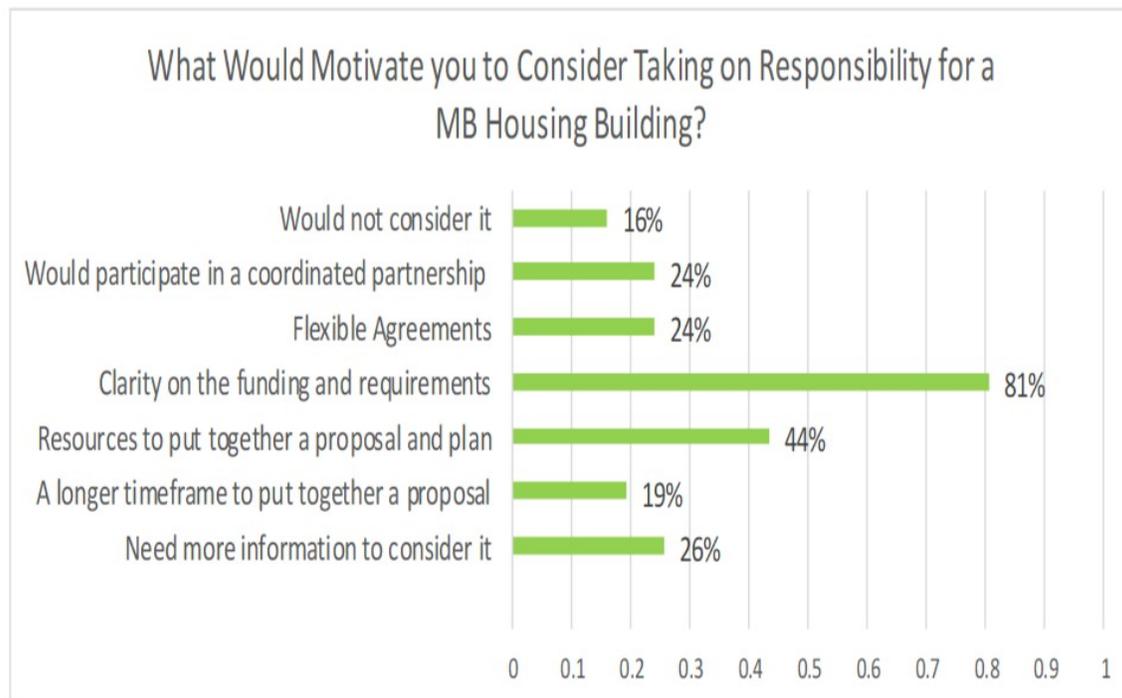


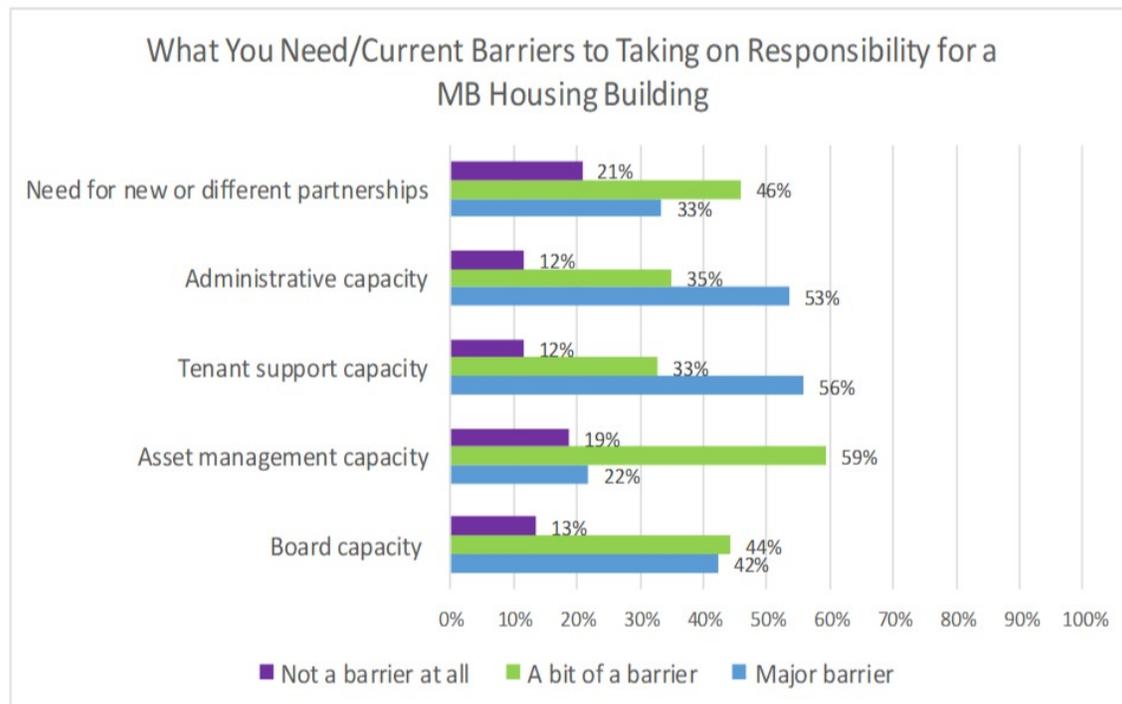


forever.

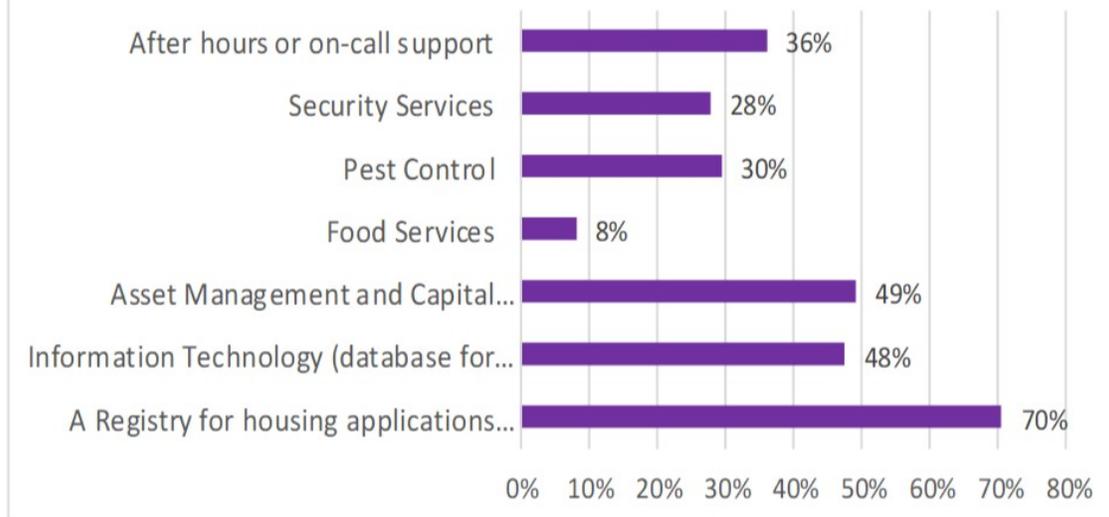
Building Partnerships Conference attendees provided feedback regarding the transformation of social housing in Manitoba:



*(attendees could select all that apply, % reflects total respondents, n=62)*



## What Are the Top Three Resources You Would like MNPHA to Coordinate?



(attendees could select up to three responses, % reflects total respondents, n=61)

A short-term working group of MNPHA's board, in partnership with Manitoba Housing, will be meeting over the coming month to:

1. Assess interest and capacity - who will be willing to take on and respond to the calls for proposals for management, what and where are the gaps, what roles can different groups play, what would encourage and motivate organizations to get involved. This will include regional consultations and one-on-one outreach; and
2. Develop a strategy support our members and to fill the gaps based on the feedback we gather

If you have feedback, questions, or want MNPHA to join you, your board, or your colleagues for a meeting to discuss the transformation to social housing in Manitoba, contact Christina at [execdir@mnpha.com](mailto:execdir@mnpha.com); 204-797-6746.



## Community Housing Transformation Centre Centre de transformation du logement communautaire

### The New Community Housing Transformation Centre in Search for External Reviewers

The new Community Housing Transformation Centre that has been established over the past months is responsible for overseeing two new grants: the \$40 million Sector Transformation Fund and the \$10 million Community Based Tenant Initiative Fund. Applications for both funds will be evaluated by external grant reviewers who will play a key role in the awarding of grants under both programs.

The Centre has begun an outreach to identify individuals who are interested in serving as volunteer reviewers. To learn more about serving as a reviewer, and/or to apply to be a reviewer, [visit the Community Housing Transformation Centre's](#)

## Affordable housing: what the future holds

As Federal social housing agreements begin to expire, the fate of affordable housing in some of Canada's biggest cities rests in the balance. Contemplating an end to the restrictions, owners lack the funds to plan and complete necessary improvements such as financing for significant capital upgrades. Key players, including owners and lenders like First National, are stepping in to ensure a level of continuity and availability for those in need.

[Continue reading about future of Affordable housing.](#)

Daniel Bragagnolo, Director, Commercial Mortgages leads First National's affordable housing team. A passionate advocate for the sector, he has delved deep into the intricacies of affordable housing and helped a number of providers successfully transition to a market-based financing model. In Daniel's view, it pays to plan well ahead when thinking about future financing and to start by assessing your various options.

[Connect with Daniel to discuss your situation](#)

*This post is an advertisement that has been developed by First National Financial LP, an Associate Member of MNPHA*



## MNPHA Member Resources



### The Community Housing Transformation Centre

The Community Housing Transformation Centre (The Centre) works with housing organizations across Canada to drive transformation, sustainability and growth in community housing. By working together, we can stabilize and grow the community housing sector to meet the needs of Canadians now and in the future.

There are two streams of funding available through The Centre:

- **Sector Transformation Fund:** non-repayable contributions that support the longer-term evolution of community housing providers' business models. These models will be more efficient, resilient and effective without displacing low-income households.
  - up to \$50,000 per community housing project
  - up to \$150,000 may be available to community housing providers whose project demonstrates greater potential of achieving the National Housing Strategy's priorities
- **Community-based Tenant Initiative:** provides contributions for community housing providers, organizations and tenant associations to

support vulnerable tenants, especially those living in affordable and community housing.

Applications open December 13, 2019 and intake dates are ongoing. The Centre aims to make decisions on applications under \$50,000 within one month.

Join a webinar on December 9, 12:00pm-1:00pm to learn more about the funds. [Sign up here](#)

[Learn More about The Community Housing Transformation Centre](#)

## Celebrating the Spirit of Housing



Spirit of Housing Awards, 2019. From left, Debbie Van Ettinger (Spirit of Service), Madelene Field (Spirit of Achievement), Codi Guenther (New Journey Housing, Spirit of Community), Stephanie Haight (Spirit of Leadership), Bill Dinsdale (Assiniboine Credit Union, Sponsor of the Awards)

### Profile: Spirit of Service Winner, Debbie Van Ettinger

The Spirit of Service 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.



Debbie Van Ettinger: Spirit of Service Award

Previous Spirit of Service Award Recipients:

- 2018 - Donna Breen, Winnipeg Housing and Rehabilitation Corporation
- 2017 - Janette Brown, Western Mb Seniors Non-Profit Housing Co-op, Brandon
- 2016 - Hart Kapitloer
- 2014 - Diane Lau, Sara Riel Inc.
- 2013 - Darrell Jones
- 2012 - Bernice Marmel

## Board Toolkit: Featured Resource, Succession Planning

Finding board members who share your organization's values, are committed to being engaged and active participants, and can make governance decisions on critical issues such as rent structures post-operating agreement, capital repairs and reserves, and new developments, can be a daunting task.



MNPHA's [Board Toolkit](#) contains an introduction to succession planning (with 10 easy steps), a sample skills matrix, a sample board member job description, and more.

But finding new board members is about more than a succession plan. It's about having the right network to find the right people. That's where [Volunteer Manitoba's Board Connect](#) comes in (currently only available in Winnipeg). Board Connect matches either experienced or trained individuals to non-profits. These could be a specially skilled

(lawyer, accountant, etc.) ex-officio board position to help with a major initiative or plan, or it could be a regular term board position. Volunteer Manitoba's Sarah Chan makes the match, and has a number of potential board members already who have a keen interest in housing services. Contact her at 204-477-5180 ext. 234; [sarah.chan@volunteermanitoba.ca](mailto:sarah.chan@volunteermanitoba.ca)

*MNPHA's Board Toolkit has been designed for non-profit housing boards in Manitoba. It is web-based, and has print-friendly features. It summarizes ten functions of the board, along with tools developed and shared by MNPHA Members for the benefit of their colleagues in the sector.*

[Read More about Board Connect](#)

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## MNPHA Member Survey

Throughout December, January, and February, MNPHA will be surveying our members to gather data we can use to:

- Advocate for our sector
- Develop programs of value to our members
- Educate the public and our partner about non-profit housing
- Track changes in non-profit housing over time

As a sector, we serve thousands of individuals and families, employ hundreds of people, and have assets and purchasing power that we can leverage. This survey will help us use accurate numbers when describing our collective resources.

The survey will ask questions about: your building location, the number of type of units you manage, rent structures, the tenants you serve, waitlists, turnover rates, organizational structure, organizational budget, value of your assets, property and education taxes, spending on repairs and maintenance, and future plans. Depending on the availability of this information, the survey may take about 25-30 minutes.

The survey can be done electronically (online), by phone, or in person. Watch for an e-mail from Jessica Steffano, who is a social work student working with MNPHA this year: [projects@mnpha.com](mailto:projects@mnpha.com)

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Welcome to our New Member  
who joined MNPHA in November

## Helping to Create Happy and Healthy Communities



### C2 Custom Furnishings Inc.

One company for all of your commercial furniture and décor needs. We stand out because we care and take care of all of the details to make your job easier.

"Not only does Carla (Owner & CEO) convey professionalism and seeks customer satisfaction, she brings an element of *humanity* to the business, something that can be lost during a transaction between customer and vendor"

Natalia Klumper – River North Dental

### GoodKnight Bed Bug Control Beds

Providing a chemical-free solution to your bed bug problems. The patented GoodKnight Bed is unique because it is a *safe, long-term* solution that treats your your mattress, furniture, and clothing. This means you can sleep safely and bite-free!



Value Customer Relationships



Chemical-Free Product



Manufactured in Winnipeg



Female Owned & Operated



by Christina Semaniuk

It's no secret that over the last few years that respect in the workplace has been a huge topic for both employers and HR professionals. Previous newsletters have focused on respectful workplace training (why you need it, how you do it, and what the law says). But even if an organization is committed to training and is doing their very best...sometimes issues happen. One of the questions we hear a lot is how to deal with a complaint, and how to know when it's time to investigate it. This month's Ask the Expert will walk through exactly this.

[Read the November 'Ask the Expert' for more information](#)

Did you know that MNPHA's partnership with People First HR Services provides discounted access to HR @ YourService? Read more [about the service here](#)

## MNPHA Events



# Building Partnerships

# 2019

The 7th Annual  
MNPHA Conference

Conference materials, including power point presentations and videos of keynote speakers, are now [available online](#).

MNPHA's Conference Planning Committee is seeking new members to join. The committee advises on workshop sessions, keynotes, speakers, promotions, sponsorship, and overall conference design and program. They are fundamental to the success of the Building Partnerships event. The Committee meets (in person or by phone) once per month. Additional subcommittees include Education, Sponsorship and Trade Show, Marketing, and Spirit of Housing Awards (1-4 meetings per year total).

If you want to join, contact Christina at [execdir@mnpha.com](mailto:execdir@mnpha.com) or 204-797-6746.

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**Thank-you to the Building Partnerships Sponsors!**

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## Tax Series: GST Exemptions



Qualifying for a GST exemption during development or after your operating agreement expires requires municipal designation. This exemption may save you thousands of dollars each year. Exchange Group Chartered Accountants will provide details on eligibility for GST exemption, and what is required to apply/maintain it.

**When:** December 4, 8:30am-10:00am

**Where:** Old Grace Housing Co-Op in Winnipeg

**Who:** Managers and/or book keepers of non-profit and/or co-op housing

This event is sponsored by Assiniboine Credit Union. A complimentary breakfast will be provided by Diversity Foods.

Registration is free, and limited to members of MNPHA and/or the Cooperative Housing Federation. Due to limited space, please register only one person per organization. Additional people may be added to a waitlist if space is available.



### Board Education Series

Our Board Governance Education Series is designed specifically for you.

The Board Basics session covered the most important topics in board governance: what it is, what it isn't, what is your role as a board member, and why boards operate as they do.

One attendee said:

*"It gave me the 'why' I need to be engaged and participate on the board"*

Register for the remaining two sessions in Board Governance Series workshops:

[Understanding Financial Statements | Jan. 25, 2020 | 9:00am-12:00pm](#)

Board members have a key responsibility of ensuring non-profit organizations are financially viable and are meeting their financial obligations. They therefore need to understand and be able to ask the right questions about their financial statements. This session is for those new to boards and/or the housing sector who want to understand their financial statements better.

[Board Engagement | Jan. 25, 2020 | 12:30pm-3:30pm](#)

Increasing team building knowledge and skills is essential to stepping up to any leadership position in the not-for-profit world. By implementing the 5 fundamental steps: motivation, communication, support, positive politics and negotiation you will be building teams where everyone will not only succeed; they will enjoy their experience on the Board.

The session will also have tips and tools for planning your Annual General Meeting. Yes, your AGM can be fun, engaging, and less than 30 minutes! Join us to learn how.

Feedback about our presenter, Rolande from High Achievement Training:

*"She is extremely knowledgeable, but more than anything, she makes the training FUN"*

**Register for Deepening Board Engagement**

**Register for Understanding Financial Statements**

## Government Relations



### Manitoba Budget Consultation

The provincial government has launched its annual budget consultations, including an [online survey](#) (aimed at individuals),

taking electronic written submissions (e-mail [budget2020@gov.mb.ca](mailto:budget2020@gov.mb.ca)), and in-person meetings.

In-person dates include:

**Winnipeg:** Dec. 11, 7-9 p.m. in the Golden Boy Dining Room (Room 50), Legislative Building, 450 Broadway

**Gimli:** Dec. 16, 3-5 p.m. at the New Iceland Heritage Museum, 108-94 First Ave.

What will MNPFA be telling Manitoba Finance? [Check our election priorities document](#). Budget measures include:

- **Reintroduce the Rental Housing Construction Tax Credit.** This credit removes the PST from affordable, non-profit housing development, decreasing the costs of development by 7%, and giving the nonprofit sector leverage to access funding sources such as the National Housing Co-Investment Fund
- Operating budgets for affordable housing should be supported to include **consistent funding for sufficient staffing to offer support and connection to resources** as needed
- The public investment, through sponsor-management agreements, rent supplement agreements, or other funding arrangements, needs to **include increases in budgets tied to inflationary costs** so the sector can keep up with increasing costs.
- **Increase capital investments in housing repair and maintenance** to offer homes that provide dignity and a sense of self-worth to the



## New Minister of Families, Children and Social Development: Ahmed Hussen

Minister Hussen immigrated to Canada in 1993 and settled in Toronto. He began his career in public service after high school, working with the Hamilton-Wentworth social services department.

Minister Hussen co-founded the Regent Park Community Council in 2002. As its president, he played a key role in securing the \$500-million revitalization project for Regent Park

while advocating for its 15,000 residents to ensure that their interests were protected. He was awarded the Queen's Gold Medal for his leadership efforts in the Regent Park community.

Serving as National President for the Canadian Somali Congress, Minister Hussen worked with national and regional authorities to advocate on important issues to Canadians of Somali heritage, strengthening civic engagement and integration. His results-driven reputation led to an invitation from the Toronto City Summit Alliance to join a task force for modernizing income security for adults.

After earning a law degree from the University of Ottawa, Minister Hussen practiced law in the areas of criminal defence, immigration and refugee law, and human rights. He served as a director on the board of the Global Enrichment Foundation, an organization that has enabled women in East Africa to access education in colleges and universities in the region, and on the board of Journalists for Human Rights, an organization that empowers journalists in developing countries to cover human rights and governance issues objectively and effectively.

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## Congratulations to the Critics and Shadow Cabinet

Particularly in a minority Parliament, it is crucial to work closely with MPs from all parties.

Congratulations to:

- Karen Vecchio, Member of Parliament for Elgin-Middlesex-London, who was reappointed as the Conservative Party Shadow Critic to Minister Hussen
- Denis Trudel, Member of Parliament for Longueuil-Saint-Hubert, who has been appointed the Bloc Quebecois critic for housing issues
- Leah Gazan, Member of Parliament for Winnipeg Centre, appointed the NDP Critic for Families, Children and Social Development
- Jenny Kwan, Member of Parliament for Vancouver East, who was appointed NDP Critic for Housing, Immigration, Refugees and Citizenship



## November Picture of the Month: Concordia Village

Recognizing that many residents can no longer go to their local place of worship, Concordia Village has built a state of the art Village Centre for spiritual care, and large events such as movie nights and community gatherings.

The design focuses on flexibility and great acoustics.

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**Picture of the Month Feature!** As MNPHA's team has been visiting our members, we have seen all the interesting, fun, and innovative things you do to improve the lives of tenants, your staff teams, and the communities around you. We wanted to find a way to share this regularly so members can learn from each other.

Newsletters will now include "Pictures of the Month" - no idea is too simple or too complex. If you are doing something you think should be shared with your colleagues in the non-profit housing sector, send a photo and brief description to us by December 3 to be included in the January newsletter.

## Opportunities Board

### **Community Housing Transformation Centre: Program Manager for Sector Transformation Fund (Full-time, based in Montreal)**

As part of a new, small but very dynamic pan-Canadian organization, the Program Managers will play a key role in the design, implementation and ultimately successful day-to-day operation of the Sector Transformation Fund (STF).

The Program Manager will:

- Design, define, put in place and carry out all:
  - procedures and policies regarding the reception, processing and analysis of applications submitted to the STF;
  - all procedures regarding communication with groups submitting application to the STF;
  - all procedures and policies regarding the monitoring and



- evaluation of applications granted by the STF
- Conduct administrative and budgetary follow-ups with community and business partners in relation to the STF;
  - Write reports outlining the activities, results, budget developments, strengths and challenges of the STF and its management;
  - Contribute to the smooth running and overall mission of the Centre.

Applicants must be fluent in French and English, written and spoken. The position is located in Montreal, QC. The Centre is seeking applicants specifically with knowledge and experience regarding the housing sector in Western Canada.

Interested candidates must send their file (CV and cover letter) in PDF format to [info@centre.support](mailto:info@centre.support). [Click here for more information](#)

Did you know that MNPHA's job postings are the most "clicked" item in our newsletter?

Do you have a position you are trying to fill in your organization? MNPHA is always accepting job and volunteer postings for display on our 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](mailto:execdir@mnpha.com)



Are you on Facebook?  
MNPHA is too.

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See what's happening on our social sites:



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