

REIA

REAL ESTATE INVESTORS ASSOCIATION
WAYNE COUNTY

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MAILING: **P.O. Box 5341**
Dearborn, Michigan 48128

Volume 30

September 2014

Number 8

NEXT MEETING

TUESDAY SEPTEMBER 2, 2014

NETWORKING & DINNER

RED LOBSTER

13999 Eureka Rd • SOUTHGATE

Next to 7-11, near Trenton Rd.

6:00 - 7:15 Dinner and Networking

7:30 Meeting

SPEAKER/TOPIC

Meet the Experts Forum.

As we discussed at some of our recent Board Meetings, Wayde Koehler, Bill Beddoes, Josh Sterling and Bobbi Neid-Broderick & Michael Brandau will participate in a Panel Discussion and Jerry Kirschner will be the moderator. The format will be Q&A. Each of the five speakers will submit 5 -10 questions to me that they will be ready to speak on for a few minutes. The subjects will obviously be real estate related. I will review and sort the questions and once the Designated Speaker gives their discussion/answer, we will open up to the other four participants if they have anything more to offer. Remember, all responses need to remain short so we can get a lot of questions handled and keep it moving.

For Any Questions Please Call:

Wayde Koehler, President 313-819-0919
or 24hr recording (313) 437-2945

Welcome

Members & Guests

Leonard Martindale

Joe Trometer

Noel Selwski

Greg Johnston

James Nagy

Jerry Crain

John Proctor

**YOU ARE INVITED TO THE MONTHLY
INVESTOR GET-TOGETHER!**

**Hosted by our New Director
- Bobbi Nied-Broderick**

**3RD TUESDAY MEETING
SEPTEMBER 16, 2014**

WHEN 3rd Tuesday of the month

Join us for a casual evening with like-minded individuals to share your stories, discuss your issues and learn more about our investing community!

FREE ADMITTANCE

just make sure you pay for your food. ;)

*We hope to see many of you there,
and feel free to bring a friend or two.*

For More Info Contact:

Bobbi (734) 946-6280 or Bill 734-934-9091

Real Estate Investors Association of Wayne County

WWW.REIAWAYNECOUNTY.ORG

Membership Application

New Member () Renewal ()

ANNUAL DUES Family — \$125.00 - (One Address — 2 People)

Single meeting fee for non-members is \$20.00 per person, which will be applied to the annual dues if you join the next month.

(we hope this will encourage people to join)

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FOR RENEWING MEMBERS: Any questions/comments on how to better our organization??

NEXT MEETINGS

MONTHLY MEETING

- Tuesday September 2, 2014
- Tuesday October 7, 2014

INVESTOR GET-TOGETHER — SEPTEMBER 16TH

BOARD OF DIRECTORS

- Tuesday September 9, 2014
- Tuesday October 14, 2014

Real Estate Investors Association of Wayne County

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SHORT-TERM RENTAL COULD LEAD TO MONTHS-LONG HEADACHE

If you've heard about Airbnb, you probably know it's a startup that lets the average person rent out his or her home to travelers, who spend less than they might at a hotel.

A few enterprising real estate investors have even used the service to market their properties for vacations and other short-term stays.

But one major cautionary tale has been making the rounds. According to the San Francisco Chronicle, a woman rented her Palm Springs, Calif., condo in May to a man who has stopped paying, won't move out and has claimed legal protections as a renter under state law because he's been there more than a month.

The property owner has now been forced to initiate an eviction process that could take three to six months. Airbnb says it will assist the owner with her legal bills.

Article Compliments of *Community Investor Magazine* • Reprinted from <http://www.communitybuyinggroup.com/blog/>

Legislative NEWS

SUPREME COURT RULING:

LAND CONTRACT HOLDERS AND LANDLORDS NOT LIABLE FOR NUISANCES

Several months ago we reported that the outcome of a case coming before the Michigan Supreme Court was critical for landlords and land contract holders. In the case, *SHOLBERG v TRUMAN*, the plaintiff argued that a land contract holder should be liable for a nuisance on the premises. A lower court found that land contract holders could be held liable. The case centered on a woman dying when her car struck a horse that was standing in the road. The horse was owned by the land contract buyer. (More ...) The lower court held that the land contract seller was also liable. In short, the Michigan Supreme Court reversed the lower court's decision and found that a land contract holder cannot be liable for a nuisance on the premises where that land contract holder does not have control or possession of the premises.

This case was important to the rental industry due to its implications and the liability landlords may have faced regarding their tenants' actions. The resulting Supreme Court's ruling clearly prevents landlords for being held liable for their tenant's wrongful actions or negligence. The RPOA provided financial support for an amicus brief in support of the defendant. Click here for the full opinion. <http://publicdocs.courts.mi.gov:81/opinions/final/sct/20140610s14672571Oisholberg-op.pdf>

Reprinted from *Mr. Landlord* and submitted by Rose Papp

KEEP YOUR TREES IN CHECK

The up-keep of a rental property is no easy task – but no matter how much work may lie ahead or how costly it can get, you cannot neglect your yards. If not properly maintained, the damage of a fallen tree can be far worse than the cost of up-keep. To cut down a dead tree you are looking in the range of \$600-\$3,000, depending on the size – the bigger the tree, the bigger the fee.

The cost of cutting down a tree may sound like a lot; however, the damage a fallen tree can cause pales in comparison. Tree removal experts and claims adjusters have seen fallen trees kill pets, severely injure people and practically destroy homes and cars. Even if you have insurance to cover the damage done to the property by a fallen tree, it may not cover the expense of the tree removal, which can be a very costly.

“If the fallen tree is out in the open it is an easy, inexpensive job, but that’s rarely the case,” Jonathan Rasa, Owner of Rasa Lawn Care said. *“People plant trees near houses. They’re always close to fences or power lines, and that is when the cost of the job goes up.”*

It is also important to understand that, in the case of a fallen tree, insurance is not necessarily guaranteed to pay for any of the damage. For instance, homeowners who have neglected to care for their trees properly, by trimming dead limbs or even having the tree removed, may find themselves without coverage when a storm finally causes the limbs or tree to fall.

“Determining the cause as to why the tree fell is an important part of getting a claim settled accurately and may delay any applicable payment,” Affinity Group Management Loss Prevention Specialist BreAnn Stephenson said. *“A variety of factors go into the claims settlement process, costing you not only money out of your pocket, for example with the deductible, but valuable time as well. Why go through that mess if you can prevent a loss from happening with some simple maintenance?”*

Recently, I had the opportunity to witness what can happen when a dead tree falls as the result of a large windstorm. The tree damaged three yards including fences, gazebos, power lines, benches, gardens and dog houses; yet, it did not stop there. One house suffered the most damage, both interior and exterior, and will likely need a new roof, new windows, fixed plumbing and more. Fortunately, only physical property was destroyed and nobody was seriously hurt.

“I was just grateful my dog was not outside at the time it fell,” Victim Mona Donaphan said. *“He is typically always out there and I guess I just got lucky that he wasn’t at that time. My gazebo can be replaced, but my dog cannot.”*

This entry was posted in Heard it through the Grapevine, Property Management, Real Estate Investment. - See more at: <http://www.communitybuyinggroup.com/blog/>



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7/14

INTERNATIONAL BUYERS SPENT \$92.2 BILLION ON U.S. PROPERTIES

The number of international buyers purchasing U.S. real estate has significantly increased, according to fresh numbers from the National Association of Realtors.

From April 2013 to March 2014, sales of U.S. properties to people outside the country totaled \$92.2 billion—up from \$68.2 billion during the previous 12-month time period. The NAR attributes the impressive boost to friendly exchange rates, reasonable home prices and growing wealth in other nations.

“We live in an international marketplace, so while all real estate is local, that does not mean that all property buyers are,” said NAR President Steve Brown, co-owner of Irongate Inc. Realtors in Dayton, Ohio. “Foreign buyers are being enticed to U.S. real estate because of what they recognize as attractive prices, economic stability and an incredible opportunity for investment in their future.”

Where are the international buyers coming from? Canada made up the biggest share of purchases at 19 percent (down from 23 percent in 2013), followed by China at 16 percent, Mexico at 9 percent and India and the United Kingdom at 5 percent each.

Although homes were acquired throughout the country by international buyers, more than half of reported foreign purchases took place in four states: Florida (23 percent), California (14 percent), Texas (12 percent) and Arizona (6 percent). The top five cities searched online by international buyers in 2014 were Los Angeles, Miami, Las Vegas, Orlando and New York City.



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Other NAR findings:

- Twenty-eight percent of realtors reported working with international clients.
- International buyers are more likely to make all-cash purchases than domestic buyers, with 60 percent of international sales in cash compared to one-third of domestic transactions.
- Most homes obtained by foreign buyers are used as primary residences (42 percent), with 65 percent of purchases involving a single-family home.

Article Compliments of Community Investor Magazine

See more at: www.communitybuyinggroup.com/blog

7/14

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SPEAKERS COMMITTEE

Jerry Kirschner

248-867-0744

If you have any suggestions for speakers, drop us a line at: www.reiawaynecounty.org



Section 8 Questions???
Call Jane Scarlett

Wayne Metropolitan Community Action Agency
Housing Agent for the Michigan State Housing
Development Authority

734-284-6999

jscarlett@waynemetrol.org

Wayne Metropolitan
Community Action Agency

05/14

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LOOK FOR US ON FACEBOOK!**

Home Life

False Rape Victim's Lies Unraveled Many Lives

It's almost hard to fathom the level of deceit perpetrated on so many people, and for so long, by one woman.

Over the course of 10 years, Sara Ylen, 38, of Lexington managed to concoct a false story of rape so foolproof an innocent man was convicted of the crime and spent nearly a decade in prison before he was released in 2012.

On top of that, Ylen then went on to convince an entire community that as a result of the rape, she had contracted stage three cancer: a sexually transmitted disease morphed into cervical cancer that then led to multiple myeloma.

Church auctions and spaghetti dinners raised \$10,800 to help the "rape survivor" pay her everyday bills. Ylen wore scarves, around her head and used a wheelchair. She accepted help with yard work; volunteers came to help bathe her.

It was all a hoax, a sham. The rape never happened. Ylen does not have cancer.

At long last, the truth has finally caught up with the woman now being derided as the Bernie Madoff of Michigan's Thumb. In December, a St. Clair County jury found Ylen guilty for Ming a false report of rape and tampering with evidence.

This week in Sanilac County, Ylen pleaded no contest to health care fraud. Court records revealed Ylen received more-than \$120,000 in insurance payments to cover treatment (which included regular morphine injections by a hospice nurse in Ylen's home) for cancer she only had in her dreams. She'd forged documents with the University of Michigan Medical Center letterhead and doctored X-rays to fit her story.

Back in 2003, Ylen's tale of a brutal rape convinced reporter Mike Connell and his editors at the Times Herald in Port Huron that "Sara's Story" was worthy of a five-part series. Indeed, the series won national awards; it spawned a true crime TV episode and a Montel Williams interview. The epitome of hope for those who suffered in silence, Ylen was the darling of "Take Back the Night" rallies; she spoke at numerous rape survivor gatherings.

In 2012, the Michigan State Police started investigating Ylen's rape claims (James Grissom, convicted of the rape, was not her only victim; she'd made several false accusations) and Ylen's ruse started to unravel. Last month, Connell found himself writing the most difficult piece of his entire 44-year career as a journalist. "If this is a nest woven of lies twisted around lies, how did Ylen build it?" he wrote in the Times Herald. "How did she con me so thoroughly?"

(continued next page - Contacted Via Email)

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(continued from False Rape)

Contacted via email this week, Connell seemed angry still. "She came up with a story that fooled not one but several veteran investigators, a seasoned prosecutor, a respected judge, a jury of the suspect's peers who needed less than an hour to convict, a State Police post, an appeals court and, alas, me," he wrote. "My personal belief, and I cannot prove it, is that Sara could never have pulled this off without inside help from someone in a position of authority."

Even with the lens of hindsight, it is still striking how brilliantly Ylen played everyone: Jim Ylen, her accountant husband (they have since divorced), applauded her tenacity when she won a conviction. A detective with 23 years experience said of the story back in 2003: "Everything she did was 100 percent exactly what a rape victim is expected to do. She did what you would expect from someone who is traumatized."

In interviews, Ylen spared no detail, nothing was too gut-wrenching. In her journal, which she shared with Connell, she wrote of the trauma following the attack: "I just need to take a shower. It must be hot. Scalding hot. His filth, his touch. It has to go. ... I start vomiting. Then I collapse in the shower, scrubbing until my skin is raw."

Even her own children, two sons ages 2 and 4 at the time, were fair game. "My children have always been my priority. Their happiness and security means everything to me.... I have listened to my oldest son pray every night for 'the bad man' to leave his mommy alone. It breaks my heart to hear him worry about me like that."

At publication time, Ylen was awaiting sentencing on the rape charges scheduled for this morning. Sentencing for the health-care fraud charges will take place in February. She will serve them concurrently,

Mike Connell is retired now. While he was happy to have coffee for an hour last week with a producer from ABCs "20/20" newsmagazine to talk about the case, he says he has

"absolutely no interest" in uncovering how "Ylen pulled off such an elaborate con without inside help." Then he added: "I suspect there are others who may take up the challenge."

Reprinted from the Detroit News & submitted by Wayde Koehler, Pres, R.E.I.A. of Wayne County

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LANDLORD “NEVER AGAIN’S”

Tips on Management:

by Jeffrey Taylor, “Mr. Landlord”

Once a landlord has been in business a while and learned a few things “the hard way” there often comes a point where he or she stops and makes the declaration, “NEVER AGAIN!” Well, the following is a list of those shared by landlords nationwide to help them avoid very costly problems in 2013.

- Never again think of this landlord thing as anything but a business and treat it like that.
- Never again think that existing rents are low because the current owner is renting to scumbag lowlifes. In case you wonder, renting to scumbag lowlifes actually commands higher rents since there are fewer options for them. Think about it, anyone will rent to someone with good credit and no criminal past. I won't make that mistake again in thinking that after buying a place, I can clean up and rent it for more without having a complete understanding of market rents.
- Never again buy a place where rents just cover the payments.
- Never again buy a place without measuring the square footage to compare against the listed square footage.
- Never again plan to contribute my own labor for free when estimating fix-up costs because I don't have enough cash to pay someone else to do the fix-up.
- Never again bet on appreciation or buy a property that does not make me money from the get go.
- Never again buy in an area I don't know because the price looks good compared to what I do know.
- Never again believe anything that comes out of the mouth of a City Employee about a property I own or am about to purchase without checking it out for myself.
- Never again believe I can't be successful at something just because EVERYONE says it won't work. Like being a landlord, for example.
- Never again believe because I made a mistake today I can't do better tomorrow. Keep believing in your dream. If we did not fall down, we would never learn to walk.
- Never again believe I have to go at it alone because there are so many willing to freely give of their knowledge just because I asked for help.
- Never again go against my gut feeling.
- Never again pay workers by the hour.
- Never again pick up rent in person or allow it to be mailed-a utod rafts or direct deposit only!
- Never again give up the keys before having the cash and contract signed.
- Never again rent to someone who sees the house for the first time, pulls out a wad of cash, and says, “I'll take W.” without screening them f i rst.
- Never again “hold” an empty unit for anything longer than two weeks.
- Never again ask a resident casually, “How's everything going at the apartment?” Ha-ha, nothing good will ever come from asking a resident THAT question!!!
- Never again rent to family/ friends.
- Never again install carpet in a rental. NEVER!!
- Never again NOT do a background check on a sweet old lady that turned out to have a felony for selling prescription drugs!! Sort of a happy ending though-she's been with me for five years. Quiet and always paid on time.
- Never again think that simply because we have a signed lease, the place is rented for a year. I must also utilize smart resident retention strategies.

The above tips are shared by regular contributors to the popular MrLandlord.com Q and A forum.

Reprinted from AOA News and Buyers Guide & Taken from MICHIGAN LANDLORD

How to Handle Residents that Hoard

by Lynn Dover

Resident hoarding can cause significant health and safety problems, both in the hoarder's unit and in neighboring units.

Hoarding can create pest infestations, mold problems, increase fire risk, interfere with entrance or exit of the unit or exceed maximum load bearing floor capacity.

these things, of course, make it difficult to keep the surrounding residents happy.

Hoarding is rarely self-reported by the hoarder. Instead, it is often discovered by maintenance staff making a repair in the hoarder's unit or in a neighboring unit. Hoarding can create a problem for the surrounding units such as water intrusion, mold or a pest invasion in the neighboring unit.

Not just a matter of poor housekeeping, hoarding is believed to be a form of anxiety disorder and/or obsessive-compulsive disorder (OCD). Depression can also be a component.

HOARDING IS LOOSELY DEFINED AS:

- The acquisition of a large number of possessions that appear to be useless or of limited value
- Living spaces cluttered so they can no longer be used for their intended purpose and
- Causing significant distress or functional impairment.

Hoarding items may be valuable collectibles or trash or anything in between. Units can be literally packed floor to ceiling and wall-to-wall, with just a small path for movement in the unit.

Because hoarding is caused by one or more psychological disorders, compulsive hoarders are generally considered disabled. Federal and state fair housing laws protect people with disabilities, including mental disabilities. Fair housing advocates contend that before eviction of a mentally disabled resident whose disability is causing the person to violate the terms of the lease or rules, good faith efforts must be made to accommodate the resident's disability. This generally requires that the resident be given an opportunity to come into compliance so that he or she can remain a tenant.

Continued next page - Examples of Potential



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(Continued from Resident that Hoard)

EXAMPLES OF POTENTIAL ACCOMMODATIONS

- Setting scheduled unit re-inspections and establishing goals that the resident must meet
- Providing the resident with a list of community resources that can assist the hoarder
- Working with a fair housing and/or mental health advocacy group assisting the resident to develop a plan to bring the unit into compliance

When dealing with a hoarding situation, the focus should be only on solving legitimate health and safety issues rather than attempting to achieve ideal housekeeping habits.

It should be recognized that even if the hoarder meets minimum health and safety standards, the unit may not be in an “optimal condition.”

Hoarders may not recognize the severity of the problem or be equipped to resolve the hoarding problem on their own. Some hoarders believe their hoarding is beneficial because they are savers, not wasters. Others deny that any problem exists. As a result, it may be helpful to involve a neutral third party such as a fire department, code enforcement or health inspector who can inspect the unit and identify code or other health and safety violations.

TERMINATION OF THE TENANCY MAY BE POSSIBLE IF:

- The person is a clear, direct and immediate threat to the health and safety of other community residents
- There are serious health and safety issues that cannot be mitigated through accommodation
- The resident has caused serious monetary damage to the unit and will not reimburse the landlord for the cost to repair the unit
- The hoarder will not engage in the accommodation process or cooperate to bring the unit back into compliance

ACCOMMODATION AGREEMENT

Even if health and safety issues are initially resolved, a hoarding resident may “slip” and re-hoard again in the future. Therefore, a written “Accommodation Agreement” should be considered, providing periodic unit inspections and a specified time period for correction of future health and safety issues.

No two situations are alike. Each hoarding situation requires analysis based on the facts of the particular case. It is advisable to see legal advice before taking any action to terminate a tenancy if compulsive hoarding may be involved.

Lynn Dover is a contributor to propertymanager.com. Reprinted with permission of the Wisconsin Apartment Association News.

Reprinted from AOA News and Buyers Guide & submitted by Wayde Koehler, Pres, R.E.I.A. of Wayne County

OUR WEBSITE!!!

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Time for BOARD ELECTIONS Again!!

If you are so inclined that you might like to be a part of the Board of Directors, we'd love to hear from you - We have a great board, but can always use more opinions and helpful members to give a different perspective on all the important things taking place at the present time

They must attend at least 1 Board Meeting (September or October)

AMICABLE DIVORCE

On the first day, he sadly packed his belongings into boxes, crates and suitcases.

On the second day, he had the movers come and collect his things.

On the third day, he sat down for the last time at their beautiful dining-room table, by candle-light; he put on some soft background music, and feasted on a pound of shrimp, a jar of caviar, and a bottle of spring-water.

When he'd finished, he went into each and every room and deposited a few half-eaten shrimps dipped in caviar into the hollow center of the curtain rods. He then cleaned up the kitchen and left.

On the fourth day, the ex-wife came back with her new boyfriend, and at first all was bliss.

Then, slowly, the house began to smell. They tried everything; cleaning, mopping, and airing-out the place. Vents were checked for dead rodents, and carpets were steam cleaned. Air fresheners were hung everywhere. Exterminators were brought in to set off gas canisters, during which time the two had to move out for a few days, and in the end they even paid to

replace the expensive wool carpeting.. Nothing worked. People stopped coming over to visit. Repairmen refused to work in the house. The maid quit.

Finally, they couldn't take the stench any longer, and decided they had to move, but a month later - even though they'd cut their price in half - they couldn't find a buyer for such a stinky house. Word got out, and eventually even the local realtors refused to return their calls.

Finally, unable to wait any longer for a purchaser, they had to borrow a huge sum of money from the bank to purchase a new place.

Then the ex called the woman and asked how things were going. She told him of her problem selling the house. He listened politely and said that he missed his old home terribly and would be willing to reduce his divorce settlement in exchange for having the house.

Knowing he could have no idea how bad the smell really was, she agreed on a price that was only 1/10th of what the house had been worth ... but only if he would sign the papers that very day.

He agreed, and within two hours her lawyers delivered the completed paperwork.

A week later the woman and her boyfriend stood smiling as they watched the moving company pack everything to take to their new home. . .and just to spite the ex-husband one more time, they even took the curtain rods!

R.E.I.A. Membership Benefits

- *Socializing, Networking, Networking & Networking*
- *Monthly Newsletter & Guest Speakers*
- *Court-Approved forms available - (courts.michigan.gov/)*
- *Liaisons with Local and State Government*
- *Referrals and Education*
- *Discount card for Sherwin Williams Paint Co. & Office Max*
(ask and have your membership card.)

Ho Ho Ho! Just a Reminder!

**The 4th Annual R.E.I.A Christmas Party
- Tuesday, December 2nd 2014 -
INSTEAD OF OUR MEETING AT THE RED LOBSTER**

**There will be an hour and a half of
Hors d'Ouvers, prior to All-You-Can-Eat Dinner.
Also an Open Bar all Nite**



**Tickets are \$35.00 per person or
\$25 + FREE GIFT if paid before November 21st**

**For More Info, Check the Website:
www.reiawaynecounty.org**

— WEB SITE CORNER —

This new column of useful website addresses is a new addition to our newsletter format. If you wish to have a website featured in this column please email reianews@aol.com

www.reiafoakland.com REIA of Oakland.
www.nationalreia.com National Headquarters
www.irs.gov IRS web site
www.bendover.com Govt. Red Tape Help
www.taxsites.com Tax and Accounting
www.unclefed.com Online Tax Resource
www.courts.michigan.gov/ Michigan Courts
<http://www.michigan.gov/taxtrib> Tax Appeals
<http://www.ask-the-rehabber.com>

State Criminal Records:

www.state.mi.us/mdoc/asp/otis2.html Offender Tracking System (OTIS)
<http://apps.michigan.gov/ichat/home.aspx> Criminal History Check (ICHAT)
<http://www.oakgov.com/crtsOO04/main> Oakland County District Court Case Search
www.mipsor.state.mi.us/ Michigan Sex Offender: (PSOR)

Are You Looking For Houses To Buy???

www.realtor.com
www.buyowner.com
www.fsbo.com
www.hud.org
www.historicproperties.com

Are you looking for comps?

www.homeradar.com
www.realestate.yahoo.com/realestate/homevalues

Need to find someone?

www.555-1212.com
www.anysho.com

Lead Base Paint Pamphlets?

www.hud.gov.lea



Need to E-mail any questions or articles or anything for us?? Our web address is ApPrint1@aol.com Send us your email for meeting reminders and to get your newsletter sent to you. Or fax your email address to us at 313-386-7600 or reiaawaynecounty.org or 24hr recording (313) 437-2945

— **MEETING AGENDA** —
RED LOBSTER ON EUREKA • SOUTHGATE
Next to 7-11, near Trenton Rd.
6:00 - 7:15 ... Dinner and Networking
7:30 - Meeting — (\$20.⁰⁰ FOR GUESTS)

Notes from The Monroe County Landlord Association

- *The Monroe county computer system needs to be completely updated.
- *Vets do not have to pay a driver license fee in the State of Michigan.
- *Vets who are in the building trades do not have to pay Michigan license fee also.
- *Karen stated that if your home is worth more than \$130,000.00 YOU NO LONGER CAN FILE HOMESTEAD TAX EXEMPTION.
- *Your leases should state what your fees are for animals in your leases.
- *Your leases should state what the termination fee is for breaking a lease early.

Gov. Snyder signs legislation raising Michigan's minimum wage Sept. 1

by David Shindel

Michigan Gov. Snyder has signed legislation that will raise the state's minimum wage to \$8.15 per hour on Sept. 1, 2014, with annual increases thereafter based on changes to the CPI. The minimum wage for tipped employees effective Sept. 1, 2014 will be \$3.10 per hour, gradually increasing to \$3.53 by Jan. 1, 2018. An employer may pay a new employee who is less than 20 a "training" wage of \$4.25 an hour for the first 90 days of employment.

See more at: <http://www.shindelrock.com/gov-snyder-signs-legislation-raising-michigans-minimum-wage-sept-1/#sthash.Y8chYfNQ.9WbqcG8I.dpuf>

Reprinted from ShindelRock.com and submitted by Wayde Koehler, Pres REIA of Wayne County

NEW Member Application

Please fill out our form when you come to the meeting. We need your email address so we can send you the newsletter & alerts and updates!!

**HOPE YOU CHECKED OUT
OUR LIBRARY!**

Our Library will be available (for 1/2 hr) before our meeting or reserve a book by calling 734-778-0823 or kal70rs@aol.com

7:00 pm - 7:30 pm