolina: The Terrace at Rock Quarry a 132-unit elderly site in Raleigh and Starway Village I & II, 278-units in Wilmington.

There are also active rehab projects taking place at Pungo Village a 38-unit senior site in Belhaven, NC and Mountain Glen a 56-unit family site in Brevard, NC. There will be 14 additional rehab projects that will be starting later this year that we are looking forward to.





Asset Management

Development Corner

Crestfield Point Ribbon Cutting Jacksonville, NC

Our Eastern NC team was happy to help host a beautiful ribbon cutting ceremony to celebrate the completed development of Crestfield Point on April 19, 2024. We are excited to have this 72-unit family property developed by Carolina Statewide Development and Eastpoint Homes as part of our portfolio.



Ground Breaking for Starway Village I and II - Wilmington, NC

Our team joined members of Kelley Development, the City of Wilmington, NC, New Hanover County, NCORR, and NCHFA to celebrate the groundbreaking of Starway Village I & II in Wilmington, NC. These sites will bring a combined 278 units to the area and is projected to open in the summer of 2025. This will be the first development for

us in the City of Wilmington and we are excited to join the community!

Crestfield Point and Starway Village I & II received funding through NCORR's Affordable Housing Development Fund which was put in place to help fund needs in hurricane-impacted communities after the devastation left by hurricanes Matthew and Florence. Having seen the effects of those storms in the areas that we manage, it is great to be able to witness these funds help re-establish those communities.

Resident Spotlight

Jemiah Davidson, White Oak Apartments

Jemiah Davidson

Gordon L. Blackwell
Scholarship Recipient



We are excited to celebrate our resident at White Oak Apartments in Gaffney, SC, Jemiah Davidson, who received the CARH Gordon L. Blackwell Scholarship. She is a student at Western Carolina University, and plans to graduate with a degree in Forensic Anthropology.

The scholarship winners were announced at the CARH Annual Meetings and Legislative Conference in Washington, DC on June 26, 2024. Jemiah's mother, Mia Sims, is also the Site Manager at White Oak Apartments. ***Congratulations Jemiah! We are proud of you!***

Jemiah shared the following words when accepting the scholarship: "Affordable housing offers stability, it gave my mother peace of mind to pursue better job opportunities and provide a nurturing environment for my brother and I. It plays a vital role in fostering strong sense of community. When people from diverse backgrounds and socioeconomic statuses are able to live together, it creates an inclusive environment where neighbors support and uplift one another. Together, let's advocate for affordable housing as an essential element of building vibrant and resilient neighborhoods for generations to come."



Partnership on the Move

Conferences, Outings, & Community Service



Elm Street Run
in Support of
Morgan Walters



Corporate Afternoon
Office Walks



Partnership on the Move

Announcements & Awards



Suzanne Turner, IREM Chapter 56 President



Suzanne Turner, Executive Director of Property Management was sworn in as the President of Chapter 56 of the Institute of Real Estate Management on January 24, 2024. We are beyond proud of Suzanne and appreciate her leadership in our office and in the housing industry.

Congratulations Suzanne!

Grow Together Award



Partnership Property Management was awarded the “Grow Together Award” at the ResMania conference held in Plano, Texas in May. This award celebrates the property management company with the largest increase of unit growth over the last 12 months.

Company Promotions



Sandy Lucas
Executive
Vice President



Eliza Haynes
Director of Asset
Management



Bianca Fawcett
Regional Property
Manager



Taqueshia Compton
Property Accountant



Kelsey Scales
Senior Property
Accountant



Carrie Lovelace
Associate
Property Manager

Congratulations on Your Retirement!



Brenda Garner
Senior Property Accountant
Thank you for 10 years of service!



Dotty Little
File Administrator
Thank you for 14 years of service!

New Employees

We would like to welcome all new field and corporate employees to the Partnership Team! Our corporate staff members typically work with multiple sites, so to help put a face with the new name we thought we'd include a photo for each of them. The corporate employees below were hired since our last edition of The Connection.



Mary Johnson
Asset Manager



Angela Perry
Compliance Specialist



Emily Parker
Compliance Specialist



Ginger Silver
Compliance Specialist



Jordan Duncan-Williams
Compliance Specialist



Jessica Nelson
Compliance Specialist



Fair Housing Corner

Equal Housing Opportunity (“EHO”)

The Violence Against Women Act (VAWA) is part of the Violent Crime Control and Law Enforcement Act of 1994. The original bill provided grants for needed services such as the domestic violence hotline, shelters for women, and education on domestic violence, later reauthorizations added housing-related protections to all victims of domestic violence, not solely women. As covered housing providers it is our responsibility to know and adhere to the protections specified under VAWA.

Non-Discrimination - We can not deny an applicant, evict a current resident, or deny/terminate rental assistance solely because an otherwise eligible applicant or household member is a survivor of violence or abuse as outlined in VAWA.

Notification of Occupancy Rights: We must provide applicants and tenants with HUD Forms 5380 (Notice of Occupancy Rights Under VAWA) and 5382 (VAWA Certification Form) in certain situations. Including when you send an applicant their Final Notice, when rental assistance is denied or terminated, when household leases are terminated, when Summary Ejectment paperwork is filed, and at the time of move-in. These forms are located on SharePoint for easy access.

Emergency Transfers: Further information on Emergency Transfers can be found in your site’s Transfer Policy, part of the Tenant Selection Policy located on the office bulletin board.

Confidentiality: The confidentiality of applicant and tenant information should always be a top priority. Information provided by a person eligible for VAWA protections should be shared immediately with the 504 Coordinator and your Property Manager, but no one else.

Documentation: All documentation should go through the 504 Coordinator, who will work directly with the eligible person to process their request.

Lease Bifurcation: It is possible to remove a household member or even a tenant who engages in criminal activity related to VAWA violence/abuse. Your property manager should be your first point of contact to gather more specific information related to this topic.

Prohibition of Retaliation: Our policy is that retaliation, coercion, intimidation, or threats of any form are unacceptable regardless of the situation. This includes anyone who is testifying, assisting, or participating in an action to enforce their VAWA rights or encouraging others to do the same.

The Right to Report Crime and Emergencies from One’s Home: Please keep in mind that landlords, tenants, residents, guests, or applicants have the right to seek law enforcement for themselves or on behalf of another person needing assistance.

Property Management is a customer service based business. We should always work within our policies to serve our residents and applicants as best as we can. Knowing the policies and enforcing them equally across the board while treating everyone with courtesy and respect will allow us to do just that.



Equal Housing Opportunity

