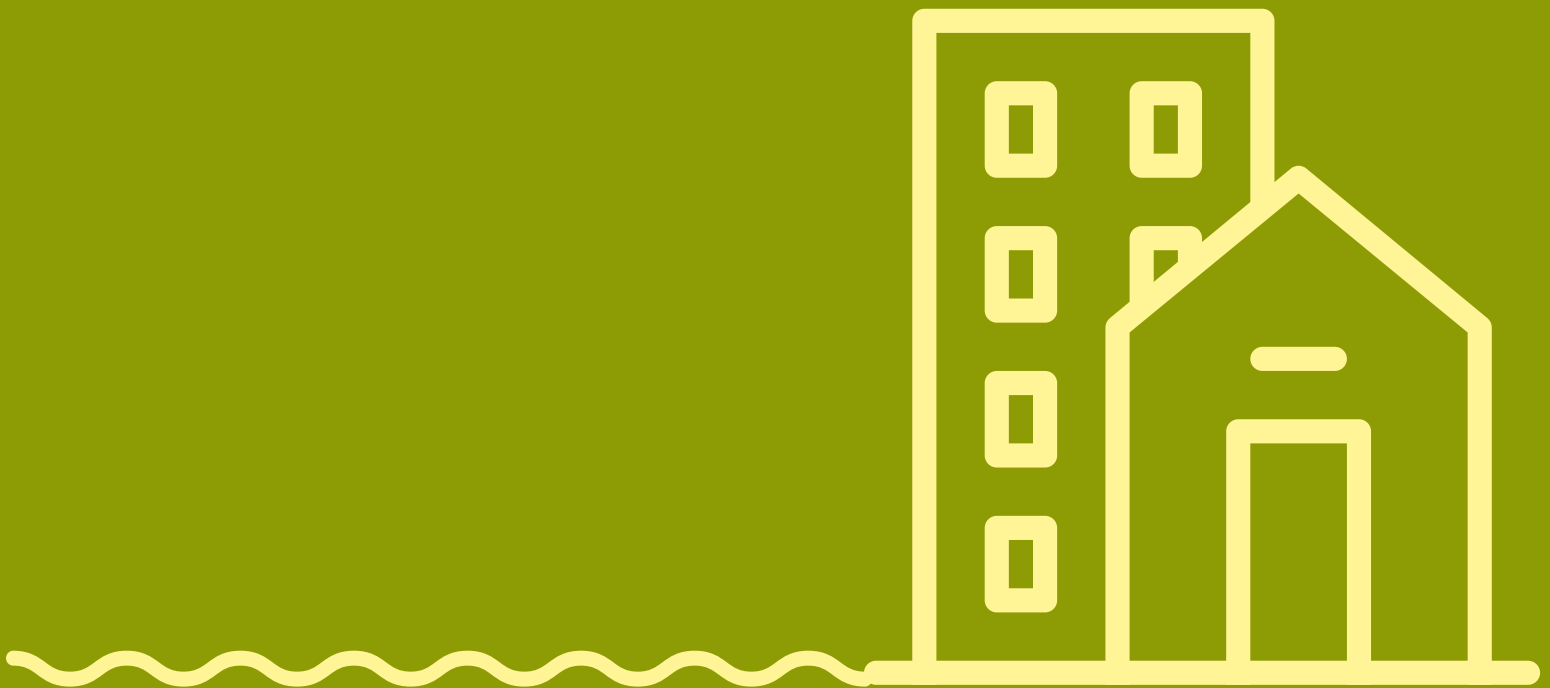


MEMBERSHIP GUIDE

Manitoba Non-profit Housing
Association

2019/20



WELCOME TO



Dear members,

Welcome to MNPCHA! This membership guide is for YOU. Learn about the benefits of being a MNPCHA member. Get to know your colleagues in the sector. Thank you for continuing to be part of our strong community of Manitoba non-profit housing providers. Since 2011, we have supported our members to build a thriving, sustainable non-profit housing sector in Manitoba. Today, our members provide over 24,000 units of affordable housing for families, seniors, and individuals with special needs. We are also supported by Associate Members – businesses and organizations in our community who share the same vision. We can achieve so much more together, and we're looking forward to growing with you as we navigate the changes ahead and work to build the strong, vibrant communities of tomorrow.

Regards,

Laurie Socha
President

Christina Maes Nino
Executive Director

Summary of Top Member Benefits

- 1** Reduced fee for conference and workshop registration
- 2** Group savings through our Partnership Programs (Health Insurance, HR services, preferred pricing, grants)
- 3** Complimentary advertising via MNPCHA communications platforms (opportunities board, newsletter, website, and social media)

Additionally, for Associate Members:

- 4** Access to an exclusive print directory of MNPCHA housing-provider members
- 5** Advertising and discounted trade show opportunities (Complimentary advertising in monthly newsletter up to twice per year)

HOUSING PROVIDER MEMBER DIRECTORY

474 Hargrave Corp
Agape Villa
Anavet Lodge
Arms of the Cross Housing
Astra Non-profit Housing Corp.
Beaumont Meadows
Bethel Place
Bethania Housing and Projects
Boulton Bay (Haven I&II)
Canadian Mental Health Association – Thompson
Carriage House North
Central Station Community Centre
Chalet Malouin
Charleswood Legion Non-Profit Housing Inc
Chesterfield Housing
Colorado Estates
Columbus Courts Inc.
Co-op Chalet St. Norbert
Dial-A-Life Housing
Donwood Manor
DSI Tandem Co-op Resources
Dufferin Complex
East Park Lodge Inc.
Eden Health Care Services
Eveline Place
Fred Douglas Place
Fred Douglas Lodge (Society)
Friends Housing Inc.
Gateway Manor Inc.
Gaylene Place
Ginew Housing Authority Inc.
Urban Housing Program
Glen Meadow Apartments
Good Street Apartments
Hamilton House
IRCOM House Inc.
Kanata Housing Corp.
Keewatin Housing Association – Thompson
Kildonan Horizons
Kinew Housing
Knights of St. Josaphat Inc.
Laurence Management Group
Lions Housing Centres
Living Gospel Church Family Place
M.A.P.S. Housing Co-Op
Manitoba Housing
Manitoba Interfaith Immigration Council
McClure Place Inc.
Meadows Garden Housing Co-Op
Mike Sunka Place
Monash Manor
New Life Ministries / Nehemiah Housing
Newdale Apartments
North End Housing Project
Oakbank-Springfield Kinsmen Seniors Complex
Payuk Inter-Tribal Co-op Ltd.
Pilot Mound Housing Corp.
Portage Aboriginal Housing
Riverbend Plaza Inc.
Riverton Bifrost Holdings
Sara Riel Inc.
Seine River Haven
SOKOL Manor Inc.
Southern Health-Sante Sud
South Osborne Housing Co-Op
Springfield Seniors Non-Profit Housing
Spruce Woods Housing Co-op
St. Andrew's Place
St. James Legion Lodge
Steinbach Housing
Inc./Fernwood Place
Swan River Friendship Centre Housing
Swedish Canadian Homes
Ten Ten Sinclair Housing Inc
The Gardens on Tenth Inc.
Tranquility Place
Univ. of Winnipeg Community Renewal Corporation
Valhalla Co-op Ltd.
Vasa Lund
Villa Cabrini
Villa Heidelberg
Village Canadien Co-op
Virden Centennial Housing Corp.
Westboine Park Housing Co-op
Western Manitoba Seniors Non-Profit Housing Co-op
Westman Lions Manor Inc.
Westminster Housing
Winnipeg Inner City Missions
Winkler Heritage Village
Winnipeg Chinatown Non-Profit Housing
154 Kate St./374 Maryland Ave.
409 Maryland Ave./592 Ross Ave. [S.A.M. (Properties) Inc. Pocket Suites]

PROUDLY SERVING:
FAMILY

SENIOR

SPECIAL NEEDS

ASSOCIATE MEMBER DIRECTORY

A.S.H. Management Group

- Property management services

Assiniboine Credit Union

- "Money doing more" represents the way we do business, our promise to our members and our commitment to the communities we live and work in. The co-operative values that guide us ensure we remain financially sound while being socially, environmentally and ethically responsible.

Canada Mortgage & Housing Corporation

- We are Canada's national housing agency with information, research, and programs available to assist Canadians meet their housing needs.

CBCRA/Recycle Everywhere

- Founded in 2010, we are a not-for-profit, industry-funded organization where membership includes beverage brand owners and distributors. We are committed to reaching the government-mandated target of recovering 75% of beverage containers sold in Manitoba. We operate the Recycle Everywhere program to educate and ensure it is convenient to recycle empty beverage containers no matter where you live, work, or play.

Coinamatic Canada Ltd.

- Vended laundry equipment with coin, laundry card, and mobile payment options.

Complete Purchasing Services/Aramark

- we enable our members to save time and money by providing them with the right products & services at the right price, including tools and resources that streamline the workflow for their operations.

Cooperative Housing Federation of Canada

- Our members are housing co-ops and the organizations and people who support them. Our mission is to inspire, represent and serve our members in a united co-operative housing movement.

End Homelessness Winnipeg

- We bring together all sectors of our community to work with people who are experiencing homelessness so that together we can prevent homelessness, support recovery and wellbeing, find suitable housing, and measure our success in ways that impact and transform our community and sustain change through collective action and hope.

Exchange Chartered Professional Accountants

- As one of the largest combined Chartered Professional Accounting and Consulting firms in the province of Manitoba, Exchange Group includes a resource of personnel to conduct engagement requirements while providing a high impact service at competitive fee rates.

First National Financial LP

- First National is Canada's largest non-bank lender, providing a broad range of mortgage solutions and commitment to going beyond. First National is a preferred choice among mortgage brokers, commercial clients and residential customers.

Image Flooring

- We are a family operated business that takes pride in the community and in building long-term relationships with customers.

Kastes Planning & Development

- We work with public, non-profit, and private organizations to create successful real estate projects. The company provides real estate development consulting services through all phases of project development - from initial concept to operations of the finished project.

Manitoba Hydro - Affordable Energy Dept

- Our Affordable Energy Program is an income-based program that makes it easy to save energy, improve the comfort of your home, and save money.

ASSOCIATE MEMBERS - CONT.

Mikkelsen-Coward & Co. Ltd

- We optimize Buildings and Budgets. We help you understand how your building is currently operating, where your funds are being allocated, and how this compares to industry averages.

mlp Housing Solutions Inc.

- We specialize in housing development consulting.

Murdoch Management Inc.

- We offer a comprehensive management service that can be tailored to suit specific needs.

New Journey Housing

- We are a housing resource centre for newcomers to Canada. We provide training on how to be good tenants, RTB, pest control, and one-on-one support with renting/housing issues.

People Corporation / People First HR

- We are a national provider of group benefits, group retirement and human resource solutions. Our industry experts provide uniquely valuable insight to customize our innovative suite of solutions for your organization.

QW Page / NewViews Accounting Software

- Since 1980 we have garnered a loyal customer base including private, public and not-for-profit organizations.

S.A.M. (Management) Inc.

- We are a non-profit property management corporation that provides socially responsible property management in partnership with organizations offering affordable housing options in the community.

Spence Neighbourhood Association

- We work with the people of Spence to revitalize and renew our community in the areas of Holistic Housing, Community Connecting, Community Economic Development, Environment and Open Spaces, and Youth & Families.

Victoria Lifeline

- We provide highly valued lifestyle enhancement products and services to individuals, along with their families and caregivers, who value independence. Victoria Lifeline achieves this through personal, quality service provided by a network of caring staff and volunteers.

Web Wizards

- We provide website design and development, hosting, and software development for the real estate and property management industry.

Yardi Canada Ltd.

- Our mission, our goal and our values have shaped the company and enabled us to continue providing quality software with unwavering customer focus.

DEVELOPING MEMBER

S.H.A.D.E Inc.

INDIVIDUAL MEMBERS

Norman Blackie

Angie Mojica

Baldur Nelson

BUILD CAPACITY

CONTENTS

1

**PROFESSIONAL DEVELOPMENT,
NETWORKING, AND
KNOWLEDGE EXCHANGES**

2

INFORMATION AND UPDATES

3

**PROGRAMS, RESOURCES,
AND SERVICES**

4

PARTNERSHIP BUILDING

WORKSHOPS

Our members have opportunities to learn from cutting-edge speakers and trainers, exchange information, build relationships, and share their best practices as well as challenges with each other. Throughout the year, MNPHA will create opportunities to meet people within the non-profit and affordable housing sector face-to-face, to connect and network. Our members regularly provide feedback to guide the development of the educational sessions to truly meet their professional development needs.

This year, we are planning the following opportunities:

- A Discussion of Manitoba’s Elderly and Infirm Persons Licence tax rebate (TBD)
- Sessions on Manitoba Housing’s 3-year framework (TBD)
- An Urban Indigenous Housing Forum (Fall)
- Board Basics training (Fall)
- Ready, Set, (Re)Build (Spring)

Stay tuned! Read our newsletter and check our website for more workshops as they are planned.

DID YOU KNOW?

Presentations and videos from the educational sessions (including conference's), are available at our website or YouTube channel for your reference.

HAVE A SUGGESTION?

Do you have an idea for a workshop you'd like to see? Contact Si at 204-797-6746 or membership@mnpha.com.

Building Partnerships

ANNUAL CONFERENCE

MNPHA would like to invite every member to attend our 7th *Building Partnerships* Conference - Manitoba's only annual affordable housing conference - on November 18 and 19, 2019 at Canad Inns Polo Park, Winnipeg. Whether you are a Board member, an employee or volunteer of a housing provider, a tenant, a housing advocate, a government representative, or a partner of the sector, the conference will have something for you.



The MNPHA conference is an opportunity to have your finger on the pulse of non-profit housing in the province as we review a year full of change and renewal for the affordable housing sector across Canada. You will expand your networks, hear about innovations and tried-and-true solutions to the challenges faced by the sector.

When we come together to learn from each other and from our partners in the community through the sixteen education sessions, and to be inspired by ideas from across the country, we grow stronger individually and collectively. We hope you find motivation and encouragement throughout these two days.

MEMBER RATES +GST

- Full Registration: \$350 / additional person: \$175
- Monday-only: \$250
- Tuesday-only: \$250
- Networking Dinner (November 18): \$35

SPONSORING/EXHIBITING?

Many of our associate members, sponsors and service-providers partners will be on hand to demonstrate products and share news about the services they offer. It is a great way to learn about the latest services that can save you time and money, plus help you provide better housing! This year our trade show booths will be set up right outside of conference rooms to create more engagement opportunities. To exhibit, \$300 is our member rate and \$500 for non-members (tax applicable).

SPIRIT OF HOUSING AWARDS

Many of our members have been serving the non-profit housing industry for decades, leaving us a rich heritage. We're proud of our members, and our members are proud of each other. The Spirit of Housing Awards celebrate our leaders' successes and achievements, recognize individuals (staff, board members and tenants), groups and non-profits who have made an outstanding contribution to the quality of non-profit housing.

1

Spirit of Achievement Award

This award honours tenants each year from across the province who help to make their non-profit a better place to live. Nominees may be either a tenant group or an individual tenant of an MNPHA member. The tenant group may include tenant associations, advisory committees, or other tenant groups.

2

Spirit of Service Award

This award honours an employee or volunteer each year from across the province who helps to make their non-profit a better place to live.

3

Harry Lehotsky Spirit of Leadership Award

This award honours an individual whose energy and vision contribute to the cause of nonprofit housing in Manitoba.

4

Spirit of Community Award

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

The 2019 Award Ceremony will take place at the *Building Partnerships* Conference on Tuesday November 19, 2019. Deadline for nominations is September 15th, 2019.

You may nominate a candidate by completing the nomination form at mnpha.com/spirit-of-housing-awards-2019 and returning it to execdir@mnpha.com.

INFORMATION AND UPDATES

MNPHA's team has regular contacts with stakeholders from housing professionals, service providers, to fellow non-profit organizations and all levels of government, procuring a wide range of information. Our members enjoy the privilege of being informed with curated information, including exclusive funding opportunities, news, policy analysis, issues, and innovations within the non-profit and affordable housing sector, as soon as they are available.

1

Monthly newsletter + Member-only updates

We publish monthly email newsletter to keep members informed with the latest news and information about the sector, newly developed resources, and our crucial advocacy support along with exclusive opportunities. With a print-friendly format, we ensure members have all the latest news to share with fellow colleagues and tenants.

Your organization's primary contact will be automatically subscribed for the newsletter and member updates. They can unsubscribe at any time.

2

Access to MNPHA communication platforms

Only MNPHA members can share information, events, and post job openings at no cost through our newsletter, website, and social media.

MNPHA's **Opportunities Board** is the most viewed item on our website and newsletter, and is a great way to find employees or volunteers who are already interested in the non-profit housing sector. We will post a position within 1-2 business days upon receipt on our website, and publish in the newsletter at the beginning of the next month.

DID YOU KNOW?

Past newsletters are archived at: mnpha.com/resource-bank/newsletter

PLANNING GUIDES, POLICY BRIEFS, AND RESEARCH

MNPHA develops and promotes tools, resources, programs, and services so members are equipped with templates, information, and insights relevant to their work.

1

Cannabis Legalization Introduction and Overview

Our members use the legal brief, developed by MNPHA and reviewed by legal experts, to learn and develop policies related to cannabis use in their buildings.

2

Canadian Rental Housing Index

The Canadian Rental Housing Index (CRHI) is a comprehensive database of rental housing statistics of 800+ regions and municipalities. It provides a data-driven foundation for policy-making decisions, allowing our members to track and compare average rental costs, how rental housing spending compares with income, and the rate of overcrowding in municipalities, regions and provinces.

3

Manitoba Collaborative Data Portal

The Manitoba Collaborative Data Portal provides a knowledge base to promote evidence-informed community discussion, planning, and action. We led the development of the Housing and Homelessness Knowledge Portal, which not only organizes provincial and local research and data on housing and homelessness all in one place, but also provides consistency in definitions and methodologies to increase understanding of housing needs in Manitoba.

4

End of Operating Agreement Planning Guide

The guide was created in conjunction with the Institute of Urban Studies at Univ. of Winnipeg, based on feedback from our members on what would be most valuable to help them through the process of their operating agreement ending. Compiled with case studies, ideas, and resources, the guide outlines a step-by-step process to aid our members nearing the end of their operating agreement.

5

Indigenous Housing Provider Policy and Bylaw Support Project

The project will assist Indigenous housing providers in Winnipeg to develop, review, and/or update their policies and bylaws. In turn, the boards of our members will be equipped with bylaws and policy frameworks that are comprehensive, in simple language, that are consistent with legislation in Manitoba, and that are reflective and respectful of Indigenous culture. Templates developed through this project, including sample bylaws, board policy manuals, and personnel manuals, will be available in early 2020 for a wider audience.

EMPLOYEE GROUP BENEFIT

MNPHA members enjoy exclusive discounts leveraging collective buying-power. The Employee Group Benefit plan can save members money, while helping with staff retention and well-being. People Corporation offers 3 flexible options:

MNPHA Flex Plan – Benefits Determined by Division			
Life Insurance	Option 1	Option 2	Option 3
Coverage	2x Annual Earnings	Flat \$25,000	Match Existing Coverage
Maximum	\$300,000	\$25,000	
Non-evidence Maxi-	\$300,000	\$25,000	
Reduction	50% at age 65	50% at age 65	
Termination Age	Age 70	Age 70	
Accidental Death & Dismemberment			
Benefit Amount AD&D amount equals the Life Insurance amount	Benefit Amount AD&D amount equals the Life Insurance amount		
Optional Life Insurance			
Coverage	Available in Units of \$10,000 to a Maximum of \$300,000		
Termination Age	Age 65		
Short Term Disability – Non-Taxable (optional at the division level)			
Benefit Schedule	66.7% of Weekly Earnings		
Maximum	\$1,000		
Non-Evidence Maxi-	\$1,000		
Elimination Period	0 days Accident, 7 days Sickness, 0 days Hospital		
Benefit Duration	17 Weeks		
Termination Age	Age 70		
Long Term Disability – Non-Taxable (applies to divisions with 3+ lives)			
Benefit Schedule	66.67% of monthly earnings		
Maximum	\$5,000		
Non-Evidence Maxi-	\$4,000		
Elimination Period	119 days		
Benefit Duration	To age 65		
Termination Age	Age 65		
Definition	24 month own occupation		
Extended Health Care			
DRUGS	Option 1	Option 2	Option 3
Drugs	80% of covered drugs	75% of covered drugs	Match Existing Coverage
Dispensing Fee Maximum	\$9.00	\$9.00	
Health Care			
Co-Insurance	Option 1	Option 2	Option 3
Ambulance Services	100%	80%	Match Existing Coverage
	100%	80%	Match Existing Coverage
Paramedical Practitioners			
Chiropract/Podiatrist	\$400 per calendar year	\$300 per practitioner maximum up to \$1,200 combined calendar year max	Match Existing Coverage
Naturopath/Dietician			
Osteopath			
Psychologist			
Physiotherapist			
Massage Therapy			
Speech Therapist			
Accidental Dental	Covered Pre-approval Required		
Hospital	100% semi-private		
Private Duty Nursing	\$10,000 per calendar year		
Orthopaedic Shoes	1 pair per calendar year (custom) or \$150 per calendar year (stock)		
Orthotics	\$400 per 3 calendar years		
Hairpieces	\$250 lifetime maximum		
Hearing Aids	\$500 per 5 calendar years		
Vision	\$250 every 24 months	none	Match Existing Coverage
Eye Exams	1 exam every 24 months	1 exam every 24 months	Match Existing Coverage
Out of Country	\$5,000,000/Lifetime maximum		
Trip Duration	60 days		
Termination Age	Age 75		
Dental Care			
Deductible	none	none	Match Existing Coverage
Fee Guide	Current		
Recall Frequency	6 months		
Basic Services	100%		
Endodontic/Periodontic Services	100%		
Major Services	50%		
Combined Maximum	\$1,500 /Calendar Year		
Termination Age	Age 75		
Employee Assistance Program – Through Shepell			

SAMPLE RATE

(per Employee per Month)

Plan 1

Single - \$153.30

Family - \$307.18

(based on annual salary of \$35,000)

Plan 2

Single - \$115.15

Family - \$243.92

Plan 3

Current plan design is matched. Pricing is based on historical claims experience.

Note that the rate will vary slightly due to differing Life and AD&D Insurance Rates

HOW TO GET A QUOTE?

Please contact **Kyle McFadyen**, Benefits Consultant
204.940.3937 | Kyle.McFadyen@peoplecorporation.com

7

DID YOU KNOW?

S.A.M. Management has received positive feedback during Employee Engagement Survey. Among 53 respondents 95% were satisfied with MNPHA's group health benefit plan.

HR @YOUR SERVICE ON CALL



FLEXIBILITY - HR @ Your Service is available via phone or email to companies of all sizes, at any stage of growth. Our services can be scaled to suit your specific HR needs.



DEPENDABILITY - From helping you navigate legislated workplace requirements, to assisting with employee development enjoy peace of mind knowing you have HR support of any size and complexity.



AFFORDABILITY - On Call support is available for a small monthly fee. Should your HR needs grow, our flexible On Project and On Site services are fully customizable to best suit your goals and budget.

- Unlimited phone and email support, 9 am- 4 pm CST, Monday to Friday
- Advice to designated Managers and Employees responsible for HR
- Provide clarity and understanding of labour standards
- Guidance with employee discipline and termination
- Legislative understanding and best practice guidance
- Direction on performance management
- Advice and guidance with employee engagement
- Labour relations advice
- Respectful workplace - guidance and advice Guidance in establishing Policy and Procedures
- Advice with form and document development
- Monthly HResources Newsletter
- 24/7 emergency support available
- A separate *fee for service* proposal will support any calls requiring more than general information or response outlined in "On Call" support

MNPHA MEMBER OFFER +TAX

\$60 / month + **4%** administrative fee

\$30/call (for after hour non-emergency support)

HOW TO SIGN-UP?

Review the package on our website (sample HR solutions included) and return to hratyourservice@peoplefirsthr.com or call 1.866.899.1340.

BUILDING CONDITION ASSESSMENT

MNPHA or Co-operative Housing Federation (CHF) members undertaking a Building Condition Assessment (BCA) or Reserve Fund Studies (RFS) are eligible for two significant benefits.

1

Preferential Pricing through HLC Consulting

- Preferred pricing of **25% off** a Building Condition Assessment Report (BCA) and/or Reserve Fund Study (RFS)
- Available to any active member of MNPHA or CHF
- Apply through Assiniboine Credit Union

2

Grant Program by Assiniboine Credit Union

When you complete a BCA Report and proceed with a capital project that is financed by Assiniboine Credit Union, you will be eligible to receive a grant of **\$2,000** to defray the cost of the BCA report.

- Applicants must be active members of either MNPHA or CHF
- Capital repairs must commence within 12 months of receiving the BCA report
- Grants are available on a first-come basis
- Recipients are only eligible once every five years
- A limit of five (5) grants is available in 2019
- Deadline for receipt of applications is March 31, 2020

DID YOU KNOW?

Over the past two years, 7 members have benefited from preferential pricing for Building Condition Assessment reports through HLC Consulting; \$10,000 in grants has been paid out to 5 members.

HOW TO APPLY?

Please contact **Nigel Mohammed**

Director Community Financial Centre at Assiniboine Credit Union

204.258.3321 | nmohammed@assiniboine.mb.ca

BUILDING A THRIVING, SUSTAINABLE, NON-PROFIT HOUSING SECTOR TOGETHER

We build partnerships both within the non-profit housing sector, and with other sectors representing our members, to support resilience, relevance, and innovation.

1

Media Relations

MNPHA serves as the “go-to” organization for the public, members, news media, and stakeholders on affordable and non-profit housing issues in Manitoba, to properly reflect our members voices and interests. Through media liaison we offer industry insights and policy positions as an industry leader.

2

Government Relations

MNPHA Board plans an annual meeting with the Minister of Families to discuss non-profit housing, and seeks input from our members on issues to raise. We meet with leaders, policy-makers, and operational teams within all levels of government to ensure our sectors’ voice is represented.

3

Advocacy Resources

MNPHA participates in numerous working groups and research projects in Manitoba on housing issues. During elections, MNPHA will create resources for our members to use to engage with their candidates. This fall, we will host events and develop tools our members can use to raise housing issues during the 2019 Federal election.

**MEMBERSHIP GUIDE
2019/2020**

Our mission is to support members to build a thriving, sustainable, non-profit housing sector in Manitoba, by providing:

1

**Professional Development, Networking,
and Knowledge Exchanges**

2

Information and Updates

3

Programs, Resources, and Services

4

Partnership Building

MANITOBA NON-PROFIT HOUSING ASSOCIATION

"We see a future where non-profit housing in Manitoba is secure, sustainable, and affordable for all who need it."