



January 2021 Newsletter

LOOKING INTO 2021....

Some plans and resolutions for 2020 were delayed or changed entirely due to the new realities that the pandemic brought with it. That doesn't mean we shouldn't plan or look into the future, even if many things remain uncertain.

Here are five things we have seen in 2020 that we know will affect the non-profit housing sector in 2021:

1. Insurance Industry Trends

A number of MNPCHA members have reported major (40%+) increases during their insurance renewals. AON, an industry leader that has supported MNPCHA and its members, [reports](#) "most commercial property carriers have indicated they will be looking for rate increases and, in most cases, reducing capacity."

What does this mean for you? It means you should speak to your broker and budget now for higher costs.

MNPCHA is in the process of developing a risk reduction program, including group commercial insurance. While this won't mean that costs will freeze, similar programs in other provinces have reduced fluctuations in price and provided better coverage at better rates. To be successful, the program will need enough participating members (~30) who are committed to the program over the long term.

We'll be reaching out this year to those who are interested in joining to collect information from you necessary to develop a program.

3. Income Tax Season and Challenges for Low-Income Tenants

When the Federal Government quickly rolled out the Canada Emergency Response Benefit (CERB), there was initial optimism that it

2. Rapid Housing Initiative Demonstrates What Can Be Achieved if the Will is There

The Rapid Housing Initiative, \$1B of capital funding for rapid new housing development, will show us that when we treat homelessness as the crisis it is, we can respond quickly and creatively.

The City of Winnipeg became involved in allocating funds, and ramped up its administrative capacity for housing with great speed. Over the coming months, we will see if all departments of the City will stay committed to quickly achieving new and unique supportive housing projects through permits and other necessary approvals.

For 2021, we're hoping to see this funding and other capital grants/acquisition funds for new community housing grow and become more flexible so that more homes can be developed quickly for those in the highest need. We will also be advocating for long-term sustainability of these new developments through operating funds and/or rent supplements.

4. Succession, Retirements, and Staff Leave

Increased sick time and leaves for employees has been among the major challenges reported by MNPCHA members in 2020. This is unlikely to change soon, as the [most current](#)

could lead to recognition of the need for a [Universal Basic Income](#) for all Canadians.

MNPFA won't make any predictions on the income support front, however we have seen Federal and Provincial governments become increasingly punitive and restrictive with the benefit. [Make Poverty History Manitoba](#) has been campaigning to support low income Manitobans who have lost all income due to the interactions between the CERB, EI, and EIA programs.

For MNPFA members' tenants, some will be/have been receiving notices to repay CERB. Additionally, we predict that during tax season, some people will be unprepared for the tax payments required for the benefit. While members have told us that arrears and financial challenges for tenants originally predicted with the pandemic have been minimal, it's very possible that those challenges have simply been delayed and will strike harder this year.

[immunization plan](#) from Manitoba projects only 70% of the population will be immunized before 2022.

A number of members, in particular Executive Directors and CEOs, have told us that the COVID-19 pandemic has increased their stress and workload exponentially, and they have started contemplating retirements or career shifts.

Boards of Directors should be supporting these exhausted leaders and recognizing their efforts and challenges (there are some great [resources here](#), and getting trained through our [Building Boards Program](#) is highly recommended), and if you don't already have one, all Boards should be prepared with a succession plan.

5. Sector Transformation Will Accelerate

The devolution of Manitoba Housing direct management slowed down due to COVID-19, and has paused while the province collects data on the condition and appraised value of their assets. Once this assessment is complete (expected in October, 2021), it seems likely that transfers will happen rapidly since the [2020 budget](#) indicated a 5-year timeline. MNPFA is prepared for this transformation, with a Sector Transformation Strategy, and supports available for members who are interested in developing proposals, business plans, partnerships, or other activities to increase their governance and operations capacity.

STAFFING UPDATE

Welcome to MNPFA's Newest Team Member, Beth Schellenberg

Beth has worked in marketing and communications and with community centered organizations since graduating from the University of Winnipeg with a Cultural Studies MA in 2018. She has a diverse professional background with experience in arts and culture organizations, the architecture and design sector and in publishing. Beth has been a board member, volunteer and employee at non-profit organizations such as Women's Health Clinic, Video Pool Media Arts Centre and Siloam Mission. She is thrilled to enter the field of non-profit housing with MNPFA.



Beth will develop and coordinate educational programs to members through in-person workshops, webinars, online training, videos, and resource materials, will be your primary contact for membership questions and renewals, and develops and implements communication strategies for MNPFA.

Contact her at membership@mnpha.com

FUNDING OPPORTUNITIES



There are a number of new or continuing funding opportunities available for the non-profit housing sector:

- **Canada Summer Jobs**: a wage subsidy up to 100% of minimum wage to hire youth (aged 30 or under) between April 26, 2021-February 26, 2022. Apply by January 29. [Learn more and apply.](#)
- **The Department of Canadian Heritage is launching a call for proposals for the Community Support, Multiculturalism, and Anti-Racism Initiatives Program (CSMARI).** The CSMARI Program has three funding components:
 - [Events](#) - Applications are accepted on a continuous basis
 - [Community Capacity Building](#) - Application deadline is January 12, 2021
 - [Projects](#) - Application deadline is January 12, 2021
- **Canadian Women's Foundation Safer + Stronger Grants** of between \$10,000-\$200,000 for women's organizations to prepare surge capacity to deal with an anticipated influx seeking support as a result of increased gender-based violence during the COVID-19 pandemic, and/or support their ability to help address, prevent and reduce gender-based violence. Apply by February 15. [Learn more and apply.](#)
- **Public Health Agency of Canada:** Eligible organizations are invited to submit a Letter of Intent (LOI) for projects that prevent and address family violence and its health impacts by delivering, testing and supporting diverse health promotion programs and interventions that are tailored to the needs of those who have experienced, are experiencing, or are at-risk of experiencing family violence. Letters of intent are due January 27. [Learn more and apply.](#)
- **Housing Supply Challenge** invites citizens, stakeholders, and experts to propose solutions to the barriers to new housing supply. Successful submissions that address barriers to supply will receive \$100,000 in funding to prototype or incubate their proposal. Following the prototype stage, a number of selected finalists will share a pool of 22.5 million in additional funding to implement their proposed solutions. Applications are due January 21. [Learn more and apply.](#)

Other ongoing funding for the sector, including through the [Community Housing Transformation Centre](#) and Canada Mortgage and Housing Corporation are on our [website](#). For the most recent COVID-19 related funding programs, check:

- [Manitoba Support Programs for Individuals and Businesses](#)
- [Canada COVID-19 Economic Response Plan](#)



Community Housing
Transformation Centre
Centre de transformation
du logement communautaire

Regional Energy Coach

Have you considered applying to the FCM [Green Municipal Fund](#) for an energy retrofit/energy efficiency in a new development, but don't know where to start?

The Community Housing Transformation Centre now has Regional Energy Coaches who can connect you with energy sector resources and capacity-building tools. They can support the preparation of a successful application for the Sustainable Affordable Housing fund.

[Learn more here](#)

MNPFA MEMBERS

Welcome to MNPFA's Newest Member

Associate Members:

- [White Gloves Cleaning Services](#) is a social enterprise that aims to support and empower newcomers, Indigenous peoples, and others with barriers to employment become

innovative members of our community, become independent, and serve the greater good.



MNPFA EVENTS



POST-85 AGREEMENTS DISCUSSION

Does your organization have a post-85 agreement? Join us

January 28, 10-11:30am
to discuss your needs, concerns, and plans post-agreement

Register at <https://mnpha.com/education>



Social housing agreements are ending or have been temporarily extended. Post-85 agreements typically have 100% RGI units, and therefore higher vulnerability post-agreement without ongoing rent or operating subsidies compared with other agreements; additionally, there is funding in the National Housing Strategy to continue subsidies until 2028, but what happens afterwards is not clear, leading to hesitation in establishing long-term programs or agreements at the provincial level.

Join other post-85 agreement holders as we discuss:

1. What does the National Housing Strategy and Bilateral agreement say about these agreements?
2. End of Operating Agreement planning process (determining viability and options)
3. What do you need, and what are your concerns?
4. Next steps

The meeting will be held via Zoom. If you need help accessing Zoom, don't hesitate to let us know. Call-in options are available.

Sign-up to attend the Discussion on Post-85 Agreements Now

SECTOR TRANSFORMATION

Collaborative Housing Registry

Manitoba Non-Profit Housing Association (MNPFA)

aims to ensure that all subsidized housing units stay in the community housing sector and that non-profit housing providers are well positioned to purchase / manage these additional units.



One of the ways we intend to do this is to create shared services amongst the affordable housing community. We have been working on a plan to present to Manitoba Housing to create a collaborative affordable housing registry – a kind of “one stop shop” where applicants can easily apply for affordable housing and housing providers can look for pre-screened applications. Learn more about [Ottawa's model here](#).

MNPHA is putting together a working group to ensure that the voice of all stakeholders is well represented in our proposal to the province. We will be doing this by surveying stakeholders as well as putting together various focus groups and a working committee. If you are interested in supporting this project, there are various ways to do that:

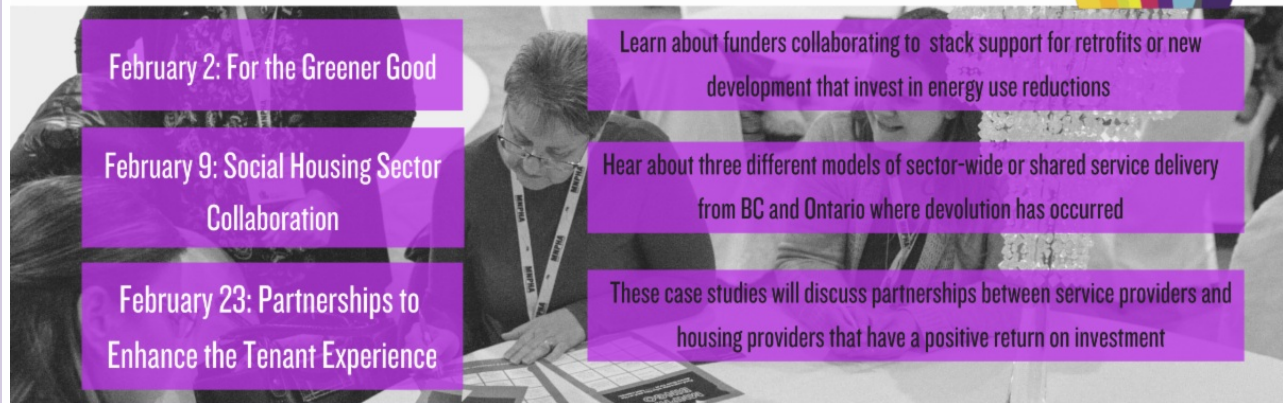
1. Provide a letter of support for the creation of the Collaborative Housing Registry (we can provide you with a template);
2. We are looking for tenants who are currently housed with Manitoba Housing or receiving Rent Assistance or Rent Supplement for a focus group (an honorarium will be provided)
3. We are looking for volunteers to form a working group who are:
 - a) Applicants on a waiting list with a non-profit housing provider;
 - b) Non-profit housing providers who are currently providing housing within Manitoba Housing's Program Income Limits;
 - c) Community organizations who support clients looking for (or within) affordable housing
4. Respond to the surveys if you receive them.

If you are somebody who is willing to help, please reach out to Cheryl Krostewitz at transformation@mnpha.com or by phone at 204-318-6114. Any meetings will be held by phone or Zoom to ensure compliance with Covid-19 protocols. We look forward to hearing from you.

BUILDING PARTNERSHIPS CONFERENCE

BUILDING PARTNERSHIPS 2020

Series 4: Partnerships and Collaborations



Building Partnerships: 5 Great Sessions Left

The Building Partnerships Conference is now at its halfway point. There are five sessions left, on the themes of Leadership and Governance in January and Partnerships and Collaborations in February. Registration rates start from \$35/session.

Videos from the completed sessions have been sent to conference registrants. If you didn't get your link to view them, let us know by contacting [Bonnie](#).

[View the Conference Program](#)

Register for Building Partnerships Now

CONFERENCE SPONSORS

Thank You to the 2020
Conference Sponsors



People First HR Services is a People Corporation company

Pre-emptive Measures

First thing's first, it is important as an employer to be prepared and have a defined process in place:

1. Ensure that you have performed the required COVID-19 risk assessment for your workplace and developed a workplace-specific pandemic plan.
2. Train employees on the facts surrounding COVID-19. For example, WHO is really at risk, WHAT is the probability and severity and HOW they can keep themselves safe. Also, educate on WHAT your business is doing to keep employees safe. From a neuroscience perspective, never-ending exposure to dramatized news distorts reality and makes the problem bigger and scarier than it is. In this case, knowledge is power.
3. If employees are able to be as effective working from home, consider giving them the choice. Having some semblance of control helps people to better manage stress and anxiety.
4. Communicate, communicate, communicate! Good communication upfront can head off a lot of issues before they blow up into a work refusal.
5. Continually revise your Pandemic Control Plan as conditions and government directives change. Train and communicate with employees accordingly.

Read the [full article here](#)

MNPHA has partnered with People First to provide discounted access to on-call Human Resource Services. Learn more about the [program here](#)

NEWS, UPDATES, AND OTHER EVENTS



Non-EIA Rent Assist Webinar

Rent Assist is available to all Manitobans based on income, even if you are not receiving Employment and Income Assistance. Join this webinar where a representative from the Government of Manitoba's Rent Assist program will share information and answer questions. Wednesday, January 27, 2021, 6-7 p.m. [Learn more and register](#)



BCNPHA's HousingU

Did you know that MNPHA members can attend

BCNPHA's courses and workshops at member rates? This Winter, HousingU has courses on Capital Planning, Building Systems, Green Asset Management, and more. [Learn more and register](#)



Free Health and Safety e-Courses

SAFE Work Manitoba has a range free health and safety education for Manitoba workers and employers, including topics such as mental health, pandemic planning, ergonomics, violence prevention, and more. [Learn more and register.](#)



Winter Training for the Voluntary Sector

Volunteer Manitoba is offering its courses online this Winter, with topics of relevance to the voluntary sector including Well-Being 101 for Service Providers, Business Continuity Planning, Writing Persuasive Proposals, Meeting Management, and more. [Learn more and register.](#)

GOVERNMENT RELATIONS



New Minister of Families, Rochelle Squires

Congratulations to the Honourable Rochelle Squires, appointed Minister of Families.

Minister Squires has previously been responsible for the Ministries of Municipal Relations, Sustainable Development, Sport, Culture and Heritage, and responsible for Status of Women and Francophone Affairs.

Rochelle has had a diverse career as a journalist and writer. She has previously worked as a reporter and has been published in The Globe & Mail, the Winnipeg Free Press, and the Winnipeg Sun. She has also had a documentary air on CBC Newsworld.

Rochelle and her husband Daniel, a small business owner, are proud to be raising five children together. She is an active member of the community and helps raise funds each year for the MS Society and the Canadian Breast Cancer Foundation.

MNPHA looks forward to working with Minister Squires in the year ahead.

COVID-19 UPDATES



MNPHA continues to watch for resources, updates, and information related to COVID-19. We will keep you apprised of immunization planning and resources once they are available, and encourage you to check the Province of Manitoba's site:

<https://www.manitoba.ca/covid19/vaccine>

PICTURE OF THE MONTH

Picture of the Month Feature! MNPHA's team has seen all the interesting, fun, and innovative things you do to improve the lives of tenants, your staff teams, and the communities around you.

"Pictures of the Month" - is a way to share this regularly so members can learn from each other. 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 January 29 to be included in the February newsletter.



SAM Management Inc.: Chief Executive Officer

The Chief Executive Officer provides direction and operational leadership to 4 direct reports, (Executive Assistant, Controller, Tenant Relations Manager, and Building Operations Manager), and indirect oversight of 75 employees. The Chief Executive Officer is responsible for the management and operations of S.A.M. Management Inc. including the following highlights:

- Participates with the Board of Directors in developing a vision and strategic plan to guide the Corporation
- Acts as an advisor to the Board on all aspects of the organization's activities
- Works with the Accountant and the Board's Finance Committee to prepare comprehensive annual budgets
- Represents SAM Management Inc. at community activities to enhance the organization's community profile
- Identifies new project development opportunities, potential acquisitions and capital projects
- Identifies and mitigates potential risks to the organization

If you believe you can make a strong contribution as the CEO, submit your resume in confidence to Lisa Cefali – Partner, Executive Search & Strategic development at Lisa.Cefali@legacybowes.com quoting #203187. If you would like more information about this role, please visit <http://bit.ly/SAM-CEO> or contact Lisa at 204-934-8833.

BC Housing: Associate Vice President, Operations Burnaby, BC

As Associate Vice President of Operations, you'll play a key leadership role in ensuring the Branch continues to deliver innovative, forward-thinking programs and strategies, and provide expertise and around-the-clock solutions to support our vast housing portfolio.

Reporting to the Vice President, Operations, you'll oversee the development and delivery of all operational plans and programs for social housing across the three regions of the province. This will see you leading the provision of comprehensive regional property management services for directly managed housing, financial and management consulting assistance to non-profit and co-op housing providers and administration of group homes on behalf of ministries.

To view the [Job Description](#) and to apply for the role of Associate Vice President, Operations, visit <https://www.bchousing.org/careers/current-opportunities>.

Apply by January 21, 2021. When applying, please submit a cover letter and your application as a single Word or pdf file. Only applications submitted using the Online Recruitment System at www.bchousing.org/careers will be accepted.

BC Housing: Director, Operations Service Delivery Excellence, Burnaby, BC

As Director, Operations Service Delivery Excellence, you'll initiate, lead and oversee key strategic initiatives throughout the project lifecycle to support the Commission's Service Plan and the Operations Branch Plan. Reporting to the Vice President, Operations, you'll develop project plans, prioritize project timelines, deal with significant housing programs and service initiatives delivered across the housing continuum, and support regional teams with various projects and change management initiatives.

A strategic and critical thinker, adept at generating innovative ideas, methods, processes and options to achieve objectives and outcomes, you'll develop, and oversee the implementation of, a performance and quality management framework that translates strategy and goals into performance measures and targets. You will also develop and maintain consistent, reliable

sources of data to ensure that accurate information is available for performance management and reporting purposes.

Your exceptional communication and consensus-building skills will prove invaluable in our multi-stakeholder, socio-political environment, as you establish and maintain effective relationships with multiple stakeholders across the Commission to accomplish interbranch strategic business initiatives.

To view the [Job Description](#) and to apply for the role of Director, Operations Service Delivery Excellence visit <https://www.bchousing.org/careers/current-opportunities>.

Apply by January 14, 2021. When applying, please submit a cover letter and your application as a single Word or pdf file. Only applications submitted using the Online Recruitment System at www.bchousing.org/careers will be accepted.

BC Housing: Regional Director, Vancouver Coastal Burnaby, BC

As Regional Director, Vancouver Coastal, you'll be in charge of implementing the Commission's housing portfolio programs and related support services within your assigned region, and managing the delivery of property management services for the housing portfolio. Reporting to the Associate Vice President, Operations, you'll promote partnerships with community organizations and governments to provide appropriate social housing, as well as advise and guide both non-profit societies and co-operatives during housing development, and perform regular financial and operational reviews of their ongoing operations.

A persuasive communicator, negotiator and consensus builder, comfortable functioning in a multi-stakeholder, socio-political environment like ours, you'll represent BC Housing in the Region, providing information on matters related to our housing programs and working closely with Commission and Ministry staff in the resolution of current and emerging regional issues. Given the scope and impact of this senior mandate, we'll rely on you to develop long-range operational, financial and staffing plans to meet regional business objectives, prepare the annual budget, monitor expenditures and reallocate resources, as well as plan, organize and manage facility maintenance and improvement initiatives.

To view the [Job Description](#) and to apply for the role of Regional Director, Vancouver Coastal visit <https://www.bchousing.org/careers/current-opportunities>.

Apply by January 21, 2021. When applying, please submit a cover letter and your application as a single Word or pdf file. Only applications submitted using the Online Recruitment System at www.bchousing.org/careers will be accepted.

Share your Opportunity

Did you know that MNPFA's job postings are the most "clicked" item in our newsletter? Do you have a position you are trying to fill in your organization? MNPFA is always accepting job and volunteer postings for display on our website.

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

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

execdir@mnpha.com

Manitoba Non-Profit Housing Association | www.mnpha.com

execdir@mnpha.com | (204)797-6746

