



June 2018 Newsletter

MNPHA Events



MNPHA ANNUAL GENERAL MEETING June 22, 2018



Join MNPHA for our Annual General Meeting

June 22, 2018, 9:45am-1:45pm at the
Masonic Memorial Hall,
420 Corydon Ave., Winnipeg

Choose between two educational
sessions:

Workshop A: End of Operating
Agreements and Beyond: MNPHA is
proud to launch the *Expiry of*

Operating Agreements: A Planning Guide for Manitoba's Non-Profit Housing Providers. Copies of the guide will be available, and a panel of non-profit housing providers who have been through the expiration of their operating agreement will discuss their experiences, what challenges and opportunities it has brought to their organizations, and life after operating agreements.

Workshop B: Respectful Workplaces: In an era of #MeToo, do your Board and employees know what to do to prevent and respond to workplace harassment, bullying, and discrimination? People First HR Consulting will provide an educational session on respectful workplace policies and training.

Plenary: Update on the National Housing Strategy: Canada Mortgage and Housing Corporation will provide an update on the current and upcoming funding streams, and other resources, provided through the National Housing Strategy.

Lunch, followed by the Annual General Meeting: The AGM is an opportunity to hear what your Association has accomplished over 2017/18, and vote for the Board members who will be representing you. Four Board members have expiring terms and are up for re-election. Additionally, we will be thanking our retiring Executive Director, Rhonda Lorch for all she has achieved for the organization.

The event is free for employees, volunteers, and board members of MNPHA members. Non-members cost \$25 per person for workshops and/or lunch (or can attend just the AGM at no cost)

Thank you to Canada Mortgage and Housing Corporation for sponsoring the End of Operating Agreements and Beyond workshop, and to People First for providing the Respectful Workplaces workshop

**RSVP for MNPHA's
Annual General Meeting
by June 19**

**Educational Session on the National
Co-Investment Fund: New Development and
Repair and Renewal Streams**

Considering new development? Need to make capital repairs? Join us for an in-depth discussion of Canada Mortgage and Housing Corporation's Co-Investment Fund. The session will focus on the National Housing Co-Investment Fund (NHCF) New Construction and Repair and Renewal streams and highlight the program design, requirements and application process.

June 25, 10-11:30am

The session is free; Space is limited so RSVP today!

**RSVP for the Session
on the Co-Investment
Fund**



Manitoba's only annual housing conference, attended by housing providers, board members, non-profit staff, housing advocates, government representatives, and private-sector partners.

This is an exciting year of change and renewal for the affordable housing sector across Canada. The MNPFA conference is an opportunity to have your finger on the pulse of non-profit housing in the province. Attendees will expand their networks, and hear about innovations and tried-and-true solutions to the challenges faced by the sector. As the first MNPFA conference outside of Winnipeg, this is a chance to learn from the creative solutions implemented by providers in smaller centres and rural communities.

Registration starts June 15, 2018

Go to mnpha.com/conference

Government Relations



Through the National Housing Strategy, the Government took steps toward realizing a human rights-based approach to housing.

The Government launched public consultations with Canadians to seek feedback on its human rights-based approach to housing, which will draw upon the diverse knowledge and expertise of thought leaders in the housing and social sector, and those with lived experience of housing need and homelessness.

[View MNPFA's Submission to the consultation on the human rights-based approach to housing.](#)

News and Updates



MNPHA Spirit of Housing Awards Nominations are Now Open!

The Spirit of Housing Awards celebrate our leaders' successes and achievements. MNPHA is launching its newest award, *Spirit of Community*, to be presented at our Annual Conference in October. The awards further MNPHA's mission to build and support a strong, diverse non-profit housing sector.

Award Categories

New for 2018! Spirit of Community Award We will be launching this award at our conference in Brandon

- Honours an individual or organization whose significant support and committed partnership have contributed towards building a thriving, sustainable non-profit housing sector in Manitoba.

Spirit of Achievement Award

- Recognizes a tenant or tenants associated with an MNPHA housing provider member who made a meaningful contribution towards making their own non-profit a better place to live, the well being of their neighbourhood and fostered connections among tenants and others within their community.

Spirit of Service Award

- Honours an employee or volunteer that helped make their non-profit a better place to live and who serves as a model to employees and volunteers across Manitoba

Harry Lehotsky Spirit of Leadership Award

- Honours the memory of Harry Lehostky, a long time champion and advocate of housing. It is given to a person in our community whose energy and vision has contributed a lasting legacy to the cause of non-profit housing in Manitoba.

[More information available here](#)

Winnipeg Street Census Initial Findings

On the night of April 18, 2018, over 300 volunteers and staff of agencies working with people experiencing homelessness interviewed people about where they stayed and heard their stories.

Volunteer appreciation, music and refreshments, and initial findings
Tuesday, June 12 at 6 PM - 9 PM
Circle Of Life Thunderbird House
715 Main Street, Winnipeg

[More information available here](#)

Call for Presenters: Canadian Rural and Remote Housing and Homelessness Symposium



The Alberta Rural Development Network (ARDN) would like to invite you to attend the Canadian Rural and Remote Housing and Homelessness Symposium 2018, which will be held October 24-26, 2018 in Canmore, Alberta. The Alberta Rural Development Network, in conjunction with the Alberta Rural Coalition on Housing and Homelessness (ARCH2), is proud to be hosting the first national symposium dedicated to rural and remote housing and homelessness issues across Canada. More information is available [here](#)

MNPHA Member Resources

People First HR Services Newsletter: Absenteeism

Manitoba Non-Profit Housing Association's exclusive partnership with People Corporation provides cost-effective solutions for **employee benefits, human resources consulting, and group retirement services**. The HR @ Your Service offers multiple levels of support to address your needs, including on-call support

plans, drafting and creating policy documents, employee engagement and management, and more.

This month, Ask the Expert provides advice on employee absences. Employee absences can sometimes act as a barometer of sorts for employers on how our people are feeling about their work. When it comes to absenteeism, we can make a couple of generalizations: Staff who are engaged in their work are more likely to have regular attendance; and staff who may be struggling at work or at home have more absences. Of course, a follow up conversation with the employee to ensure our assumptions are correct needs is crucial, but absenteeism is often a first symptom that an employee may be experiencing challenges.

When employers are thinking about how to manage absences, there are a few practices that will ensure that small problems don't become big ones.

Track absences: Whether it is sick time, vacation days, or personal days, employers need to make sure they are tracking employee leave correctly.

Policy and process matters: When employees are provided with information at their orientation/during onboarding on what to do when they need to be absent it supports the creation of an environment of transparency.

Don't ignore it: If there is a pattern of absence, plan a conversation.

Be open, and ready to respond: When we ask our people to give us feedback on why they don't want to be at work we've got to be ready to listen.

Ask for help: Managers and employers may need to seek out guidance and resources to ensure they are supporting staff who need support or reasonable accommodation. They also may need support in managing the performance of staff who simply may not want to be there. This is one of the times when @Your Service is there for you and your business - just give us a call for ideas and guidance!

View the full [People First HR Newsletter Here](#)

Job Board

Have a position you are trying to fill in your organization? MNPHA is always accepting job postings for display on its website.

The Job Board is located under the Resources tab on the [MNPHA website](#).

To have your position added to the board, send the pertinent information to:

execdir@mnpha.com

Recent Postings:



Winnipeg Housing Rehabilitation Corporation - Maintenance Assistant

To assist in the maintenance duties at various building(s) as directed by the Manager, Building Services. Duties will be performed with care in a professional, proactive manner consistent with the Mission, Vision & Values of the Winnipeg Housing Rehabilitation Corporation.



**Are you on Facebook?
MNPFA is too.**

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