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Addressing the Need for Affordable Homeownership:

A Post-convening Report

SPRING 2018

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About NCRC

NCRC and its grassroots member organizations create opportunities for people to build wealth. We work with community leaders, policymakers and financial institutions to champion fairness in banking, housing and business.

Our members include community reinvestment organizations, community development corporations, local and state government agencies, faith-based institutions, community organizing and civil rights groups, minority and women-owned business associations, and social service providers from across the nation.

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Background

How and why this report came to be and its purpose moving forward

Few topics bear a more iconic weight than the topic of homeownership in America. Affordable homeownership has been the country's *de facto* policy from WWII until the Great Recession of 2008. Successive administrations made homeownership an explicit promise, particularly for families and individuals attempting to build wealth and achieve the dream of middle class lives. There is little doubt that owned homes were the main engine for assimilation into communities and wealth-building for the vast majority of homeowners during that period. Today, however, 10 years after the Great Recession, homeownership is a dream deferred for many and a lost hope for some, even though the desire for homeownership remains exceptionally high.

It is small wonder then that during meetings of the National Community Reinvestment Coalition (NCRC) Mortgage Finance Community Collaborative and Banker Community Collaborative councils of the last several years, industry and community leaders alike raised common concerns[1]:

> What can be done to stem the decline in affordable homeownership, to remedy the wealth-stripping of communities of color caused by the Great Recession and to counter attacks on the long-held American Dream of homeownership as a means to build wealth and as a pathway to the American Middle Class?

These concerns spurred participants to call for broadening the discussion to a more diverse group of stakeholders and then to act in concert on their findings upon agreement on appropriate goals and action steps.

On Wednesday, April 11, 2018, a group of 45 seasoned leaders and professionals met in Washington, DC, to brainstorm approaches to help solve the emerging crisis of affordable homeownership. Those in attendance[2] came from diverse sectors, representing the banking and mortgage finance industries; Realtors and Realtists[3]; community development corporations and community development financial institutions; homebuilders; and a mix of elected and appointed, federal and state policymakers.

John Taylor, NCRC's President and Founder, and Phil Bracken, Managing Director of VantageScore Solutions and Chairman and Founder of America's Homeowner Alliance, hosted this undertaking with a knowledgeable and experienced group to bring collective wisdom to answer the above questions.

1 These councils, established for the purpose of constructive dialogue between community and industry leaders have been meeting thrice yearly since 2003 and 1994 respectively. A community banker's council was established in 2017 and is also participating.

2 See Appendix A for full list.

3 A member of the National Association of Real Estate Brokers, an organization formed for minority real estate professionals at a time when the National Association of Realtors did not allow non-White members.

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The priority at this initial meeting was to determine whether, and to what extent, there was agreement on the causes and the potential solutions to the decline in homeownership rates in the US. By the end of first quarter of 2018, there were a mere 1.67 million homes for sale across the US. In addition, the National Association of Homebuilders (NAHB) report a shortfall of 4.9 million new-construction, single-family homes over the past seven years compared to new household formation over the same period.

Over the last 34 months, there has been a steady decline in the inventory of single-family homes available for sale. The lack of affordable homes for sale has driven up prices on available inventory, making it that much more difficult to obtain an affordable home. Coupled with rising mortgage interest rates, the cost of producing a mortgage loan (MBA reports the cost is nearly $9,000 per loan), and the cost of regulatory compliance, it is fair to predict that the current squeeze will only become worse.

The meeting opened with an introduction and overview of goals followed by a presentation by Odeta Kushi, Senior Economist at First American. Excerpts from her presentation are included herein.

Thereafter, the large group was divided into eight smaller groups, each tasked with responding to four questions:

1. What are the major obstacles and impediments to affordable homeownership?
2. What opportunities or solutions should be considered in order to move forward on a far less encumbered path toward homeownership?
3. What are the strategies for change associated with these opportunities that we should be thinking about?
4. What are your thoughts on the frequency of future meetings, and do you have any suggestions as to other individuals who you think should be invited to participate moving forward?

The responses were collected, organized, and compiled into this Report.

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Obstacles and Impediments

An assessment of significant challenges relating to the availability and affordability of single-family homeownership

and

A brief reflection on why abundant and flourishing homeownership is the goal and why it's so important

The essential barriers to affordable homeownership can effectively be broken down into two sections: **Availability** and **Affordability.**

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Availability

America's decimated single-family home inventory: what happened, what's keeping it down, and what it means

FACT: Post Great-Recession (2006-2013), new home construction severely trails new household formation. This is particularly true for homes in the "affordable" space.

In December 2017, Reuters reported that the number of pre-owned homes on the market suddenly plunged by 11.4% to 1.48 million units, the lowest rate of pre-owned homes on the market since January 1999. As a rule, a six-month supply of available housing is considered fairly healthy; the sales pace in December 2017, combined with the extremely low single-family home inventory level, created a record-low 3.2 months to exhaust available inventory. Further exacerbating this problem is the additional decline in available homes that naturally occurs as dilapidated structures can no longer be rehabbed without assistance from government subsidy, assistance that is increasingly unavailable as HUD budgets and state housing budgets continue to be slashed.

The shortage of homes for sale has put a considerable damper on the ambitions of first-time homebuyers as well as those seeking affordable housing. "Involuntary" renters abound, likely delaying wealth-building through homeownership and raising questions about the coming impacts on community investment by longer-term renters and increasing density in urban markets.

FACT: Symptom causing further housing supply atrophy: Owners are not moving. Mobility (whether across town or to a new state) is low. As people hold onto their homes longer, they are not releasing inventory for the next generation of homeowners.

Home turnover is hampered by families who elect to age in place, or decide against moving into a larger home because of the rising interest rate environment or, in some cases, lagging home price recovery. A November 10, 2016 study of homeowner mobility and migration trends by CoreLogic shows a steady decline in homeowner mobility. (http://www.mortgagenewsdaily.com/11212016_homeowner_mobility.asp). In 1985, the median time between a home's purchase and its sale was 4.4 years; in 2015, owners were maintaining their purchased residences an average of 6.6 years before selling. Census Bureau data shows that, in 1987-88, 9.2% of owner-occupied households moved; Census data shows only 5.1% of owner-occupied households moved in 2015. Of those homeowners who did move in 2015, 61% remained in the same metro area, while out-of-state moves fell to a 15-year low of 24.6%. This declining mobility adds to the housing inventory crisis. Similarly, a June 27, 2018 article from CNBC reported that a monthly index of pending home sales in May 2018 from National Association of Realtors was down by 0.5 percent from April 2018 and 2.2 percent lower than the previous year. The market had anticipated a 0.5 percent gain. The trend further illustrates that home sales are falling and more would-be buyers are staying in their homes. (https://www.cnbc.com/2018/06/27/pending-home-sales-drop-for-fifth-straight-month-in-may.html). Additionally, the Mortgage Bankers Association reported that they are seeing falling rates in the number of mortgage applications, potentially indicative of more buyers dropping out. (https://www.cnbc.com/2018/06/26/weekly-mortgage-applications-fall-sharply-as-potentialhome-buyers-dro.html).

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Key issues that obstruct the prospective homebuyer's ability to qualify for financing or otherwise constrain the affordability of homes that *are* available

Supply and demand constraints are nudging up prices on formerly "affordable"[4] housing stock.

According to a CNBC article from June 27, 2018, "The supply of homes for sale at the end of May was higher than April, but still 6.1 percent lower than a year ago. The inventory of existing homes has fallen year-over-year for 36 consecutive months and stood at a 4.1 month supply given May's sales pace. A six month supply is considered a balanced market between buyers and sellers." (https://www.cnbc.com/2018/06/27/pending-home-sales-drop-for-fifth-straight-month-in-may.html). While inventory is constrained, the median price for a single-family home increased over 6% in the last year alone. Lack of inventory has helped to create this pricier market. The result is an environment in which home prices have run away from average wages.

As Housing Wire recently reported, newly released data from **Black Knight s**hows that this year's increases in interest rates and home prices are seriously impinging housing affordability, adding $150 onto the monthly payment for a median-price home nationwide in just the last six months.

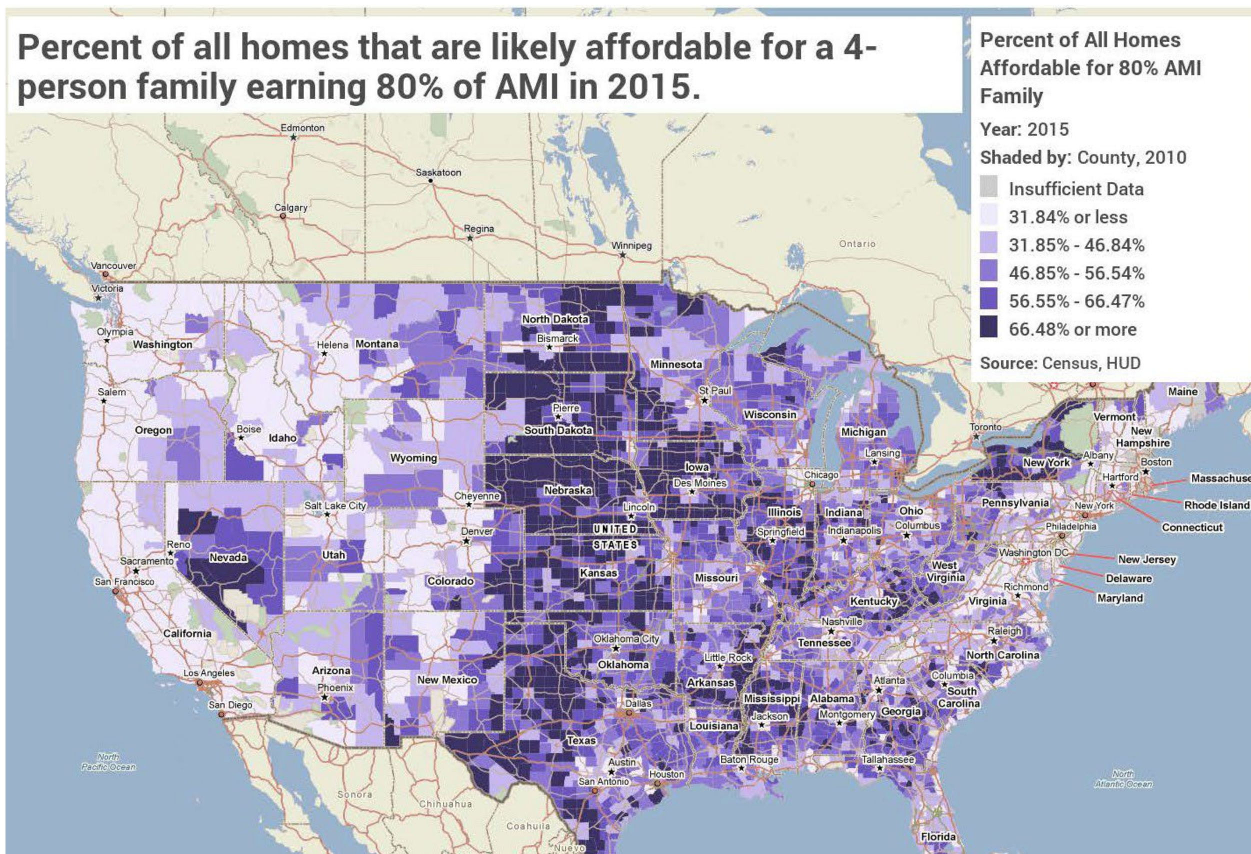

FIGURE 1 The portion of homes that are affordable for an average LMI family to purchase, Source: www.policymap.com

4 In the report, "affordable" is defined as spending no more than 33% of household income on a mortgage payment.

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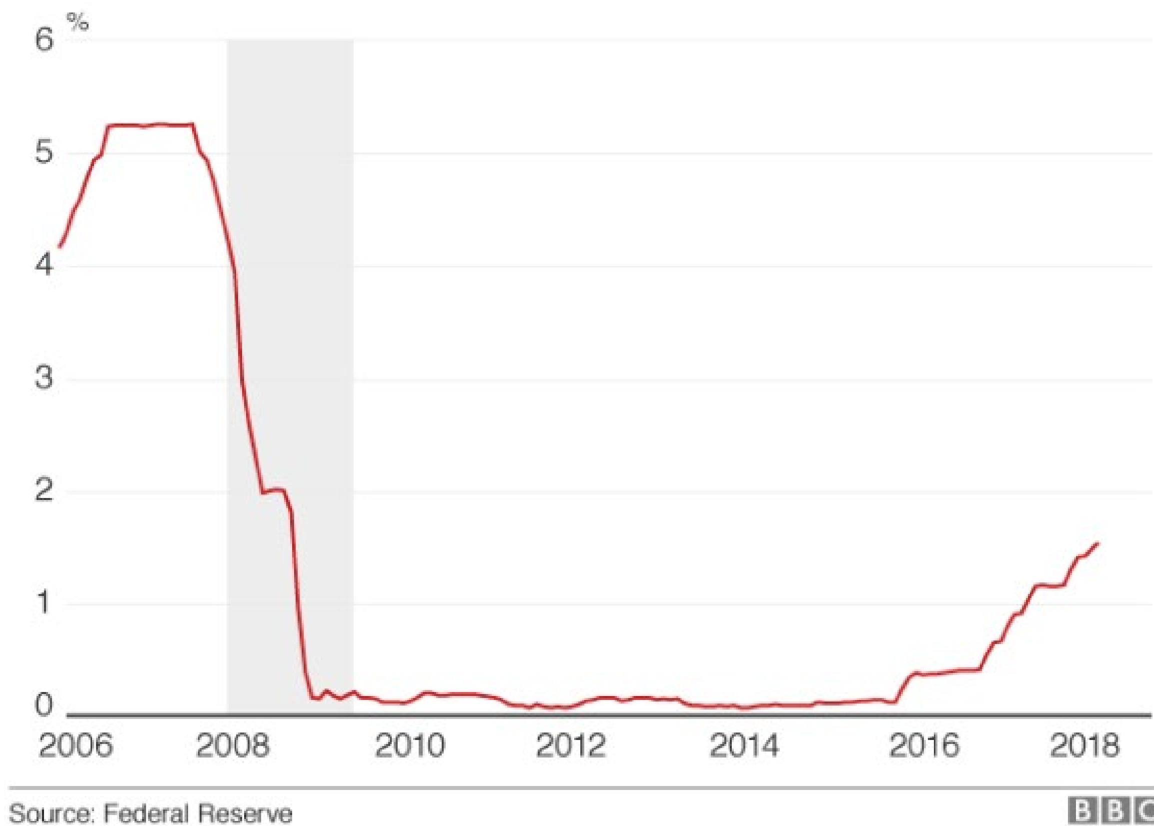
According to Black Knight's report, the monthly payment on the median-priced home has increased by approximately 14% just since the start of 2018, thanks to rising interest rates and increasing home prices. The latest data from Freddie Mac shows that interest rates are still rising at a consistency not seen since 1972. Combine that with constant increases in home prices and you have a recipe for decreased affordability. Current trends are creating an "unsustainable" environment, according to Ben Graboske, executive vice president of Black Knight's Data & Analytics division. (https://www.housingwire.com/blogs/1-rewired/post/43578-monday-morning-cup-of-coffee-goldman-sachs-teases-big-move-into-mortgages).

The Mortgage Bankers Association data on mortgage interest rates from 1998-2018 demonstrates a decline for nearly the past 30 years. This is the first time we are now seeing rates start to go up. Most people in the housing marketplace have only been in a declining interest rate environment. For every incremental increase in mortgage interest rates, low- and moderate-income people are disproportionately affected.

Federal funds rate 2006-2018



(https://www.bbc.com/news/business-43489661).

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The Supply/Demand Picture 2017

(in thousands of units)

	1-4 FAMILY	5+ FAMILY	TOTAL
Private Residential Completions	785	347	1132
Manufactured housing			92
Gross new supply			1224
less: Obsolescence Rate			*422*
Net new supply			802
Household formation			1150
Difference			-348

Sources: U.S. Census Bureau, Urban Institute estimates

Construction cost is a significant impediment to affordability and availability.

In late 2016, NAHB declared that the average regulatory and compliance costs to build the average home in America had risen to $84,000 per home. Higher site prep costs and land costs (when land can be found) make new construction an extremely challenging option for those who seek affordable homeownership. According to NAHB, regulation and compliance has added 30% to the final costs of a newly-constructed home and it is only getting worse: the rising cost of lumber related to the Trump Administration's recent 20.83% tariffs (over $7,000 per home) on Canadian lumber is adding to the overall increase in construction costs. Looming steel tariffs may have a further inflationary effect.

Additionally, wages for construction labor are increasing at an annual rate of 5%, which is almost double the rate of increase for all workers. Homebuilders face immense challenges between finding enough skilled labor to meet the demands for new construction starts and affording the higher wages for these workers. (https://www.zillow.com/research/construction-worker-wages-20012/).

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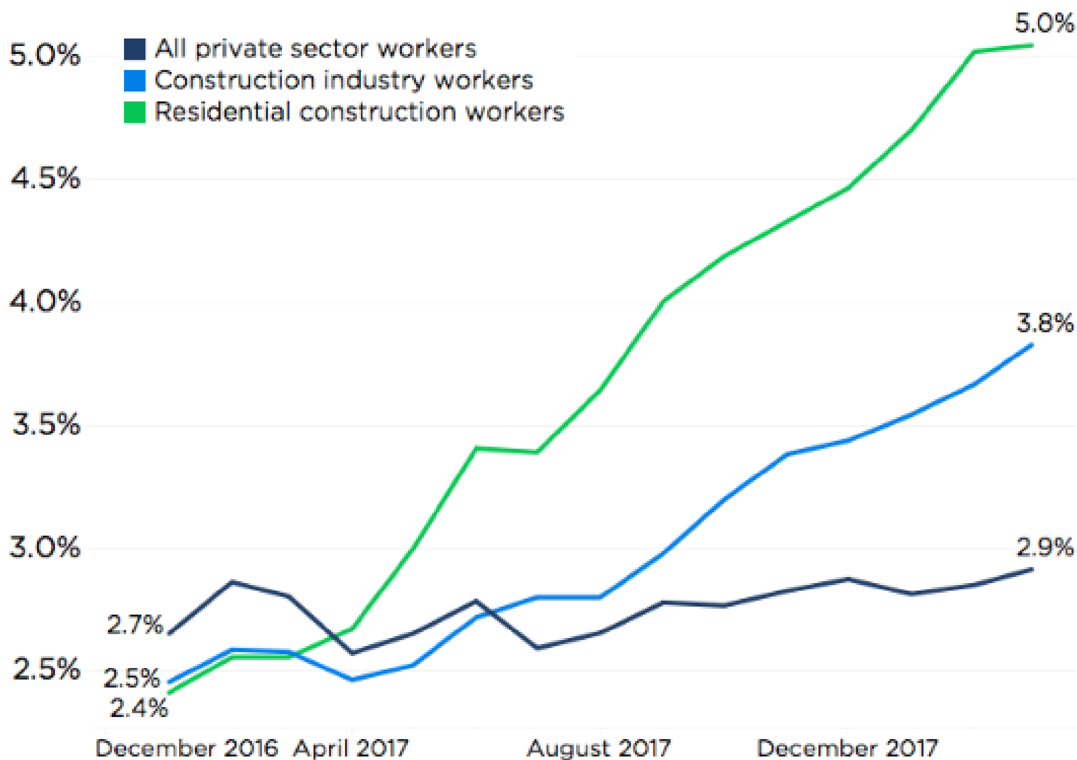
Wages Increasing Sharply for Construction Workers



David Stockman, former OMB Director, recently called out the rising costs of new construction, citing labor shortages: builders are simply having a difficult time filling out their workforces. (http://davidstockmanscontracorner.com/thanks-fed-for-helping-new-home-sales-fewer-buyers-less-affordable/). As skilled workers continue to leave the construction sector due to the impact of the "Great Recession" and "aging out", construction projects are experiencing higher costs and greater delays in completion. Home Depot recently announced a $50 million grant to NAHB to begin to address these skills gaps. The group acknowledged that, while this is a meaningful commitment from Home Depot, this is a very small improvement in a nationwide problem, one that is not being addressed adequately by either government or industry.

Regulatory issues (e.g., zoning restrictions, condo restrictions, etc.) continue to hamper affordability in desirable areas

Condominiums traditionally offer first-time homebuyers a lower cost of entry than detached suburban housing, but housing policy restrictions (and certain lender-imposed restrictions) have impinged condo availability. Presale requirements on new condo projects create barriers for owner occupants. These coupled with owner-occupant restrictions, homeowner association reserve restrictions and other barriers to entry minimize the availability of condominiums as a source of affordable homeownership for traditional first time homebuyers.

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Labor and material cost issues associated with ground-up building, combined with restrictive zoning laws, continue to inhibit the ability of builders to create new home inventory. The NAHB suggests the following items are among those hindering development:

1. Out of date zoning ordinances (i.e. need for variances and special exceptions)
2. Limits on or lack of density
3. Excessive parking requirements
4. High development fees
5. Lack of design flexibility/Onerous design standards
6. Inefficient approval and permitting process
7. Large minimum lot sizes
8. No legislative authority for infrastructure financing alternatives

In a Washington Post article from December 2017, Roger Lewis discusses some of the challenges with current zoning ordinances. (https://www.washingtonpost.com/realestate/why-the-houses-of-the-future-will-look-significantly-different/2017/12/12/c8d0b7d0-da06-11e7-b1a8-62589434a581_story.html?utm_term=.173ed5732e34). For instance, he identifies zoning limits on "accessory-dwellings" as one example of an outdated ordinance. He defines an accessory dwelling as "a separately accessible unit in a basement, an addition to the back of a house, a small apartment atop a detached garage or a modest, free-standing unit built in a single-family home's back yard." Existing homeowners typically oppose changing these ordinances in fear of increased population density and increased difficulty with on-site parking, among others. Lewis contends that many of these concerns are unfounded. Current zoning ordinances encourage development of single-family, detached housing aimed at nuclear families and limit development of "higher residential densities, whether for detached or attached homes, multiunit buildings, or homes shared and inhabited by more than one family." These zoning ordinances are not responsive to the changing demographics of today's families and hinder developers' efforts at increasing inventory and improving affordability. The design of future housing needs to include considerations for today's changing family demographics. To support this assertion, Lewis provides an overview of demographic statistics recently presented at an exhibit of the National Building Museum in Washington, DC.

- Single-parent families, 7 percent;
- nuclear families, 20 percent;
- adults sharing with other adults, 20 percent;
- couples, 25 percent;
- and single people living alone, 28 percent.
- Forty-eight percent of U.S. adults are single;
- 32 percent of young adults live at home;
- 27 percent of children live with a single parent;
- and 22 percent of Americans will be over 65 in 2050.

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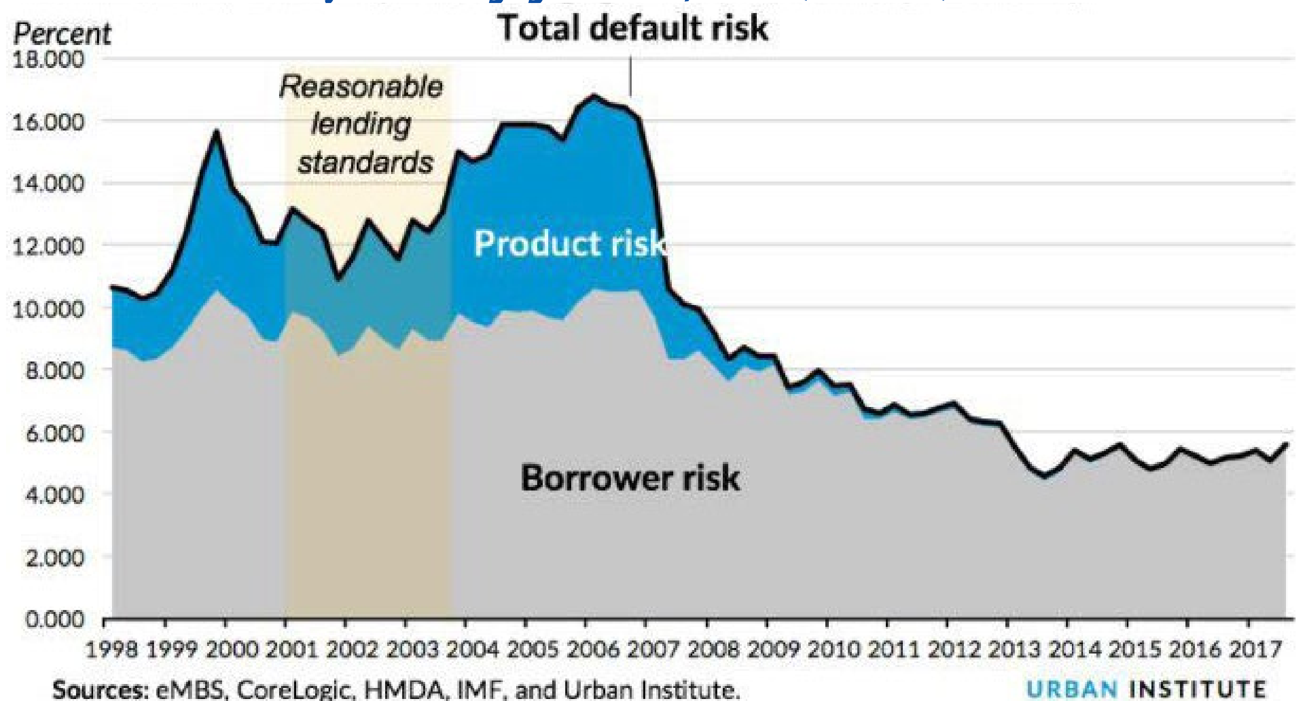
Credit Constriction and Lack of Access to Alternative Credit

At a House Committee on Financial Services hearing on July 18, 2018, HousingWire reported that Federal Reserve Chair Jerome Powell said that, "a good question Congress should be asking is: Did restrictions on credit availability go too far?... Was it done at the right level?" (https://www.housingwire.com/articles/46109-powell-housing-not-the-economic-driver-it-once-was).

The parameters for credit approval in affordable homeownership are often frustratingly narrow and inflexible, despite numerous indications that rationalizing the credit box would not pose a greater risk to lenders or financial institutions.

Default Risk Taken by the Mortgage Market, 1998 Q1-2017 Q3



Credit scores are almost exclusively derived from data reported to credit bureaus. These credit scores are used by lenders to determine product eligibility and as the first hurdle of acceptance to usher a borrower to the threshold of mortgage underwriting. Individual income, employment, down-payment, certain personal history characteristics, non-traditional bill paying, etc. are generally not used in determining a credit score, but are meaningful components of mortgage underwriting. Potential homebuyers with heavy rotating debt, particularly those with student loan debt, are at a distinct disadvantage in mortgage underwriting approval under any number of affordable homeownership financing options, e.g.,: bank and private sector loans, Fannie Mae, Freddie Mac, FHA, and other federal lending sources. There are widely used/widely accepted alternative credit scoring models available, but the mortgage industry has been slow to adopt these scoring models in part because of the reluctance of Fannie Mae, Freddie Mac, and FHA to allow competition in this area.

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Shortfalls in the Availability of Housing Counseling and Related Financial Education

There are far too few affordable housing counseling resources; the same can be said about the current opportunities for financial education specifically related to affordable homeownership. Without appropriate counseling and consumer education resources, many potential buyers never know that there are mortgage loan opportunities that require far less than the generally expected 20% down-payment, or that some lenders offer flexibility in Debt to Income and Loan-to-Value terms. Without available guidance, potential buyers might never discover that the credit score might indeed qualify them for certain loan programs and products. The dearth of these resources creates a vacuum of knowledge about what the requirements for affordable homeownership actually are, as well as how to navigate the difficult and expensive process. Lack of resources leads to a lack of knowledge and that lack of knowledge diminishes the stable of potential homebuyers considerably.

High- Cost of Financing:

Just like the issues raised in the new home construction context, there are sunk costs involved in the origination of every of mortgage loan. The MBA reported in June 2018 that it costs nearly $9,000 to originate, process, underwrite and approve a new mortgage application for a prospective homebuyer. That is before considering the myriad of fees and other charges that are part of the financing. Why $9,000 now, when it used to be about $3,000 not too many years ago? Mortgage originators claim it is the high- cost of regulation.

Additionally, the fees associated with the government guarantee for mortgages acquired by Fannie Mae and Freddie Mac have remained on a steady upward trajectory for several years. Guarantee fees doubled between 2011 and 2015, climbing from 26 basis points to 59 in barely a four-year period. Higher Guarantee fees correlate to increased mortgage rates for already vulnerable low-to-moderate income families.

During the same period of time, loan delinquencies and defaults at Fannie and Freddie declined precipitously. Stating that again – fees UP and risk DOWN. It's hard to explain that equation to the American consumer seeking to purchase a home.

Skyrocketing costs

The cost to service a performing loan tripled between 2008 and 2015; the cost to service a nonperforming loan increased fivefold.

Drop in lending to vulnerable populations

Between 2006 and 2015, loans to low-and moderate-income borrowers decreased 35%; loans to black and Hispanic borrowers dropped 64%.

Domination of Nonbank Servicers

From 2013 to 2016, share of nonbanks servicing FHA loans increased from 35% to more than 70%. Share of GSE nonbank servicing went up from 30% to 50%.

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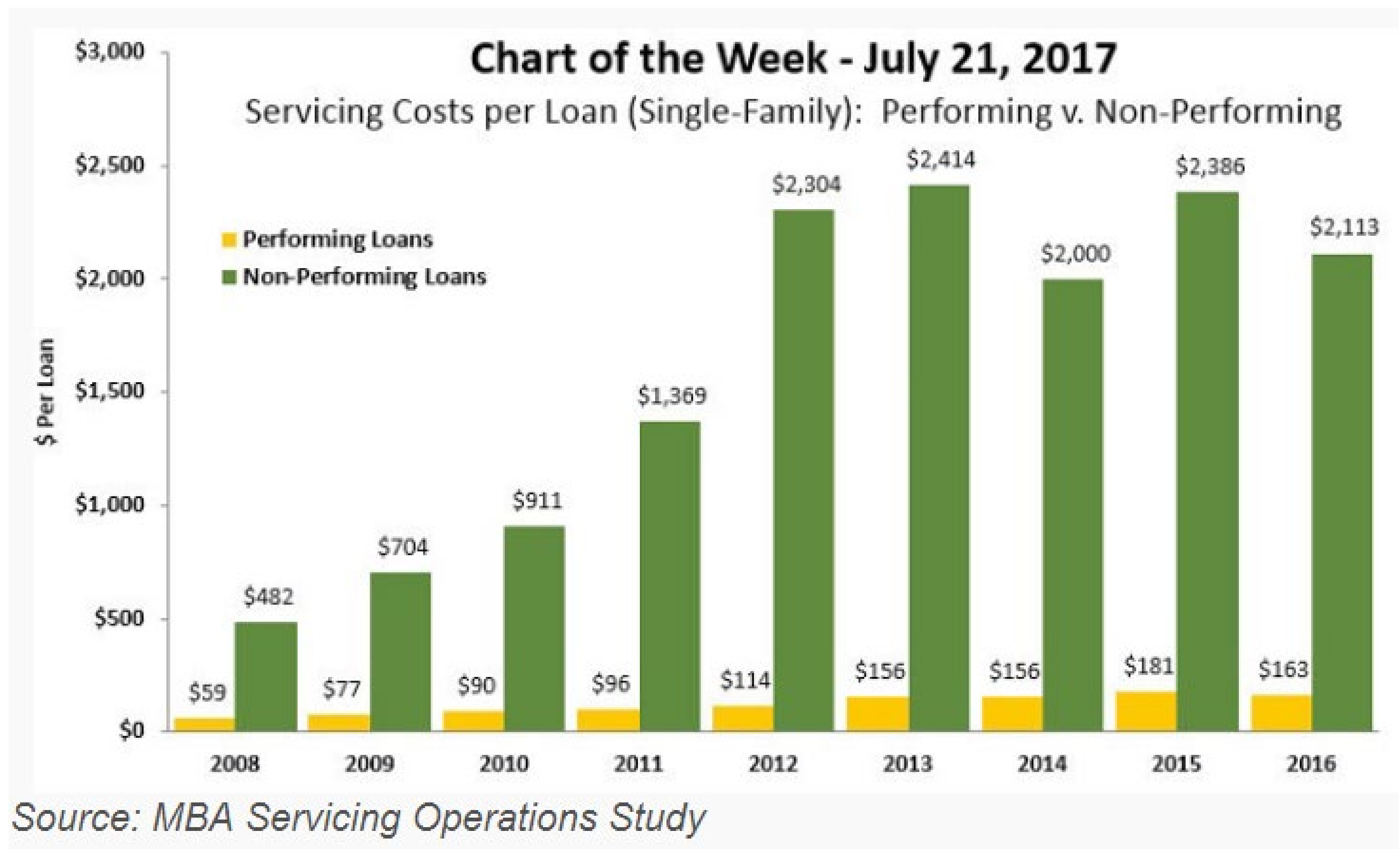


The Impacts of Rentals on Homeownership

The Great Recession created a maelstrom in the "owned" housing market. As many as 10 million homes were foreclosed upon or sold at a loss compared to their remaining mortgage, disproportionately affecting low- and moderate-income homeowners. When those homes were subsequently dumped on the market, investors created a "new" industry buying those homes and turning them into rental units. Until recently, 30-40% of the available, single family, post-recession inventory was being purchased for cash, indicating an investor-driven market, one that favored rental income for institutional investors as a goal. This created a debilitating and still lasting effect on the availability of single-family owner occupant inventory.

In 2017, FNMA announced that it was doubling down on this investor strategy by taking the rental income (as a security) from homes owned by Blackstone's Invitation Homes, a deal valued at $1 billion, thereby empowering this Wall Street favorite to "reload" and buy more homes for cash.

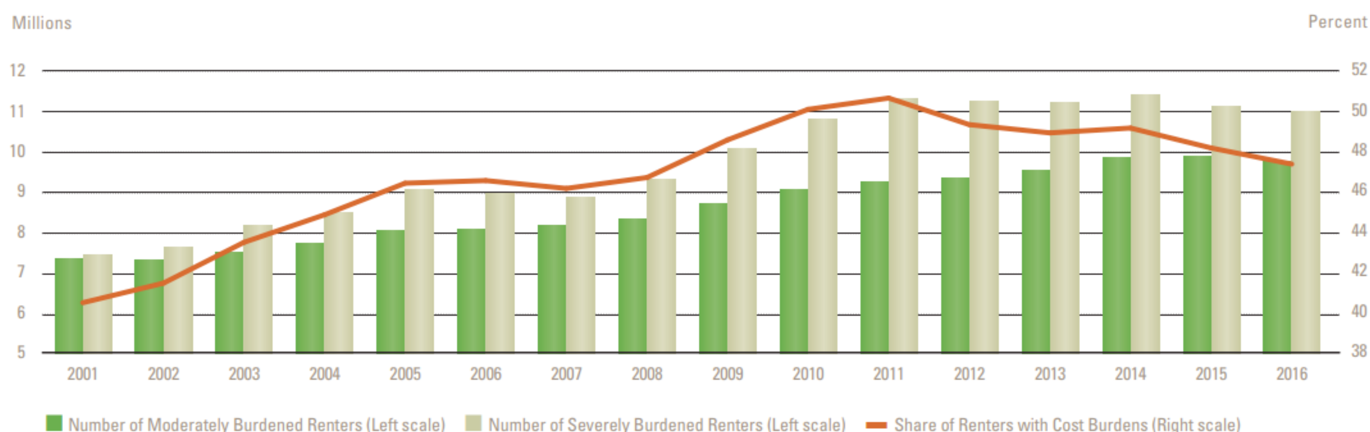
A February 2018 article from The Hill reports that, "By 2016, **more than 100,000 mortgage loans had been sold to investors**, 98 percent to private-equity firms, of which nearly one-third went to Blackstone affiliate, Bayview." Moreover, the article describes how the federal government is aiding Wall Street in creating a rental market that favors institutional investors. "In 2017, Fannie Mae agreed to back **a $1-billion loan to Invitation Homes to buy up more single-family rentals**. This again shifted the risk to U.S. taxpayers and created a huge financial windfall for one of the biggest PE-

backed landlords in the United States, which can now borrow at a lower interest rate." The article points out that Invitation Homes has no obligations under this agreement to "limit rent increases, maintain homes in good condition or work with renters in a good-faith effort to avoid evictions in exchange for this benefit." (http://thehill.com/opinion/finance/371868-wall-street-landlords-arent-looking-out-for-main-street-tenants).

The investor effect has been two-fold: 1) skim a large percentage of a diminished inventory to create rental housing and 2) further reduce (for the foreseeable future) the number of homes on the market available to be purchased by buyers who are reliant on a financing contingency to purchase homes. Annual rent increases actually outstripped property appreciation from 2014-17, averaging a 4% annual return versus 3% for home appreciation. The transfer of owner-occupied, single-family homes to institutional investors (for rental units) has transferred a significant opportunity for building generational housing wealth from Main Street to Wall Street.

All of the following negatively impact availability and affordability: a multitude of rising construction costs; shortages in skilled labor; availability of desirable land; the inescapable abatement of single-family housing inventory; the rising costs of mortgage loan production and fees charged by Fannie Mae and Freddie Mac. Collectively, these factors drive many away from a path to homeownership and into rental units that leave them with ever-increasing housing costs and no equity.

Despite Recent Declines, the Number and Share of Cost-Burdened Renters Remain Well Above Levels a Decade Ago



Notes: Moderately (severely) cost-burdened households pay 30–50% (more than 50%) of income for housing. Households with zero or negative income are assumed to have severe burdens, while households paying no cash rent are assumed to be without burdens.
Source: JCHS tabulations of US Census Bureau, American Community Survey 1-Year Estimates.

"*America's Rental Housing*," (2017), Joint Center for Housing Studies of Harvard University

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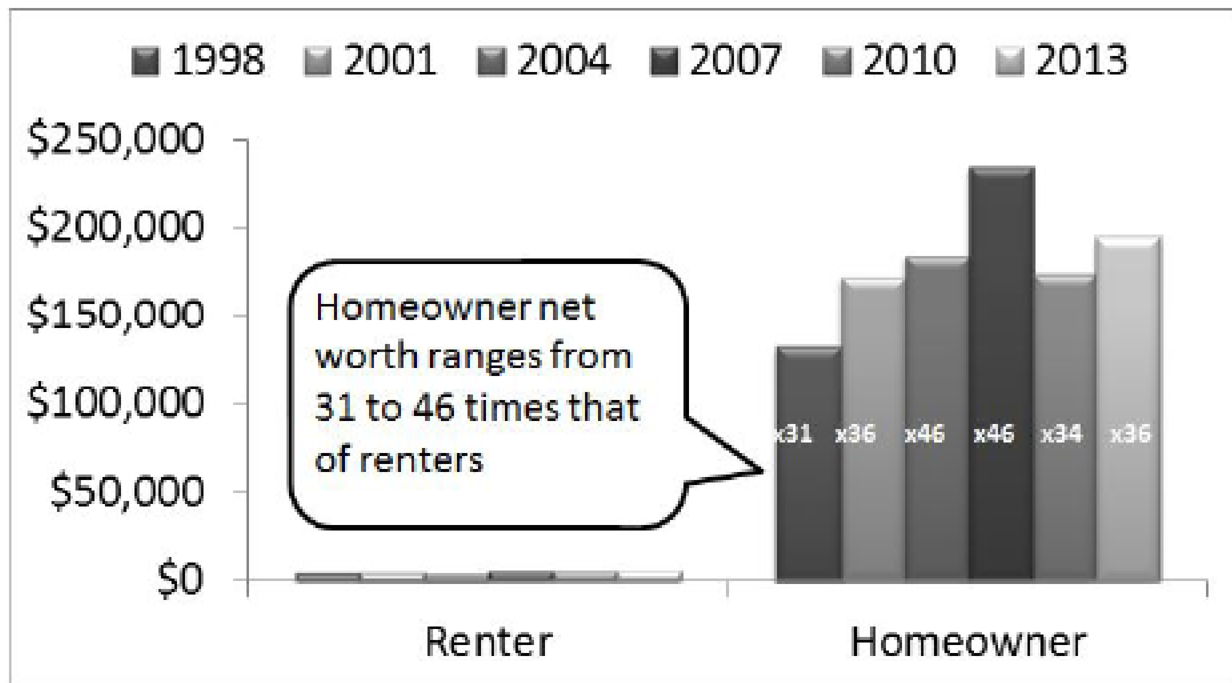
United States Net Worth



Source: Federal Reserve Survey of Consumer Finances

The Student Loan Issue & Tight Job Market

The New York Times recently published (5/25/18) an article on their website titled *How Student Debt Can Ruin Home Buying Dreams,* highlighting the struggles Millennials face when graduating college with mountains of accumulated student loans. This is clearly not a niche dilemma. With underwriting standards becoming ever stricter, it's more difficult to get a mortgage now than a decade ago. Millennials are also moving to cities where rental housing is unaffordable, and homeownership is racing further away from their grasp. This problem has been exacerbated since home prices have skyrocketed while wages stagnated. (https://www.nytimes.com/2018/05/25/business/how-student-debt- can-ruin-home-buying-dreams.html).

This mounting Student Loan Debt issue began manifesting itself as a result of the Great Recession. Historically, parents of college-bound students frequently used the equity in their homes to fund college education. It was an investment in the future of their children using the hard-earned equity in their home as collateral. But, single-family homeowners lost (in aggregate) nearly $7 trillion of home value from 2006 -2011. The result of that unprecedented financial shock to the system of America forced young college students to take on this debt that would have likely been covered by their parents using the equity in their home. Effectively, we transferred much of the cost of college from the equity in a home to the backs of 18 and 19-year old students that will haunt their financial well-being for decades to come. According to a *Forbes* magazine report (2-21-17), there were roughly 44 million people in America with Student Loan Debt totaling approximately $1.3 trillion. The average student loan debt of the 2016 college graduate - $37,172. The housing policy failures (both government and private sector) that resulted in the Great Recession created a never-seen-before financial burden for college-bound students for over a 10-year period.

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In 2017, just 35% of households were headed by an individual under 35 years old; that's down from 41% in 1982. The lack of entry-level homes for these younger Americans is an obvious impediment, and it is clearly affecting the percentage of homeowners in certain age groups. Taking it one step further: it is possible that a significant number of Millennials could not afford entry-level homes even if they *were* available, given student loan debt that can have a negative effect on credit scores and ultimately mortgage underwriting. 71% of Millennial-aged aspiring homebuyers opined that their student loan debt was hurting their ability to buy a home, according to Marketwatch.com. These first-time buyers averaged an annual salary of $72,000 and an average purchase price of $182,500; contrast that with all other homebuyers, who averaged 44 years in age, with a median income of $88,500 and a median purchase price of $227,700.

Wage Stagnation

Wage stagnation among low-to-moderate income individuals and minorities continues to grow. According to the Economic Policy Institute's article, *Wage Stagnation in Nine Charts* (epi.com, 1/6/15): "In the past few decades, the American economy generated lots of wealth that would have allowed substantial living standards gains for every family." Moreover, lower wages were and are often reduced further still for minority workers. Some workers are treading water in terms of maintaining some quality of life as their wages, year after year, have not risen commensurate with living expenses and what they earn becomes more out of sync with what it takes to make ends meet.

This effectively limits, and to an extent even controls, the choices that wage-stagnant workers have with regard to many things they need to spend money on. Since housing is *the* costliest monthly expense, this income inequality has consequences for maintaining housing at all, let alone for the potential for homeownership.

When it comes to the pace of annual pay increases, the top 1% wage grew 138% since 1979, while wages for the bottom 90% grew 15%.

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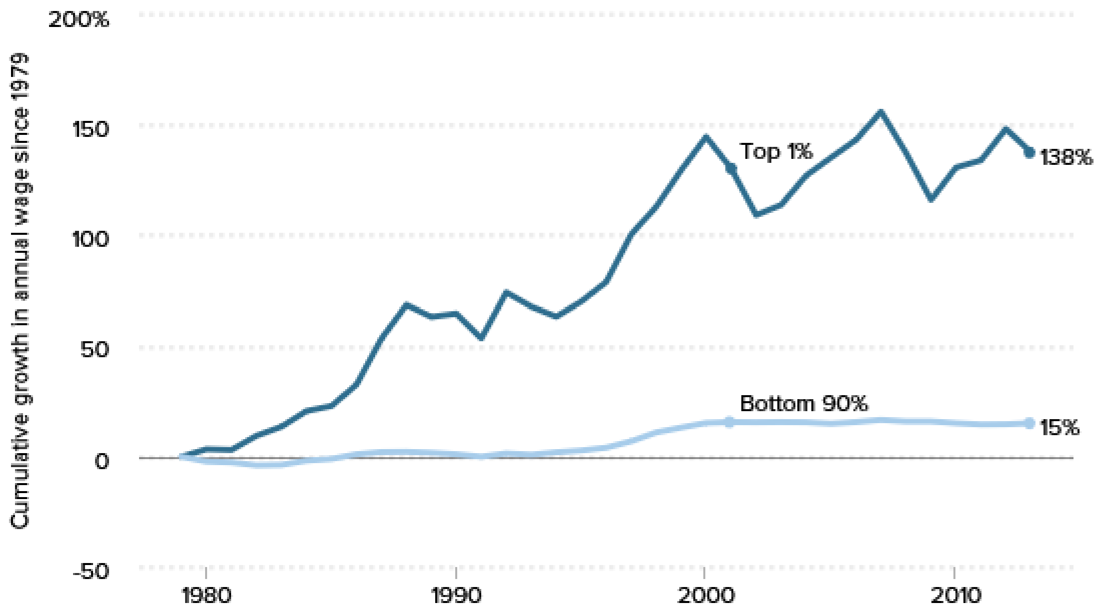
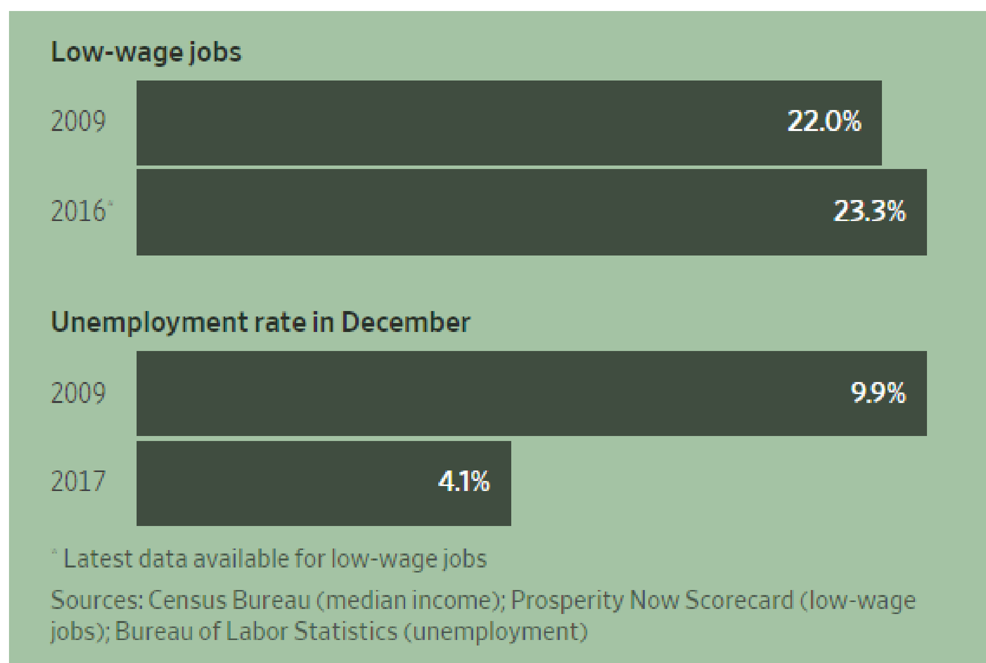
Cumulative change in real annual wages, by wage group, 1979–2013



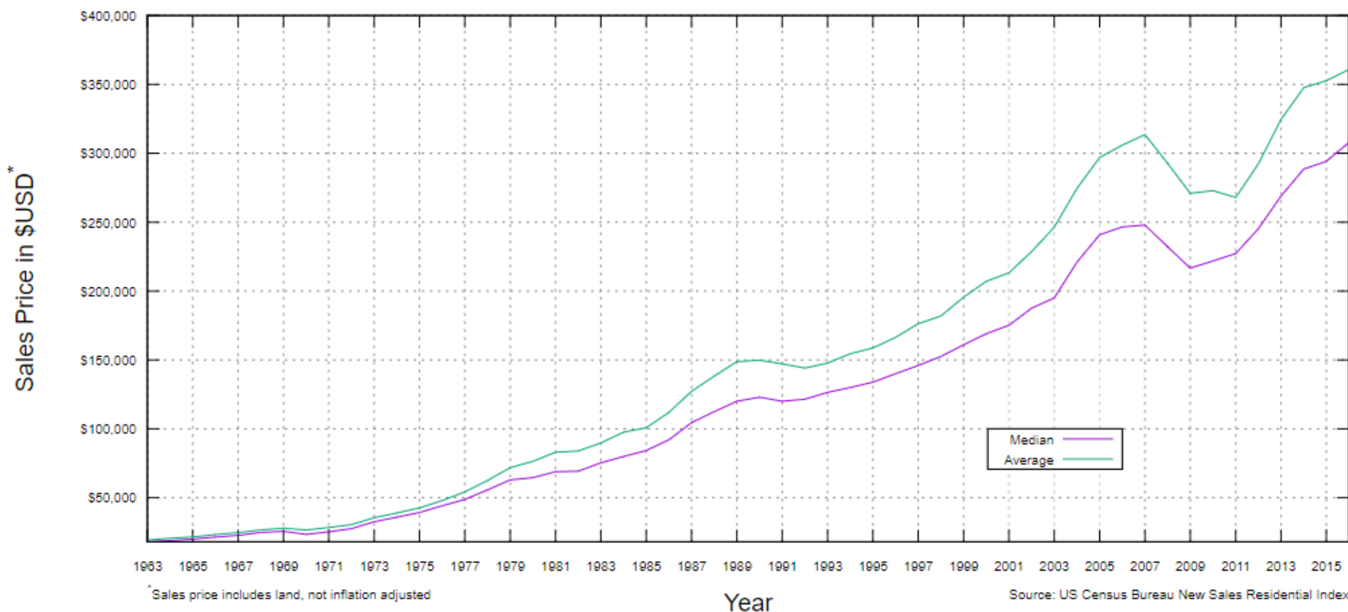
https://www.epi.org/publication/charting-wage-stagnation/

Moreover, the Wall Street Journal's publication, "10 Years After the Crisis," from March 27, 2018, identifies that, though employment has risen since 2008, about a fifth of the rise is in occupations where the median income is below the federal poverty line. Additionally, after adjusting for inflation, median household income is nearly the same as its 2008 level.

Median household income is only up 5.3% since 2008.

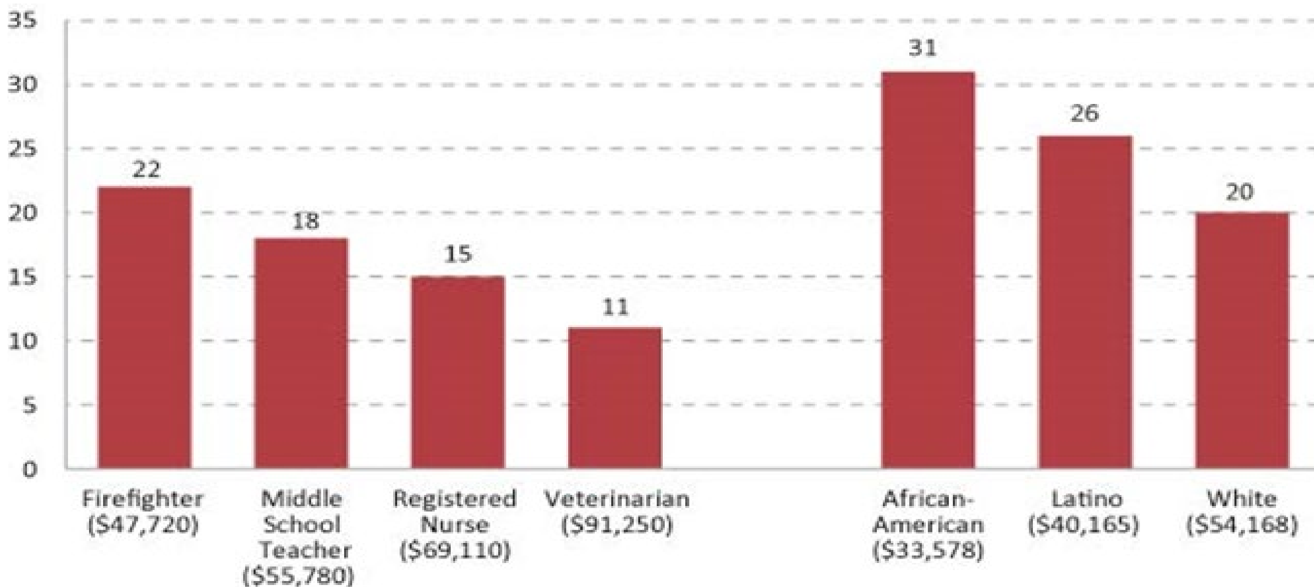


Median and Average Sales Prices of New Homes Sold in U.S. 1963-2016 Annual Data



Meanwhile, the sales prices of homes in the U.S. continues to rise to unprecedented levels. If house prices from 1979 to today have gone up 300% and wages have gone up 15%, you are not going to be a homeowner.

Years to Save 10% Downpayment



Source: Center for Responsible Lending
Note: CRL Calculations based on 2010 ACS and BLS median Income. Calculations include years required to save for down payment and closing costs.

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A low unemployment rate, as the US is experiencing now, generally creates a robust demand for single-family homes. Despite extremely low unemployment rates, however, homeownership has declined and single-family home prices have risen steadily outpacing wage growth.

Many struggle with the right "target homeownership rate" in America. The coalition assembled at this meeting expressed a much different measurement criteria. Rather than a percentage of the population, emphasis should be placed to ensure that EVERY person who is eligible, capable, sustainable, qualified and interested should have the opportunity of Homeownership. It's our goal to match this defined "DEMAND" with the necessary "SUPPLY", and to strive for that opportunity to be delivered in a fair and responsible manner.

Another view is that disparities in wages attributable to geography are responsible for the growing unaffordability of housing for those who would be considered part of the lower-middle class. See *Radical Markets: Uprooting Capitalism and Democracy for a Just Society*. The authors of this book also declare that the longstanding disparity of wealth-building through housing choice remains consistent.

> *"In today's market-driven economy, the poor are the ones who rent, are underwater and live in unsafe areas. The rich are the ones who are able to afford safety and stability – and that's an injustice that our policy makers need to address correctly. We should all have access to stability and safety when it comes to housing, but that's just not how capitalism works these days."*

Discrimination in Housing and Homeownership

A May 23, 2018, *Washington Post* article described a narrative analysis of single-family purchase and refi applications. The overall denial rate was about one in nine applications for home purchase and one in four for home refinancing. Upon further scrutiny, those numbers show a troubling discrepancy: *African-American applicants were rejected at more than double the rate of non-Hispanic white applicants on all types of loans, including conventional mortgages that originated with a bank*. Overall denial rates for African-Americans: 18.4% in 2017; Hispanics: 13.5%; Asians: 10.6%; non-Hispanic whites: 8.8%. There were still greater discrepancies on conventional home-purchase loans, with denial percentages as follows: African-Americans: 19.3%; non-Hispanic whites: 7.9%. The overall rejection rate was 9.6%.

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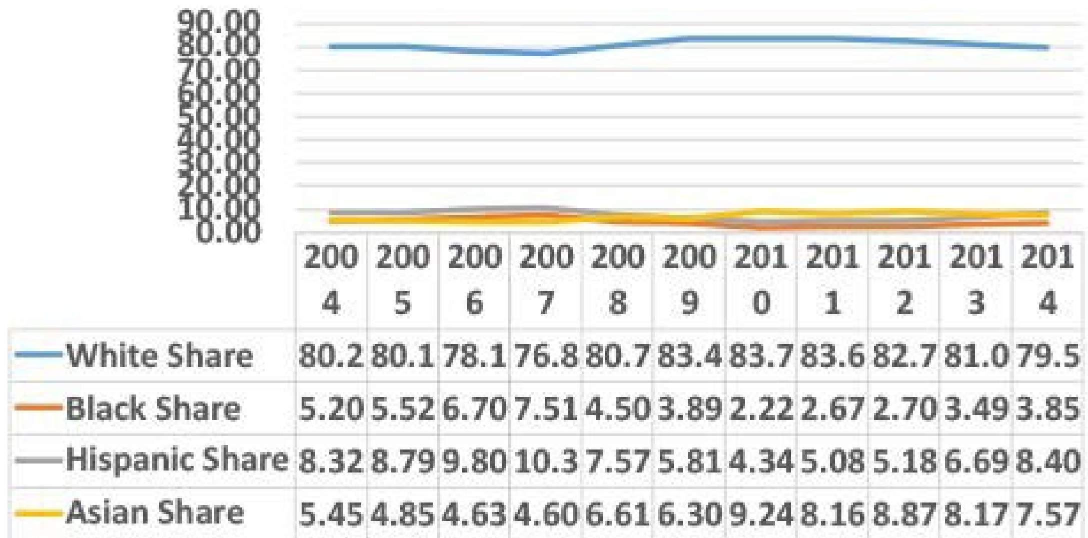
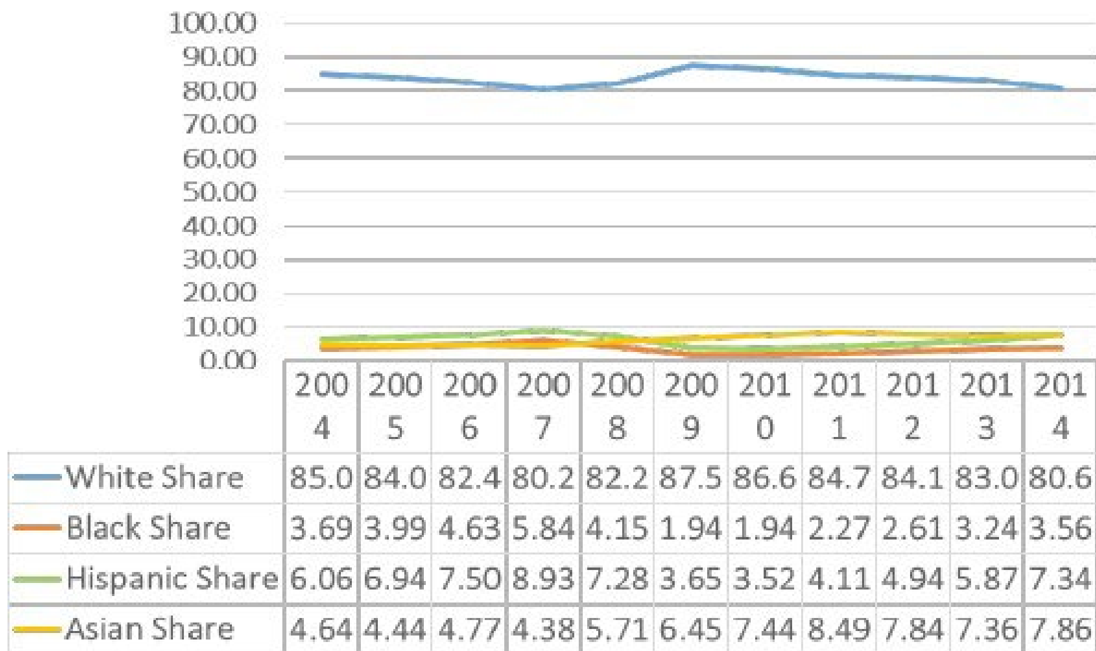
Fannie Mae % Loans Purchased by Race 2004-2014



	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
White Share	80.2	80.1	78.1	76.8	80.7	83.4	83.7	83.6	82.7	81.0	79.5
Black Share	5.20	5.52	6.70	7.51	4.50	3.89	2.22	2.67	2.70	3.49	3.85
Hispanic Share	8.32	8.79	9.80	10.3	7.57	5.81	4.34	5.08	5.18	6.69	8.40
Asian Share	5.45	4.85	4.63	4.60	6.61	6.30	9.24	8.16	8.87	8.17	7.57

Freddie Mac % Loans Purchased by Race



	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
White Share	85.0	84.0	82.4	80.2	82.2	87.5	86.6	84.7	84.1	83.0	80.6
Black Share	3.69	3.99	4.63	5.84	4.15	1.94	1.94	2.27	2.61	3.24	3.56
Hispanic Share	6.06	6.94	7.50	8.93	7.28	3.65	3.52	4.11	4.94	5.87	7.34
Asian Share	4.64	4.44	4.77	4.38	5.71	6.45	7.44	8.49	7.84	7.36	7.86

The discrepancy in rejection rates isn't the only marked disparity, however. 18% of home-purchase loans to African-Americans and 20% of the same type of loan to Hispanics were defined as "higher priced" by the government. Non-Hispanic whites: 7%; Asians: 4%. The "higher priced" definition describes loans that carry an APR at least 1.5% above the average prime offer rate. High DTI was the most prevalent reason for denials, followed closely by credit issues. There is a pervasive gap between races and ethnicities both in terms of earning potential and loan approval potential; when both of those are combined, the path to homeownership becomes even more difficult.

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Down Payment Assistance Availability and Credit Enhancement/PMI

Sufficient options for this often critically necessary vein of assistance are sorely lacking, and grants for down payment assistance that do exist are not altogether sustainable. It goes without saying that the difference between becoming a homeowner and not could very easily come down to the ability to make the down payment. For FHA DAP, a credit score of 580 or greater affords a borrower a very desirable 3.5% down payment, while a credit score of 500-579 requires a 10% down payment, nearly triple the 3.5%. That is a significant financial penalty for a few points on a credit score. Downpayment assistance, properly provided, can be a significant incentive for homebuyers, particularly for first-timers.

In cases where a potential homebuyer can commit a good portion of a traditional 20% down payment, but not all, they pay a credit enhancement, or mortgage insurance premium to compensate for lack of a 20% downpayment. The insurance policy essentially finances the downpayment through a cancellable insurance product and permits consumers to become homeowners sooner. While this can make all the difference when it comes to owning a home or not, a borrower has several factors to examine with regard to these augmented, ongoing payments and the overall burden.

In late 2015, Fannie Mae and Freddie Mac imposed new capital, reserve and leverage restrictions on Mortgage Insurance providers. Those may have been inevitable after the Housing Crisis, but the costs are passed on to consumers, generally in the form of an additional monthly expense. There is another round of new requirements being contemplated by Fannie and Freddie (the GSEs) that will likely impose even additional costs on the Mortgage Insurance providers and subsequently the consumer. It seems obvious that with increased cost of Mortgage Insurance reducing lender, GSE and taxpayer exposure, there is little or no need to impose additional Loan Level Price Adjustments (added by the GSEs on many loans). Those seem duplicative and unnecessary and serve as a "tax on homeownership", especially for the consumers least likely to afford them.

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Solutions and Strategies

Opportunities and approaches for bridging the gaps that separate barriers from attainability

Participants at the Convening and Post Convening discussion proposed a number of strategies and solutions for group consideration. The following is not intended as an exhaustive list; it is simply among the items discussed at the convening and supplied afterwards.

Land Use, Zoning and Tax-Related Solutions

The National Association of Home Builders encourages multiple incentives used in combination to help close the affordability gap. NAHB developed an expanded list of incentives that can be used for either single-family or multifamily product in a variety of markets with input from developers, financers, builders, planners and municipal representatives.

DENSITY BONUS

- Bonus Formula (e.g., 1 market-rate unit or lot for each affordable unit or lot)
- Bonus Amount Based on Percentage of Affordable Units/Lots

ZONING/SUBDIVISION DIMENSIONAL MODIFICATIONS

- Lot Coverage
- Building Height
- Lot Area
- Open Space/Landscaping
- Frontage

PARKING MODIFICATIONS

- Reduction in No. of Parking Spaces Required
- Increase in No. of Compact Spaces Allowed

CONSTRUCTION/DESIGN

- Reduction in Interior Amenities
- Different Interior Amenities if Finishes of Durable/Good Quality

EXPEDITED PERMITTING

- Limit on No. of Days for Completion of Review and Approval
- Separate Approval Process
- Priority Processing of Project

FEE REDUCTIONS/WAIVERS

- Mitigation (Impact) Fees
- Permitting Fees
  - Permit Review
  - Building Inspection
- Utility Connections

PUBLIC COST LIMITING/ SHARING

- Payment of In-Lieu Fee for Required IZ Units
- Tax incentives
- Contribution or lease of underutilized or vacant land
- Demolition cost
- Tax abatement
- Environmental liability
- Soft (Forgivable) Second Mortgage
- Funding or implementation of social support programs for project
- Units Off-Site

INFRASTRUCTURE

- Tax increment financing of infrastructure
- Extension or updating of utilities to serve site

Opportunities for Diminishing Obstacles to Construction

The various obstacles to homeownership related to new construction seem particularly off- putting to many homebuyers, which makes sense given the considerable potential for increased costs on construction projects as outlined under **Construction- and Site-related Impediments to Homeownership**, Section **II.B**. There are promising avenues to take, however, as we move toward finding solutions for the myriad impediments to constructing homes. Briefly: while

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most opportunities, solutions and strategies addressed under **Construction** here are brick-and-mortar related, localities, builders, agencies, etc. would do well to proactively study zoning and infrastructure requirements on a regular basis to enhance affordable homeownership.

One proposed solution is "fast track" permitting, enabling builders and renovators of affordable homes to get quick permits and zoning variances, where applicable, if the focus is homes built for up to 120% AMI buyers. An example of this approach is DC's Velocity and Expedition Service (https:// dcra.dc.gov/velocity-program). This approach mandates one-day review and approval of permitting for construction projects.

Manufactured home options (an extremely popular suggestion in the notes from the Convening) offer opportunity for cost-saving measures in the creation of new housing stock. With pre-engineered homes, the majority of the building is done off-site, eliminating additional site work costs. Manufactured homes can be far more economical than stick built on-site construction—they're also built faster and are more consistent in detail. In that vein, great strides have been made in 3D printing technology, resulting in many of the same benefits as pre-engineered homes. This pre-engineered process and new technology can help produce faster construction and lower cost for the consumer.

Participants also pointed to alternative homes, e.g., shipping containers, tiny homes and converted urban retro-fit homes, as examples of homes with significant labor-cost savings that can be built more quickly. However, others pointed out the difficulties of getting some of these homes' mortgages purchased by the GSEs. For these homes to be built at scale, the financing hurdles must be eliminated.

Finally, several participants pointed out the relatively slow pace of technological change in the construction industry and suggested that homes could be built better, faster and cheaper if industry groups embraced technological changes in the residential market.

Workforce Opportunities

One area of clear agreement surfaced before, during and after the Convening: the need for workforce development and training. Increasingly, banks, home builders and the materials supply industry (Home Depot and Lowes) have joined long-standing advocates from the community in recognizing the need to invest in the "restructuring of and support for the construction" industry's workforce. This segment of the construction industry was particularly hard hit by the Great Recession. Indeed, while many other industries were hit by the recession, the construction industry technically entered a Depression in 2008, losing 40% of a suddenly idled workforce. Many of these were immigrants, drawn to the US by the housing boom and by the attendant "underground" economy (cash payments) prevalent in the residential side of the industry.

For better or for worse, the construction industry boom in immigrant employment of the early 2000s, masked a burgeoning "aging out" of the construction workforce by more "traditional" workers in the construction economy prior to that period. As a result, the employment fallout from the Great Recession has highlighted a problem that pre-dated it but that was offset by immigrant employment. Today, no area of the construction industry has a greater shortfall of skilled workers than residential construction. Moreover, few true apprenticeship programs exist for residential construction, and those that do simply are not producing sufficient numbers to meet the need. Vocational education systems,

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long the subject of disinvestment by states, have withered in size and capacity. NCRC's GROWTH Project, NAHB Institute (which has a significant presence in this market (www.hbi.org/), and Home Depot, and some banks have made workforce development a priority by instituting and funding pre-apprenticeship programs to help provide workers to the industry.

What is needed, however, is strong, consistent advocacy that positions construction workforce development in middle school and high school curricula, for starters, to begin to counteract for the stigma many associate with construction and working with one's hands. 60% of employers in the construction industry employ fewer than 10 workers; 98% employ fewer than 50 (Bureau of Labor Statistics, https://www.bls.gov/opub/ted/2017/establishments-with-fewer-than-50-workers-employed-60- percent-of-construction-workers-in-march-2016.htm.) Tackling this problem will require long-term commitment from the industries that benefit from residential construction and a forward-looking government funding strategy.

Opportunities with Fannie and Freddie

There are many opportunities to work with Fannie and Freddie in furthering the national goal of increased affordable homeownership while working toward a renewed, sustainable housing inventory. Indeed, the affordable housing guidelines and Duty to Serve obligations compel that discussion. Together, we should broach opportunities to open up secondary markets for some of the projects noted in **Construction Opportunities** above, specifically manufactured, pre-engineered housing and other factory-built approaches to creating single-family homes that can result in economies of scale and ease of build. While working on aspects of manufactured housing together, it would make sense to take the opportunity to look closely at possibly reforming Fannie and Freddie's current rules and guidelines on manufactured housing. Currently, the guidelines are restricting the supply and leaving buyers at a disadvantage; working together on this potential reform with Fannie and Freddie is an excellent opportunity to make headway.

Another especially appealing coordinated effort with Fannie and Freddie would be to rework the HomeStyle rehab/renovation products to make them more accessible to low-income buyers while improving HomeStyle's modus operandi to get them more in line with older housing inventory. This effort could serve to both preserve and even create single-family housing stock.

Solutions Utilizing FHA

We should engage with FHA to encourage the agency to create more condos and co-ops, preferably via housing stock conversion. These typically don't require problematic construction impediments like attempting to find available and desirable land, regulatory fees, new construction home costs, etc. Where possible, FHA should consider converting existing urban buildings into condos or co-ops. While this may not result in the ideal, stand-alone, single-family homes, odds are homeownership opportunities can be coaxed from a summit with FHA. For example, HUD's 203K program is an opportunity to modernize single-family homes and a significant local employment initiative that has been ignored by multiple administrations and could be easily transformed into a powerful market tool for homeownership if properly administered.

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Private Sector and Government Support for Affordable Homeownership

First-time homebuyer, downpayment and closing cost assistance, gap financing in high-cost areas are among the many market-driven needs for subsidy in the market place. Historically, homebuyer subsidies have been a part of the government landscape since the post-World War II GI Bill. Veterans and their families obtained both subsidies and very low-interest mortgages that enabled generations of homebuyers to build wealth through the largess of the US government. Future iterations of this document will catalogue the loss of funding in this space. Anecdotally, NCRC's GROWTH program has confronted diminished or eliminated subsidies in several of its areas of operation (e.g., Hillsborough County in Florida) as state and local legislatures seek to replace lost revenues with budget cuts. A number of banks are offering first-time homebuyer and downpayment assistance in selected cities or on portfolio mortgages. The growing gap between rising home prices and affordability is not being offset by enough public and private sector support. Gentrification is now a common complaint in nearly every major US city. Participants must come up with viable funding mechanisms for these programs.

While we recognize this must be done PRUDENTLY, eliminating some of the complexity surrounding FHA's downpayment assistance program would go a long way towards attracting potential borrowers to homeownership. Another worthwhile elimination in downpayment assistance program parameters: the requirement that borrowers with a credit score of 579 or lower pay a 10% down payment as opposed to 3.5% with a score of 580 or greater. Working with FHA to find some alternative to that significant disparity so that all applicants get the best rate is a noble goal.

Potential New Ideas

A couple of additional ideas for deliberation came from the convening. The first was described as a "Conventional Zero Downpayment Mortgage" built very similar to the VA zero downpayment mortgage program. (That program requires a "residual income" threshold). A program like this for conventional buyers would be an "incentive" based program where consumers could EARN this privilege. Some of the EARNED achievement criteria might be – achieving a reasonably high credit score – a certain amount of job stability – three or four years of student loan debt payments – appropriate monthly residual income – etc. Since downpayment is one of the biggest impediments to affordable homeownership, solving for this by creating a meaningful incentive for consumers seems to be worth exploring.

The second idea emerged from the recognition that existing homes for sale have declined for 34 consecutive months. One of the "inhibitors" seems to be the concern of existing homeowners who may have a low interest rate mortgage and their fear of converting to a significantly higher rate loan if they were to sell their existing house and buy another one. We should therefore, consider a Portable Mortgage Loan product to allow existing homeowners with low interest rate mortgages to "carry" that remaining portion of their existing mortgage with them to the new location. This may help stimulate a renewed resale market. We recognize this would require much work with the secondary market and investor communities – but still worth the exploration.

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Affordable Homeownership Advocacy and Partnerships

Perhaps most strikingly, the convening demonstrated the power of interest groups coming together that normally advocate within their own framework and with the usual suspects. Participants acknowledged the need for voices from unexpected allies on affordable homeownership. For example, home builders advocating against restrictive zoning and permitting regulations may find community development organizations more persuasive than those that normally lobby municipalities and states on these issues. Similarly, banks and mortgage originators advocating for downpayment subsidies at the county and state levels may have more "credibility" than community groups (who are always fighting for this).

Additionally, participants often complain to those who will listen that their issues are not front-and-center among candidates for public office, despite the iconic role of homeownership in America. Multifaceted partnerships may well be the antidote to these chronic needs. The only question is what priority each of the participants will give this in forward planning. Partnerships aimed at local, state and federal representatives and agencies and at candidates for public office are necessary to make the difference participants seek.

Credit Constraint Improvement Opportunities

A mortgage applicant's creditworthiness, as noted within **Credit Constriction and Lack of Access to Alternative Credit Scoring Options or Credit Counseling** under Section **II.B.**, is typically a black-and-white issue with most lenders and financial institutions. Credit score thresholds are used to determine certain mortgage product eligibility, pricing parameters, and to usher consumers to the doorstep of underwriting. Innovation and creativity in credit scoring will only come if competition is allowed in the credit scoring marketplace. There appear to be roughly 30 million consumers in America that are deemed "credit invisibles". They are "unscoreable" using the traditional scoring system exclusively used by Fannie, Freddie and FHA. More work needs to be done to expand this horizon in a safe and sound manner so that most of these "credit invisibles" can receive a score and work on improving their financial situations.

Technology and Innovation

The group agreed that more time is needed to be devoted to technology and innovation. We are interested in learning the benefits of technology and innovation in making housing more affordable and efficient. Some in the group have concerns that technology could increase the cost of housing.

Because NCRC has little experience with this subject, the group recommends NCRC seek out experts in technology and housing construction, design and architecture and to convene a separate working-group on this topic. In addition, NCRC will seek a foundation grant to take an in-depth look at smart housing technology and the benefits, including impact on costs, how to identify the most productive solutions, and how to introduce and finance such improvements in the quality of affordable housing.

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Marketing and Educational Opportunities

Numerous participants at the convening made very similar comments in their notes about a variety of educational opportunities for those in the market for affordable homeownership. Very common was the idea that *financial education should start very early, and should regularly be offered to youths in addition to adults*. Offering workshops in local elementary, middle, and high schools should absolutely be considered. It was recommended that all educational opportunities, whether created or linked, should be free or as reasonably priced as possible so as not to exclude anyone who might need access.

Individuals should learn about the difference between building equity in a home and paying rent, for which they get no return on investment via equity. This goes for educating renters of any age, as well as encouraging some of them to take up the mantle of homeownership. This would be ideal in terms of creating accountable borrowers and homeowners.

First-time homebuyers should be made aware that there are alternatives to contributing the traditional 20% down payment, including down payment assistance programs, and credit enhancement/PMI opportunities. They should also know that their credit doesn't need to be exceptionally high to get mortgage approval under certain circumstances. Above all, the key is to not just make these resources available, but to make them *known*, and offer them not just to the first-time homebuyer pool but to anyone interested in shoring up their financial well-being in order to purchase a home. Consider inviting faith-based initiatives that are focused on financial literacy, housing education and awareness to get involved.

Education doesn't only happen before the mortgage, however. Consider implementing continuing education for current homebuyers that helps them to avoid financial pitfalls related to homeownership, foreclosure in particular. Additionally, we must keep in mind that education isn't just for the borrower! It's in our best interest to remain curious about our industry and take every opportunity to learn and grow with it. Given the knowledge we have as a group, the creation of an Affordable Homeownership Toolkit that can be adapted to specific regions and cities would be an excellent opportunity to share what we know as we create and learn from others in different parts of the country as we tweak the Toolkits to our regions. Suggested content includes: are statistics and demographics by Legislative, Senate, and Congressional district; a list of the type of housing influencers we can regionally engage in the discussion (builders, city zoning and permit staff, realtors, planners, lenders, etc.); a summary of regional case studies of creative and successful solutions to affordable housing issues that would serve as inspiration; ways of engaging local influencers in the topic in a useful, meaningful manner, etc.

In addition to the Toolkit concept is the idea of the Roadshow. The Roadshow is essentially a packaged presentation that can be fairly easily modified in a variety of respects. This presentation package travels; we bring it into the environment, the comfort zone, of those who need assistance in learning about aspects of affordable homeownership. This educational opportunity is a great way to introduce individuals to information they might not otherwise have immediate access to.

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Creative Homeownership Opportunities

Finding ways to cater to non-traditional borrowers, such as immigrants, would connect marginalized individuals and families to housing finance education opportunities, as well as other educational opportunities related to aspects of homeownership and financial independence. Non-traditional borrowers are an underserved group that might not actively seek out these opportunities, so heavily marketing the availability of educational resources would help. Marketing and offering classes bilingually, if possible, based on the linguistic preferences of the borrower, would be ideal.

Opportunities with Banks and Lenders

The convening opened further dialogue that began with NCRC's Banker Community Collaborative Council and Mortgage Finance Collaborative Council on the importance of understanding the challenges faced both by lenders and community organizations in generating affordable homeownership opportunities. As NCRC has been demonstrating through its community benefit agreements, banks and community organizations coming together to make commitments are powerful, transformative events that turn into lasting partnerships. Those partnerships will be of particularly critical use in supporting affordable homeownership in novel ways.

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Next Steps

The future of the committee created at the April 11, 2018 Affordable Homeownership Convening and an appraisal of actionable opportunities ahead

Before the Convening concluded, attendees were asked to make suggestions as to how to proceed from that point on. Several thoughts were offered on practical ways to engage on issues of common concern and to engage with targeted policy makers and interest groups to maintain momentum and continue to move the needle on affordable homeownership. A compilation of those suggestions regarding ongoing collaboration follows:

Approach:

- Participants recommended dividing the work into national, state and local approaches. They recommended that each group interact at the appropriate level but communicate effectively with those approaching different targets and different parts of the country.
- In essence, the country would be broken up geographically, and a sub-group assigned each area. The idea of organizing and convening locally on a smaller scale between full-group meetings was put forth.
- Participants recommended the creation of an Affordable Housing Toolkit, further described in section III above.
    - o An Affordable Housing Toolkit should contain information that can be adapted to specific regions and cities and offer an opportunity to share, create, and learn from others in different parts of the country. The Toolkit should contain, but not be limited to, statistics and demographics by Legislative, Senate, and Congressional District; a list of the type of housing influencers we can regionally engage in the discussion (builders, realtors, lenders, City zoning, permitting, and planning, etc.); a summary of regional case studies of creative and successful solutions to affordable housing issues that would serve as inspiration; suggestions as to how to engage local influencers in the topic in a useful, meaningful manner, etc.

Logistics:

- o A full-group monthly call was suggested, with smaller groups, or sub-groups, reporting out as appropriate. It was further suggested that the sub-groups would be the ones maintaining momentum as far as moving the group forward, as a whole and in parts.
- o It was proffered that a twice-yearly, full-group, face-to-face meeting was realistic.
- o Recommended that a document be created that indicates which ideas from the meeting were most oft-repeated and that document would be used on an ongoing basis to continually reprioritize.
- o And lastly, there was consistent recommendation to formalize this process and the "steering group" into a **Affordable Homeownership Coalition** ands to seek methods of funding for the initiative on a go-forward basis.

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Additional Stakeholders/Participants

Attendees were also asked to contribute ideas as to who else should be engaged and invited to the table as the group continues its efforts. Suggestions were plentiful and varied, and all are included here as thoroughly compiled from each individual set of small-group notes:

- Representatives from Fannie Mae, Freddie Mac and FHA
- Representatives from local banks
- Individuals involved with workforce development issues
- Local not-for-profit developers
- HFAs, Governors, Mayors,, banks (again) – diverse stakeholders
- Compile a list of "influencers" that could help in each community as the need arises: realtors, builders, City permit office, tax authority, originators, servicers, City housing servicers
- Compile a list of the type of "influencers" and challenge committee members to flesh out a working group for each large MSA that needs housing help
- LISC
- Representatives from credit scoring agencies
- Local, State, Federal government representatives and public officials
- Builders, large and small-scale
- Reps from successful communities to share ideas that worked
- Individuals with a desire to become homeowners or groups representing them
- Millennials or groups representing them
- Housing counseling agency representatives
- Financial literacy counseling agency representatives
- Reps from the US Conference of Mayors and the National League of Cities
- African-American and Hispanic Mayors and legislators

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Conclusion

It's apparent this Affordable Homeownership crisis is not going to get fixed without intervention or through another housing crisis downturn. It's our job as leaders to hold policy makers accountable so that Homeownership remains a cornerstone of the fabric of America. We simply cannot accept a nonchalant attitude by policy makers, which includes: elected officials, regulators, government sponsored entities or departments, and more. And, we simply cannot allow another housing crisis to "fix" the supply / demand imbalance. The tsunami of need is at hand. The constriction of supply is real. The focus is necessary. This group of leaders can inspire solutions. They won't be simple or easy, but we're committed to fix this crisis because consumers need it fixed. It's been said many times…we can either "agonize or organize." This group chose the latter. And, we'll stay at it until we can make a meaningful difference.

Appendix A

Current List of Participants

Gary Acosta	National Association of Hispanic Real Estate Professionals
Hope Atuel	Asian Real Estate Association of America
Mike Awadis	Hilltop Securities, Inc.
Latoya Benjamin	Chief of Staff – Senator Sanders
Keith Bickel	Bank of America
Francis Blake	Home Depot
Melissa Borino	US Bank
Phil Bracken	VantageScore
Quince Brinkley	National Community Reinvestment Coalition
Eva Brown	US Bank
Pete Carroll	CoreLogic
Dana Dillard	Mr. Cooper
Byna Elliott	Fifth Third Bank
Hala Farid	Citi Community Development
Mike Ferrell	America's Homeowner Alliance
Dan Fichtler	Mortgage Bankers Association
Staci Glenn Short	Huntington
Ed Gorman	National Community Reinvestment Coalition
Jessica Hall	National Association of Home Builders

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Paige Carlson Heim	TD Bank
Irv Henderson	NCRC Board
Tony Hernandez	CIBC
Ernie Hogan	PCRG, NCRC Board Member
Jerry Howard	National Association of Homebuilders
Angela Hudson	Bank of the Ozarks
Jerry Hultin	Smart Cities
Jeff Jaffee	Bank of the West
Dave Jeffers	Federal Home Loan Bank
Chrissi Johnson	Quicken Loans
Rev. Terrence Keeling	Central Baptist Church
David Kittle	The Mortgage Collaborative
Odeta Kushi	First American Title
Noerena Limon	National Association of Hispanic Real Estate Professionals
David Lipsetz	Housing Assistance Council
Curtis Milton	National Association of Home Builders
Tracy Morant Adams	Renasant Bank
Melanie Newton	NCRC Member
Joseph C. Ott	FNB Corporation
Matthew Parks	Discover Bank
Mollie Phukan	Wells Fargo
Nykea Pippion-McGriff	Dream Town – Broker
Tim Rios	Wells Fargo
Hugh Rowden	Wells Fargo
Senator James Sanders	New York State Senator
John Taylor	National Community Reinvestment Coalition
Antoine Thompson	National Association of Real Estate Brokers
Lou Tisler	National NeighborWorks Association
Joseph M. Ventrone	National Association of Realtors
Kara Ward	Venable, LLP
Anthony Weekly	SunTrust
Kirk Willison	AltiSource
Michael Winter	Bank of America
Vickie Tassan	E-Trade Financial

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