

76

Years of Service

1950-2026

Annual Plan

2026

Status: Final

Revision 1, Draft

The Housing Authority of the City of Goldsboro

**Standard
Performer**



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PLAN TIMELINE 2025-2026

8/1	Begin Preparation	
9/17	Fairview/Trinity/Oleander/Park Court Resident Meeting: 3:30-4:30PM	9/12 Flyer/Social Media
9/18	Lincoln/Walnut Resident Meeting: 3:30-4:30PM	9/12 Flyer/Social Media
9/24	EW/LW/WC Resident Meeting: 3:30-4:30PM	9/19 Flyer/Social Media
9/25	West Haven Resident Meeting: 3:30-4:30PM	9/19 Flyer/Social Media
10/2	Five-Year Plan Staff Discussion	
12/17	Resident Advisory Board (RAB)	
12/19	Give Notice to Public for • Comment period • Public Meeting	Publish in News Argus/Social Media/Residents Flyer
1/3	Draft Due: Posted for public Comment	45 days prior to Public Meeting Binders distributed 1/13
2/20	Give final Notice to Public for • Public Meeting	Publish in News Argus/Social Media/Residents Flyer
2/26	Public Meeting (Zoom Option) Board Chair 10-11AM	Revise plan as necessary
3/19	Present to Board for approval	Official Signatures
4/10	Submit Final	75 days prior to FY is 4/17
8/10	Revision Draft Posted for Public Comment	45 days prior to Public Meeting
9/28	Public Meeting Board Chair 10-11AM, Resident Advisory Board (RAB) meeting.	Revise plan as necessary
10/15	Present to Board for approval	Official Signatures

EXECUTIVE SUMMARY

The Annual Public Housing Agency (PHA) plan serves as a guide for changes in the policies, programs, and operations of the Housing Authority of the City of Goldsboro (HACG) and outlines strategies for meeting local housing needs and goals in accordance with 24 CFR § 903. This Plan is developed through a collaborative process that includes input from HACG departments, public housing residents, program participants, community partners, and other stakeholders. The planning process incorporates stakeholder engagement, public meetings, data analysis, and alignment with broader community initiatives.

The purpose of HACG's 5-Year PHA Plan, along with the Annual PHA Plans, is to provide a comprehensive framework for agency management and operations while emphasizing local accountability. These plans serve as a transparent reference for public housing residents, Housing Choice Voucher (HCV) participants, and the general public, outlining HACG's policies, operational requirements, and program services. Consistent with HACG's most recent 5-Year PHA Plan, the agency strategic priorities continue to include expansion of the HCV program, advancement of a sustainable and resilient low-income housing portfolio, and improvements to operations to enhance efficiency, effectiveness, and customer service.

The 2026 Annual PHA Plan builds upon amendments introduced in prior annual plans in response to new U.S. Department of Housing and Urban Development (HUD) regulatory requirements, including changes resulting from the Housing Opportunity Through Modernization Act (HOTMA). Enacted in 2016, HOTMA is intended to modernize federal housing assistance programs, streamline administrative process, and increase housing opportunities for low-income individuals and families. HOTMA aims to modernize housing assistance, streamline operations, and increase housing opportunities for low-income individuals and families. HUD has implemented HOTMA provisions in phases with the current full implementation deadline being unknown. While the timeline continues to evolve, HACG has taken proactive steps to prepare staff, residents, and stakeholders for the required changes. HACG has also identified and incorporated discretionary policy options permitted under HOTMA to allow for flexibility where appropriate. For transparency and resident engagement, HOTMA-related highlights are included in this plan, and HACG will provide additional summaries and communications to inform stakeholders of upcoming changes as they become available. HACG will adopt required HOTMA provisions upon HUD-mandated effective dates. Policies will be amended via significant amendment process when required.

In accordance with 24 CFR §903.13, the HACG consulted with residents, resident councils (if available), and the Resident Advisory Board (RAB) during the development of this Annual PHA Plan.

The proposed Plan will be made available for public review at HACG's administrative office, on the agency website, and at other reasonable locations. A public hearing will be conducted following appropriate public notice. Written and verbal comments received will be considered prior to submission of the Plan to HUD.

In summary, the 2026 Annual PHA Plan reflects HACG's ongoing commitment to regulatory compliance, operational excellence, and continuous improvement. Through adaptation to HUD's evolving requirements and sustained investment in local housing initiatives, HACG remains focused on supporting safe, affordable housing and enhancing the quality of life for residents and families throughout the Goldsboro community.

Background

The Housing Authority of the City of Goldsboro (HACG) was **established in 1950** with approved for incorporation by the state of North Carolina in response to a growing need for safe, decent, and sanitary housing for low-income families. The agency's formation was spearheaded by the Goldsboro Junior Chamber of Commerce, which galvanized community leaders and residents to support the development of publicly assisted housing as a means of improving living conditions and strengthening the local community.

HACG began its operations with the development of its first public housing communities, constructed between 1951 and 1978. These early developments laid the foundation for HACG's long-standing role in addressing housing insecurity and providing stable housing options for vulnerable populations within the City of Goldsboro.

Today, **HACG administers housing assistance to over 1,500 low-income households** through its Housing Choice Voucher and Public Housing Programs. HACG is governed by a **seven-member Board of Commissioners** appointed by the Mayor of Goldsboro to stagger five-year terms. At least one board member must be a resident of the agency. The Board provides policy direction and oversight, and annually elects a Chair from among its members to lead the governing body. This structure ensures oversight and alignment with the community's housing needs and goals.

Mission

"The Mission of the Housing Authority of the City of Goldsboro is to provide exceptional housing opportunities to our community while helping them obtain the tools and resources needed to build a better future for themselves and their families."

We choose this mission statement as an agency because it reflects our commitment to addressing both the immediate need for quality, affordable housing and the broader goal of empowering individuals and families to achieve long-term stability and success. It emphasizes our dual role: not only as a provider of safe and accessible housing but also as a partner in fostering personal growth, self-sufficiency, and community development. This mission aligns with our values of service, inclusivity, and collaboration, ensuring that our efforts go beyond housing to support brighter futures for the people we serve.

Agency Operation and Management (24 CFR 903 § 903.7(e))

HACG's organizational structure is designed to support efficient program administration, regulatory compliance, and high-quality service delivery across all housing programs. The following summarizes HACG's primary operational and management functions.

Administration

The Administration Department oversees HACG's core organizational functions, including human resources, payroll, financial oversight, procurement coordination, compliance monitoring, and legal matters. This department ensures adherence to federal, state, and local regulations while supporting effective internal controls and sound governance practices.

Housing Management and Maintenance

Housing Management and Maintenance staff are responsible for the day-to day operations of HACG's public housing communities. Property Management staff oversee tenant relations, interim reviews, annual recertifications, rent collection, and move-in/out inspections. The Maintenance division manages work order intake, routine and preventative maintenance, pest control, inspections, grounds upkeep, and timely turnovers to ensure housing quality and compliance with HUD standards.

Resident Opportunity and Self-Sufficiency (ROSS) Grant/Resident Services

Resident Services staff provide counseling, referrals, and supportive services aimed at promoting resident stability and self-sufficiency. Services include housing readiness and housekeeping education, problem-solving assistance, and connections to community-based resources that support personal development and economic mobility.

Jobs Plus Grant Program

The Jobs Plus program is designed to increase employment and earned income among public housing residents through three core components: employment-related services, community support for work, and rent-based financial incentives. This program includes case management, community partnerships, and skill-building initiatives to help residents progress toward self-sufficiency.

Family Self-Sufficiency (FSS) Grant

The Family Self-Sufficiency (FSS) program supports HUD-assisted families in increasing earned income and reducing dependence on public assistances. The FSS Coordinator develops and implements the FSS Action Plan, secures supportive services resources, and provides ongoing case management. This grant serves residents in the Public Housing communities of Elmwood, Little Washington, and Woodcrest and the participants in the Housing Choice Voucher program.

Choice Neighborhoods Initiative (CNI) Grant

The Choice Neighborhoods Initiative is a HUD-funded program focused on transforming distressed neighborhoods into sustainable, mixed-income communities. The initiative integrates housing revitalization with access to high quality schools, supportive services, public assets, transportation, and employment opportunities. HACG, in partnership with the City of Goldsboro, was awarded a Choice Neighborhoods Planning Grant for the West Haven community and the adjacent *West Oaks* neighborhood that comes to a close December 2025. In continued partnership, an application will be submitted for the Implementation Grant, which will aid in the execution of the West Oaks Plan.

Inspections

The Inspections Department conducts required inspections for Public Housing and the Housing Choice Voucher Program to ensure compliance with HUD's National Standards for the Physical Inspection of Real Estate (NSPIRE). This function supports housing quality, resident safety, and program integrity.

Occupancy

The Occupancy Department manages the waiting lists and admissions for Public Housing program, ensuring fair housing compliance, equitable access, and timely leasing of available units for occupancy.

Housing Choice Voucher (Section 8) Program

The Housing Choice Voucher Program administers the Section 8 program, including the waiting list management, participant admissions, annual and interim recertifications, and landlord relations. This department also administers specialized voucher programs such as Veterans Affairs Supportive Housing (VASH) and the Mainstream Voucher Program.

Modernization and Development

The Modernization and Development Department oversees capital improvement initiatives funded through HUD's Capital Fund Program. Responsibilities include project planning and design, procurement, contractor oversight, and compliance monitoring. Currently leading major projects, this department plans further improvements, acquisitions, and new construction to enhance distressed housing areas.

Finance

The Finance Department is responsible for all financial management functions, including accounting, budgeting, and financial reporting. This department ensures fiscal accountability, internal controls, and efficient stewardship of public funds in support of HACG's mission.

Staffing, by department, is shown in Table 1.

Table 1					
Department	FY2024	FY2025	Public Housing %	Section 8 %	CGP %
Administration	5	5	100%	0%	0%
Public Housing	39	40	100%	0%	0%
Section 8	1	1	0%	100%	0%
Modernization/Development	0	0	0%	0%	0%
Finance	3	2	100%	0%	0%
Total	48	48			

Source: Human Capital Manager 12-04-2025

Units by Program

The Housing Authority of the City of Goldsboro administers two primary housing assistance programs: **Conventional Public Housing** and the **Section 8/Housing Choice Voucher Program**. Together, these programs are designed to address the diverse housing needs of low-income families, seniors, and individuals within the community. The following section provides an overview of each program and the number of units or vouchers administered by HACG. Detailed program descriptions and unit allocations are summarized in Tables 2, 3, and 4.

Table 2	
Program	Units
Public Housing Program	1187 (1225 Faircloth Limit)
Section 8/Housing Choice Voucher Program	298
Total	1485

Source: Resident Characteristics Report 12-11-2025

Conventional Public Housing

Commonly referred to as the Low-Rent Public Housing Program, or Section 9, the Housing Authority of the City of Goldsboro owns and manages **1,187 Conventional Public Housing** units across the City of Goldsboro. The Faircloth limit is 1,225 units. These units provide long-term, affordable housing opportunities for low-income families, seniors, and individuals.

The Conventional Public Housing Program is supported by an **annual operating subsidy** from the U.S. Department of Housing and Urban Development (HUD), which supplements HACG's Operating Fund. The subsidy, together with tenant rental income and other eligible revenue sources, helps address the funding gap associated with operating and maintaining an aging housing portfolio. These resources enable HACG to operate the agency, support ongoing maintenance, and ensuring public housing units remain safe, decent, and affordable for low-income residents.

Table 3									
Conventional Public Housing									
Development	Year Built	Units	0-BR	1-BR	2-BR	3-BR	4-BR	5-BR	Occupancy Rate
<i>NC15000100</i>									
Fairview Apartments	1951/1974	233	28	40	70	71	24	0	33%
Trinity Court	1956	22	0	0	22	0	0	0	100%
Park Court	2/12/2018	48	0	0	48	0	0	0	100%
Oleander Duplex	2015	2	0	0	2	0	0	0	100%
<i>NC15000200</i>									
Lincoln Apartments	1951	289	0	37	130	86	36	0	91%
Walnut Street	1930/1993	55	0	49	6	0	0	0	100%
<i>NC15000300</i>									
Woodcrest Terrace	1962	75	0	20	30	14	8	3	100%
Elmwood Terrace	1962	142	0	14	70	42	12	4	100%
Little Washington	1978	49	0	0	0	29	20	0	100%
<i>NC015000400</i>									
West Haven Apartments	1974	272	32	52	82	60	32	14	98%
Total Public Housing		1187	60	212	460	302	132	21	

Source: Resident Characteristics Report 12-11-2025

Section 8/Housing Choice Voucher Program

The Housing Authority of the City of Goldsboro currently administers **298 Housing Choice Vouchers**, reflecting the agency's ongoing commitment to expanding housing choice and access for low-income households. The HCV program provides tenant-based rental assistance, enabling participants to secure

safe, decent, and affordable housing in the private rental market. In addition to its baseline voucher allocation, HACG administers the following **Special-Purpose Vouchers**:

1. Veterans Affairs Supportive Housing (VASH)

The HACG manages 34 VASH vouchers in partnership with the U.S. Department of Veteran's Affairs to help eligible veterans secure affordable housing while receiving intensive case management from the Fayetteville Veterans Affairs hospital. The HACG intends to apply for additional VASH vouchers as new funding becomes available.

2. Mainstream Voucher Program (Section 811)

The HACG administers 20 Mainstream vouchers to assist non-elderly persons with disabilities. As with the VASH program, the HACG plans to apply for additional Mainstream vouchers when funding opportunities arise.

For program administration, HACG receives a monthly administrative fee of \$75.75 per leased unit, resulting in a combined annual administrative fee of \$1,706,827.00 as of the fiscal year ending June 2024, funded at 91%. The agency is also reimbursed for housing assistance payments (HAP) provided to landlords, ensuring resources are available to support low-income residents in securing and maintaining housing through the Housing Choice Voucher Program.

Table 4									
<u>Section 8/Housing Choice Voucher Program</u>									
Program	Allocation	0-BR	1-BR	2-BR	3-BR	4-BR	5-BR	Lease-Up Rate	
Vouchers	244	0%	9%	35%	43%	14%	0%	65%	
VASH	34	3%	19%	45%	26%	6%	0%	92%	
Mainstream	20	0%	0%	22%	44%	22%	11%	40%	
Total Vouchers	298								

Source: Resident Characteristics Report 12-18-2025

Unit Acquisitions

The HACG has undertaken strategic real estate acquisitions to support the preservation and expansion of affordable housing, facilitate neighborhood revitalization, and enhance administrative and community-serving infrastructure. These acquisitions are evaluated and managed consistent with sound real estate principles, HUD requirements, and HACG's long-term asset management and redevelopment objectives. HACG continues to look to acquire smart real estate investments. The status and planned activities of each property are summarized below.

- 112 Oleander Avenue**

HACG acquired this single-family residential property from GEO Properties as a replacement housing asset for the former public housing unit located at 615 Sherard Court. The property consists of a three-bedroom, detached dwelling intended for continued use as public housing. Rehabilitation and conversion of the property are contingent upon approval from HUD.

Proposed financing includes Casualty Loss Funds and may be supplemented with Capital Fund Program resources. Should HUD approval not be obtained, HACG may be required to divest and reconvey the asset back to GEO Properties until it is approved for development.

- **101 and 105 Center Street**

Located within the West Oaks Neighborhood, these parcels are situated in the Choice Neighborhoods Initiative planning area and are considered strategic redevelopment sites. Preliminary redevelopment concepts include adaptive reuse for administrative offices, community-servicing space, cultural and museum uses, and mixed used residential development. HACG plans to retain architectural services to conduct a feasibility analysis and determine the highest and best use of the properties. Redevelopment alternatives under consideration include rehabilitation, demolition, new construction, or disposition, subject to market conditions, regulatory approvals, and alignment with the Choice Neighborhoods revitalization strategy.

- **Mary Casey House – 1113 East Mulberry Street**

The Mary Casey House is an existing residential structure previously evaluated for adaptive reuses as a small-scale affordable housing development consisting of four dwelling units. The initial redevelopment proposal required a Special Use Permit, which was not approved by City Council. HACG has subsequently engaged architectural services to revise the development concept to achieve compliance with local zoning and land use regulations without the need to discretionary approvals. The property remains under evaluation to determine its highest and best use, which may include rehabilitation, redevelopment, including new construction, demolition, or disposition, based on feasibility, regulatory consideration and community objectives. HACG will also evaluate potential funding opportunities, strategic partnerships, and other available resources to support future development. Depending on the selected approach, redevelopment or new construction options may include single-family or duplex housing, parcel subdivision or reconfiguration, and other site improvements consistent with HACG's mission and long-term redevelopment objectives.

- **Vacant Lots and other Redevelopment Opportunities – to be determined**

HACG continually evaluates opportunities to strategically expand and preserve affordable housing through property acquisition and redevelopment. Potential acquisitions may include vacant lots, underutilized properties, existing residential or commercial structures suitable for rehabilitation or redevelopment, and other sites that align with HACG's mission and long-term strategic goals. Future projects will be evaluated based on community need, financial feasibility, availability of funding, site suitability, environmental and regulatory considerations, and consistency with local planning objectives. Development opportunities may involve new construction, rehabilitation, adaptive reuse, mixed-income or affordable housing, strategic partnerships, land assembly, or other redevelopment initiatives designed to increase the availability and quality of affordable housing within the City of Goldsboro. These opportunities may include vacant lots HACG currently owns and has acquired in the past.

Table 5

Unit Acquisition

Property	Date Acquisition	Units	0-BR	1-BR	2-BR	3-BR	4-BR	5-BR	Status
112 Oleander Av	1/19/2023	1	0	0	0	1	0	0	Pending HUD approval

101 and 105 Center Street	12/22/2016	2	0	0	2	0	0	0	Pending CNI Grant
Mary Casey	8/31/2017	1-4	0	0	0	0	0	0	Architectural feasibility analysis

ATTACHMENT A: ANNUAL PLAN ELEMENTS

Statement of Housing Needs and Strategy for Addressing Housing Needs (24 CFR § 903.7(a))

The **Statement of Housing Needs** examines local housing conditions and the demand for affordable housing incorporating an analysis of waiting lists for Public Housing and Housing Choice Vouchers, as well as broader housing market dynamics of the City of Goldsboro and Wayne County. This analysis informs the HACG strategic planning and program development to expand affordable housing opportunities and address gaps in housing availability, affordability, and stability.

Housing Needs in Wayne County

According to recent U.S. Census Bureau estimates, Wayne County's population is **approximately 120,338** reflecting modest growth since 2020. These are an estimated **54,480 total housing units**, with owner occupancy at about 61.5% and **renter occupancy constituting 38.5%**. The county's median household income is approximately \$58,082, with **17.1% of residents living in poverty**, indicating significant economic constraints on housing affordability for a substantial portion of the population. Median gross rent is estimated at **\$992 per month**, the median owner property values are near \$162,700. Source: <https://www.census.gov/quickfacts/fact/table/waynecountynorthcarolina/PST045222>

These indicators demonstrate a persistent need for affordable housing, particularly for low and moderate income families, seniors, and persons with disabilities who are cost-burdened or struggling to secure stable housing within prevailing market conditions.

Affordability Challenges

According to the *National Low-Income Housing Coalition's Out of Reach 2025: The High Cost of Housing* report, the gap between local wages and the cost of decent rental housing continues to widen, placing severe strain on low-income households. The report shows that the **national housing wage** (the hourly earnings a full-time worker must make to afford a modest two-bedroom rental at HUD's Fair Market Rent (FMR) without spending more than 30% of income on housing) is **\$33.63 per hour nationally**. For a modest one-bedroom rental, the housing wage is \$28.17 per hour, far exceeding both federal and many state minimum wages. Source: <https://nlihc.org/resource/nlihc-releases-out-reach-2025-high-cost-housing>

State-level data for North Carolina similarly highlights the affordability gap locally. In 2025, a full-time worker in **North Carolina** must earn **\$27.14 per hour** to afford a modest two-bedroom rental at FMR without being cost-burdened. At the current federal minimum wage of \$7.25 per hour, an **individual would need to work roughly 150 per week or nearly four full-times jobs** to afford a two-bedroom rental at FMR. For a modest one-bedroom unit, workers must earn approximately \$23.69 per hour. Source: <https://nlihc.org/oor/state/nc>

These housing wage benchmarks underscore the persistent mismatch between local earnings and housing costs. Even household with full-time employment at common wage levels cannot afford a modest rental without spending more than the standard 30% of income on housing. In Wayne County, these affordability pressures are compounded by relatively high FMR including a 40th percentile two-bedroom FMR of about \$1,184 per month, which ranks higher in the state than the average county.

Source: <https://www.ushousingdata.com/fair-market-rents/wayne-county-nc>

Because many households face housing costs that far exceed what their wages can reasonable support, a significant share of rents in Wayne County are cost-burden or severely cost burden. The median gross rent in Wayne County is approximately \$932 per month. These pressures increase the risk of housing instability, displacement, and homelessness, particularly for low-income families.

Housing Barriers and Underserved Needs

The **City of Goldsboro's** most recent **Consolidated Plan and Annual Action Plan** identifies a range of structural, economic, and geographic barriers that restrict access to affordable and decent housing, particularly for low and moderate income households, special needs populations, and other underserved groups. This local planning process underscores how housing challenges intersect with economic opportunity, neighborhood conditions, and access to essential services.

The Plan recognizes that the most pressing housing challenge in Goldsboro is the **insufficient supply of affordable, quality housing units** for residents at or below median income levels. The City's needs assessment demonstrates that a significant portion of lower-income renters struggle to find housing they can afford contributing to cost burdens, overcrowding, and housing instability. The Plan's priorities include expanding the supply of affordable units through new construction, rehabilitation, rental support programs, and assistance for first-time homebuyers.

The housing market analyses in the Plan highlight issues related to **housing condition and quality**, particularly for older rental and owner-occupied units. Many existing structures require rehabilitation due to deteriorating physical conditions, which poses safety and health risks, and limits the availability of habitable housing. Addressing these conditions through rehabilitation programs is identified as a critical component of improving overall housing stock in Goldsboro.

The Plan notes that rising housing costs combined with stagnant of limited incomes create significant **cost burdens** for many households. Residents of Goldsboro, particular renters, frequently spend more than 30% of their income on housing, making it increasingly difficult to afford non-housing essentials such as transportation, utilities, healthcare, and food. This dynamic contributes directly to housing instability and reinforces the need for expanded rental assistance and subsidized programs.

Certain neighborhoods in Goldsboro are characterized by **concentrated conditions of light, deteriorated infrastructure, and limited access to transportation and public services**. These areas often overlap with census tracts that have higher proportions of low-income households. Geographic isolation of residents in these neighborhoods' limits access to employment centers, healthcare, education, public transit, and other critical services, further compounding challenges in housing stability and upward mobility.

The Plan specifically highlights underserved and vulnerable populations including seniors, persons with disabilities, individuals experiencing homelessness, and victims of domestic violence who face additional barriers related to **accessible housing, supportive services, and transitional housing opportunities**. These groups often require targeted housing solutions that integrate supportive services with affordable housing placements.

In addition to rental affordability issues, the Plan identifies barriers to **homeownership** for low- and moderate-income households, including limited access to affordable mortgage financing, rising land and construction costs, and inadequate down-payment assistance. Expanding pathways to homeownership is noted as a longer-term strategy for building household wealth and community stability.

The Plan also acknowledges challenges in **coordinating housing and community development services** across public agencies, non-profits, and private partners. Strengthening these partnerships and enhancing outreach particularly to historically underserved residents is necessary to ensure that programs and resources effectively reach those in greatest need.

Source: <https://www.goldsboronc.gov/wp-content/uploads/Goldsboro-2025-2029-Consoliated-Plan-Draft-Public.pdf>

Strategy for Addressing Housing Needs

The HACG will use local housing data, waitlist information, and findings from housing needs to guide strategic decision-making and prioritize investments that expand access to safe, decent, and affordable housing in Goldsboro and Wayne County. HACG's approach is designed to address both immediate housing shortages and long-term systemic barriers that limit housing stability for low income households. HACG's programs play a critical role in addressing the housing gap by providing affordable housing units, tenant-based rental assistance, and supportive services designed to promote housing stability and economic mobility.

HACG will pursue federal, state and local funding opportunities to increase the supply of affordable housing units. This includes applying for additional Housing Choice Vouchers, competitive HUD grants, and other housing development and preservation funding to support new construction, acquisition and rehabilitation of affordable housing. HACG will prioritize investments that preserve existing affordable housing units while strategically expanding capacity where market pressures are the greatest.

HACG will continue to strengthen partnerships with the City of Goldsboro, Wayne County, non-profit housing providers, private investors, services agencies, and community stakeholders to maximize the impact of available resources. Through coordinated planning and shared investment, HACG will pursue mixed use, mixed income, supportive housing, Rental Assistance Demonstration, Move to Work, and any other development strategies that align housing development with community services, employment centers, and transportation infrastructure.

In addition to increasing housing supply, HACG will continue to support programs that promote housing stability and economic mobility for assisted households. HUD initiatives such as the Family Self-Sufficiency (FSS) program, Jobs Plus, and Resident Opportunity and Self-Sufficiency (ROSS) services will remain integral to HACG's strategy by helping residents increase earned income, reduce cost burden, and achieve long-term independence.

Recognizing the importance of maintaining safe and habitable housing, HACG will prioritize capital improvements, rehabilitation, and modernization efforts to extend the useful life of existing public housing assets. These efforts will focus on improving physical conditions, energy efficiency, accessibility, and overall quality of life for residents while ensuring compliance with HUD standards.

Public Housing

As of **December 11, 2025**, there are **4,124** applicants on the general **Public Housing waiting list**. The highest demand remains for **one-bedroom units** with **2,027** applicants. Additionally, site-based waiting lists show **2,164** applicants for **Walnut Street School Apartments** and **958** for **Trinity Court**. Notably, **79.5%** of families on the general waiting list fall within the **extremely low-income category**.

The average waiting time on the Public Housing Waiting List varies by bedroom size, with elderly applicants (**seeking 0-1 bedroom units**) waiting approximately **4 years** and families (**seeking 2-5 bedroom units**) waiting about **4 years**. On average, **20%** of residents stay in their public housing units for **2-5 years**. The annual **turnover rate** stands at **10%**, with 125 units turned over the past year. Source: Voyager Housing Needs of Families Report_PH 12-11-2025; Waitlist Selection Report 12-11-2025; and Transmitted58_EOP Report 12-11-2025.

The Public Housing waitlist closed December 31, 2025 at 11:59PM. The waitlists will remain closed until the number of applicants is fewer than the number HACG can server within a twelve (12) month period. Once this threshold is met, HACG will advertise the re-opening of the waitlists. HACG reserves the right to close the waitlists at any time with or without notice.

Table 6		
<u>Housing Needs of Families on Public Housing Waiting List</u>		
	# of Families	% of Total Families
Waiting List Total	4124	
Extremely Low Income (<=30% AMI)	3278	79.5%
Very Low Income (>30% but <=50% AMI)	501	12.1%
Low Income (>50% but <80% AMI)	301	7.3%
Above Low Income 81% + of Median	44	1.1%
Families with Children	1847	44.8%
Elderly Families	222	5.4%
Families with Disabilities	861	20.9%
All other Families	1194	28.9%
Race/ethnicity (White)	924	22.4%
Race/ethnicity (Black)	3311	80.3%

Race/ethnicity (Asian/Other)	192	4.7%
Race/ethnicity (Hispanic)	215	5.2%
*Note that families can select more than one race/ethnicity		
<u>Housing Needs of Families on Public Housing Waiting List by Bedroom Size</u>		
	# of Families	% of Total Families
Waiting List Total	4124	
1 Bedroom	2027	49.2%
2 Bedroom	1240	30.1%
3 Bedroom	719	17.4%
4 Bedroom	135	3.3%
5 Bedroom	3	.00%

Source: Voyager Housing Needs of Families Report_PH 12-11-2025

Table 6.1		
<u>Housing Needs of Families on Public Housing Trinity Court Site-Based Waiting List</u>		
	# of Families	% of Total Families
Waiting List Total	958	
Extremely Low Income (<=30% AMI)	769	80.3%
Very Low Income (>30% but <=50% AMI)	118	12.3%
Low Income (>50% but <80% AMI)	65	6.8%
Above Low Income 81% + of Median	6	.60%
Families with Children	776	81%
Elderly Families	25	2.6%
Families with Disabilities	134	14%
All other Families	23	2.4%
Race/ethnicity (White)	212	22.1%
Race/ethnicity (Black)	780	81.4%
Race/ethnicity (Asian/Other)	48	5%
Race/ethnicity (Hispanic)	42	4.4%
*Note that families can select more than one race/ethnicity		
<u>Housing Needs of Families on Public Housing Waiting List by Bedroom Size</u>		
	# of Families	% of Total Families
Waiting List Total	958	

2 Bedroom	958	100%
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Source: Voyager Housing Needs of Families Report_Tri 12-11-2025

Table 6.2		
Housing Needs of Families on Public Housing Walnut Site-Based Waiting List		
	# of Families	% of Total Families
Waiting List Total	2164	
Extremely Low Income (<=30% AMI)	1673	77.3%
Very Low Income (>30% but <=50% AMI)	305	14.1%
Low Income (>50% but <80% AMI)	165	7.6%
Above Low Income 81% + of Median	21	1 %
Families with Children	755	34.9%
Elderly Families	144	6.7%
Families with Disabilities	540	25%
All other Families	725	33.4%
Race/ethnicity (White)	522	24.1%
Race/ethnicity (Black)	1707	78.9%
Race/ethnicity (Asian/Other)	113	5.2%
Race/ethnicity (Hispanic)	112	5.2%
*Note that families can select more than one race/ethnicity		
Housing Needs of Families on Public Housing Waiting List by Bedroom Size		
	# of Families	% of Total Families
Waiting List Total	2164	
1 Bedroom	1295	59.8%
2 Bedroom	869	40.2%

Source: Voyager Housing Needs of Families Report_Wal 12-11-2025

Housing Choice Voucher Program

As of December 18, 2025, there are **308 applicants** remaining on the **Housing Choice Voucher (HCV) waiting list**. Of these, **90.9%** of families fall within the **extremely low-income category**. The average wait time for families on the HCV waiting list is approximately seven years.

On average, 52% of HCV participants retain their voucher for 10-20 years. The current waiting list is closed. When it was last opened on February 1, 2016, the HACG received around 700 applications. Additionally, the waiting list was briefly opened on February 6, 2020, specifically for Mainstream Voucher applicants. Source: Voyager Housing Needs of Families Report_HCV 12-18-2025; Waitlist Selection Report 12-18-2025

The Housing Choice Voucher Program remains highly sought after, largely due to its flexibility, offering recipients the ability to select their housing and transfer (or “port”) vouchers to different locations.

Table 6.3		
<u>Housing Needs of Families on Housing Choice Voucher Waiting List</u>		
	# of Families	% of Total Families
Waiting List Total	308	
Extremely Low Income ($\leq 30\%$ AMI)	280	90.9%
Very Low Income ($>30\%$ but $\leq 50\%$ AMI)	16	5.2%
Low Income ($>50\%$ but $<80\%$ AMI)	10	3.2%
Above Low Income 81% + of Median	2	.70%
Families with Children	147	47.7%
Elderly Families	8	2.6%
Families with Disabilities	28	9.1%
All other Families	125	40.6%
Race/ethnicity (White)	28	9.1%
Race/ethnicity (Black)	220	71.8%
Race/ethnicity (Asian/Other)	14	4.6%
Race/ethnicity (Hispanic)	7	2.3%
*Note that families can select more than one race/ethnicity		

Source: Voyager Housing Needs of Families Report_HCV, 12-11-2025

Deconcentration and Other Policies that Govern Eligibility, Selection, and Admissions (24 CFR § 903.7(b))

The Housing Authority of the City of Goldsboro (HACG) administers its eligibility, selection, and admissions policies in a manner that promotes fair housing choice, deconcentrating of poverty, and equitable access to housing assistance. These policies are designed to ensure compliance with HUD regulations while responding to local housing needs and applicant preferences.

Site-Based Waiting Lists

The HACG utilizes site-based waiting lists for select public housing properties, including **Trinity Court Apartments** and **Walnut Street School Apartments**. Site-based waiting lists allow applicants to apply directly for housing at specific developments that best meet their needs and preferences. This approach supports informed housing choice, improves applicant satisfaction, and enhancing leasing efficiency by aligning applicant interest with available units.

Site-based waiting lists are administered in accordance with HUD regulations and HACG's Admissions and Continued Occupancy Policy (ACOP), and are structured to avoid concentration of poverty or the exclusion of protected classes. Applicants may apply to one or more site-based waiting lists, subject to HACG policy and program eligibility requirements.

Local Preferences

The HACG has established local preferences for both the Public Housing and Housing Choice Voucher program waiting lists to **prioritize households with the greatest housing needs within the community**. These preferences are an integral component of the Annual Plan and are adopted pursuant to 24 CFR §903.7(b). Local preferences are fully described in HACG's Admissions and Continued Occupancy Policy (ACOP) and Administrative Plan. All local preferences are implemented in a manner consistent with federal fair housing requirements and the nondiscrimination and equal opportunity provisions of 24 CFR §5.105(a).

Statement of Financial Resources (24 CFR § 903.7(c))

The Housing Authority of the City of Goldsboro (HACG) utilizes a combination of federal subsidies and program revenues to support ongoing operation, maintenance, and modernization of its programs. Since 1992, the HACG has consistently applied for and received funding through the **Comprehensive Grant Program (CGP)**, which was subsequently consolidated into the **Capital Fund Program (CFP)**. Capital Fund resources are a critical component of HACG's long-term asset management strategy, supporting capital improvements, rehabilitation, and modernization of public housing properties. Each year, HACG submits an Annual Plan and the Five-Year Plan that identify planned capital activities and priorities. Upon HUD approval of these plans, HACG receives Capital Fund Program allocations based on a federally prescribed formula. These funds are used in accordance with HUD regulations to address capital needs. As allowed per 24 CFR 905.314(l)(1), the HACG has the option to allocate up to 20 % of its annual Capital Fund grant to activities that eligible under Operating fund.

In addition, HACG receives an annual **Public Housing Operating Fund** subsidy from HUD. Operating fund subsidies, together with tenant rental income and other eligible revenues, support day-to-day operating expenses such as property management, maintenance, utilities, resident services, and administrative functions. Pursuant to PIH Notice 2018-03 (HA), the HACG has the option to allocate up to 20% of its Operating Subsidy to the Capital Fund Program, providing flexibility to address priority capital and modernization needs.

The **Housing Choice Voucher (HCV) Program** is funded through a combination of Housing Assistance Payments (HAP) and HUD Administrative fees. HAP funding is used exclusively to provided rental assistance payments on behalf of participating households, while administrative fees support program administration, including eligibility determinations, inspections, recertifications, landlord outreach, portability, and compliance activities. HACG manages these resources to ensure effective utilization of available vouchers and maintain program integrity.

Table 7

HACG Financial Resources		
Resource	Total Resources year 2023-2024	Total Resources year 2024-2025
Operating Funds	\$6,866,984.00	\$7,318,707.00
Capital Funds	\$1,737,266.00	\$2,583,475.00
Section 8/Housing Choice Voucher Funds	\$1,730,103.00	\$1,914,897.00
Other Income	\$622,881.00	\$0
Dwelling Rental Income	\$3,520,617	\$3,737,049
ROSS Grant	\$84,390.00	\$86,881.00
Other Federal Grants	\$943,882.00	\$619,587.00
Total of all Resources	\$15,506,123.00	\$16,260,596.00

Source: Finance Department 12-3-2025

In Addition to core HUD funding streams, HACG actively pursues and administers competitive grants and special-purpose funding to enhance stability and resident outcomes. These sources may include **Resident Opportunity and Self-Sufficiency (ROSS)** grants, **Jobs Plus**, **Family Self-Sufficiency (FSS)** program resources, **Choice Neighborhoods Initiative** grants, and other federal, state, or local funding opportunities as available. Grant funds support supportive services, employment and self-sufficiency initiatives, planning activities, and neighborhood revitalization efforts.

The Housing Authority will actively valuate and, where feasible, pursue HUD-authorized and approved repositioning and portfolio optimization strategies to preserve and improve affordable housing opportunities while ensuring the long-term sustainability of its housing assets. These strategies may include participation in HUD initiatives such as the **Choice Neighborhoods Initiative**, **Rental Assistance Demonstration (RAD) conversions**, **Moving to Work (MTW)** opportunities, and **Section 18 Demolition and Disposition**, including **blended approaches** that leverage a combination of public housing, project-based vouchers, tenant-based vouchers, and tenant protection vouchers.

HACG will also assess the use of **energy efficiency and sustainability initiatives** to reduce operating costs, improve building performance, and enhance resident comfort, including energy-efficient building systems, utility modernization, and other cost-effective green improvements where eligible. These efforts are intended to strengthen asset viability while advancing environmental sustainability goals.

Where appropriate, HACG may **act as its own developer and/or general contractor** for redevelopment, rehabilitation, and capital improvement activities, consistent with HUD regulations and internal capacity. In addition, HACG may utilize its affiliated entity, GEO Properties and its subseries, to leverage development expertise, financing capacity, and project delivery efficiencies in support of affordable housing preservation, redevelopment, and expansion efforts. These approaches allow HACG to maintain greater control over project scope, cost, and timelines with maximizing the effective use of public resources.

HACG is evaluating the strategic use of **force account labor** funded through Capital Fund resources to carry out certain eligible capital improvements and rehabilitation activities subject to HUD procurement, cost reasonableness, and identity-of-interest requirements. This approach may allow HACG to improve

project delivery timelines, control costs, and efficiently address smaller-scale or time-sensitive capital needs, while maintaining compliance with HUD procurement and labor standards.

Through careful evaluation and phased implementation of these tools, HACG seeks to enhance housing quality, increase operational efficiency, and create stronger long-term opportunities for residents and the broader Goldsboro community.

Home Ownership Programs

HACG will conduct research and develop a comprehensive **Homeownership Program** designed to assist eligible Public Housing residents and Housing Choice Voucher participants in preparing for, pursuing, and achieving sustainable homeownership. This initiative will align with HUD homeownership options and local housing market conditions and will focus on expanding pathways to permanent housing and long-term economic stability.

As part of this effort, HACG will explore the use of HUD-authorized homeownership models, including Housing Choice Voucher Homeownership, lease-purchase opportunities, and partnerships with local governments, nonprofit housing organizations, lenders, and housing counseling agencies. Program components may include pre-purchase housing counseling, financial literacy and credit repair education, budgeting and savings support, and assistance navigating the homebuying process. Through the development of a structured Homeownership Program, HACG seeks to support resident self-sufficiency, promote asset building, and provide qualified households with opportunities to transition from assisted rental housing to permanent homeownership, consistent with fair housing requirements and HUD regulations.

Rent Determination Policies (24 CFR § 903.7(d))

HACG establishes rent determination policies in accordance with HUD regulations and to ensure affordability, equity, and consistency while supporting resident stability and financial self-sufficiency. HACG offers both income-based rent and flat rent options, as outlines below, and administers these policies in compliance with federal requirements and the Admissions and Continued Occupancy Policy (ACOP)

Income-Based Rent

1. Calculation of Rent:
 - a. Income-based rent for public housing residents is calculated as the greater of the following amounts:
 - i. 30% of the households adjusted monthly gross income; or
 - ii. 10% of the households monthly gross income.
2. Minimum Rent:
 - a. Minimum rent is established at \$50.00.
 - b. The Minimum rent Hardship Policy allows for exemption or suspension of the minimum rent in cases where payment would cause financial hardship to the household.
3. Earned Income Disregard (EID):

- a. The EID Program ended on January 1, 2024, with a complete phase out by December 31, 2026 under HOTMA regulations.
 - b. Residents that qualified for EID prior to December 31, 2023, follows these rent phase-in rules:
 - i. No rent increase in the first year.
 - ii. 50% of the standard increase in the second year.
 - iii. Full rent increase in the third year.
4. Implementation of HOTMA Regulations:
- a. HOTMA introduces significant changes to the income and asset definitions, exclusions, and calculation methodologies. The HACG will adopt and implement all required HOTMA related rent determination provisions in accordance with HUD-issued regulations and guidance.

Flat Rents

1. At each annual reexamination, residents are offered the option to selected either income-based rent or a Flat Rent, subject to HUD regulations. This choice allows residents to select the rent structure that best aligns with their financial circumstances:
 - a. Residents may choose between income-based rent or flat rent at annual reexamination.
 - b. Flat rents are established to reflect the market value of each unit and are intended to approximate what an unsubsidized household may pay for a comparable unit in the private market.
2. Annual Review and Update:
 - a. Flat rents reviewed annually and are based on HUD's **Fair Marker Rent (FMR)** standards for the applicable geographic area.
 - b. The HACG has established flat rents at **80% of FMR**, effective from January 1, 2025, and applied by reexamination date for each development.

Safety and Crime Prevention (24 CFR 903 § 903.7(m))

Safety and Security Measures at the HACG Public Housing Developments

The HACG places the highest priority on the safety, security, and well-being of all public housing residents, program participants, visitors, and staff. HACG employs a comprehensive, multi-layered approach to crime prevention that combines law enforcement partnerships, technology investments, environmental design, and resident engagement to promote safe and stable communities.

HACG maintains a strong and ongoing partnership with the Goldsboro Police Department (GPD), including collaboration with a dedicated housing-focused law enforcement division that monitors public housing developments. This division actively patrols housing communities and responds to criminal activity, including drug-related offenses and violent crime.

Property Managers maintain direct and regular communication with GPD officers assigned to housing areas to address safety concerns promptly. HACG receives incident reports and activity summaries from the police department weekly. These are reviewed to identify trends, support enforcement of lease provisions, and initiate appropriate corrective actions related to criminal activity or lease violations. Majority of the reports HACG receives include persons who are not listed on a lease.

Technology-Based Security Enhancements

1. **ShotSpotter Gunshot Detection System:** to address gun-related incidents within the City of Goldsboro, GPD has deployed ShotSpotter technology in and around HACG public housing developments. ShotSpotter utilizes a network of acoustic sensors to detect and triangulate gunfire within approximately 25 meters, providing real time alerts to law enforcement. This technology enables faster response times, improved situational awareness, and enhanced investigative capabilities.
2. **Closed-Circuit Television (CCTV) and License Plate Recognition:** The HACG is implementing a phased deployment of Tsunami CCTV surveillance systems to strengthen monitoring capabilities and assist law enforcement. CCTV systems and license plate readers are currently installed at Fairview Apartments, Trinity Court, Lincoln Apartments, and West Haven Apartments. The Goldsboro Police Department has exclusive access to view these cameras for investigative purposes only. HACG continues to evaluate the expansion of surveillance coverage and the installation of upgraded systems with enhanced functionality at current and additional developments, subject to funding availability. All surveillance measures are implemented in compliance with applicable privacy, civil rights, and fair housing protections for residents.

Additional Safety and Security Measures

1. **Lighting:** HACG conducts regular inspections of exterior lighting across all developments to maintain well-lit environments that deter criminal activity. HACG requests Duke Energy to regularly conduct audits of light poles to verify functionality and ensure fixtures are current. Some developments lighting infrastructure is owned by HACG and are serviced by a contractor. Where feasible, HACG is installing dusk-to-dawn lighting on building exteriors to further enhance visibility and safety.
2. **Police Occupancy Option:** Pursuant to 24 CFR § 960.505, the HACG may offer housing occupancy to a sworn law enforcement police officer to enhance on-site security and deterrence within public housing communities subject to HUD approval.
3. **Police Substations:** The City of Goldsboro has considered potentially funding and development of police substations within or adjacent to public housing communities as a means of enhancing visibility, response times, and community policing efforts. HACG will partner to support the planning and implementation of police substations, consistent with HUD regulations and community safety objectives.
4. **Emergency Transfer Plan (VAWA Compliance):** In compliance with the Violence Against Women Act (VAWA) and HUD guidelines, HACG has adopted an Emergency Transfer Plan to protect residents who are victims of domestic violence, dating violence, sexual assault, stalking, human trafficking, or other qualifying violence. Residents are provided HUD Forms 5380 and 5382 at move-in, annual recertifications, and when with any adverse action, detailing their rights under VAWA.
5. **Access Control Systems:** The HACG is implementing enhanced access control measures, including electronic key card systems, key pad access, and/or biometric access for building and unit entrances to improve security at building entrances and individual units where appropriate.

6. **Neighborhood Watch and Resident Engagement:** At West Haven Apartments, residents are collaborating with the GPD to establish a resident-led neighborhood watch program, supported by training from local law enforcement to foster a community-based approach to safety. The HACG plans to facilitate this at all developments. HACG encourages residents to play an active role in community safety by promptly reporting suspicious or criminal activity to the appropriate emergency or non-emergency law enforcement channels. While HACG enforces lease provisions related to safety and criminal activity, the agency's ability to take enforcement action is dependent upon credible documentation or evidence. By working together, residents, law enforcement, and HACG, these collaborative efforts help create a safer, more secure, and more supportive communities for all residents.
7. **Crime Prevention Through Environmental Design (CPTED):** HACG applies CPTED principles throughout its developments by maintaining clear sightlines through regular trimming of trees and shrubs near entrances and walkways and preserving perimeter fencing. Through continued coordination with law enforcement, strategic investments in security technology, proactive property management practices, and resident participation, HACG remains committed to creating safe, secure, and supporting housing environments for all residents.

Substantial Deviation and Significant Amendment/Modification

In accordance with HUD regulations in 24 CFR § 903.7 24 CFR § 905.3, a *substantial deviation or significant amendment/modification* is defined as a **discretionary change in the plans, policies, or operations of the Housing Authority that fundamentally alters the agency's mission, goals, objectives, or strategic direction**. Such changes may include, but are not limited to, major policy revisions, significant programmatic shifts, or material changes to the use of funds. Any substantial deviation or significant amendment requires formal approval by the HACG Board of Commissioners and is subject to public review and comment in accordance with HUD requirements. HACG is committed to transparency and resident participation and will ensure that affected stakeholders are provided meaningful opportunities to review and comment on proposed changes to adoption.

The HACG anticipates updating its Dwelling Lease Agreement, Admissions and Continued Occupancy Policy (ACOP), Admin Plan, Board of Commissioners by-laws, and any other policy deem necessary to ensure continued compliance with HUD regulations, operational efficiency, and responsiveness to resident and program needs. Proposed revisions to these documents will be made available for public review and comment period. Following consideration of public input, the proposed changes will be presented to the Board of Commissioners for approval prior to implementation.

ATTACHMENT B: DECONCENTRATION POLICY

Deconcentration Policy

The Housing Authority of the City of Goldsboro (HACG) administers its admissions and waiting list management policies in a manner that **promotes deconcentrating of poverty, income diversity, and fair housing choice**, in accordance with HUD regulations and HACG Admissions and Continued Occupancy Policy (ACOP).

HACG accepts public housing applications at the agency's Occupancy Office and through its online application portal www.myportal.hacg.org. Applications are maintained on the following waiting lists: General Waitlist, Trinity Court Apartments Site-Based Waitlist, and Walnut Street School Site-Based Waitlist. Waiting lists are organized by **date and time of application** and applicable **local preference** as defined in HACG policy. Under standard admissions procedures, applicants are selected in priority order. However, the Deconcentrating policy may supersede standard preferences and selection criteria when necessary to further HUD's objectives related to income mixing and the reduction of concentrated poverty.

To promote balanced occupancy patterns, the agency may, consistent with due process, bypass an applicant on a waiting list when making a unit offer and such action is necessary to prevent the concentration of households with similar income levels within a development. This policy supports the placement of higher-income eligible households into lower-income developments and lower-income eligible households into higher-income developments, where appropriate, while maintaining full compliance with fair housing and nondiscrimination requirements.

Waiting lists are reviewed and updated regularly and no less than annually to ensure applicant information remains current and accurate.

HACG conducts comprehensive screening of all applicants in accordance with HUD regulations and agency policy. When a unit becomes available, the qualified applicant with the **longest wait time and highest applicable preference**, who meets household size and bedroom unit size requirements, is offered the unit, subject to deconcentration considerations. Applicants who decline three housing offers without good cause will be moved to the bottom of the applicable waiting list, consistent with HACG policy.

For the Housing Choice Voucher (HCV) Program, HACG maintains a centralized waiting list of completed applications. The HCV waiting list is ordered by date and time of application and applicable preferences and is updated regularly, at least annually, to ensure. Admissions to the HCV program follow HUD regulations and HACG's Administrative Plan and are designed to provide equitable access to tenant-based rental assistance throughout the community. The Housing Choice Voucher Program also follows a system of preferences and prioritization based on date and time of application.

Table 8

		<u>Concentration of Poverty</u>		
Development	Total Units	Below 30%	Between 30-50%	Above 50%
Fairview Apartments	233	83%	13%	4%
Lincoln Apartments	289	89%	8%	3%
Woodcrest Terrace	75	79%	9%	12%
Elmwood Terrace	142	81%	13%	6%
Little Washington	49	76%	8%	16%
West Haven Apartments	272	83%	10%	7%
Trinity Court	22	73%	18%	9%
Oleander Duplex	2	100%	0%	0%

Walnut Street School	55	72%	22%	6%
Park Court	48	60%	21%	19%
PHA-Wide	1187	82%	11%	7%
Vouchers	244	75%	15%	10%
VASH	34	71%	16%	12%
Main Stream	20	78%	0%	22%
Voucher-Wide	298	75%	15%	10%

Source: Voyager Resident Characteristics Report by Property 12-11-2025

Table 9

Adjusted Average Income by Development			
Development	Adj. Average Income	EIR	Explanation
Fairview Apartments	\$9,843.88	78%	Relocation/Skewed
Lincoln Apartments	\$8,903.03	70%	Jobs Plus Grant
Elmwood Terrace	\$10,867.09	86%	
Little Washington	\$18,682.54	147%	Pays own Utilities
Woodcrest	\$15,192.79	120%	Pays own Utilities
West Haven Apartments	\$11,155.23	88%	
Oleander Duplex	\$1,800.00	14%	Only 2 units
Walnut Street School	\$16,300.31	128%	85% SS/SSI
Trinity Court	\$16,348.00	129%	Pays own Utilities
Park Court	\$19,370.00	153%	Pays own Utilities
PHA-Wide	\$12,846.00	101%	

Established Income Range (EIR) 85% to 110%

Source: Voyager Resident Characteristics Report by Property/Decon Analysis 12-11-2025

In furtherance of its obligation to promote the **deconcentration of poverty** and income mixing in public housing, the HACG implements a range of strategies designed to encourage balanced occupancy patterns across its developments. These strategies are applied in a manner consistent with HUD regulations, fair housing requirements, and resident rights. Specifically, HACG may utilize the following initiatives:

1. **Incentives to Promote Income Mixing:** HACG may offer incentives to encourage families with incomes below the Established Income Range (EIR) to accept housing in developments with average incomes above the EIR, and vice versa. Such incentives may include, where permitted, rent-based incentives, affirmative marketing strategies, or the availability of enhanced amenities intended to broaden applicant interest.
2. **Targeting Capital Investment:** HACG may prioritize capital improvements and redevelopment efforts in developments with average incomes below the EIR to enhance unit quality, curb appeal, and overall desirability. These investments are intended to attract a broader range of eligible households, including working families and households with incomes above the EIR.
3. **Working Family Preference:** HACG may apply a working family preference as authorized under HUD regulations and agency policy, as a tool to support income diversity and promote economic stability within public housing communities. Providing such other strategies as permitted by statute and determined by the PHA in consultation with the residents and the community.

4. **Selective Bypassing on the Waiting List:** When necessary to achieve deconcentrating objectives, HACG may bypass a family on the waiting list to offer a unit to another eligible family, consistent with HUD regulations, fair housing requirements, and the agency's deconcentrating policy.
5. **Additional HUD-Permitted Strategies:** HACG may implement other deconcentration strategies permitted by statute or regulation, as determined appropriate by the agency.

For the Housing Choice Vouchers, the HACG will continue to promote deconcentration by expanding housing choice throughout Wayne County. Strategies include active landlord recruiting efforts, outreach to new and nontraditional landlords, and collaboration with HACG's affiliated 501(c)3 non-profit Community Housing Development Organization (CHDO) to create diverse housing options throughout the Wayne County area.

ATTACHMENT C: NEW ACTIVITIES

HOPE VI or Choice Neighborhoods (24 CFR 903 § 903.7(f); Hope VI – legacy authority; Choice Neighborhoods NOFA authority). The HACG, in partnership with the City of Goldsboro, was awarded a \$500,000 Planning Grant to support the comprehensive revitalization of the West Haven public housing development and the surrounding neighborhood, identified as the West Oaks revitalization area. West Haven was selected based on its strategic location, proximity to key city redevelopment areas, access to transportation corridors, and opportunity to address longstanding physical, economic, and social challenges through coordinated mitigation and redevelopment activities. The planning grant will come to a close December 31, 2025. However, implementation efforts are actively underway in collaboration with the City of Goldsboro. Consistent with HUD's Choice Neighborhoods framework, the planning process is focused on advancing three core goals: Housing, People, and Neighborhoods. These efforts seek to transform distressed public housing and surrounding neighborhoods into mixed-income, sustainable communities that improve housing quality, support resident self-sufficiency, and enhance access to education, employment, transportation, and services. Subject to HUD funding availability and program requirements. HACG and the City of Goldsboro may pursue additional choice implementation funding or similar revitalization grants for future redevelopment activities within its portfolio.

Mixed Finance Modernization or Development (24 CFR 903 § 903.7(f); 24 CFR Part 905; 24 CFR 941 Subpart F). The HACG is evaluating opportunities to submit proposals for mixed-finance redevelopment, modernization, or new construction developments, consistent with HUD regulations and market feasibility including tax-credit or bond programs. Potential redevelopment sites under consideration include Fairview (NC0150001), Lincoln (NC0150002), 112 Oleander, 100/101 Center Street and other developments and non-dwelling buildings as needed to support portfolio repositioning and neighborhood revitalization. Mixed-finance approaches may include public-private partnerships, layered financing, and the use of project-based rental assistance to preserve affordability while improving housing quality.

Bond Capacity and Issuance. As appropriate, the HACG may serve as a bond issuer for projects or developers that benefit the HACG, its residents, and affordable housing opportunities within the City.

Demolition and/or Disposition (24 CFR 903 § 903.7(h); 24 CFR Part 970)

- Pending Demolition:
 - **125 Rockefeller Court.** On January 18, 2024 a fire at 125 Rockefeller Court occurred and is a complete loss. Plans for demolition of that unit and or/building are being considered and HACG expects to submit an application for demolition in 2026.
 - **Fairview Development.** The HACG plans to demolish the entire Fairview development based on information from a Structural Engineer and has already submitted a demolition application for the first 183 units in the Fairview development to include the outside of Fairview Circle, Edgerton Street, Taylor Street, Maple Street, Holly Street in the first application. The second application will include 50 units on Claiborne and part of Maple Streets to be submitted in 2026. The administrative office in Fairview will be a separate application.
 - **Non-Dwelling Structure – Fairview Office at 1729 Edgerton Street.** HACG plans to submit a demolition application for the non-dwelling structure located at 1729 Edgerton Street, which previously served as the Fairview Property Management Office and the Section 8 administrative office. Originally constructed as the Central Office Cost Center during the initial development of the Fairview community in the 1950s, the building is of similar construction and age as the surrounding residential units. An internal assessment has determined that the structure has significant capital improvement needs and is no longer suitable or cost-effective for continued office operations. As a result, HACG intends to seek HUD approval for its demolition as part of the broader Fairview redevelopment initiative. The need for a replacement non-dwelling administrative facility will be evaluated during the Fairview redevelopment planning process. Any future office or community support facility will be designed to meet the operational needs of HACG while supporting the long-term redevelopment vision for the Fairview neighborhood. In the interim, the Fairview site will use the existing Community Center onsite for its property management functions.
 - **Lincoln Development.** The HACG plans to demolish the non-renovated units in Lincoln based on information from a Structural Engineer report. The application will include 134 units on Carver, Audubon, Newsome, Slaughter, Hugh, and Olivia Lane.

The Housing Authority may pursue the disposition of public housing property and non-dwelling buildings in accordance with Section 18 of the U.S. Housing Act of 1937 (as amended) and applicable HUD regulations at 24 CFR Part 970. The Authority will assess its portfolio to identify properties that may be obsolete, unsuitable for housing purposes, or no longer financially or operationally viable. The Mary Casey House property is being considered for disposition or demolition. All demolition or disposition actions will comply with Section 18 of the United States Housing Act of 1937, the Uniform Relocation Assistance and Real Property Acquisition Policies Act (URA), and all other HUD relocation requirements. Residents have and will continue to receive relocation assistance and comparable housing, preferably within HACG's portfolio. The HACG may apply for **Tenant Protection Vouchers** for relocation of residents affected by demolition.

Conversion of Public Housing to Tenant-Based Assistance (24 CFR 903 § 903.7(j))

The HACG may consider converting a portion of its public housing inventory to Tenant-Based Assistance. Specific developments and unit count have not yet been determined and will be evaluated based on feasibility, resident impact, and HUD guidance. Any development within HACG's portfolio may fall under this conversion.

Conversion of Public Housing to Project-Based Assistance under RAD (24 CFR 903 § 903.7(j); RAD Statutory Authority – Pub. L. 112-55, as amended)

The HACG may consider converting a portion of its Public Housing and non-dwelling inventory to the Rental Assistance Demonstration (RAD) Program. HACG is currently assessing the benefits and feasibility of RAD conversion for several developments. Final determinations regarding sites and unit counts have not yet been made. Any development within HACG's portfolio may fall under this conversion.

The Restore-Rebuild initiative, formerly known as "Faircloth-to-RAD", restores to active use rental assistance subsidies that have been lost from the affordable housing portfolio and rebuilds homes that were demolished or sold over the past 20 years. The HACG is considering utilizing this initiative for any development within HACG's portfolio.

Occupancy by Over-Income Families (24 CFR § 903.261; HOTMA – 42 U.S.C § 1437n)

In accordance with the Housing Opportunity Through Modernization Act of 2016 (HOTMA) and HUD's final implementation of Public Housing Income Limit released by HUD, the HACG began enforcing income limits for continued public housing residents effective March 21, 2019, consistent with HUD guidance. HACG will not offer over income families a non-public housing lease option, but instead elects not to renew the lease after all the required notices, grievance procedures, and due process requirements are satisfied.

Project-Based Vouchers (PVB) (24 CFR § 903.7(b); 24 CFR Part 983)

The HACG is considering allocating a portion of its Housing Choice Vouchers for use under the Project-Based Voucher (PBV) Program to support redevelopment, preservation, and mixed-income housing strategies, subject to HUD approval and funding availability.

Approved Vacancies for Modernization (24 CFR § 903.7(f); 24 CFR Part 905)

The HACG is considering vacating units for modernization due to deferred maintenance or structural conditions. The development(s) or the number of units and non-dwelling has not been determined at this time. Due to the urgent demand to relocate current tenants from unsafe conditions, HACG will be taking two or more units offline for modernization to temporarily house families until a permanent unit within or outside our portfolio become available.

Other Capital and Competitive Grant Programs (24 CFR § 903.7(f))

The HACG anticipates applying for Planning and Implementation Grants, Self-Sufficiency or Employment driven initiatives, or other grants as available and applicable.

The HACG may consider utilizing Operating Fund Financing Program (OFFP) to finance development and modernization of the public housing portfolio.

Capital fund grants will also be used to fund all or part of the redevelopment of Fairview and Lincoln units that are slated for demolition.

Home Ownership Programs (24 CFR § 903.7(k); 24 CFR Part 982 Subpart M)

The HACG anticipates applying for Home Ownership programs as available and applicable.

Energy Efficiency and Sustainability Programs (24 CFR § 903.7(f); 24 CFR 905; applicable HUD energy guidance and NOFA's)

The HACG anticipates applying for energy efficiency and sustainability programs such as Solar For All and the Rate Reduction Incentive (RRI) as well as other energy related programs as available and applicable.

ATTACHMENT D: PROGRESS REPORT

Progress Report

Goals and Objectives Five Year Plan for Fiscal Years 2025-2029.

In preparation of the Annual Agency Plan, the Housing Authority of the City of Goldsboro has established long-range goals designed to ensure long-term viability of the agency and continued delivery of high-quality housing and services to the community. These goals guide HACG's strategic planning, operational priorities, and allocation of available resources.

Five-Year Goals

- Maintain and enhance the quality of housing stock;
- Strengthen resident relations, resident safety, and community engagement;
- Expand homeownership opportunities and promote self-sufficiency programs;
- Increase assisted housing choices to meet the needs of a growing community;
- Ensure equal opportunity and affirmatively further fair housing.

Objectives have been developed to measure progress toward HACG meeting its goals. HACG directs available resources toward these strategies to ensure fulfillment of its mission and compliance with HUD requirements.

Goal 1. Maintain and Enhance the Quality of Housing Stock.

Objective 1: Achieve and sustain "High Performer" rating on the Public Housing Assessment System (PHAS). Provide comprehensive training to all HACG employees on the key components of the PHAS system to ensure compliance and excellence. The PHAS Coordinator conduct biannual reviews and evaluations of major performance indicators, sharing findings with key staff members to drive continuous improvement.

2025 Progress Report: During 2025, HACG continued to focus on PHAS performance through targeted staff training and internal monitoring. The PHAS Coordinator conducted biannual reviews of key performance indicators, including physical

condition and department supervisors to identify corrective actions and opportunities for improvement. These efforts strengthened staff awareness of PHAS standards and supported ongoing progress towards maintaining High Performer status.

- Objective 2: Perform a comprehensive needs assessment and energy audit of the agency's portfolio to inform the development of a five-year capitalization plan. This plan will provide a strategic framework for future development initiatives, including sustainability initiatives, demolition, renovations, new construction and consider diversified stabilization of income sources to support long-term organization sustainability.

2025 Progress Report: HACG initiated preliminary internal portfolio assessments to evaluate physical conditions, deferred maintenance, and energy efficiency opportunities across its developments. An architect has been contracted to perform a comprehensive external portfolio assessment. Findings will be used to inform capital planning discussions related to sustainability initiatives, rehabilitation, demolition, redevelopment, and new construction. These efforts will culminate in a formal five-year capital strategy to guide future investments and long-term asset sustainability.

- Objective 3: Establish a robust quality control program for maintenance work orders to ensure high industry standards of performance. Supervisory staff will conduct random inspections of 1% of completed work orders to assess the quality of work performed. Maintenance staff with deficiencies will receive targeted counseling and training to address gaps and improve performance.

2025 Progress Report: HACG maintenance quality control process includes random inspections of completed work orders by supervisory staff. Initial reviews have helped identify training needs and reinforce performance standards. Maintenance staff receiving feedback were provided targeted coaching to address deficiencies. This program has improved accountability and consistency in maintenance outcomes.

Goal 2: Strengthen Resident Relations, Resident Safety, and Community Engagement.

- Objective 1: Deliver exceptional customer service to applicants and residents by ensuring timely, professional, and empathetic communication, addressing concerns promptly and effectively.

2025 Progress Report: HACG continued to emphasize customer service through staff training, improved communication protocols, and responsiveness to resident inquiries. Management monitored response times and service delivery outcomes to ensure concerns were addressed promptly and professionally. These efforts contributed to improved resident engagement and trust. In 2025, HACG will invest in an upgrade telephone system that will improve customer service and communication with residents.

Objective 2: Provide strategic upgrades that deter criminal activity in the HACG residential communities by adding additional lighting, improved fencing, and expanded surveillance in high-priority areas. Deny initial or continued assistance to those persons who have demonstrated a history of violent criminal or drug-related activity. Engage with residents and law enforcement for collaborative crime prevention initiatives.

2025 Progress Report: During 2025, HACG advanced safety initiatives through enhanced lighting and fencing improvements. The agency continued close coordination with the Goldsboro Police Department and resident leaders to support crime prevention strategies. Lease enforcement related to criminal activity was applied consistently in accordance with HUD regulation and due process requirements.

Goal 3: Expand Homeownership opportunities and Promote Self-Sufficiency Programs.

Objective 1: To partner with the City of Goldsboro and a GEO, a 501(C)(3) nonprofit organization, to obtain CHDO status, which will enable HACG to develop homeownership opportunities for low-income persons;

2025 Progress Report: Through its non-profit organization, Goldsboro Development Corporation (GDC), CHDO status was achieved in April 2016, position HACG to develop and support affordable homeownership opportunities.

Objective 2: To acquire at least 1 home annually for the homeownership program, leveraging innovative financial options to support low-income residents in their transition to homeownership.

2025 Progress Report: In 2025, HACG continued to evaluate acquisition opportunities and financing options to support future homeownership initiatives. Market conditions, funding availability, and redevelopment priorities informed the pace of acquisitions. Planning activities remain ongoing to support future implementation.

Objective 3: To collaborate with local agencies through cooperative agreements to provide residents with access to critical resources and programs, including education, employment opportunities, financial literacy, healthcare, childcare, and homeownership assistance. Coordinate efforts with resident services staff to track and analyze key indicators that promote self-sufficiency and long-term success.

2025 Progress Report: HACG strengthen partnerships with local service providers to expand access to education, employment, financial literacy, healthcare, childcare, and housing counseling resources. Resident Services staff continued tracking participation and outcomes related to self-sufficiency initiatives to inform program improvements.

Goal 4: Expand Assisted Housing Choices to Meet the Needs of a Growing Community.

Objective 1: Achieve and maintain a 98% lease-up rate in the Housing Choice Voucher (HCV) program by optimizing voucher utilization and achieving a “High Performer” rating on the Section Eight Management Assessment Program (SEMAP). Conduct quarterly performance reviews with ensure program success.

2025 Progress Report: During the reporting period, the Housing Choice Voucher program has made measurable progress toward achieving and maintaining the targeted 98% lease-up rate. Voucher utilization has improved through focused efforts to reduce issuance-to-lease timelines, increase landlord participation, and proactively manage turnover. Key performance indicators are being closely monitored to align operations with SEMAP scoring criteria. Staff have strengthened compliance with HUD regulations related to eligibility determinations, inspections, rent reasonableness, and timely reexaminations, all of which support a “High Performer” designation. The HCV program is on a positive trajectory toward maintaining the 98% lease-up goal and overall High Performer SEMAP status. Continued focus on utilization management, compliance monitoring, and quarterly performance reviews will be essential to sustaining progress and achieving a “High Performer” rating.

Objective 2: Actively apply for federal and state funding opportunities to secure additional resources, including tenant-based vouchers. Prioritize applying for additional Veterans Affairs Supportive Housing (HUD-VASH) vouchers to address the increasing demand for affordable housing within the community.

2025 Progress Report: HACG monitored federal and state funding opportunities and prepared to pursue additional tenant-based and special purpose vouchers as they become available. Emphasis remains on expanding HUD-VASH resources to address housing needs among veterans.

Objective 3: Collaborate with GEO Property Management, LLC, a 501 (c)(3) nonprofit and Community Housing Development Organization (CHDO), to develop diverse housing opportunities. Focus on serving underserved populations and creating a variety of housing options to meet the unique needs of the community.

2025 Progress Report: The HACG continues to work with its non-profit CHDO organization, GEO Property Management, LLC, its nonprofit CHDO partner, to provide affordable housing options for the City of Goldsboro.

Goal 5: Ensure Equal Opportunity and Affirmatively Furthering Fair Housing.

Objective 1: Undertake affirmative measures to ensure equal assisted housing for families regardless of race, color, religion, national origin, sex, creed, familial status, actual or perceived sexual orientations, gender identity, history of domestic violence, marital status, and disability.

2025 Progress Report: HACG continues to administer its programs in compliance with fair housing and civil rights requirements. Policies and procedures were reviewed to ensure nondiscrimination in admissions, occupancy, and program administration.

Objective 2: Undertake affirmative measures to ensure accessible housing and equal opportunity to persons with all varieties of disabilities regardless of unit size required.

2025 Progress Report: HACG continued to provide reasonable accommodations and modifications as requested and maintained accessible units across its portfolio. Accessibility needs were incorporated into capital planning and unit assignment decisions.

Objective 3: Conduct Annual Fair Housing Training for all staff to include Limited English proficiency (LEP) training.

2025 Progress Report: HACG conducted Fair Housing training for staff, including instruction on **Limited English Proficiency (LEP)** requirements. Training reinforced staff understanding of fair housing obligations and effective communication with diverse populations.

**ATTACHMENT E: CERTIFICATION OF COMPLIANCE WITH PHA PLANS
AND RELATED REGULATIONS and CIVIL RIGHTS CERTIFICATION**

ATTACHMENT F: CERTIFICATION BY STATE OR LOCAL OFFICIALS

ATTACHMENT G: CAPITAL IMPROVEMENTS