



First Nations Housing Professionals Association

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

2023-2024 ANNUAL REPORT

Submitted by: Candace Bennett, *FNHP, CIL, CAPA*
Executive Director, FNHPA

May 1, 2024



Table of Contents

Introduction	2
Board of Directors.....	2
Strategic Planning	4
Activities Highlights 2023-2024	5
Membership	5
Education	6
Marketing & Communications	7
Social Media Highlights.....	8
Audience Composition.....	8
Outreach	8
Core Support for Capacity Activities	9
Board and Committees	9
AFOA’s Certified Indigenous Leader	9
Committees	9
Association Management Expert.....	10
Staffing.....	10
Special Project Consultants	11
Office Location.....	11
Translation	11
Education	11
Capacity Building Initiatives.....	11
Webinars and Workshops	11
National Examination and Preparation Session	12
Annual Conference	12
FNHPA 2023 Conference Evaluation Report	12
Partnership Development	15
Housing and Wellness Program	16
Housing and Wellness Blog.....	17
Keeper of My Home Pilot Project	18
Expansion of Keeper of My Home Materials – Grade 12 Resource Kits.....	19
Activity Books	19
Promotional Activities	20
TBNews	20
Conference Participation	22
Publications	22
Knowledge Centre Updates	24



New Capacity Projects24

 Research in Housing Activities.....24

New Member Service Projects25

 FNHP Awards Program25

 Healthy Housing Indicator Toolkit25

 FNHPA Housing Management Assessment Tool and Learning Pathway.....25

FNHPA Regional Expansion.....26

Matrimonial Real Property.....26

 MRP Training and Expert Services:27

 Partnership Development27

 Regional Consultants27

 Referral Services28

 Marketing and Communications:28

 Publication - Toolbox Kit.....28

 National Events.....29

 Translation29

Conclusion29



Introduction

The Board of Directors and staff of the First Nations Housing Professionals Association (FNHPA) is pleased to present the 2023-2024 Annual Report. This report covers the period from April 1, 2023, to March 31, 2024, highlighting the projects and activities completed during this fiscal year. It acknowledges the essential role played by First Nations housing professionals, including members, partners, supporters, governments, and related agencies, in delivering programs efficiently and effectively. This report also reflects the significance of engaging with our members to ensure they have the tools and resources necessary to excel in their roles and meet their daily responsibilities. We are grateful for your continued support and look forward to building on our collective achievements.

Established on November 15, 2018, and formally incorporated on January 1, 2019, the FNHPA stands as a national not-for-profit professional association dedicated solely to serving the needs of individuals within the First Nation Housing industry. Our focus lies particularly on cultivating talent for program management roles, offering comprehensive services such as certification, training, professional development, and project opportunities in housing.

With an unwavering dedication to inclusivity and productivity, FNHPA proudly offers a wide array of services to its members. Operating in both official languages, English and French, our organization ensures accessibility and support for all individuals.

- 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
- Awards, scholarships and member discounts
- Website Knowledge Centre, with tools, practice, articles, reports, etc.

Board of Directors

Darlene Marshall, FNHP, CIL, Chair

Harvey McCue, Secretary Treasurer

Rosie Charles, FNHP, Vice-Chair

Darlene Chevrier, FNHP, Director

Lily-Anne Mt. Pleasant, Youth Director

Tabitha Eneas, FNHP, CIL, Director

Seetta Roccola, FNHP, Director

Roxanne Harper, FNHP, CIL, Director

Teneal Nole, FNHP, Director

Joanne Oskatamin-Potts, FNHP, Director



A full board election took place on June 9, 2023. Darlene Marshall (Chair, Nova Scotia) and Harvey McCue (Secretary-Treasurer, Ontario) were elected for 3-year terms.

Acclamations: Rosie Charles (Saskatchewan), Seetta Roccola (Manitoba).

Elected: Tabitha Eneas (British Columbia), Teneal Nole (British Columbia).

Appointments: Roxanne Harper (*Director at Large*), Lily-Anne Mt. Pleasant (Ontario), Joanne Oskatamin-Potts (Alberta, not pictured).



Top row, left to right: Rosie Charles, Roxanne Harper, Darlene Marshall, Seetta Roccola, Harvey McCue.

Bottom row, left to right: Tabitha Eneas, Lily-Anne Mt. Pleasant, Teneal Nole, Joanne Oskatamin-Potts, Darlene Chevrier

As Canada's leading authority on First Nations Housing education and capacity development, FNHPA deeply understands the significance of nurturing the next generation of leaders in the housing sector.

Annually, FNHPA recruits interested youth to fill our Youth Board member position. This entails a one-year term appointed by the Board. In 2023, Lily-Anne Mt. Pleasant was appointed as the Youth Director, a strategic decision aimed at integrating the perspectives and needs of young individuals into the realm of First Nation Housing, while also providing invaluable mentorship opportunities for youth aspiring to board positions.



As the leading governing body in Canada for First Nations housing education and capacity development, FNHPA created strategic vision and mission statements that encapsulate our “why” and reflect our purpose for existing. The following strategic statements were developed and approved by the Board. These statements are maintained in the work that’s being developed and planned for as the association grows:

Strategic Planning

Vision

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

Mission

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

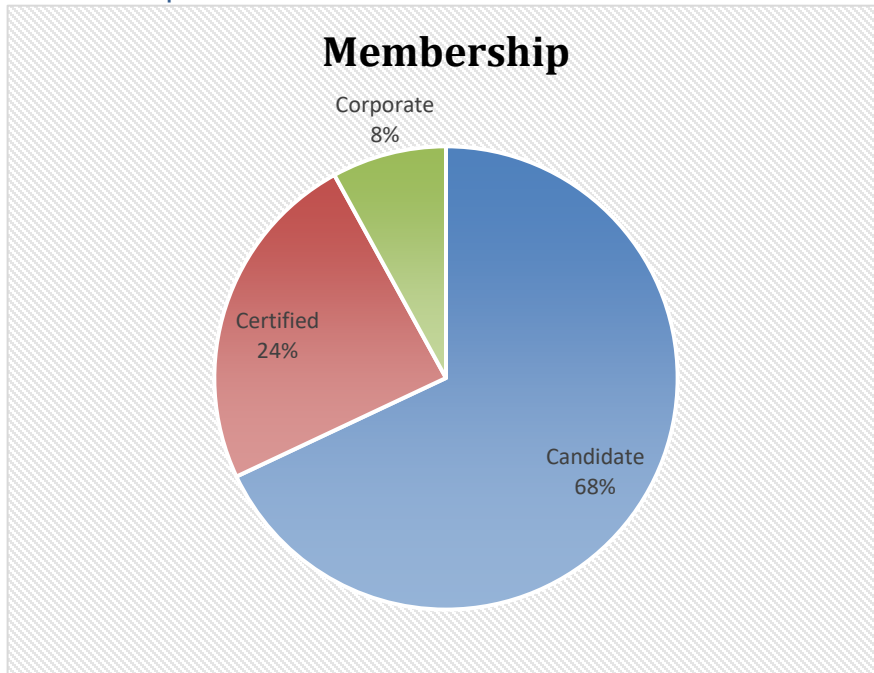
To assist in providing greater direction towards achieving the vision and mission, goals have been established. These goals are numbered but not prioritized:

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 2023-2024

Membership



During the 2023/2024 fiscal year, FNHPA remained dedicated to fostering a community where members feel supported, empowered, and equipped for success. We remain steadfast in our commitment to providing unparalleled support to our members as they navigate the complexities of the housing sector. FNHPA embarked on a myriad of initiatives, surpassing set goals and pinpointing key objectives. Below are some highlights of our efforts to fulfill this mission.

Total membership for fiscal 23-/24 stands at 210 active members. Since inception, FNHPA has had a total of 453 members to date.

Candidate – 142

Certified – 50

Corporate – 18

Members enjoy a wide array of perks and benefits, including discounted rates on FNHP Certification, admission to our annual conference, semester tuition, webinars, and publications. Additionally, members receive career support, access to regional networks and a member directory, and round-the-clock entry to our virtual Knowledge Centre, boasting over 600 resources in English and 150 in French.

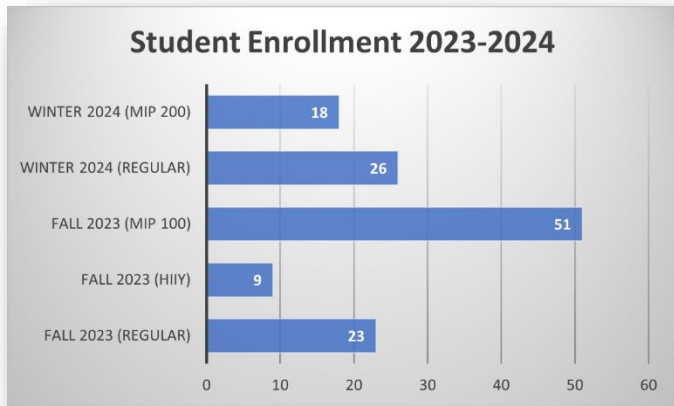


Education

Student Enrollment

During the Fall 2023 and Winter 2024 semesters, a total of 136 students were enrolled in our programs.

In Fall 2023, 32 students pursued regular courses, while an additional nine interns participated in the FNHPA Housing Internship for Indigenous Youth program, funded by CMHC. Moreover, 51 students were engaged in the Manitoba Intensive Course 100 (MIP 100) curricula. As we transitioned to the Winter 2024 semester, which is currently ongoing, 26 students are actively involved in various courses, with 18 students enrolled in Manitoba Intensive Course 200.



Semesters

Throughout both semesters, we offered a comprehensive selection of all five courses, including French Course 200 and French Course 500 in Winter 2024. The FNHPA Housing Internship Initiative for Youth (HIIY) Course 100, supported by CMHC, was successfully conducted in Fall 2023. Notably, an intensive iteration of Course 100 was included in the Fall

2023 semester as part of the Manitoba Intensive Program (MIP), with a corresponding intensive Course 200 currently underway in Winter 2024 for MIP students. All five instructors delivered these courses diligently and as scheduled.

Fall 2023 Semester



Winter 2024 Semester



Marketing & Communications

Throughout the year, our Marketing and Communications team remained dedicated to raising awareness of FNHPA, attracting new members, keeping our audiences informed of updates and changes, promoting course enrollments, workshop attendance, and conference participation, and overall supporting staff with department goals.

Our strategies were informed by valuable insights gathered from surveys, enabling us to tailor our marketing and communications efforts effectively. We hired a marketing manager who has implemented the strategic use of video content particularly in social media. An annual marketing calendar to promote the initiatives of each department and Board goals was also developed and is being implemented in line with our commitment to delivering value to our members.

Throughout the year, FNHPA representatives actively engaged with various organizations, government entities, and interested parties through presentations and participation in conferences, further amplifying our outreach efforts and strengthening our network. FNHPA's marketing and communications endeavors highlight the impactful strides made in advancing our mission and objectives.

Digital Newsletter

The FNHPA newsletter is a monthly electronic publication delivered via Mailchimp to subscribers interested in staying updated with our organization's latest news and offerings. With a broad focus on learning opportunities such as webinars and courses, helpful tips and tricks, engaging "did you know" sections, FNHPA announcements, and pertinent updates on First Nation housing news, our newsletter serves as a comprehensive resource hub for our community. We have added a new feature to our newsletter called Meet the Team, each month a new staff member will be featured in our newsletter so our subscribers can get to know our team.



In the 2023/24 fiscal year we sent out 4,234 emails to our list of 404 email contacts, achieving an impressive open rate of 51%.

Social Media Highlights

Audience growth:

- Facebook has increased from 604 followers to 719 which is an increase of 115 followers over the year.
- Instagram has increased from 196 followers to 239 which is an increase of 43 followers over the year.
- LinkedIn has increased from 377 followers to 550 which is an increase of 173 followers over the year.
- Twitter has increased from 283 followers to 328 which is an increase of 45 followers over the year.

Post Engagement:

- Over the past year, our post engagement rates have seen a notable uptick across all platforms, marking a commendable 5% increase in user interaction.
- Social media engagement totals reveal that Facebook boasts the highest engagement level, tallying a remarkable 2,924 interactions. Meanwhile, Instagram records 483 engagements, Twitter 242, and LinkedIn 859.

Audience Composition

Over the past year, we've experienced a consistent rise in our audience size. Presently, we have a total of 1,836 followers across all our social media platforms, marking an impressive growth rate of 31.14%. Among our followers, 74% identify as women, while 26% identify as men. The bulk of our audience resides in key cities such as Vancouver, Ottawa, Winnipeg, and Toronto, with Canada and the United States serving as our primary follower base in terms of countries. Additionally, we have garnered followers from diverse locations including Nigeria, Australia, Sudan, Egypt, and India, reflecting the global reach of our platform.

Outreach

Throughout the year, multiple mailouts were distributed to all First Nations and Tribal Councils across the country to promote the program and raise awareness. These included:

- MRP Key messages: This mailout was to provide a brief overview of Matrimonial Real Property and introduce the MRP Team
- COEMRP Press Release: Transition to the Centre of excellence on MRP from the National Aboriginal Land Managers Association.
- KMH Information: Information about the KMH Program was sent out to all First Nation schools along with USB Keys with KMH Booklets preloaded.
- Annual Update letter: This letter was meant to provide updated information about FNHPA.
- 2023 FNHPA Annual Conference: Save the date post cards, and postcards for conference registration.
- 2024 FNHPA Conference: Save the date post cards.
- 2023 Annual Christmas card



Core Support for Capacity Activities

Board and Committees

Each time our Board gathers, new ideas are born, activity is audited, and progress is made on established goals that help us to continue fulfilling our mission. These meetings provide a platform for cooperative planning, allowing board members to discuss and strategize on key initiatives such as regional expansion strategies. In 2023/2024, there were four regular board meetings and five research committee meetings. Board gatherings serve as crucial forums for decision-making, collaboration, and alignment of efforts towards FNHPA's overarching goals. It is where the board assesses what resources are necessary to sustain the organization's pace of growth and trajectory. Moreover, these meetings facilitate partnership development, enabling FNHPA to forge strategic alliances that further its mission and objectives. Additionally, special board meetings are convened to address specific matters such as approving FNHP candidates, board nominations and appointments, ensuring transparency and accountability in the organization's governance process.

AFOA's Certified Indigenous Leader

The board of FNHPA embodies the ethos of "walking a mile in one's shoes," recognizing that effective service stems from a deep understanding of those we serve. It was imperative for us to grasp the firsthand experiences of frontline housing professionals from various perspectives – industry, community, administration, and political – in order to develop and deliver the resources they truly need. Committed to continual self-improvement and lifelong learning, FNHPA prioritized the education of our board and executive in First Nation leadership. During the 2023/2024 period, select board members and the Executive Director embarked on a transformative journey by enrolling in the Certified Indigenous Leadership (CIL) course. Three board members and the Executive Director proudly earned their CIL designation. This investment in understanding the requirements, skills, and competencies essential for effective leadership enables us to provide unwavering support and education to our frontline workers. Armed with a profound understanding of the role of Indigenous leaders in communities, we are better equipped to empower and uplift them in their vital endeavors.

Committees

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

- Executive Committee: Darlene Marshall, Rosie Charles, Harvey McCue
 - The Executive Committee is responsible for oversight of the operations, evaluation and supervisory of the Executive Director.
- Conference Committee: Tabitha Eneas, Lily-Anne Mt. Pleasant, Roxanne Harper, Candace Bennett
 - This committee guides the planning and coordination of the annual conference This committee meets with the Osprey Team to discuss the agenda/program, workshops, guest speakers, board member roles, swag and FNHP convocation.
- Research and New Services Committee: Rosie Charles, Darlene Marshall, Roxanne Harper, Candace Bennett
 - This committee guides the development of potential projects that fall into the area of research or new services.



- Education Committee – Harvey McCue, Roxanne Harper, Tabitha Eneas, Allystarr Johnson, Kelsey Gagnon
 - The Education Committee oversees the development and implementation of educational programs, courses, and training initiatives tailored to the needs of housing professionals in First Nations communities.
- Audit and Finance Committee – Harvey McCue, Tabitha Eneas, Candace Bennett
 - This committee oversees financial planning, budgeting, and reporting processes, as well as internal controls and risk management practices. By conducting regular audits and financial reviews, the committee ensures compliance with regulatory requirements and promotes transparency in financial operations.
- Housing and Wellness Task Force – Brooke Duggan, Lily-Anne Mt. Pleasant, FNHP members
 - This task force explores the intersection of housing and wellness, addressing issues such as mental health, community engagement, and cultural sensitivity within housing initiatives.
- The Keeper of My Home Task Force:
 - This group is comprised of nine members dedicated to discussing and strategizing the promotion, delivery, and implementation of the program. They hold monthly meetings to delve into ways to improve the program's utilization in schools, community groups, youth centers, and similar environments.

Association Management Expert

We continued to work with Jim Pealow during the 2023-24 fiscal year. He was contracted through Association Management & Consulting Executive Services (AMCES) to serve as the association expert for our organization. In this capacity, he continued to offer valuable guidance to the Executive Director on board and association-related matters pertinent to not-for-profit performance. His contributions included aiding in the development of governance policies and procedures, providing governance coaching, advising on strategic considerations, assisting in the development of by-laws, and offering guidance on the creation and implementation of association management programs and services.

Staffing

Over the past year, FNHPA has experienced significant growth, expanding its team from five to nine dedicated professionals. In addition to our existing staff, which includes the Executive Director, Executive Administrative Coordinator, Education Administrator, Housing and Wellness Coordinator, Membership and Administrative Clerk, and Communications Intern, we have welcomed new members to our team. These additions include the Matrimonial Real Property (MRP) Program Manager, and Education Manager.

Additionally, recognizing the importance of supporting our operations, FNHPA has engaged subcontractors to assist in various aspects of our work. These subcontractors include a Financial Services consulting firm, Ledger Lady Inc. responsible for managing our day-to-day bookkeeping activities, a Communications and Marketing Firm, Twumasi Consulting Inc., an Information Technology services provider, IT Horizons, a Not-for-profit expert services firm, AMCES, and the events Coordinator firm tasked with organizing our conferences., Osprey Team, Human Resources firm, Boreala.



Special Project Consultants

Two Eagles Consulting was contracted for the 2023/2024 Job Description and Salary Grid research project. Roots and Rights was procured for the 10-Year strategic planning and FNHPA housing management Assessment Learning Pathway research project. Kathy McCue was engaged to assist in the navigation of the three-year MRP Transition, and James Yantha's services were acquired for the planning for the regional expansion of FNHPA.

As FNHPA continues to expand, particularly with the addition of the MRP Program, we anticipate further growth and the addition of new roles to support our evolving initiatives.

Office Location

The Head office of FNHPA is located within the Algonquins of Pikwakanagan First Nation, which is 1.5 hours west of Ottawa. Four staff and a subcontractor work out of this location and it is where all the materials and products are stored.

Translation

FNHPA places great emphasis on effective communication and ensuring information accessibility in both official languages. Materials such as mailouts, FAQs, and promotional content are routinely translated and distributed. However, due to budget constraints, allocating funds for translation can be challenging, ranging from limited to nonexistent resources.

To address this issue, we have made strategic adjustments. Recognizing that the French version of the monthly newsletter was not being utilized, we have ceased its translation. Instead, we will implement a new approach by incorporating a section in the newsletter where individuals can request a French copy if required. This not only streamlines our translation efforts but also optimizes cost savings by allocating resources where they are most needed.

Education

Capacity Building Initiatives

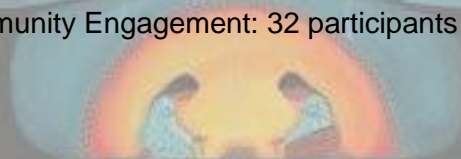
The Education department at FNHPA has developed new updated forms designed to enable instructors to comprehensively review their courses. These forms aim to ensure that all course content, including wording and reading materials, remains current. Instructors are required to complete and return these forms by the end of the fiscal year, facilitating FNHPA's implementation of any necessary updates for the upcoming year.

Additionally, during the 2023/2024 period, a total of 16 individuals successfully achieved their designation through Prior Learning Assessment and Recognition (PLAR).

Webinars and Workshops

During the 2023/2024 period, FNHPA conducted six virtual workshops with the following participation:

- Supporting Successful Tenancy: 30 participants
- Site Planning: 15 participants
- Risk Management: 30 participants
- First Nations Housing Procurement Practices: 23 participants
- First Nations Housing and Community Engagement: 32 participants



- Introduction to Matrimonial Real Property for Housing Managers: 21 participants

In total 151 people participated in the virtual workshops throughout the fiscal year. The virtual workshops were open to CMHC sponsored delegates from their regions and not the general public.

During the 2023/2024 fiscal, FNHPA provided four in-person workshops focused on Enhancing First Nations Housing Relations. This workshop was open to CMHC employees only and not offered as a public workshop. The location of the 4 workshops are below:

National Examination and Preparation Session

The National Professional Exam was administered twice within the fiscal year, once in the spring of 2023 and again in the winter of 2024. Five students enrolled for the exam; however, one was postponed to June 3. Among those who took the exam, four successfully passed. Before the exam, personalized one-on-one preparation sessions were offered to participants. Students were equipped with sample exams and supplementary materials containing tips to enhance their readiness for the examination. The Spring 2023 exam was administered in May. The winter 2024 exam was postponed to June 2024 as those intending to take it were not able to at that time.

Annual Conference

In September 2023, FNHPA hosted its second annual conference at the Wyndham Hotel in Edmonton, Alberta. This year, promotional activities were spearheaded by our in-house communications team. They curated a range of dynamic content, including static images and video posts, tailored for various social media platforms such as TikTok, Facebook, LinkedIn, Twitter, and Instagram. Additionally, we collaborated with CANDO to amplify the reach of our conference by featuring it in both their email newsletter and FNHPA's newsletter distributed via Mailchimp. The event exceeded target goals the week before the conference started.

FNHPA 2023 Conference Evaluation Report

At the conclusion of the First Nations Housing Professionals Association's 2023 Annual National Conference held September 19 – 21 at the Wyndham Edmonton Hotel and Conference Centre in Edmonton, Alberta, delegates were invited to complete an evaluation of the event.

Of the 324 delegates registered for the event, there were 71 delegates who completed the evaluation. The key highlights of the conference were identified as follows:

1. **Opening Plenary - Methamphetamine and its Effects on Housing**
2. **Workshop 9 – Managing Housing Portfolios**
3. **Dinner, Convocation and Award Ceremony**
4. **Closing Plenary - Jordan's Principle and Housing**
5. **Workshop 4 – How do you Measure Healthy Housing**

The delegates were asked to respond to the following questions:

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

The ratings were confirmed as:

Among the best 72%; Better than average 20%; Average 6%; Below average 0%; I have not been to enough conferences to compare 2%



The following sessions were rated using a 5-point scale where 1 is poor and 5 is excellent: In addition, the delegates were asked to respond to the following questions:

Sessions	Rating
Opening Reception	4.3
Opening Plenary - Methamphetamine and its Effects on Housing	4.3
Dinner, Convocation and Award Ceremony	4.6
Plenary - On-Reserve Housing: Issues and Practical Solutions	4.7
Closing Plenary - Jordan's Principle and Housing	4.6
Workshop 1 – Addressing the Legislative (Colonial) Gap on Matrimonial Homes in FN Communities	3.4
Workshop 2 – Health & Housing: Data and storytelling from an Environmental Public Health Perspective	4.0
Workshop 3 – FNHPA Regional Collaboration Circle: Regional Expansion Planning	4.1
Workshop 4 – How do you Measure Healthy Housing?	4.5
Workshop 5 – FNHPA Regional Collaboration Circle: Regional Expansion Planning	3.8
Workshop 6 – Numbers Don't Lie – True Costs of a Housing Project!	4.4
Workshop 7 – Reconciliation in Housing: Past, Present and Future	3.7
Workshop 8 – Asset Management	4.0
Workshop 9 – Managing Housing Portfolios	4.7

1. Which subjects/workshops/topics did you find most useful at this year's conference?

- Meth remediation (10)
- Numbers don't lie (9)
- Networking (7)
- Health and housing (5)
- Pre-conference workshops (5)
- On-reserve housing (3)
- Addressing the Legislative (Colonial) Gap on Matrimonial Homes
- Wellness for Housing
- Insurance
- Legal aspects of housing
- Revenue generation
- Healthy Homes Indicator
- Sustainable housing
- Where government can improve to assist FN Housing
- Jordan's Principle for housing

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

- Plenaries (8)
- Howie Miller (6)
- Exhibitors and networking (5)
- Thanks to everyone – the Board, Chair etc. Your enthusiasm is inspiring. Gives the Housing and Public Works people hope that there is help out there
- The energy of grassroots membership
- Amazing organization
- Roxanne Harper!
- Discussions and creating opportunities to access and generate housing programs
- Meeting members
- Ceremonies



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

Lack of sufficient seating at breakfast (8)
 Plenary speakers were sometimes difficult to hear
 CMHC information was great for beginners but not more experienced looking for info
 Plenaries and workshops that start late
 Casino access would be nice for entertainment
 Meth – not in-depth enough
 Parking was an issue
 The hotel location was not great – choose a modern venue
 Dealing with stairs
 Training communities on how to clean up meth houses
 The hotel was awful
 Meth content – we don't have that problem in our community
 Quality of food
 No food available in the hotel or nearby
 No place to relax in the hotel

4. Please recommend keynote or plenary speaker(s) and topics for next year's conference?

William Wenhni'tiio Gareau at Kamesatake
 CMHC Replacement Reserve eligible expenses vs Repair & Maintenance
 Youth perspectives and presenters
 Leah Mack is amazing – bring her back every year
 Matrimonial Law and Impact on Housing Ownership
 Plenary on true cost of housing that includes admin fees, materials, shipping, labor, insurance and funding

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

Housing Asset Management – policy reform
 Breaking entitlement thinking
 How to establish and implement housing policies that are efficient and easy for tenants
 Maturity of loans – end of agreement
 CMHC
 Project planning/funding soft costs, schedules
 Teaching people how to maintain their house
 Legal Perspectives on Human Rights Related to Housing
 Housing File Maintenance
 Capacity building
 New Building Materials with Impact of Changes in Climate
 More info on reserve housing
 List of FN construction companies and other resources
 Mortgage Buyouts
 Eviction (how to, tolerance, implementation/enforcement)
 Mold (effects, types, remediation)
 Creating funds for housing projects
 Education on maintaining housing
 Housing on remote communities
 Radon
 Injury prevention
 Community planning
 Loans for on-reserve housing
 Housing treaty rights



Social Housing
 Asset management software
 Maintenance Budgeting
 Fire Protection (2)
 Meth addiction and solutions
 Dealing with bug infestations
 Cost estimating
 Tools to assist housing professionals
 Deadline & project management – train the trainers by region
 Reusing building materials for tiny homes
 Climate change and how this will affect our communities and housing
 ACRS workshop
 FNIP workshop
 Mental Health in Housing
 Responding to RFPs – specs & design (how to write)
 Housing Inspections (process and what to look for)
 PCO Issues
 Housing HR Issues
 Rent Arrears

6. How would you rate your overall experience at this conference?

- A. Exceeded my expectations – 26%
- B. Met my expectations - 74%
- C. Failed to meet my expectations – 0

Partnership Development

In fiscal year 2023/24, FNHPA expanded its collaborative efforts by entering into a Memorandum of Understanding (MOU) with the First Nation Market Housing Fund, adding to the partnerships established in 2023 with the First Nation Housing Managers Association and the First Nations National Building Officers Association. This MOU marks a pivotal milestone in advancing First Nations housing capacity.

FNHPA's mission centers on exploring diverse housing options and prioritizing education, while FNMHF is dedicated to providing resources for homeownership and tenancy support. Through this MOU, both organizations commit to strategic collaboration aimed at addressing the unique needs of their respective audiences. By pooling their expertise and resources, they aspire to bolster community skills and promote sustainable housing practices.



Housing and Wellness Program

The relationship between the quality of one's home and their overall health and wellbeing is a known fact. Through the implementation of our Housing and Wellness Program, we aim to tackle prevalent issues faced by housing personnel, occupants, and youth concerning their personal wellness and the wellness of their homes. By providing support, our resources empower individuals to make informed decisions and equip them with the understanding and knowledge to prioritize their well-being.

Additionally, our commitment to expanding the program extends beyond providing resources. We aim to foster a culture of collaboration and mutual support by building meaningful partnerships. By working together, we can leverage collective expertise and resources to create sustainable solutions that address the root causes of housing-related challenges.

We have reached an exciting milestone in the development of our animated cartoon series, which features adventurous cartoon fish aimed at educating children about the importance of home safety. The initial stages of production are now complete, with our team actively working on captivating storylines for the series.

In addition, we are gearing up to launch a series of promotional videos showcasing the diverse aspects of the KMH program. These visually appealing videos will be strategically shared across our social media platforms, serving as dynamic content to heighten awareness and provide a comprehensive overview of the program's extensive offerings.



In the Fall of 2023, we launched a recruitment video for the KMH Task Force, aimed at enhancing our recruitment efforts. This initiative has already proven successful, with numerous registrations pouring in, highlighting the compelling nature of our content in attracting fresh participants.

In the previous fiscal year, FNHPA, piloted the development of six video resources to support our Housing and Wellness Program in collaboration with Learning Bird. These videos were crafted for students in grades five to eight with information and guidance related to mental health and overall well-being. Over the course of this year, we finalized the remaining four videos covering household chemical safety, bullying, indoor air quality, and fire safety. These materials will be leveraged for promotional purposes across our social media platforms and within various learning environments.

Housing and Wellness Blog

We continue to share our Housing and Wellness blog posts, spotlighting themes covered in our resources. The aim of this blog is to offer concise tips and guidance, fostering the utilization of the program.



The screenshot shows the website header with the FNHPA AHPN logo and navigation links. The main content area is titled "Housing and Wellness Blog" and includes a welcome message and a list of blog topics.

Housing and Wellness Blog

Welcome to the **Housing and Wellness blog**, where we will be posting monthly blogs about all things related to housing, well-being, mental health and more. Be sure to check in every month to get insight and tips on various topics related to the Housing and Wellness Program!

- **Vandalism Prevention**
- **Identifying and Mitigating Stress**
- **Energy Efficiency**
- **Workplace Burnout**
- **Energy Efficiency**
- **Workplace Burnout**
- **Indoor Air Quality**
- **Mental Health**
- **Chemical Safety**
- **Substance Abuse**
- **Fire Safety**
- **Financial Literacy**
- **Mould**
- **Buyling**
- **Radon**

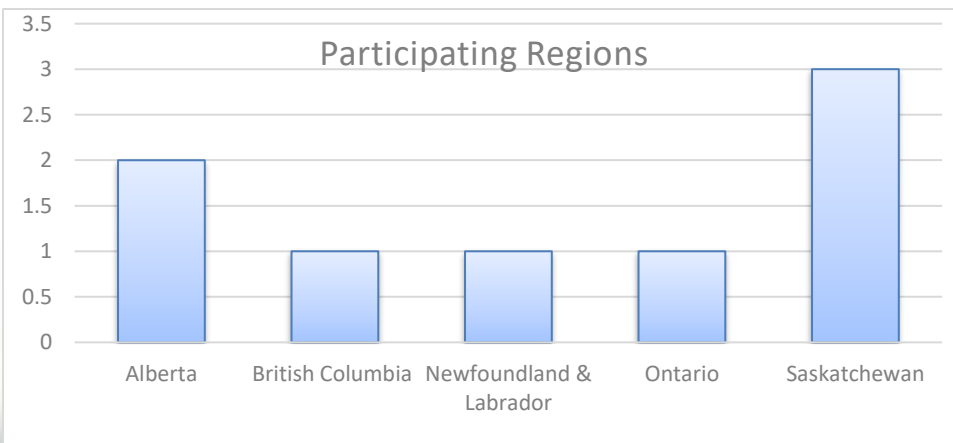
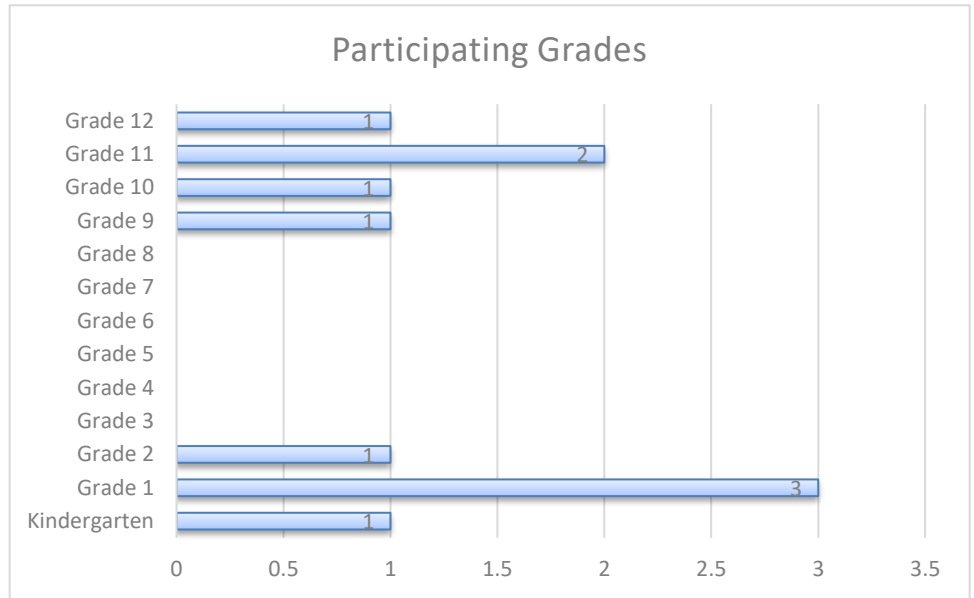
Keeper of My Home Pilot Project

This year, FNHPA spearheaded an ambitious pilot project in collaboration with Learning Bird, advocating for the integration of the Keeper of My Home resource into school curricula. This groundbreaking initiative not only showcased our commitment to educational innovation but also served as a testament to our dedication to enhancing educational resources for educators and facilitators alike.

The project unfolded in three strategically planned phases; We began with the pre-pilot phase, meticulously strategizing sessions,

crafting a comprehensive marketing campaign, curating a robust communications package, meticulously selecting pilot classrooms, and preparing pre- and post-pilot surveys for teachers and students.

We then transitioned into the pilot phase, orchestrating impactful launch events in both English and French. We also distributed pre-pilot surveys to teachers, ensuring their invaluable input shaped the trajectory of the project. Additionally, we maintained regular monthly check-ins via email, fostering open communication and collaboration every step of the way. The task force currently consists of nine dedicated members who have already held four meetings to discuss potential additional classroom support and strategies to optimize the use of educational materials. So far, the task force has been highly effective, fostering a collaborative environment that encourages constructive dialogue and innovative implementation of the materials.



In April we transitioned to the final post-pilot phase, entailing the dissemination of surveys to teachers, hosting focus group sessions to gather feedback, and composing a report summarizing the findings. This report will include an implementation plan for integrating feedback and proposing next steps.

Our objective was to implement the pilot project in 8-10 classrooms across Canada. We reached out to over 150 contacts and were able to

meet our project goal. Outreach efforts will continue into the new calendar year as we aim to attract participants from grade levels and provinces where we currently have limited representation. This remains a priority area where we are dedicated to making improvements.



Expansion of Keeper of My Home Materials – Grade 12 Resource Kits

During the 2023/2024 fiscal year, FNHPA also developed two supplementary resource kits based on the Grade 12 Keeper of My Home curriculum. These kits centered on the topics of Housing Rights, Responsibilities, and Choices, as well as Buying or Renting a Home. Leveraging these kits in fiscal year 2023/2024, we developed two webinars that were presented on separate occasions: first, in Pikwakanagan First Nation by the Manager of Employment and Economic Development as a part of an orientation, and second, for the Ulnooweg STEM Summer Camp at Dalhousie University.

Activity Books

The Keeper of My Home activity books were designed for students ranging from kindergarten to 6th grade, aiming to creatively emphasize curriculum topics. We've maintained their distribution through mailouts and conferences, and they've garnered significant popularity. Additionally, we've translated and printed them in French to broaden accessibility. These books have been wildly popular as a learning tool as we have received multiple inquiries from First Nations across the country to translate them into various First Nations dialects for distribution in their home communities.



Promotional Activities

TBNews

In January 2023, we entered into an agreement with TBNewsWatch, a media outlet located in Thunder Bay that extends its reach throughout Northern Ontario. This agreement encompassed several key elements: a premium Hub profile showcasing various aspects of our association for interested parties, four professionally crafted articles spotlighting FNHPA, to be prominently featured on their homepage and distributed to their subscriber base, inclusion of our logo in a rotating pool of widespread visibility across all devices on their site, and exclusive ownership of all advertising space on their Pets & Animals page.

Spotlight: Empowering First Nation housing professionals and communities

The First Nations Housing Professionals Association is a dynamic organization dedicated to supporting and empowering First Nation housing professionals across Turtle Island.



Keeper of My Home program teaches youth about housing

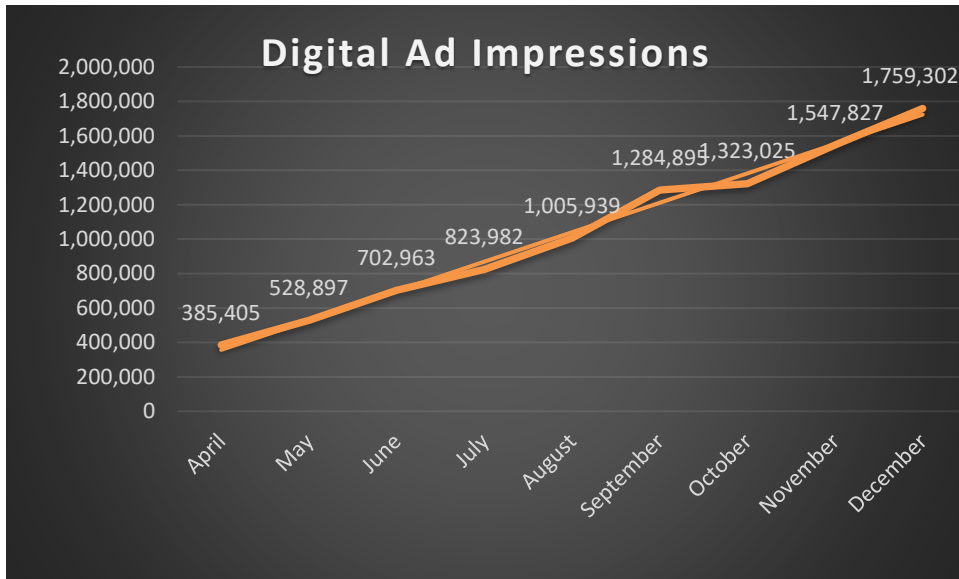
To help teach children and youth about how housing can help improve economic and social conditions, the First Nations Housing Professionals Association has put together Keeper of My Home, a free resource that teaches students about caring for their home and housing health and safety.



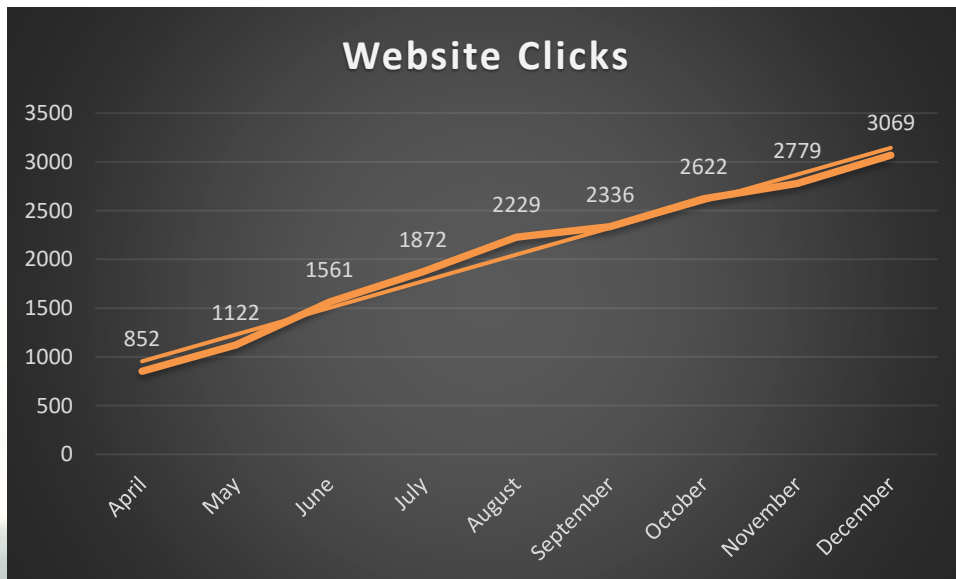
Through this platform, we raised greater awareness for both the Housing and Wellness Program and our association.



TBNewsWatch Insights – Digital Ad Impressions (# of people who have seen our ad)



TBNewsWacth Insights – Website Clicks (# of people who clicked on our ad to go straight to our website)



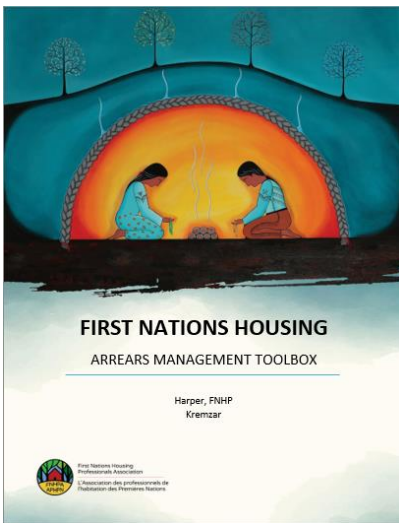
Conference

Participation

- April 12 - 13, 2023: UNSM Infrastructure & Capital Building Conference - Truro, NS
- May 29 - 31, 2023: Waasnode Housing Conference - Sault St. Marie, ON
- September 11 - 13, 2023: TechNations - Thunder Bay, ON
- September 19 – 21, 2023: FNHPA – Edmonton, AB
- November 7 – 9, 2023: FNHMA Saint John, N.B.
- November 21 – 22, 2023: CoPH - Quebec city, QC
- February 6 – 7, 2023: AIAI Housing Symposium - Toronto, ON
- March 5 – 7, 2023: AFOA - Winnipeg, MN

Publications

Throughout the fiscal year, FNHPA introduced three new publications aimed at equipping members with essential information about various areas of housing management. These publications include the Arrears Management Toolbox, Effective Homeownership Toolbox, and Insurance & Risk Management Toolbox. Each publication serves as a valuable resource, providing comprehensive guidance and strategies to enhance proficiency and effectiveness in various aspects of housing management and homeownership. These additions reflect FNHPA's ongoing commitment to supporting its members and promoting excellence in the field of First Nation housing.

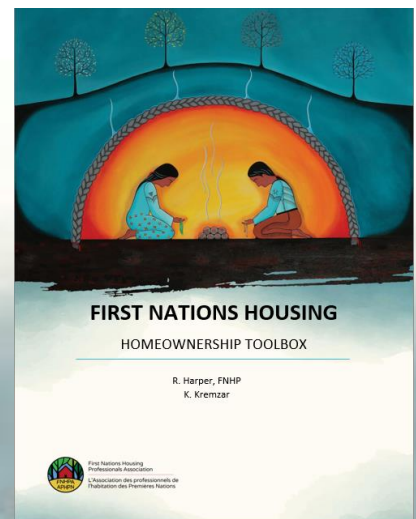


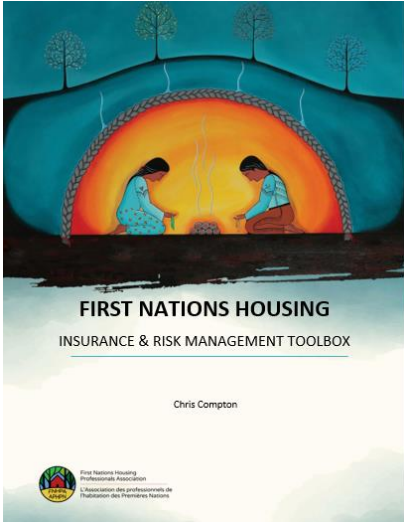
Arrears Management

This toolbox reflects insights and experiences gained from working with more than 400 First Nations and Tribal Councils on arrears management practices, community education and policy enforcement. Sample resources and tools are included that offer direction, can help start a conversation, and provide suggestions that can lead to effective arrears management practices. Many of the practices reflected have produced positive outcomes that benefit First Nations and those who occupy their residential units.

Effective Homeownership

This toolbox provides information on defining homeownership and developing an approach to support homeownership in the community (e.g., lending options, delivery, and administration of homeownership programs and advice to help members make an informed decision about homeownership and how to protect their investment). Sample resources will be provided to support housing professionals as they consider and implement a homeownership approach.



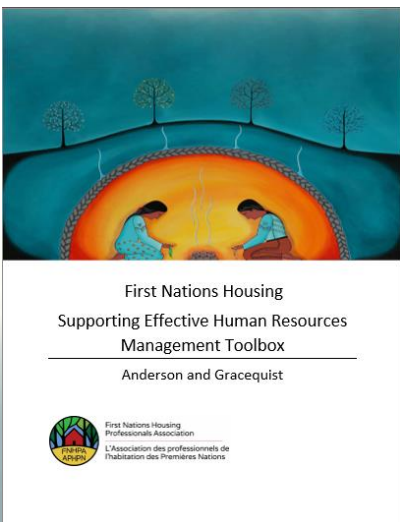
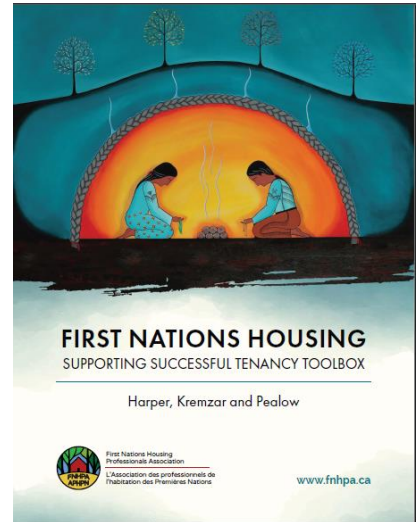


Insurance and Risk Management

This toolbox has been designed to empower and educate members of the First Nations Housing Professionals Association (FNHPA) on how to understand and work with their insurance brokers and companies in a more collaborative and effective way. In addition, it addresses risk management basics. Like other publications in the FNHPA series of toolboxes, it contains several charts and samples to help you move quickly from theory to practical implementation.

Supporting Successful Tenancy

Throughout the fiscal year, FNHPA introduced four new publications aimed at equipping members with essential tools and resources. These publications include the Management Toolbox, Arrears Management Toolbox, Effective Homeownership Toolbox, and Insurance & Risk Management Toolbox. Each publication serves as a valuable resource, providing comprehensive guidance and strategies to enhance proficiency and effectiveness in various aspects of housing management and homeownership. These additions reflect FNHPA's ongoing commitment to supporting its members and promoting excellence in the field of First Nation housing.



Supporting Effective Human Resources Management Toolbox

The toolbox begins by covering Canadian employment legislation and legal compliance, followed by chapters dedicated to each major function of human resources that aid employees throughout their employment journey, from recruitment to exit interviews and everything in between. The publication concludes with a glossary of key terms and appendices featuring additional information and examples of how specific tools can be filled out and utilized. These tools are suitable for organizations of all sizes and offer a comprehensive guide on how to implement best practices in human resources, ensure compliance with the law, and provide ongoing support to employees.

The Supporting Successful Tenancy Toolbox was acquired five times, while the Supporting Effective Human Resources Management Toolbox was purchased four times. Additionally, the Arrears Management Toolbox, Effective Homeownership Toolbox, and Insurance & Risk Management Toolbox were each purchased three times.



Knowledge Centre Updates

The Knowledge Centre undergoes regular updates through course reviews and the identification of contemporary and pertinent tools, practices, reports, articles, and presentations. Presently, there are 694 English resources and 150 French resources available. Notably, the Knowledge Centre has expanded to encompass presentations from the FNHPA Second Annual Conference. Also accessible to members is our “Resources from our Friends” where we continually grow our partnerships and members are able to access our partner resources as well.

FNHPA is committed to consistently generating new and relevant materials to enrich the learning experience for its members.

New Capacity Projects

Research in Housing Activities

Standards for Job Description and Compensation (Salary Grids) Development for First Nations On-Reserve Housing – Preliminary Review

This project builds off the First Nations Housing Professionals Association’s (FNHPA) preliminary report, “Resource Requirements for the Effective Management of First Nations On-Reserve Housing” completed in 2022/2023. That report conducted research into the current state of First Nations on-reserve housing programs and highlighted some of the most critical issues being faced on a national scale within these communities. The paper put forward 22 recommendations focused on different topics, including funding, education and training, national standard development, planning and strategy, community wellness, and awareness building. As part of next steps, the FNHPA committed to doing more research and having more conversations with on-reserve program participants to inform specific approaches to improving on-reserve housing.

The intent of the research and interviews was to collect qualitative and quantitative information to drive data-informed decisions around standardized job descriptions and compensation structures. As a starting point, the FNHPA focused its analysis on five high priority housing program positions, including:

1. Housing Manager
2. Tenant Relations Coordinator
3. Housing Administrative Assistant
4. Housing Maintenance Manager
5. Housing Maintenance Worker

In total, the OCAP™ Certified Researcher reached out to 35 First Nations and five Tribal Councils. Of the 35 invitations to First Nations, 29 communities expressed a strong interest in participating in the interview process. As was true with the first report, most invitees were eager and willing to provide input and data, however, only 22 of the 29 First Nations participated. The lower than anticipated outcome was due primarily to workload and capacity of on-reserve housing programs, which continues to impact relevant data collection. The scarcity of data therefore underscores the importance of addressing challenges being faced by on-reserve housing programs.

As a final note: the lack of data speaks to many of the issues prevalent in on-reserve housing programs and serves as a signal that these communities are in dire need of funding to be able to improve current conditions. Many participants spoke to the inability to competitively fund positions that then causes employees to be transient



rather than building and growing within their community. Further, the effort put into training and retraining employees often strains capacity and deprioritizes proactive work such as succession and recruitment planning. Funding is therefore a key success factor in building stronger and more resilient on-reserve housing programs that in turn, can provide the much-needed supports and systems to their tenants.

The status quo is not acceptable. It is time to put action behind the words written in this report and the reports that came before it to support these programs and the employees who dedicate their days to make a difference in the communities in which they operate.

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.

FNHP Awards Program

The FNHP Awards program, recently introduced to FNHPA and its enrolled students, was launched in early March 2023. This initiative emphasizes Educational Achievement awards spanning from Course 100 to 500, as well as the prestigious FNHP Professional Examination Award. Below are photos of last year's recipients.

FNHPA through its partnership with the FNHMA has 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.

Healthy Housing Indicator Toolkit

Continuing our commitment to building partnerships, we are broadening our collaboration with the First Nations Health Managers Association. Together, we are developing a specialized Indicator Tool Addendum tailored specifically to the distinctive needs of the housing sector. This addendum will serve as a valuable complement to the First Nations Health Managers Association's newly developed indicator tool, "FOCUS on Wellness: A Strength-Based Tool for First Nation Health." This tool delves into the significance of indicators in assessing progress within the realm of health.

The housing indicator tool will provide valuable support to First Nations Housing Professionals by enabling them to define "wellness" within their community's housing context, establish indicators aligned with their community Wellness Plan, track indicators over time, pinpoint areas of priority for resource allocation and programming, and more. This tool will empower First Nations housing organizations to plan, monitor, and report on their programming effectively, enhancing community well-being through a comprehensive focus on housing indicators.

FNHPA Housing Management Assessment Tool and Learning Pathway

The *FNHPA Housing Management Assessment Tool and Learning Pathway* is a capacity development tool developed by the First Nations Housing Professionals Association for First Nations in Canada. This initiative is geared towards empowering FNHPA members by pinpointing strengths and areas for growth within Housing Managers and their respective communities. By seamlessly integrating with FNHPA's certification program, individuals can access specialized training tailored to their community's needs, covering topics such as governance, health management, and mental health support.

The tool will empower, strengthen, and educate housing professionals and their teams through the identifying of skills and competencies and offering strategies and resources for long-term improvement. The learning pathway



incorporates the FNHPA certification program for advanced learners, and for those who are already certified, industry trending insights, education and training resources will be offered. Through the tool the FNHPSA will create a comprehensive database to identify national housing standards, improve current measures, understand market analysis and focus educational programming more directly.

FNHPA Regional Expansion

The First Nations Housing Professionals Association is raising the level of First Nation Housing standards in the area of Management and Operations through a dedication and quality of care that has not been experienced before in the housing industry. In Canada today, the First Nation housing crisis is growing and while efforts are being made to infuse relief into housing infrastructure at the federal level, the organization of this work, the ability to plan, manage and navigate through it, continue to be a challenge nationally as experienced by First Nations, Housing Departments and by First Nations Housing Professionals Association members. This is an opportune time for the First Nations Housing Professionals Association to expand and focus on what it does best- educate, support and empower housing professionals to deliver a First Nation housing management standard that is unmatched.

This regional expansion strategic plan has explored with the governing board and management of the Association what is needed and what is possible. While many options and offers are available, it is agreed by the leadership that continuing on the path of meeting the First Nation Housing Professionals Association's goals, will deliver on much needed housing management capacity for First Nations. There is agreement this is the opportune time to expand with regional offices to provide provincial and local supports for First Nations Housing Professionals Association members who are working with housing infrastructure expansions.

Developing a strong communications plan for communication out to the membership, promotion to First Nations, partners and industry will be crucial in the next three years. Sharing unified messaging across the organization and through the provincial champions will require resourcing to ensure every First Nation is experiencing FNHPA in some way. FNHPA recognizes language diversity and cultural protocols and will ensure the appropriate language translation and cultural protocols and procedures are developed, incorporated and adhered to in provincial operations.

Matrimonial Real Property

The baton has been passed and the FNHPA is excited to announce the transition of the Centre of Excellence for Matrimonial Real Property (COEMRP) previously under the National Aboriginal Lands Managers Association (NALMA); Canada's only national center for professional standards, certification, and services existing and prospective First Nations Housing Professionals and those working in Lands departments.

FNHPA has filled three key positions dedicated to leading the transitional development and implementation of the MRP Program On-Reserve. The primary objective is to empower First Nation communities to independently operate their MRP Programs through education and awareness initiatives, while overseeing the transition process.

- As of December 1, 2023, FNHPA appointed a Manager of Matrimonial Real Property responsible for guiding the developmental and implementation phases of the MRP Program on-reserve. This role includes providing oversight to MRP Program Staff and Regional Consultants who facilitate education and awareness among Housing Program Staff in First Nation Communities. Additionally, the manager will focus on building capacity within First Nation communities to effectively operate their own MRP laws.
- FNHPA is currently recruiting for the Administrative Clerk, Matrimonial Real Property position, which will provide essential administrative support to the MRP Program Team.



MRP Training and Expert Services:

The MRP Program Team engages in weekly intensive training sessions with an MRP Expert to enhance knowledge and capacity regarding MRP and FHRMIRA legislation. These sessions also provide guidance on facilitating education and awareness initiatives for First Nation Housing Professionals. Training includes transitioning resources into FNHPA's framework, advisory services on MRP pillars, dispute resolution models, and policy improvement strategies.

Partnership Development

First Nations Chiefs of Police

FNHPA has established a significant connection with the Program Coordinator for the First Nations Chiefs of Police to ensure robust support for the two key pillars of the MRP program: Judicial and Enforcement. In February 2024, we attended an engagement session to share the latest MRP legislation with the Chiefs of Police Association's Program Coordinator. The event, with over 20 participants, paved the way for a collaborative approach to the MRP program's implementation in enforcement. Moving forward, we plan to identify and confirm dates for delivering similar sessions to other enforcement services across Canada, strengthening our partnership to ensure coordinated progress.

To celebrate this partnership, we have extended an invitation to the Program Coordinator of the First Nations Chiefs of Police Association to attend our upcoming "MRP Engagement Session." This session aims to introduce the resource guide recently developed for MRP and to provide additional training alongside our four Regional Consultants.

Anishinabek Nation Economic and Resources

The Manager of MRP represented FNHPA at the Anishinabek Nation's 8th Annual Lands and Resources Forum, "Kina-Gego-Naabadosin—Everything is Connected," was held from February 13 to 15 in North Bay, Ontario. This event was a valuable opportunity to engage with community experts and leaders focused on achieving economic sovereignty and creating a sustainable future for our lands and resources. The forum brought together voices from Leadership, First Nations, non-Indigenous government, and industry experts to discuss critical issues related to land and community well-being.

The next forum, centered on "Development Opportunities," will take place from October 21 to 23, 2024, at Casino Rama. FNHPA is pleased to be invited to attend, continuing our commitment to building partnerships and exploring new avenues for collaboration that support the MRP program and its broader goals.

Regional Consultants



In April 2024, FNHPA will engage four Regional Consultants to support the planning, development, and execution of the MRP Program. These consultants will receive specialized training to assist First Nation communities in their respective regions, offering guidance on FHRMIRA or MRP laws and delivering regional capacity-building events. Each of the four Regional Consultants will be responsible for the one of the four regions across Canada which have been identified as follows:

1. British Columbia/Yukon/Northwest Territories.
2. Alberta/Saskatchewan;
3. Manitoba/Ontario; and,
4. Quebec/Atlantic (must be bilingual)

Regional Consultants will be provided with the necessary tools and equipment for operational activities.

Referral Services

FNHPA has developed a user-friendly referral service system, accessible 24/7 to all First Nation communities for MRP-related inquiries. This service is directly linked to the Program Coordinator, MRP, who collaborates with Regional Consultants to ensure efficient responses. Additionally, plans are underway to implement a toll-free number for direct access to referral experts.

Marketing and Communications:

The FNHPA Matrimonial Real Property (MRP) Program is designed to be the premier source for education and training for First Nation Housing Professionals in the field of MRP. Our mission is to provide comprehensive resources and initiatives that equip Housing Professionals and First Nation communities with the knowledge and support they need to educate their members effectively.

In pursuit of this goal, we launched a nationwide media campaign during the latter part of the 2023/2024 fiscal year. These announcements were distributed across Canada to all First Nation communities, Tribal Councils, and Housing and Lands Departments. Looking ahead, we are developing publications for the 2024/2025 fiscal year to bring together the MRP Program Team and Regional Consultants. This collaborative effort will allow us to transform, rebrand, and create content that serves a wider audience, from governance to community members.

To further this objective, Regional Consultants and the MRP Program Team will convene at an MRP Engagement Session in early Spring 2024. This session will focus on disseminating MRP resources, planning program delivery, and developing key strategies and objectives to strengthen capacity. Activities for the National Conference and Regional Engagement Sessions will also be coordinated, with an emphasis on answering the question, "What does this mean for First Nation Housing?"

In addition, FNHPA has integrated Centre of Excellence Matrimonial Real Properties (COEMRP) resources into our website, creating a new section dedicated to MRP information. All resources, including toolkits, videos, and legal documents, previously housed on the COEMRP site are now available through FNHPA. We are currently redesigning materials to cater specifically to Housing Professionals, focusing on educating them to implement MRP legislation effectively in their communities.



To support this effort, FNHPA is planning a pre-conference workshop to introduce participants to MRP and its impact on First Nation Housing. This event will serve as a platform for Regional Consultants and MRP subject matter experts to engage with Housing Professionals, allowing them to ask questions and deepen their understanding of MRP.

In early Spring 2024, during the MRP Engagement Session, the MRP Team and Regional Consultants will start creating a Toolbox Kit, designed to guide educators through a step-by-step process with template formats. FNHPA has a successful track record of producing publications in this format, providing a valuable resource for First Nation Housing Professionals.

National Events

Planning is also underway for a pre-conference workshop where participants can build their knowledge and gain insights into MRP, housing, and how these topics relate to First Nation communities. This will be an opportunity for housing staff to interact with their Regional Consultants, receive answers to their questions, and participate in breakout sessions led by MRP subject matter experts.

Translation

FNHPA has initiated the translation of MRP resources for wider accessibility. All MRP resources will be available in English and French languages during the transition period.

Conclusion

As we journey towards our collective vision, the Association has consistently exceeded expectations, navigating milestones with steadfast determination. Throughout our journey thus far, FNHPA has consistently surpassed milestones, emerging as a beacon in First Nations housing across Canada. We are dedicated to forging meaningful connections with members, valuing their input, and leveraging their recommendations to propel the association forward. Together we are like a mighty oak tree, rooted in collaboration and reaching skyward toward our shared vision. Through innovative strategies, we will continue to nurture our FNHPs, both present and future, fostering environments conducive to ongoing educational growth and specialization.

As we set our sights on the horizon, we eagerly anticipate the ongoing support from all levels of government. Together, we can cultivate a landscape ripe with educational opportunities, ensuring that those navigating the complexities of the First Nation housing industry have the resources they need to thrive.



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

