



First Nations Housing Professionals Association

L'Association des professionnels de
l'Habitation des Premières Nations

2022-2023 ANNUAL REPORT

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Executive Director, FNHPA

April 25, 2023

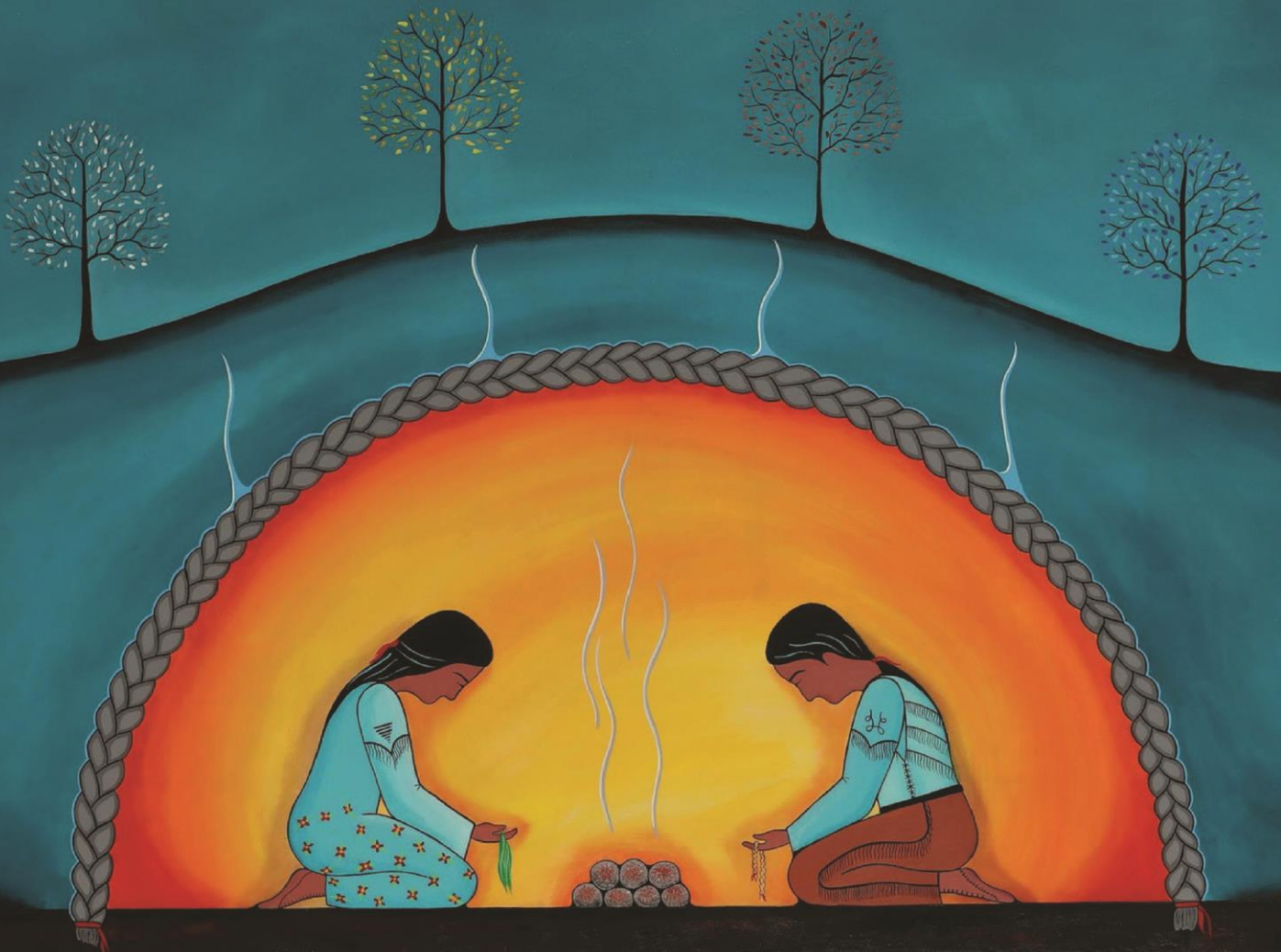


Table of Contents

Table of Contents	1
Introduction	2
First Nations Housing Professionals Association.....	2
Vision	3
Mission	3
Activities Highlights	3
Membership	3
Education.....	4
Student Enrollment	4
Marketing and Communication Plan.....	5
Core Support for Capacity Activities	6
Board and Committees.....	6
Association Expert.....	7
Staffing	7
Office Location	7
Management Support	7
Translation.....	7
Capacity Building Initiatives	8
Educational Services.....	8
Annual Conference.....	8
Communications	13
Housing Wellness Program	15
Keeper of My Home	16
Promotional.....	18
TBNewsWatch	18
Conference Participation.....	19
New Capacity Projects.....	20
Research in Housing Activities	20
Publications	21
New Member Service Projects	23
Conclusion	24



Introduction

This 2022-2023 Annual Report is respectfully prepared and submitted by the Board of Directors and staff of the First Nations Housing Professionals Association (FNHPA) to the members of FNHPA. It reflects on the period of April 1, 2022, to March 31, 2023, and responds to the projects and activities accomplished throughout the fiscal period. This report recognizes that individuals working in the First Nations Housing Industry, members, partners, supporters and governments and related agencies understand the importance of having qualified First Nation Housing Professionals (FNHP) delivering programs efficiently and effectively. It is with the outreach and engagement that our members provide to allow us to continue to respond to their needs and develop and build on the tools and resources that they require in order to fulfill their daily tasks.

First Nations Housing Professionals Association

The First Nations Housing Professionals Association is a national not-for-profit professional association exclusively serving the needs of individuals working for, or aspiring to, positions within the First Nation Housing industry, particularly in program management positions. It's responsible for providing training, certification, professional development, and other project opportunities in housing. It was founded on November 15, 2018, and incorporated on January 1, 2019.

As a national professional association, FNHPA provides members with the following types of services in both official languages (English and French):

- Competency and Ethical Standards
- National Conference and AGM
- Website/social media and networking
- Publications (ex. Toolkits)
- Promotion of both the designation and the profession
- Certification: courses and examination
- Seminars, workshops, and webinars
- Job listing service and other career supports
- Website Knowledge Centre, with tools, practice, articles, reports, etc.
- Awards, scholarships and member discounts

Board of Directors

Darlene Marshall, FNHP, Chair

Tabitha Eneas, FNHP, Director

Rosie Charles, FNHP, Vice Chair

Roxanne Harper, FNHP, Director

Harvey McCue, Secretary Treasurer

Seetta Roccola, FNHP, Director

Darlene Chevrier, FNHP, Director

Nadia Paul, Youth Director

A full board election occurred during the fiscal year. Acclaimed individuals are Darlene Marshall and Harvey McCue for a 3-year term. All others hold their office until the 2023 AGM, when another election will occur. Nadia Paul was appointed as a Youth Director, for a one year period, as the Board feels that it's very important to include the views and needs of youth in the area of First Nation Housing, and mentor youth in board positions.



The following strategic statements have been developed and approved by the Board and are maintained in the work that's being developed and planned for as the association grows:

Vision

FNHPA is the centre for professional standards, certification, and other services for existing and future First Nations housing professionals across Canada.

Mission

A statement has been established to provide direction and support for FNHPA's vision.

FNHPA supports existing and future housing professionals in serving their communities by:

- Providing national standards
- Delivering education and certification programs
- Facilitating communication and knowledge-sharing

To assist in providing greater direction towards achieving the vision and mission, goals have been established. These goals are numbered but not prioritized:

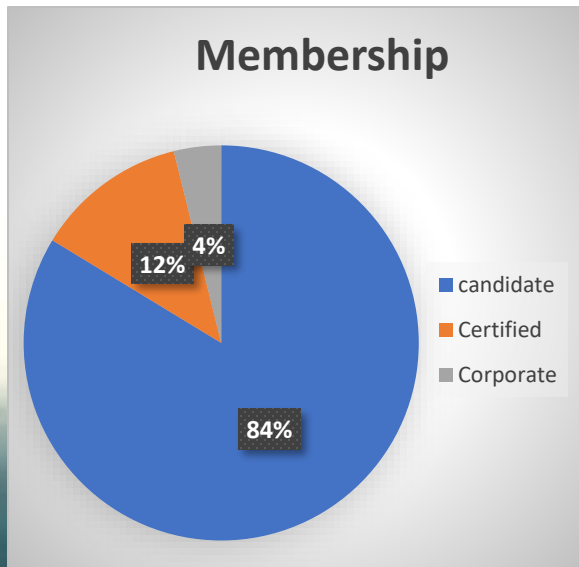
1. To develop capacity for housing professionals in First Nations through standard setting, certification, and training.
2. To attract members to FNHPA who have a desire to obtain and maintain a professional designation.
3. To engage, promote and communicate while enhancing credibility.
4. To support First Nations with timely and relevant products and services to enhance housing capacity.
5. To obtain government, business, and political support, and develop partnerships with like-minded organizations.
6. To pursue the vision and mission in an innovative, effective, and financially responsible manner.

These statements are supported by Board-approved strategy, standards, and policies.

Activities Highlights

During the fiscal year, FNHPA engaged in numerous activities, exceeded deliverables, and identified priorities.

Some highlights include:



Membership

Membership registrations have increased by 115.74% since April 2022. On March 31, 2023, the association reported 233 active members, which exceeds our target of 100 members by March 31, 2023.

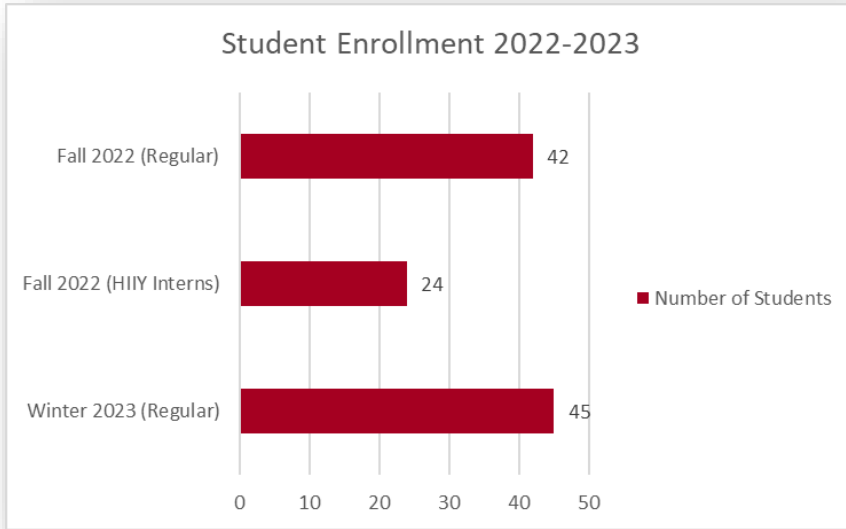
Candidate – 195

Certified – 29

Corporate – 9

Members are seeing benefits of becoming and maintaining membership. Members have access to unlimited webinars, opportunities to post jobs for free, member pricing for the annual conference, and the Knowledge Centre the Keeper of My Home programs.

Education



Student Enrollment

Target: 60 by March 31, 2023

Status: 111 on March 17, 2023

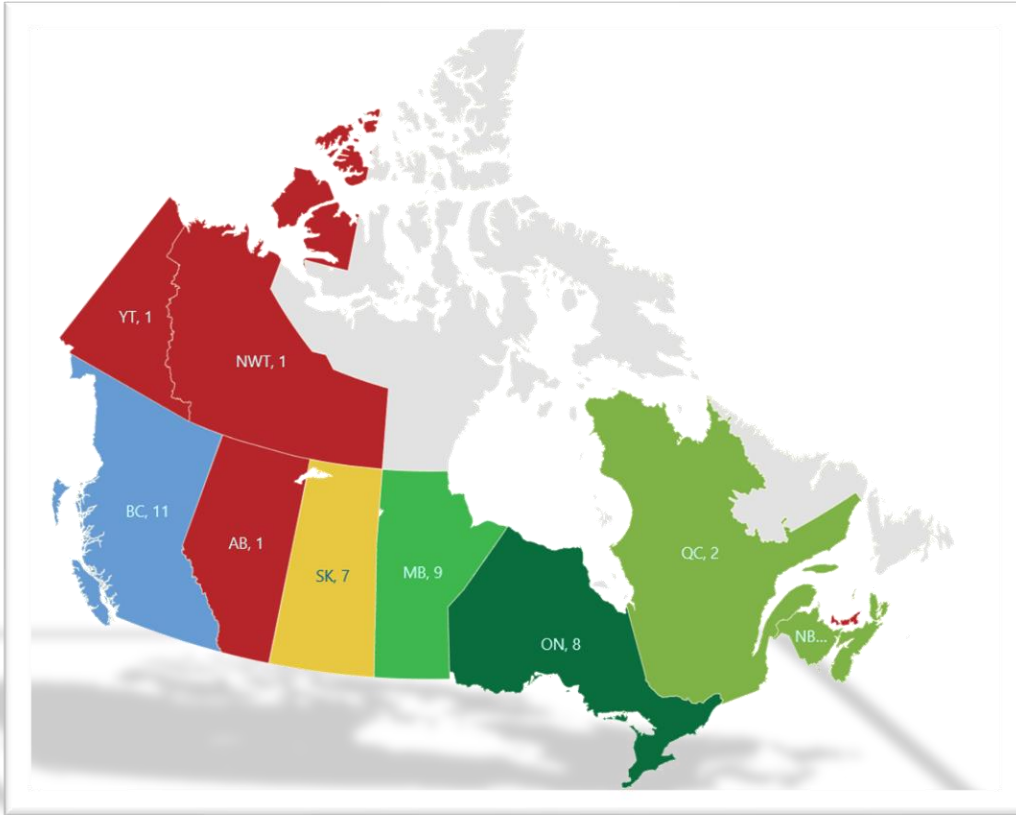
A total of 111 students enrolled over the Fall 2022 and Winter 2023 semesters. 42 students registered for the Fall 2022 regular courses, and 24 Interns were accepted as a part of the FNHPA Housing Internship for Indigenous Youth program, funded through CMHC. The Winter 2023 semester is currently underway and has 45 registered students.

During this fiscal period, two semesters ran, with all five courses being offered. In addition, an FNHPA HIIY (Housing

Internship Initiative for Youth – CMHC) Course 100 was also delivered, and an intensive version of Course 100 was also offered (and French 200). All four of the instructors delivered the courses.

Fall 2022 Semester





Marketing and Communication Plan

Highlights

- Audience growth rate has increased by 6%
 - Post engagement rate for social media has increased by:
- Facebook: 11%
 - Instagram: 3%
 - Twitter: 5%
 - LinkedIn: 5%
- 1,276 social media posts.
- Our posts reached increased with 14,000 post impressions, and a 6.5% increase in post engagement from 5,000.
- The posts with the most engagement included International Women's Day, PLAR Designation, RFP Opportunity, and TD Upskill Program.
- Twitter and Instagram seem to have the lowest rates of engagement across our social media platforms.



Audience Composition

We have had a slow but steady increase in audience growth within the last year. We currently have 14,000 followers across all our social media accounts, with the majority of them living in Canada and the United States. We also have some followers in places like Nigeria, Australia, Sudan, Egypt, and India.

Outreach

We have sent out four hard copy mailouts to all First Nations and Tribal Councils across the country. This allowed us to update out-of-date addresses and contact information for future mailouts. Monthly newsletters go out to all members and subscribers. Social media postings are a minimum of 12 posts a week across Facebook, Instagram, Twitter, and LinkedIn.

Core Support for Capacity Activities

Board and Committees

There were four regular board meetings—one virtual and three in person. In addition to the regular board meetings, the FNHPA board had two Special Board meetings. These meetings were specific to approving FNHP candidates and board nominations and appointments.

Research and New Services Committee and Conference Committee

The committees are essential to Association development and adherence to our mandate while bringing in National perspectives. FNHPA currently has one governance committee and two operational committees.

Research and New Services

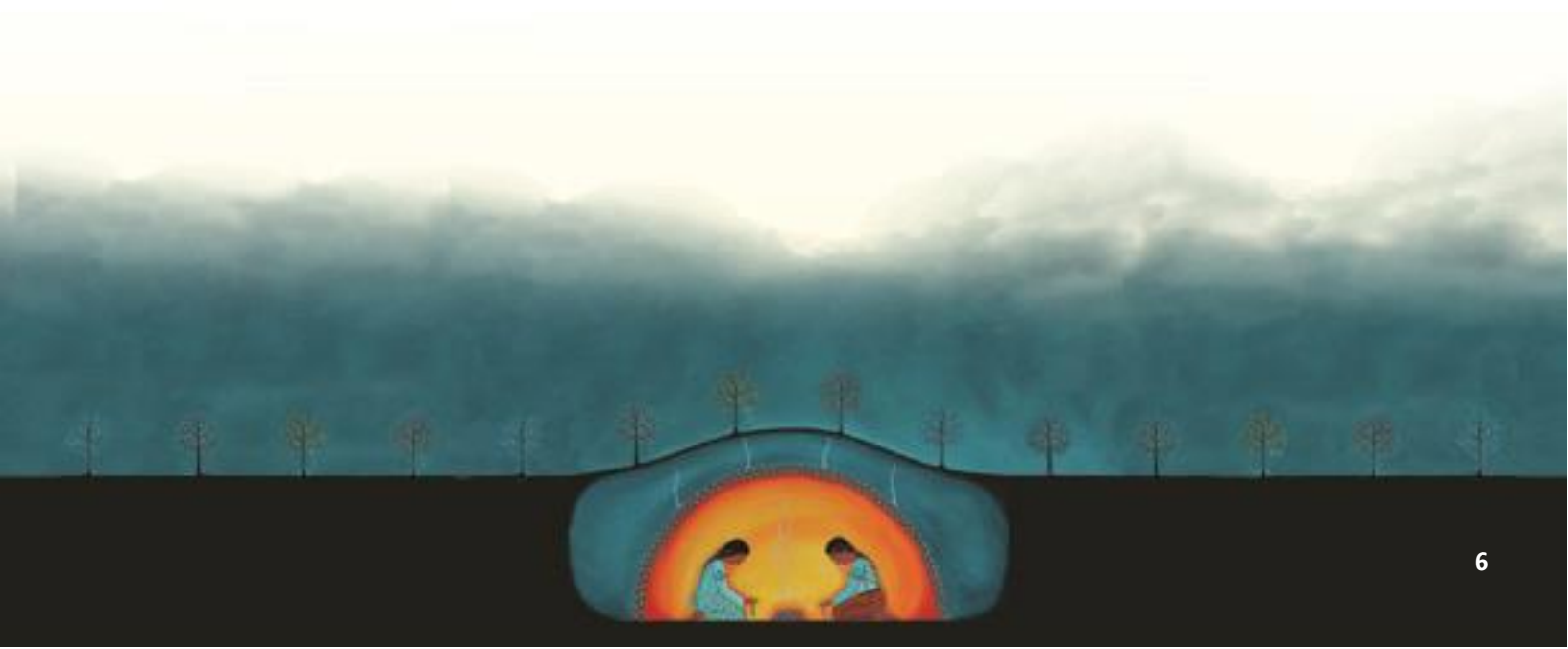
This committee guides the development of potential projects which fall into the area of research or new services. During the fiscal the committee met a number of times, to create, discuss, and review submissions for a request for proposals (RFP) to determine the appropriate level of resources required for the effective management of First Nations Housing.

Conference Committee

This committee guides the planning and coordination of the annual conference. The committee met frequently to discuss the agenda/program, workshops, guest speakers, board member roles, swag and FNHP convocation.

AFOA's Certified Indigenous Leader

FNHPA wanted to ensure that our board and executive were educated in First Nation leadership. During 2022/2023, five board members and the Executive Director took the Certified Indigenous Leadership (CIL) course. In January 2023, three board members and the Executive Director earned their CIL designation at the AFOA Conference.



Association Expert

J. Pealow was secured through Association Management Canada (AMCES) as the association expert. He provided guidance to the Executive Director on board and association matters related to not-for-profit performance. He assisted with developing governance policies and procedures, governance coaching, considering and assisting with strategies, developing by-laws, and providing guidance on the development and delivery of association management programs and services.

Staffing

There are five staff in place: The Executive Director, Executive Administrative Coordinator, Housing and Wellness Coordinator, Membership and Administrative Clerk, Education Administrator and the Communications Intern. FNHPA has secured a Financial Services consulting firm to manage the bookkeeping for day-to-day activities of the Association.

Staffing is underway to fill the Marketing and Communications Specialist and the Education Manager positions.

Office Location

FNHPA has opened its head office within the Algonquins of Pikwakanagan First Nation, ON. There are four office spaces which are occupied by the Executive Director, the Membership and Administrative Clerk, the Communications Intern, and the Education Administrator. The satellite office is in Kanata and is occupied by the Executive Administrative Coordinator, management support staff, and the Board of Directors when they are in Ottawa on official business. Some staff are working remotely from across the country.

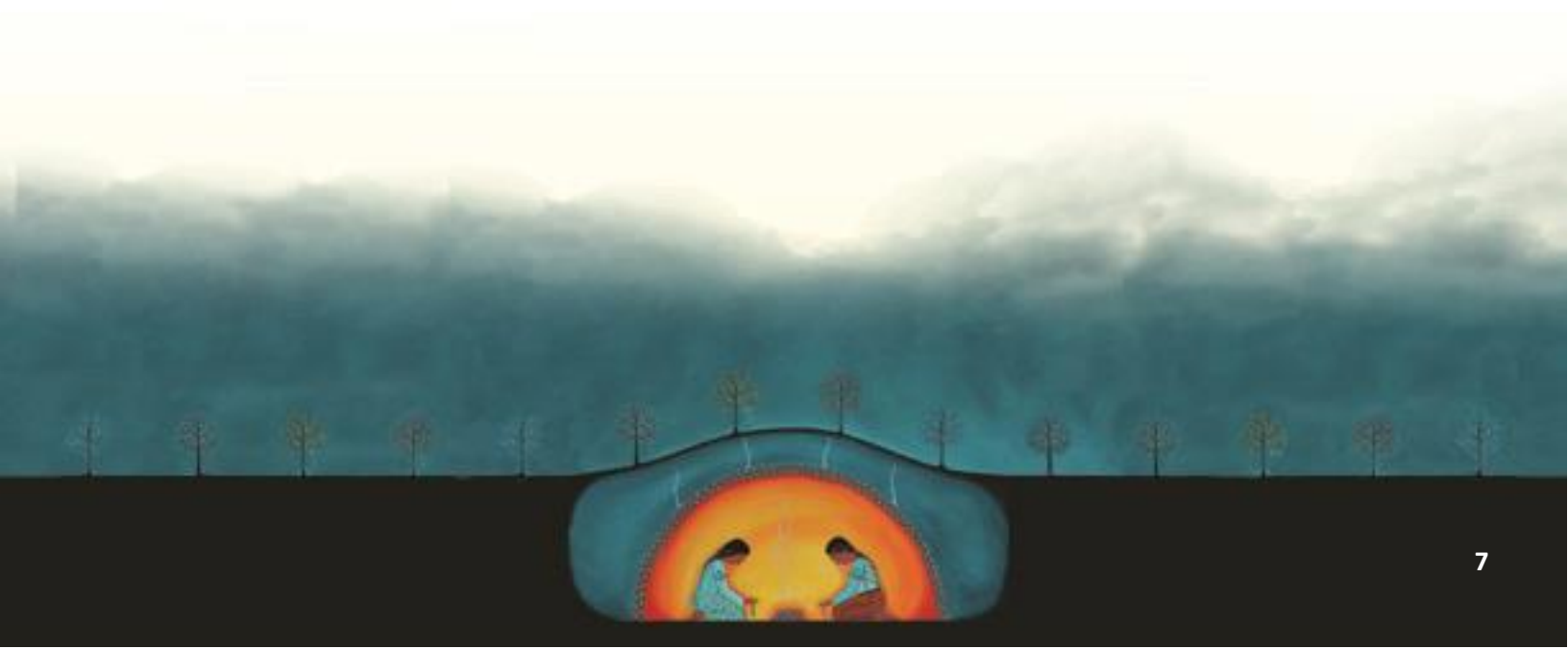
Management Support

A contract was secured with AMCES to provide association management services. The Board sought out support from AMCES in a decreased level from 2021/2022. AMCES provided services under education, finance, and governance. In total, four staff provided consulting services to FNHPA when required. AMCES provides FNHPA with the opportunity to learn from established associations and provides dedicated resources to support the Executive Director and other staff functions, such as general association management, technology, accounting, and administrative services.

Translation

FNHPA recognizes the importance of communicating and presenting information in both official languages. Items such as mailouts, FAQ's, promotional material, etc. are translated and circulated. The budget is small to nonexistent for translation, which makes creating new materials a challenge.

We've stopped translating the monthly newsletter as no one was looking at the French copy. Instead, we'll add a section to the newsletter where individuals can request a French copy if needed. This will save money on translation where it's not needed.



Capacity Building Initiatives

Educational Services

Course Updates and PLAR

Course updates are completed after every semester. The courses were reviewed and either corrected or improved upon two times (Fall 2022 and Winter 2023). These amendments are based on student and instructor course evaluations and postings from the Fall and Winter semesters.

There have been seven individuals who have received their designation through PLAR with another 45 individuals in the queue who are working on their PLAR submissions. FNHPA has extended the PLAR deadline from December 31, 2022, to December 31, 2023, given COVID impacts.

National Examination and Workshop

The National Professional Exam was offered twice during the fiscal year, once in the Spring of 2022, and the other in the Winter of 2023. Eight students registered for the exam, one deferred, and seven were successful in passing. One-on-one exam preparation courses were provided to the individuals prior to taking the exam. They were also provided with a sample exam and other materials with tips to help prepare them to write the exam.

Knowledge Centre Updates

Updating the Knowledge Centre occurs based on course reviews and identification of current and relevant tools, practices, reports, articles, and presentations. Currently, there are 640 English resources and 150 French resources. The knowledge centre now includes presentations from the FNHPA First Annual Conference.

FNHPA intends to continually create new and relevant material to enhance learning for its members.

Our Knowledge Centre now includes recorded webinars done by the First Nations National Building Officers Association as well as Matrimonial Real Property resources from the National Aboriginal Land Managers Association.

Workshops, Webinars, and Blogs

FNHPA delivered three virtual workshops on “An Introduction to Supporting Successful Tenancy” to a total of 21 participants. An in-person workshop on FNHPA Programs, Tools, and Resources was delivered at the FNHPA National Conference along with two ½ day pre-conference workshops.

Annual Conference

In November 2022, FNHPA held their 1st National Conference in Winnipeg at the Victoria Inn and Conference Centre.

In October 2022, Saltmedia promoted the Annual Conference through various social media platforms, i.e., Facebook, LinkedIn, Twitter, and Instagram. They also promoted our annual conference through e-blasts in Mailchimp and advertisements through Nation Talk.



Report on Evaluations FNHPA 2022 Annual Conference

At the conclusion of the 2022 conference, delegates were invited to complete an evaluation. Of the 292 delegates registered for the event, 28 responded to this request.

The highlights of the conference were identified as:

1. Norway House Cree Nation's Innovative Housing Solutions
2. Plenary – Understanding the True Cost of Housing
3. Closing Plenary - Building Partnerships; Building Healthy Communities
4. Risk Management in Housing

Delegates were asked to respond to the following questions:

How does this conference compare to others you have attended this year or in the past?

The responses were: Among the best 70%; Better than average 11%; Average 7%; Below average 0%; I have not been to enough conferences to compare 12%.

Please rate the following elements:

Tuesday, Nov. 29	Rating
Opening Reception - Meet and Mingle with FNHPA Board of Directors	4.4
Wednesday, Nov. 30	
Opening Plenary	4.5
Convocation and Recognition Ceremony	4.5
<u>Workshops AM</u>	
Workshop 1 – Effective Communication with Leadership	4.3
Workshop 2 – Framework for Maintenance Program Development	4.5
Workshop 3 – FNHPA Programs, Tools and Resources	4.3
Workshop 4 – National Housing Strategy - Repair and Renovation Stream	4.5
Workshop 5 – Arrears Management (Repeated: This workshop is repeated at 10:30am on Thursday.)	4.4
Workshop 6 - Supporting Healthy Housing - A Joint Workshop with FNHMA and FNHPA	4.2
<u>Workshops PM</u>	
Workshop 7 - Risk Management in Housing	4.7
Workshop 8 - Environmental Public Health Officers: How They Can Assist Housing Professional Towards...	4.2
Workshop 9 - Barriers to Homeownership	4.3



Thursday, Dec 1

Plenary – Understanding the True Cost of Housing 4.7

Closing Plenary - Building Partnerships; Building Healthy Communities 4.7

Workshops

Workshop 10 - Basics in Radon 4.7

Workshop 11 - Norway House Cree Nation's Innovative Housing Solutions 4.8

Workshop 12 - Arrears Management 4.3

(Repeated: This workshop is repeated at 1:45pm on Wednesday)

Other Questions

Which subjects/workshops/topics did you find most useful in this conference?

- Arrears management (6)
- Communicating with Leadership (2)
- Roxanne's keynote address was amazing!!!
- The whole program
- All plenaries were great. Enjoyed having the artisans join us in the Plenary room.
- All were equally excellent, pertinent, meaningful.
- I had a booth set up for the trade show and I did not attend any of the workshops or ceremonies but this conference was excellent.
- CMHC New construction and renovation streams
- Health links
- Conflict with Chief & Council
- Radon topic was useful to me as we have a lot of homes in our community with mold issues and is affecting health problems in our elders and youth.
- All topics were well selected for this conference
- Housing Maintenance
- Housing has so many subjects and issues... hard to say which one was more useful because I couldn't attend all the workshops. I had to choose one out of three so I can't say one was more useful than the other one.
- Effective Communication
- The Norway Housing concept
- Framework for Maintenance Program Development

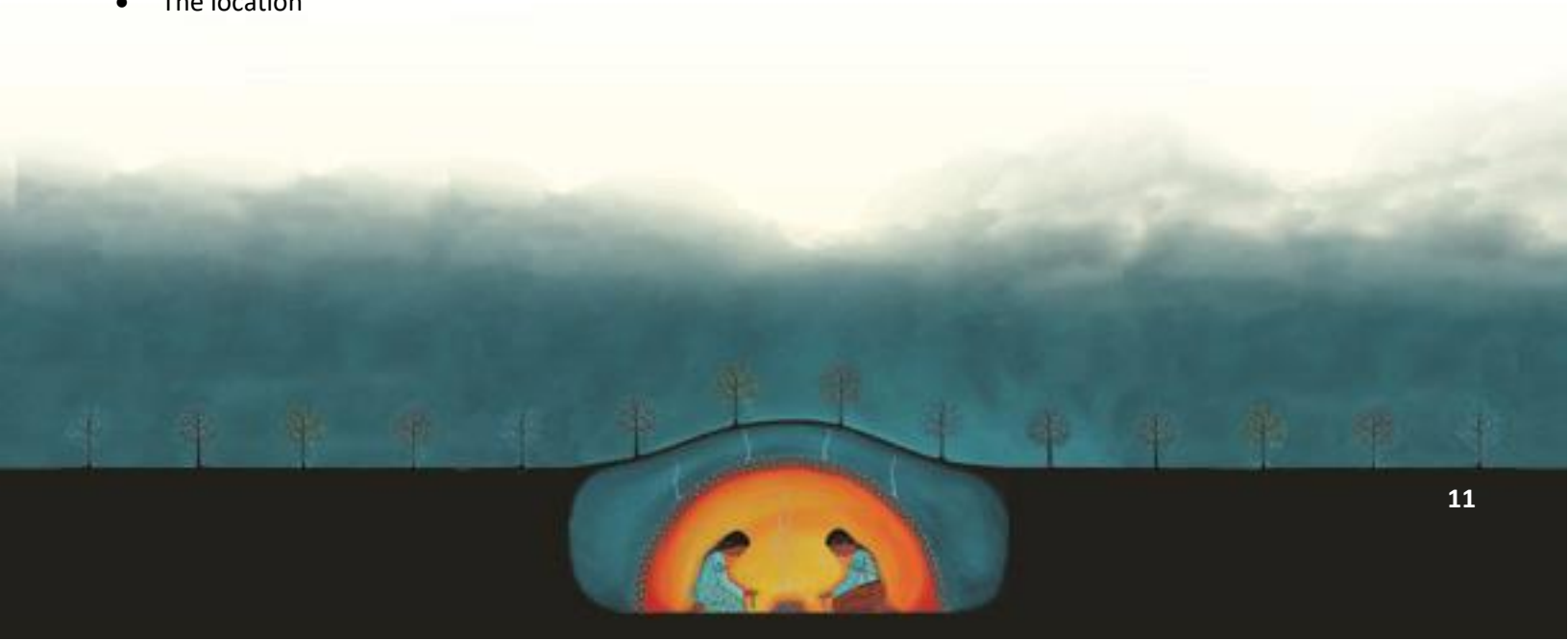


What do you consider the best part of this year's conference?

- Plenary - Understanding the True Cost of Housing (3)
- Recognition of Convocations for past graduates (2)
- Workshops (2)
- Delegates and workshop facilitators + presenters
- The caliber of people attending the conference
- Meeting the Board and connecting with other housing professionals
- When Roxanne Harper spoke, very powerful lady and powerful words. Inspiring lady.
- Network and side meetings. It was not political - no AFN, no National Chiefs rep stuff.
- Location, being from Manitoba as well, also the meeting of other communities and their strategies on housing
- Great speakers for workshops and conference
- The amount of workshops available
- The workshops I was able to attend. Wish I could have gone to all of them.
- Everything was very good and I got lots of information
- Mingling with other First Nation Housing Staff
- I was a vendor and really enjoyed the time with each attendee.
- Holding the same workshop all day so you can attend one if you missed it.
- The help staff

What do you consider the least useful part of this year's conference?

- Nothing, the conference was great (2)
- The Conference Centre (2).
- The Exhibitors room to the workshop rooms were too far apart.
- The food was awful
- Everything was perfect
- Tradeshow
- Lack of available rooms at the conference hotel
- Not enough time in some of the workshops
- Lots of Cree and Ojibway teachings and language and none of Dakota
- Disappointed that there were no hardcopy handouts to participants during the workshops
- I couldn't say because it was all good
- The location

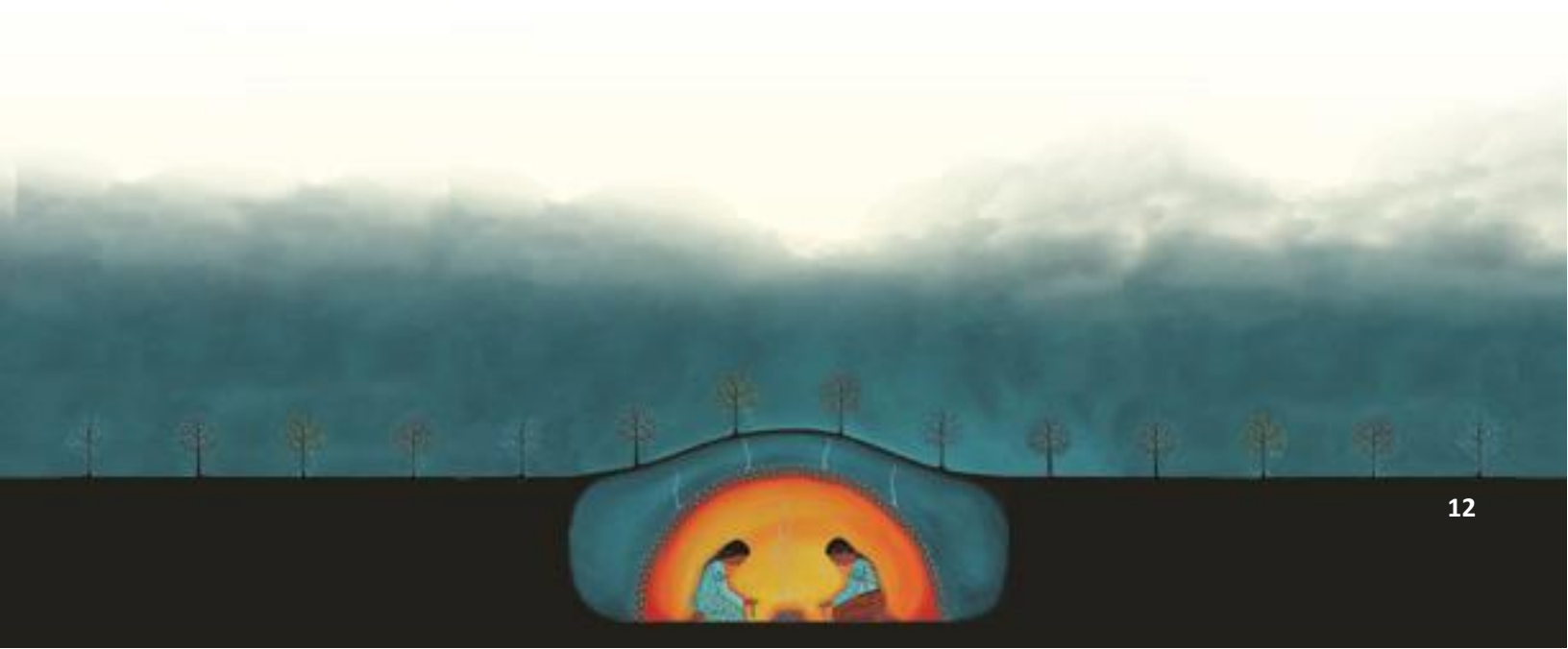


Please recommend keynote or plenary speaker(s) for next year's conference?

- Roxanne Harper (3)
- Sheryl Lightfoot Associate Professor, First Nations and Indigenous Studies Canada Research Chair, Global Indigenous Rights and Politics
- Ed Mickelson from Mach 1 Global Solutions
- Leadership and political influences in on and off reserve.
- Scott Flammond - Housing Policies
- Lipka Laurance workshop speaker
- Eyvette Elliott, Cowichan Tribes - BC housing but also youth view of Indigenous housing, colonization, working together and embracing change.

Which topics would you like us to address in workshops at next year's conference? List as many as you would like.

- Experts on Indigenous rights, housing
- Subtrade Negotiations and strategic alliances / partnerships
- Connection with off reserve housing and professional designation for off reserve housing providers
- Energy Efficiency products & building insulation methods; Maintenance Planning; Apprenticing (carpenters, plumbers, tinsmiths); Housing Policy Reviews, Housing Committee Reviews, Managing existing housing stocks, Better Building Practices (methods & materials).
- How to communicate with the community.
- How to deal with vandalism and how to approach community with decisions about it.
- Authority having jurisdiction, importance of building permit or electronic building permits procurement but focus on a few topics such as how to hire a contractor (pre-tender, eval of tender) or one on contract management or maybe these being one session depending on time allotment etc. Focus more on one or two of the risks for housing managers (construction risk) rather than an overview. Almost like part 2
- Energy efficiency, energy audit, healthy homes, Indoor Air quality (IAQ). Smart Homes, EMF. Different types of heating sources. WETT organization, Satellite images and climate change.
- Budgets, proposals, etc.
- Would be nice to offer the workshops on different days so people can attend more (all).
- Dealing with drugs and housing policies
- Dealing with difficult tenants



- I would like to have access to a round table discussion of how other Housing Departments are doing. What works and what doesn't.
- Air Quality
- Mentorship program for Indigenous Housing managers, building housing managers, staff education levels - step by step of what looks good on the resume
- Traditional / Elder knowledge keepers
- Central place for Posting housing manager job opportunities
- Guest speakers of the youth and what do they want to see for their future - involving them is key to know and understand the current challenges but also want and have the desire to work with their nation. Housing is the heart of any community, and it should be recognized for just that. So, with that we need everyone on board with regards to community focused goals. Elder/Knowledge sharing, Youth voice to be heard, but also guest speakers on various government levels that are Indigenous led.
- How to start a 100% rental regime
- How to hold a New Homeowners workshop before they move in and provide hands-on basic housing maintenance and prevention information.
- Tenant relations

How would you rate your overall experience at this conference?

Exceeded my expectations 81%, Met my expectations 15%, Failed to meet my expectations 4%.

Communications

Digital Newsletter

The FNHPA newsletter is delivered electronically monthly through Mailchimp to anyone who subscribes to our newsletter. The focus of the newsletter is to share information on learning opportunities (webinars, courses, etc.), tips and tricks, did you know section, announcements for FNHPA, and First Nation housing news. We have recently announced the launch of our Housing and Wellness blog, which will now be posted monthly within the newsletter with a different informational topic each month.

Partnership Development

FNHPA has signed a partnership agreement with the First Nations Health Managers Association (FNHMA). This partnership seeks to develop resources and services to support healthy housing at all levels within First Nations communities. In celebration of this partnership, we decided to host mirror workshops at both of our national conferences to help identify priority areas.



At our first meeting we discussed the initial idea of the workshops. We then met again in September and October to discuss the details of the workshops. We decided that the workshops would be panel-style interviews to discuss how we can support housing managers and health managers to work together and learn from one another.

In November, we conducted the first workshop at the FNHMA conference in Victoria. We invited two First Nations Housing Professionals to share the challenges and strengths as they work to support healthy housing in their communities so that health directors could better understand the realities they face. We then conducted the mirror version of this workshop at our conference in Winnipeg at the end of November, where we interviewed two health managers.

In February, we met again with FNHMA to discuss our findings and how we would like to move forward. We've identified short-term and long-term goals for our partnership and will move forward in the upcoming fiscal year to develop and deliver tools and services that will support safe and healthy housing.

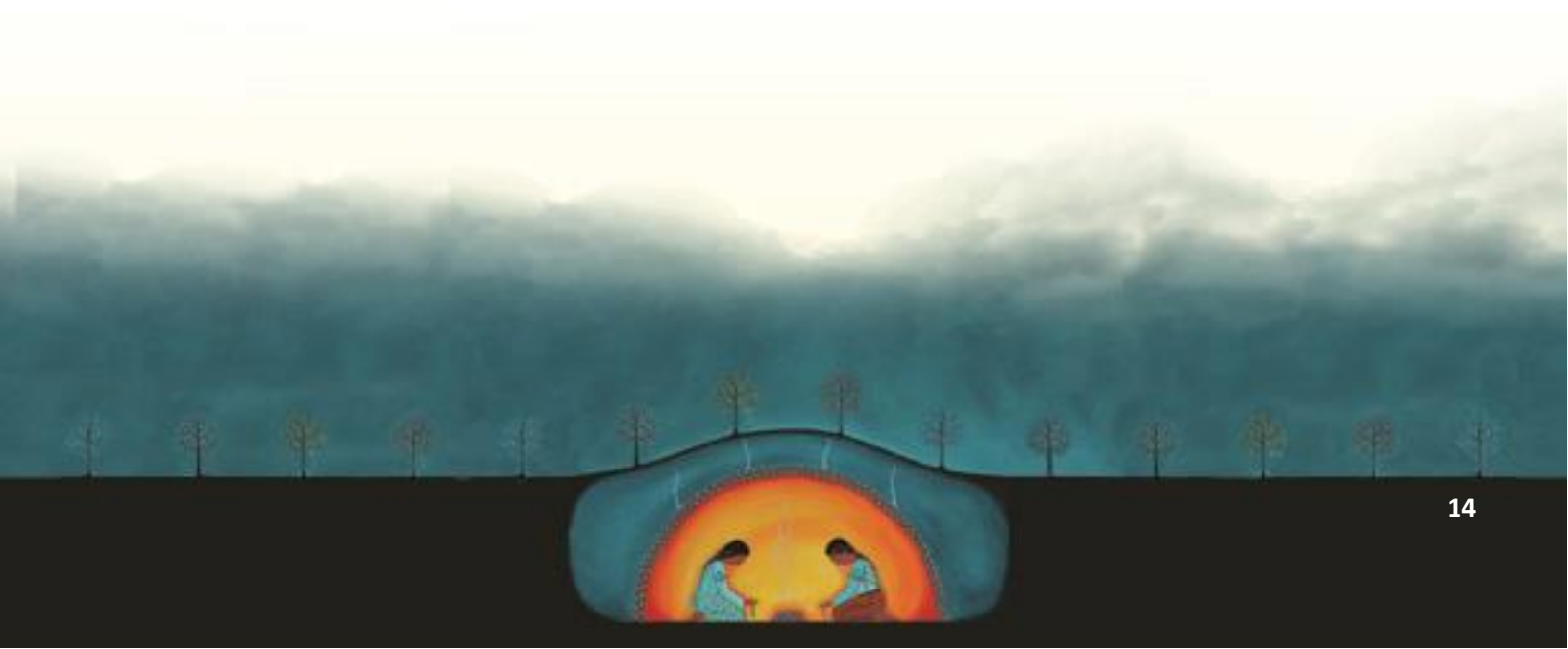
There have been discussions occurring with peripheral associations and organizations that FNHPA will support and want to partner with in time, once the foundational structure is in place. These partnerships will allow FNHP's to seek out expertise areas to support their roles within the First Nations housing industry.

Initial discussions have occurred with the National Aboriginal Land Managers Association (NALMA) and with the First Nations Market Housing Fund (FNMHF) as cross-subject matter associations.

Marketing and Communications

Marketing and Communications activities continued to create awareness of FNHPA, recruit members, support enrollment in courses, workshops, and the conference, and access to other related services. Information from surveys was used to influence marketing and communications and services. Additional work on the membership and stakeholder database occurred. A membership value proposition will be developed to attract members along with supportive marketing collateral.

Background material, along with frequently asked questions was developed and sent to the mailing list of FNHPA. Presentations occurred throughout the year with organizations and government, along with interested parties. Presence at conferences throughout the year also occurred (see conference participation section).



Website and Database

We have added a section for the Housing and Wellness Program to our website. This section is split into three sub-sections. The first sub-section is titled Housing and Wellness Program and it contains a short introduction to the program. The second sub-section is Housing Education, and this area provides information on education initiatives such as Keeper of My Home. The final sub-section is titled Wellness, and this is where you can find the three wellness resources for housing staff, tenants, and the home, as well as the housing and wellness blog. This section of the website was launched in October and is available to anyone.

Databases were developed in 2021 for all First Nations across Canada, Tribal Councils, financial institutions, and like-minded associations within Canada. In 2022, we updated the databases to the most current addresses and contact information. A new database was created for Indigenous Post- Secondary Centres within Colleges and Universities. The database has been saved in SharePoint where all employees can access if needed.

Housing Wellness Program

We have created three documents for the Housing and Wellness Program. The first document focuses on the wellness of housing staff. It discusses crucial topics such as workplace burnout, bullying, effective management, mental health crisis management, domestic dispute, child abuse, and vandalism. Under each of these topics, housing staff can access the resources and support they need to address these situations appropriately and respectfully.

The second document focuses on the wellness of occupants and youth. This resource offers information on stress, bullying, substance abuse, mental health and suicide prevention, domestic disputes, child abuse, and vandalism. This document aims to promote wellness at an individual and community level by offering support to occupants and youth.

And the final document focuses on the wellness of the home itself. This document provides information on indoor air quality, mould, energy efficiency, fire safety, household chemical safety, and radon to help create and maintain a healthy and balanced home. The English versions of these documents were launched on our website in October, and the French versions were launched in December.

Along with these documents, FNHPA has worked with Saltmedia to create infographic posters based on the topics within the Housing and Wellness Program. These posters can be downloaded and utilized in various environments, such as schools or workplaces.

Altogether, these resources aim to provide information and guidance to anyone living in a First Nation community and are available for everyone.



We are also working with Learning Bird to create six animated videos to provide information to students in grades 5-8 on various topics related to housing and wellness. These videos will be 6-10 minutes long, and the topics are mould, household chemical safety, bullying, indoor air quality, energy efficiency, and fire safety. The scripting for all six videos and the full animation for the mould and energy efficiency videos is complete. The remaining four videos will be completed at the beginning of the next fiscal year.

Housing and Wellness Blog

We have created the Housing and Wellness Blog, where we'll post monthly blogs about all things related to housing, well-being, mental health and more. The goal of this blog is to give quick tips and insight on various topics that are discussed within the Housing and Wellness Program. The first blog on vandalism prevention was posted at the beginning of March, and all posts for the next year are pre-written and translated.

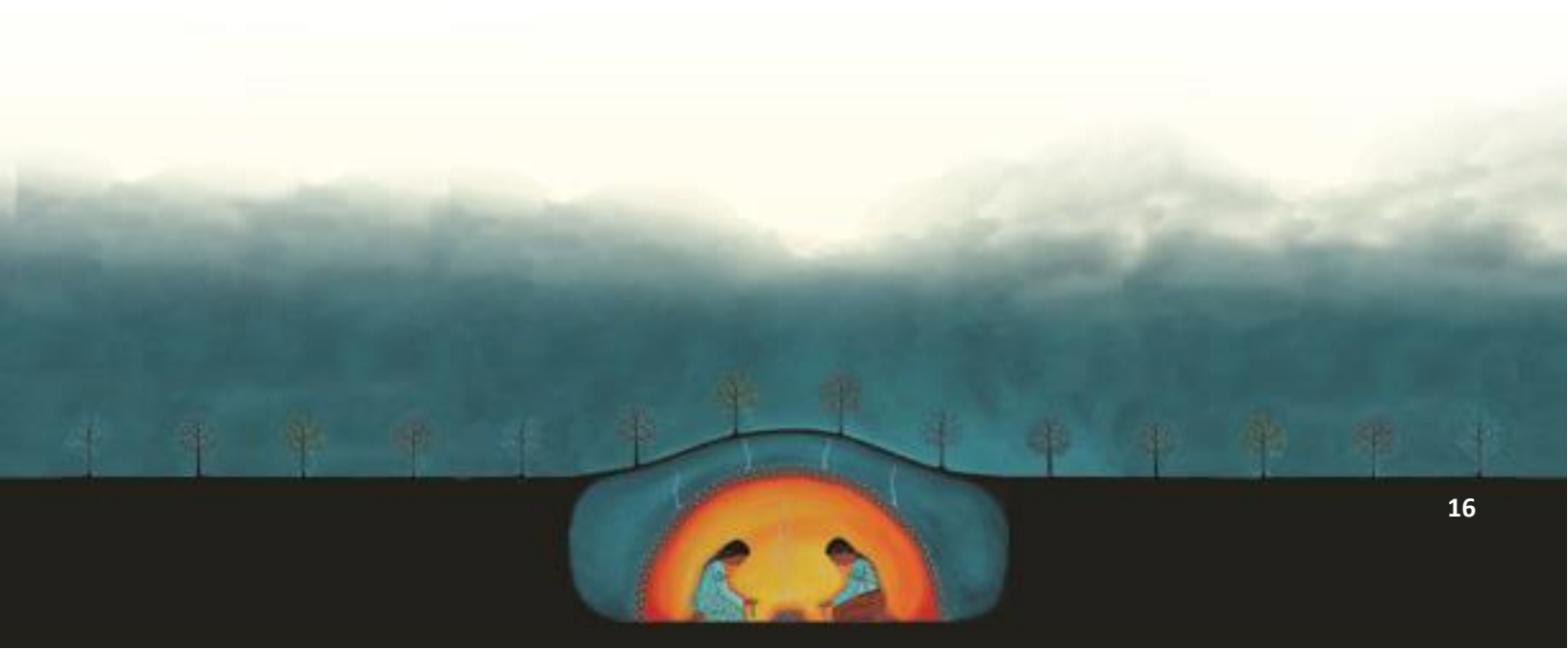
Keeper of My Home

Activity Book

The Keeper of My Home activity books were created as an extension of the Keeper of My Home learning resource offered by FNHPA. These books were designed for students from Kindergarten to Grade 6 and aimed to further educate youth on health, housing, and safety in a fun and creative approach. We've brought these books to all the conferences we have attended, and they've been a massive hit with conference participants. We are currently using the Grade 6 resource kit to expand the grade 6 book to include more activities.

Learning bird – Keeper of My Home Enhancement Project

We have worked closely with Learning Bird over the last year to create additional resource kits based on the current Keeper of My Home curriculum. These projects aim to expand on the topics and make the lessons more accessible for facilitators to deliver to youth.



Expansion of Keeper of My Home materials: Grade 12 resource kits

FNHPA has worked with Learning Bird to create two resource kits using the Grade 12 Keeper of My Home curriculum. Each resource kit contains two to three videos, two to three handout activities, and a PowerPoint presentation. The first kit focuses on housing rights, responsibilities, and choices. The second focuses on buying or renting a home. Using these learning materials, we've created two virtual webinars that will be housed on our website and available to facilitators to deliver to students transitioning to post-secondary education.

Expansion of Keeper of My Home materials: Grade 6 resource kits

FNHPA has also worked with Learning Bird to create two resource kits using the grade 6 curriculum. Similar to the grade 12 kits, each contains two videos, two handouts, and a PowerPoint presentation. The topic of the first kit is home maintenance, and it introduces students to their First Nation's housing rules and regulations. The second kit is on home safety and introduces students to valuable skills for safely identifying and using house cleaning chemicals.

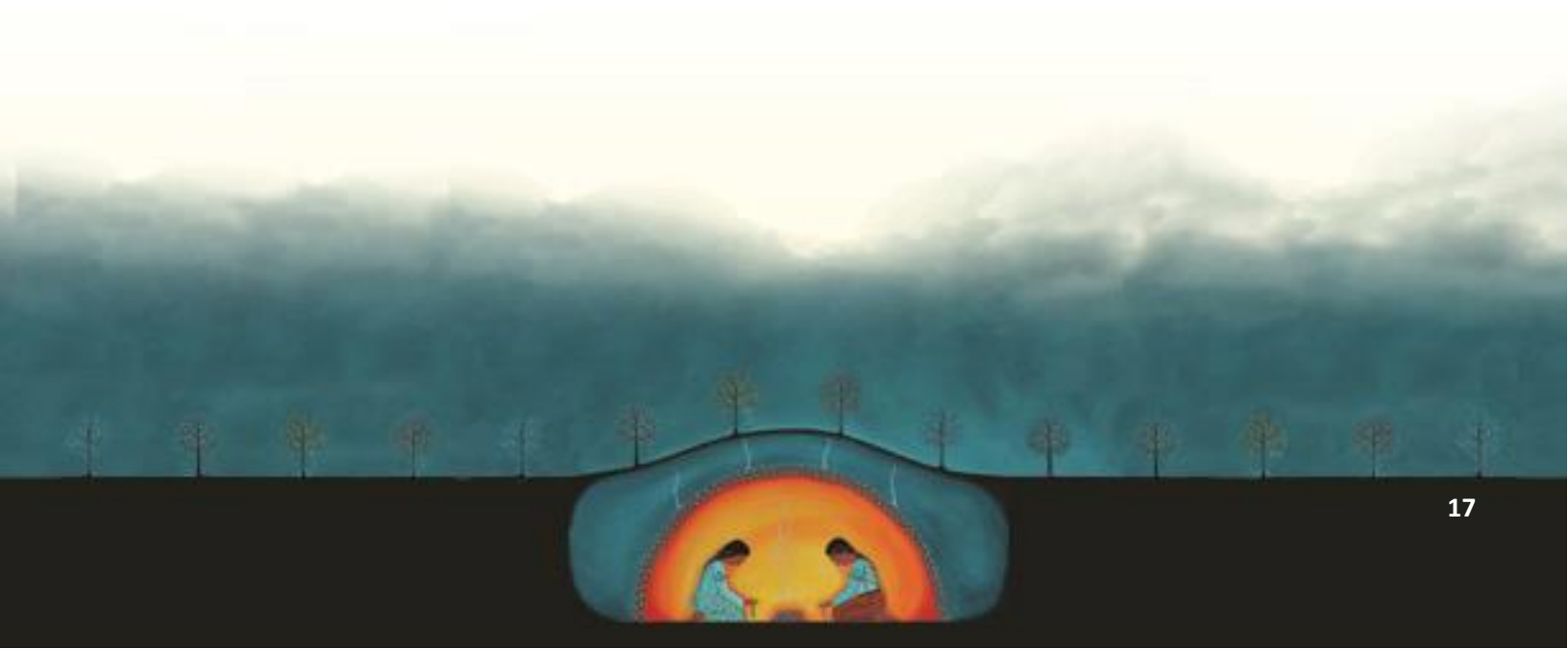
Task Force

In September 2022, we sent a video recording to all association members to invite them to join the Keeper of My Home task force. From this outreach, we were able to put together a committee that consists of members of the association, board members, housing professionals, and educators. This task force aims to discuss the promotion, delivery, and implementation of the Keeper of My Home resource into communities and schools.

The first meeting took place in October, and we have continued to have meetings every second month, with a total of five sessions so far. The attendance for these meetings has ranged from three to ten participants. Based on the ideas from the meetings and the available resources, we can consider new ways to promote and deliver this resource.

Provincial and Territorial Outcomes and Indicators

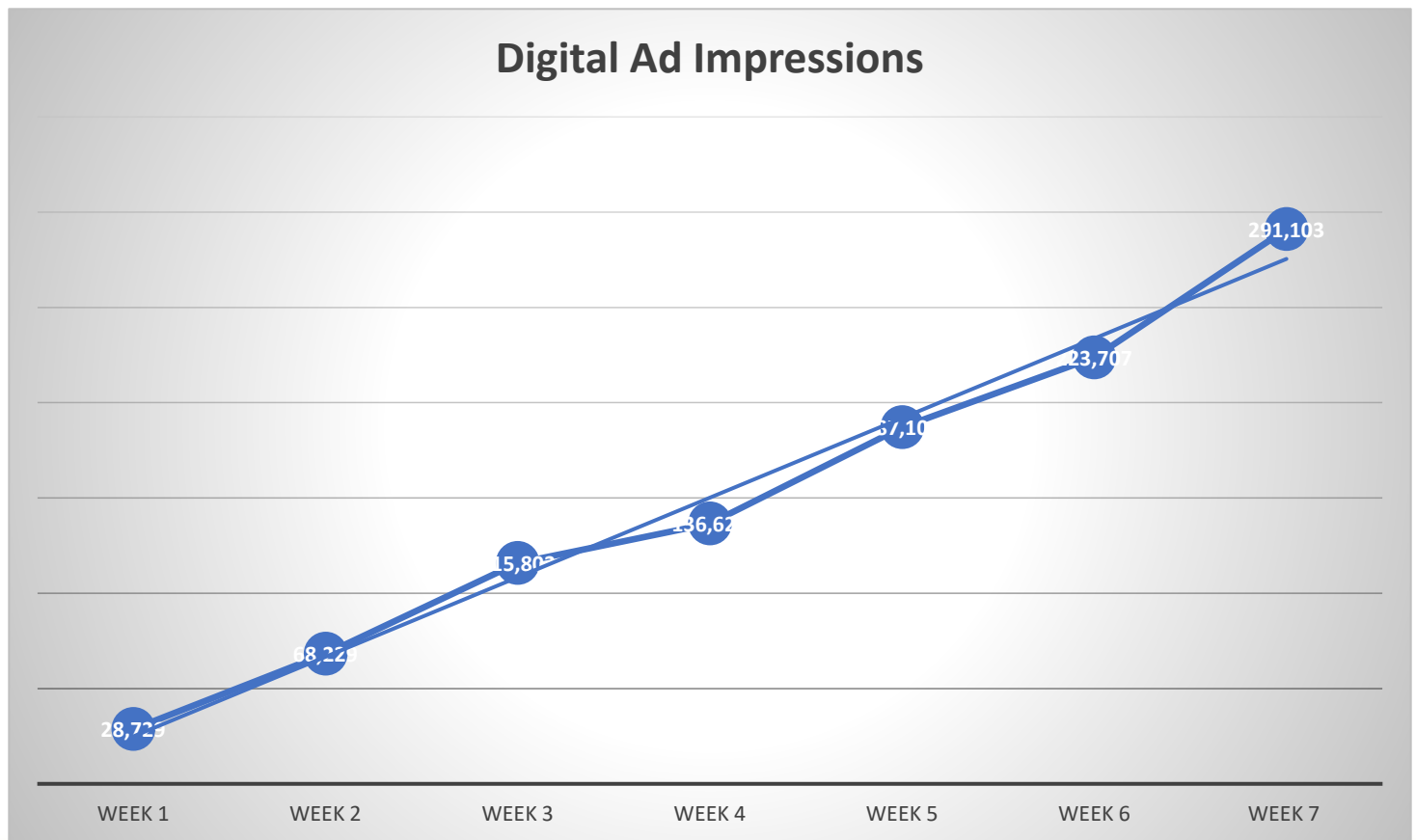
We have organized all the Keeper of My Home curricular outcomes and indicators by province, territory, and grade to make it easier for facilitators to access the documents designed for their specific region and class level. This task comes as a response to feedback after a meeting with Janean Marshall, the director of academic services at Mi'kmaw Kina'matnewey.



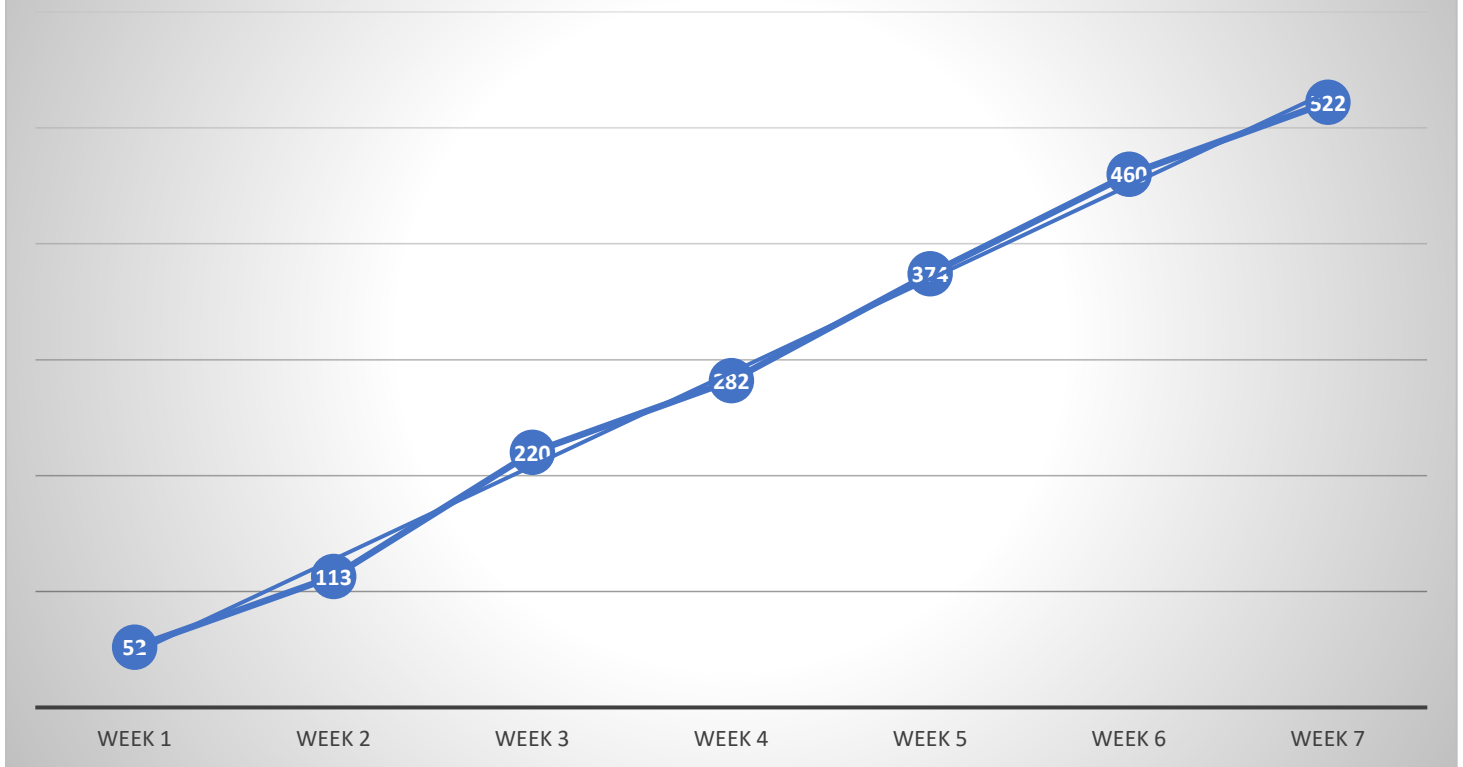
Promotional

TBNewsWatch

In January we signed a contract with TBNewsWatch, a media outlet based in Thunder Bay that does outreach across Northern Ontario. This contract includes a premium Hub profile which contains a variety of information about the association for those who are interested, four professionally written pieces about the Housing and Wellness Program, which will be featured on their homepage and sent to their subscribers, our logo being added to a rotator pool so our ad runs across their site on all devices, and we own 100% of the inventory on their Pets & Animals page. Through this platform, we hope to gain more awareness of the Housing and Wellness Program and the association.



Website Click



Conference Participation

Assembly of First Nations (AFN) Annual General Assembly (July 5-6, 2022)

- Registered FNHPA as a vendor for this event.
- Over the course of two days, we had several visitors to our booth generating interest in education, certification, and Keeper of My Home.

TechNations (September 28-29, 2022)

- The FNHPA Executive Director made a presentation at the conference on September 19, 2022. The presentation focused on development and certification.



First Nations Housing Conference (October 25-26, 2022)

- Registered FNHPA as a vendor for this event.
- Over the course of two days, there were several visitors to the booth generating interest in education, certification, and Keeper of My Home.

First Nations Health Managers Association Annual Conference (November 2-3, 2022)

- Registered FNHPA as a vendor for this event.
- Over the course of two days, there were several visitors to the booth generating interest in education, certification, and Keeper of My Home.

Nishnawbe Aski Nation Housing Summit (November 15-16, 2022)

- Registered FNHPA as a vendor for this event.
- Over the course of two days, there were several visitors to the booth generating interest in education, certification, and Keeper of My Home.

AFOA 21ST Annual National Conference (February 15-16, 2023)

- Registered FNHPA as a vendor for this event.
- Over the course of two days, there were several visitors to the booth generating interest in education, certification, and Keeper of My Home.

New Capacity Projects

Research in Housing Activities

A research report was completed and reviewed by FNHPA in 2021, which resulted in the Board setting FNHPA research priorities. The current focus for the research is to look at understanding the HR (Human Resources) necessary for First Nations housing, analyze the current situation, and offer recommendations on HR models based on the needs of communities. The research could assist in identifying minimum standards for HR allocations based on housing activities that should be occurring. The standards may relate to staff type, salary grids, qualifications for positions, uncompleted work, and job descriptions and other relevant factors. This research could support decision-making should there be an initiative to look at providing core funding specifically for housing portfolios or other efforts to improve staffing in housing.

The research project was completed on March 24, 2023 and a final report was provided to ISC and CMHC. The final report is being polished and will be available on our website in the Knowledge Centre in the new fiscal.



Background:

The First Nations Housing Professional Association (FNHPA) has initiated several capacity development activities over the last several years to improve housing management and operational supports for First Nations communities. Throughout the course of this work, consensus was established that simply providing more funding to enhance local capacity will not suffice on its own. It will take an integrated approach that provides improvements to capacity building for First Nations on-reserve housing portfolios and its staff and leaders to affect meaningful and sustainable change.

As a result of FNHPA's ongoing efforts, several capacity building mechanisms and standards of practice have been established: Code of Ethics and Standards of Ethical Conduct, First Nations housing curriculum scan, Competency Standards, Certification Standards and Policy, five courses, content for a Prior Learning and Assessment Program, start-up and delivery courses and webinars, and a growing Knowledge Centre.

Building on this important work, the FNHPA has completed a preliminary review of First Nation's housing to better understand on-the-ground operations and management of on-reserve housing programs. The research project report is a direct outcome of this research and provides a series of recommendations to enhance capacity and strengthen housing programs using an incremental and integrated approach in a way that recognizes the unique needs of First Nations communities.

To arrive at these recommendations, OCAP™ Certified researchers conducted cross-Canada outreach to take stock of the current state of First Nations housing programs and brainstorm with housing program staff to discuss ideas for a path forward. The result of this work is an articulation of 'where we are now' and 'where we must be in the future'. This report outlines several recommendations to support shifts from the current to desired future state by putting in place a road map of key activities and next steps.

Publications

In addition to the first FNHPA Publication, Successful Tenancy Toolkit, three additional publications were crafted.

First Nation Housing – Effective HR Management

This publication is designed for use by managers, employees or volunteers who perform human resources functions. It contains tools, tips, checklists, and advice based on best practices in human resources.



This publication is substantial through its volume and range of content. It begins with a review of Canadian employment legislation and matters related to legal compliance. This is followed by chapters addressing each major human resource function that supports employees through the employment cycle, from recruitment to exit interviews and everything in between. At the end of the toolbox is a glossary of key terms (glossary terms are printed in bold throughout the text) as well as appendices containing additional information or examples of how certain tools may be filled out and utilized.

The tools in this publication have been designed for use in organizations of all sizes. Collectively, they provide step-by-step guidance on how to go about incorporating best practices in human resources into an organization, ensuring organizations are following the law, and benefit from ongoing employee support.

Enhanced Arrears Management

This publication is intended to bring awareness of the history associated with housing arrears and to understand why arrears have occurred and can assist in making decisions on the best approach to take to manage housing arrears. Housing staff may feel that the current approach to managing arrears needs improvement, and they may be a champion of arrears management. However, community support is needed to implement and enforce this approach.

The publication will also benefit housing staff if they are unaware of, or don't understand, housing arrears and the impact on the community. They may not feel it's necessary to make a change, especially if they feel it doesn't affect them, the approach is not proven, or it is viewed as a disruption, inconvenience, or causes hardship.

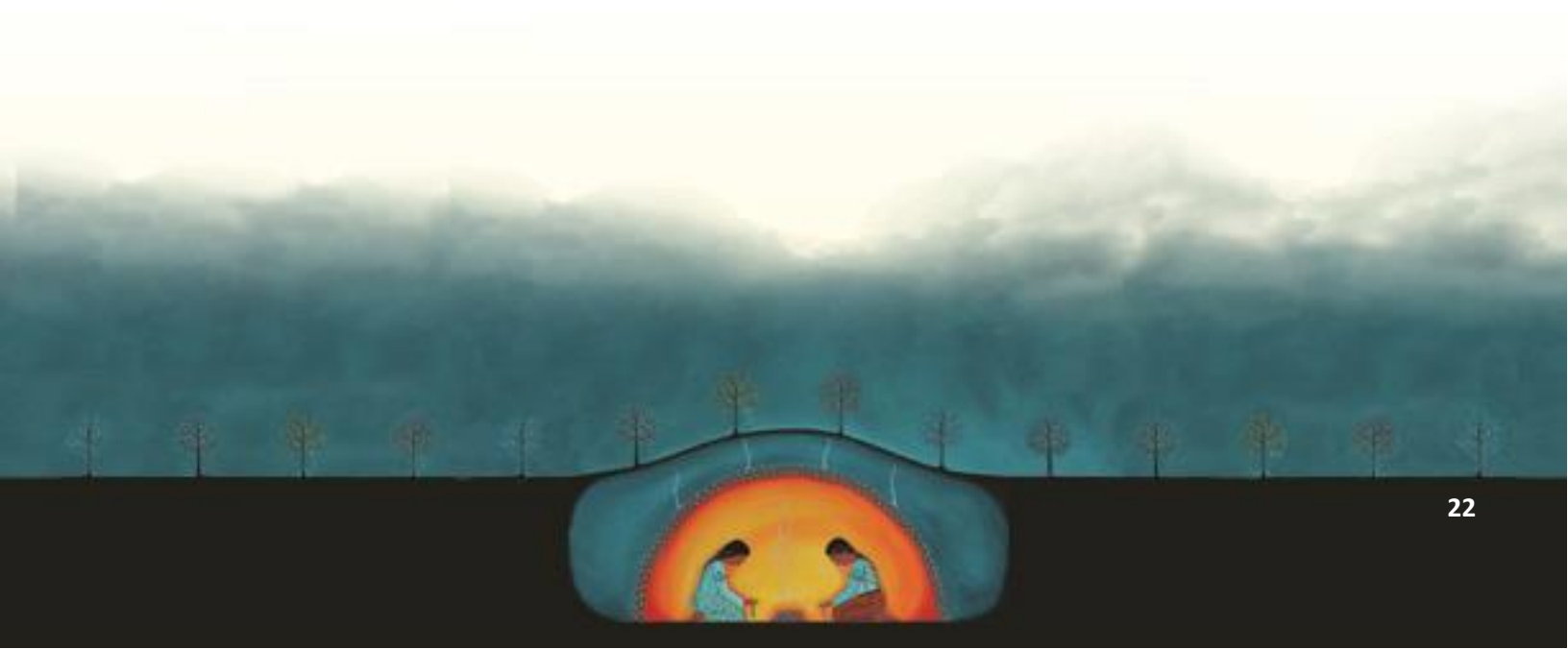
The toolbox includes numerous sample resources that can support arrears management and can be customized to support housing policy and practices and the needs of the community, and to reflect the terminology used.

These resources have been developed to:

- Support education and awareness of arrears.
- Be available to members and leadership or offered at different stages of housing activities such as at application, prior to and throughout occupancy (i.e., for rental units), etc.

Pre-planning your First Nation Housing Project

The publication of this toolbox represents a significant milestone in our journey to support the ongoing professional development of First Nation housing professionals and those who aspire to work in this area.



From our inception as an association, our vision has been to expand the capacity for housing management within First Nations through developing and promoting quality standards, practices, research certification, and supportive educational activities.

Based on feedback from First Nations housing staff, support for this type of publication was clearly identified. This Toolbox focuses on Housing and Housing Development activities, which are a key part of a housing professional's roles and responsibilities. This publication provides best practices and tool samples that can be helpful in any organization.

The primary focus of this document is "housing" and the multitude of factors that encompass housing in First Nation communities. Housing takes into consideration not just single-family homes, but also several different types of conditions and settings. Building a house requires many different decisions. It's not as simple as ordering materials and "let's get started".

This toolbox is useful as a day-to-day reference with tools that are tailored and adapted to the challenges unique to working in First Nation housing and planning. It's not intended to advise on how to design a house or housing, but rather focuses on the key elements that must be considered in any building design development up to the construction process.

We hope these tools will reinforce the understanding of how to successfully develop a plan for community planning and housing. Ultimately, we encourage ongoing improvement in this process, particularly in helping with the orientation of housing managers, housing administrators, staff, and council leaders to aid in supporting vital housing strategies.

New Member Service Projects

A report on the feasibility of new services was completed in 2021 and the Board has established priorities in approaching potential new services. These projects look at readiness, development, and pilot activities.

FNHPA through its partnership with the FNHMA have been discussing joint projects that would benefit both members of their associations. Focus on healthy housing is the direction that has been explored. Further project development will occur in fiscal 23/24.

The FNHP Awards program is new to FNHPA, and its students enrolled in the courses. The program was launched in early March 2023 and focuses on Educational Achievement awards from Course 100 – 500 and the FNHP Professional Examination Award. The awards will be delivered during to 2023 FNHPA Conference convocation.

FNHPA announced at their 2022 conference that discussions are occurring on a regional level to look at how FNHPA can address the regional variances and build upon the foundational educational structure that is currently in place.



Conclusion

The Association has consistently surpassed its milestone deliverables and is becoming a more familiar name across Canada. We strive to personalize our relationships with members and truly want their involvement and recommendations to help guide the advancement of the association to ensure we are meeting their needs. We work with innovative approaches and look to strengthen our FNHPs, current and future, to provide opportunities for them to continue their educational learning in areas of specialization.

We look forward to continued support from all levels of government to continue to provide education, training, and capacity development opportunities to those individuals working in or aspiring to positions within the First Nation housing industry.

Although we're big enough to represent everywhere in Canada, we're small enough that we care about every connection we make.



Candace Bennett, *FNHP, CIL*
Executive Director, First Nations Housing Professionals Association

