



Aboriginal Housing
Management Association
Celebrating 25 Years



ADVANCING

Indigenous Housing & Human Rights

2021-2022
ACTIVITIES AND
ACHIEVEMENTS
REPORT



OUR MISSION

Lead and advance the housing rights for all Indigenous peoples living in British Columbia

OUR VISION

A globally recognized leader in Indigenous housing solutions across the housing spectrum

OUR VALUES

Responsive – Valuing a responsive working culture, which is relationship-centered and collaborative in its approach

Capacity building – Empowering our stakeholders with self-sufficiency and visionary practices

Holistic – Honoring diversity, partnership, and growth

Innovative – Striving for innovation through flexibility, entrepreneurship, and creativity (while honoring our experience)

Respect – Respecting our stakeholders through trust, reliability and accountability

Advocacy – Advancing the quality of housing for the collective interests of our communities



We raise our hands up to the Skwxwú7mesh (Squamish) Nation people for the opportunity to work and live in their traditional territory.

2	AHMA Making History for 25 Years
4	Message from our President & Chief Executive Officer
8	BC Urban, Rural and Northern Indigenous Housing Strategy
12	Indigenous Job Creation
16	Indigenous Housing Highlights
16	Operational Accomplishments
21	Asset Strategies' Accomplishments
29	Rebranding AHMA
30	Indigenous Housing Success Stories
31	Fort St. John Native Housing Society
34	Kekinow Native Housing Society
37	Vernon Native Housing Society
40	Náćwa?mat Lelərn Committee
42	Meet Our Team
43	About AHMA
44	AHMA Financial Report

AHMA Making History for 25 YEARS



1993

Canada Mortgage and Housing Corporation (CMHC) announces it will stop building new urban Native housing units and devolves responsibility for social housing to the provinces.

1994-1996

Indigenous housing providers form a collective in response to the news, called the Urban Native Housing Societies of BC, which evolves into the Aboriginal Housing Management Association (AHMA).



2005-2006

BC Housing transfers 754 units to AHMA, marking the start of a 10-year devolution period for AHMA.

2004

AHMA signs a self-management agreement with the Province of BC — the first in Canada! — which authorizes AHMA to subsidize Indigenous housing providers.



2012

AHMA becomes Canada's first Indigenous housing authority, after signing the *BC Aboriginal Social Housing Management Agreement* with BC Housing to devolve all provincial Indigenous housing programs. AHMA will take on leadership of:

- About 2,800 additional urban Indigenous housing units operated by 40 Indigenous housing providers supporting people who don't live on reserve
- Indigenous emergency shelter agreements
- Indigenous off nation transition housing agreements
- Staff and resources moving from BC Housing to AHMA



AHMA develops a new governance model, the culmination of two years of collaborative efforts by staff and members, with:

- A fully independent Board of Directors to increase transparency and accountability for public funds
- A new Náćaʔmat Leləń Committee to ensure member concerns remain at the core of AHMA's work

2018

AHMA and the BC government also jointly announce the **Building BC: Indigenous Housing Fund**, making BC the first province to fund both on and off-nation housing.



2019

AHMA negotiates a new five-year *Indigenous Social Housing Management Agreement* with BC Housing, which increases our capacity with additional funding to:

- Add new positions in operations, communications, finance, asset strategies and administration to expand support for members
- Boost members' operational budgets to support growing needs



2020

AHMA pivots to protect and support members, staff, and directors during the COVID-19 pandemic:

- Our Board approves \$1.8 million emergency funding for member support; BC Housing recognizes the need and steps up with the funding
- AHMA, BC Non-Profit Housing Association, and BC Housing partner on webinar support for housing providers



2021

AHMA celebrates our 25th anniversary! We partner with CMHC on a new **Indigenous Youth Internship Program**, our first agreement beyond BC Housing.



2022

AHMA releases BC's first **Urban, Rural & Northern Indigenous Housing Strategy—For Indigenous, By Indigenous—** a historic step forward in claiming the Indigenous housing rights of urban, rural and northern Indigenous peoples in the province.

NOW

AHMA manages **5,521 units**, with another **2,133 new units** being developed, for a **total 7,654 units**.

Together, AHMA and our members support **95%** of Indigenous housing not located on reserves in BC, which accounts for **80%** of the Indigenous population in BC.



This year, the Aboriginal Housing Management Association released our **BC Urban, Rural & Northern Indigenous Housing Strategy (URNIHS)**, a first for British Columbia and the second in Canada. We're currently in the midst of holding seven regional gatherings across the province to raise awareness.

Our ultimate aim is to ensure all urban Indigenous people in BC have an affordable, culturally supportive, safe home and to achieve autonomy for AHMA.

MESSAGE *from our President & Chief Executive Officer*

First BC Urban, Rural & Northern Indigenous Housing Strategy

On January 26, 2022, AHMA launched the *BC Urban, Rural & Northern Indigenous Housing Strategy*—the culmination of more than a year of research and consultation—an inclusive, *For Indigenous, By Indigenous* (FIBI) strategy rooted in belonging, cultural respect, and honouring Indigenous traditions.

"Indigenous human rights are the biggest political, economic and social shift we will see in our lifetime," says **Margaret Pfoh**, AHMA's Chief Executive Officer (CEO). "For 25 years, AHMA and our 55 members—Indigenous housing and service providers—have been part of this shift, leading the advancement of housing rights for all Indigenous peoples in BC and Canada."

"AHMA's vision for the future is built on our members' history of grassroots evolution and self-determination," adds **Gary Wilson**, President of the AHMA Board of Directors. "The strategy also aligns with Article 23 of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP): 'Indigenous Peoples have the right to be actively involved in developing and determining health, housing and other economic social programmes affecting them.'"

Our strategy is not solely a response to the ongoing exclusion of urban Indigenous existence in Canada: The federal government's 2018 National Housing Strategy allocated just 2% of funding to Indigenous households living off reserve, despite these households making up 87% of Indigenous peoples across the country.¹

Rather, our strategy is a historic step toward taking back our inherent rights to self-determination, decolonizing the political traditions of housing in Canada and, ultimately, redesigning the relationship between Canada and Indigenous peoples.

"Indigenous housing honours Indigenous communities, cultures and values," says Margaret. "Our vision is for every Indigenous community to reclaim their inherent rights to housing, through a *For Indigenous, By Indigenous* strategy. Indigenous housing plays a crucial role in strengthening our communities, supporting individuals and families, and creating a sense of belonging and well-being."

¹ Source: *Urban, rural, and northern Indigenous housing*, CMHC, May 2022

"We are fully committed to co-developing an urban, rural and northern Indigenous housing strategy. This will include a national Indigenous housing centre. With this centre, Indigenous peoples will oversee federal indigenous housing programs once fully realized."

Minister of Housing and Diversity and Inclusion
Ahmed Hussen (Parliamentary Debate, December 7, 2021)

For Indigenous, By Indigenous

We have costed AHMA's 10-year strategy at approximately \$7 billion, based on 2016 census data, plus inflation. When the 2021 census findings are released, that figure is sure to increase. Ontario Aboriginal Housing Services—which has developed the only other provincial Indigenous housing strategy in Canada, released in 2020—costed its strategy at \$10 billion, for a total of \$17 billion combined for two provinces to support the largest Indigenous populations.

"After years of inaction on urban Indigenous housing, the federal government has proposed just \$300 million nationwide for Indigenous housing over five years, led by Canada Mortgage and Housing Corporation, which is unacceptable," says Margaret. "For years, AHMA has been clear: Indigenous housing and services must be *For Indigenous, By Indigenous*."

"We don't need CMHC to develop a national Indigenous housing strategy or establish a national urban Indigenous housing authority in five years. We can do the work in half the time or less."

"The BC government already supports AHMA taking the lead, as the first province in Canada to make significant investments in urban Indigenous housing. We already have the data for urban Indigenous people in BC and Ontario. And we already have the expertise to research and integrate the needs of urban Indigenous peoples in the other provinces and territories."

"We know how to create a national Indigenous housing strategy. We know how to create a national Indigenous housing authority. We've been doing this work for 25 years."



RAISING AWARENESS

May 5 Red Dress Panel

AHMA led an online Red Dress Panel discussion on May 5, 2022. Margaret joined **Rosalee Morgan**, Family Group Conference Coordinator with Gitksan Children & Family Services Society, **Michele A. Sam** of Michele A. Sam Consulting, and AHMA member, **Rosanna McGregor**, Executive Director of the Cariboo Friendship Centre Society, to honour the memories of missing and murdered Indigenous women and girls across Canada.

"Red Dress Day marks the National Day of Awareness of Missing and Murdered Indigenous Women and Girls (MMIWG), giving us a chance to let survivors and families know they are not alone, we can help," says Margaret. "Housing was mentioned over 200 times in the MMIWG report, highlighting the crucial role of safe, affordable spaces to protect our women, girls, and gender-diverse people. We continue to call for action to end the endemic violence threatening them."



Artist Satsi Naziel designed this red dress for us featuring housing across the centre band



Upholding Housing as a Human Right

“On June 14, I joined the Women’s National Housing & Homelessness Network on Parliament Hill to support a human rights claim that spotlights the housing rights violations Indigenous women, girls, Two-Spirit, and gender-diverse people experience in Canada today,” says Margaret. “Housing and homelessness are a national human rights crisis for women and gender-diverse people. I raise my hands to the leaders who came together to file this human rights claim, because housing rights are human rights.”

AHMA provided research and feedback for the accompanying report, *Homeless on Homelands*, by the National Indigenous Feminist Housing Working Group to strengthen the claim.

Visiting SCARP Students

“Education is key to reconciliation and housing is at the heart of it,” says Margaret. “That’s why I talked about the crucial need for affordable urban Indigenous housing with students in the School of Community Research and Planning (SCARP) at the University of BC, in mid-July.

“AHMA sees the future of Indigenous housing leadership moving away from colonial practices. With our members, we focus on ecological, economic, and social well-being rooted in the diversity of Indigenous knowledge and traditions. With our strategy, we are empowering Indigenous communities to access their inherent rights to housing.”

This powerful presentation—Diversity and Inclusion: Through an Indigenous Housing Lens—led to our URNIHS becoming required reading for the program.

SUSTAINING STRONG GOVERNANCE

“Our frontline housing providers have gone above and beyond to serve urban Indigenous citizens,” says Gary. “We are so appreciative of the work they do, especially during the last couple of years with pandemic restrictions. I know I speak for the rest of the Board in stating our respect and appreciation: AHMA members are incredible frontline heroes, and we are fully committed to supporting them.

“I also want to recognize our *Néča?mat Lelərh* Committee (NLC) for bringing members’ voices to the Board, and Margaret and her team for the remarkable passion they bring to supporting members. Our Board will do everything in our power to pave the way for NLC members and AHMA staff to achieve their goals.

“Our Board membership has been consistent through the challenges of the COVID pandemic, and everyone’s commitment to AHMA has been exceptional. I would like to thank outgoing directors Trevor Morrison, Jamie Pond and John Johansen for their commitment and contributions towards AHMA achieving our vision. We wish them well. And we look forward to welcoming new directors to the table at the Annual General Meeting (AGM) in September.

“On behalf of our Board of Directors, I would like to acknowledge Cassie Doyle for her commitment to reconciliation and supporting AHMA’s efforts during her term as BC Housing Board Chair. We are confident Cassie’s legacy has paved the way for us to work with the new chair and Board to achieve our vision of autonomy and successfully implement our *Urban, Rural and Northern Indigenous Housing Strategy* for BC.



“It is time to end homelessness and time to ensure For Indigenous, By Indigenous in urban, rural and northern communities becomes a reality as a housing strategy in Canada. You have my commitment to walk alongside you.”

Jenny Kwan, NDP MP, Vancouver East, at AHMA’s URNIHS event, May 6, 2022

OUR ASPIRATIONS

“Our theme this year, **Advancing Indigenous Housing & Human Rights**, reflects our vision for Indigenous communities to reclaim their inherent rights to housing,” says Margaret. “We will push for AHMA and Ontario Aboriginal Housing Services to lead the development of a national Indigenous housing strategy, because there is no reconciliation without inclusion, belonging and reconcili-action.”

“We look forward to supporting BC Housing’s new Board in implementing reconciliation,” adds Gary. “I believe AHMA’s strategy is the way forward for federal, provincial, and municipal governments to achieve their mandates for reconciliation.

“We will continue to work toward autonomy: AHMA is now well positioned to be autonomous from BC Housing as a true and equal partner.

“In addition, we are committed to strengthening our relationship with the First Nations Leadership Council–BC Assembly of First Nations (AFN), Union of BC Indian Chiefs, First Nations Summit—and local First Nations leaders to show our commitment to supporting their citizens living away from home.

“We foresee greater demand for affordable housing because of the recession and climate change. We’re also seeing more First Nations, Métis and Inuit citizens moving away from home and seeking affordable housing. AHMA is ideally placed to lead new development to meet the demand.”

“We will launch a new strategic planning process at the AGM to review progress and refresh our strategic directions for the future, based on member priorities,” adds Margaret. “We are proud of our members’ success in serving urban, rural and northern Indigenous peoples in BC.”

Chet kw’emantumiyap
(In Squamish, “We are thankful to you all”)



M. Pfoh
Margaret Pfoh
Chief Executive Officer



G. Wilson
Gary Wilson
President,
Board of Directors



Photo: Corrie Mah

BC Urban, Rural and Northern Indigenous Housing Strategy

Our *BC Urban, Rural & Northern Indigenous Housing Strategy* is a landmark in claiming and protecting the social, economic, and Indigenous housing rights of urban, rural and northern Indigenous peoples in the province.

AHMA's 10-year strategy envisions a future firmly rooted in inclusivity, community, empowerment, and resilience.

URNIHS VISION

All Indigenous people in urban, rural, and northern communities in BC will have an affordable, culturally supportive, and safe place to call home

OBJECTIVES

- 1) Address the housing needs of all Indigenous households living in urban, rural, and northern communities
- 2) Make Indigenous homelessness a rare, brief, and one-time experience
- 3) Ensure Indigenous people have access to a variety of housing solutions, including homeownership
- 4) Support improved health and well-being of Indigenous people, through safe, stable, and culturally appropriate housing programs and services

PRINCIPLES

Nine principles guide development and implementation:

- **Right to Housing** – Recognition that Indigenous people have a right to housing
- **Inclusivity** – Indigenous housing programs must be comprehensive and include Indigenous people residing on and off reserve, status/non-status and Treaty Indians, Inuit and Métis people
- **Reconciliation** – Housing programs need to be developed in collaboration with Indigenous people to advance the process of reconciliation
- **Self-determination** – Indigenous housing programs and services must reflect Indigenous peoples' priorities and interests and be developed *For Indigenous, By Indigenous*
- **Equity** – Indigenous housing programs and services should contribute to addressing the housing gap between Indigenous and non-Indigenous households
- **Flexibility** – Programs and services must be flexible to address diverse needs
- **Sustainability** – Funding should contribute towards social, cultural, and long-term financial sustainability, with investments to maintain existing stock
- **Collaboration** – Collaboration among all levels of government—First Nation, federal, provincial, regional, and municipal—is required on health, education and training initiatives to ensure adequate wraparound supports
- **Well-being** – Housing is a social determinant of health; programs and policies must consider interventions help create stable, safe, quality, affordable housing to contribute to Indigenous peoples' health, wellness, and educational and employment success

STRATEGIC ACTIONS

Foundational Funding & Structure

1. Support AHMA as an independent housing authority with appropriate funding and resources
2. Establish a fourth stream within the *National Housing Strategy* to fund housing for Indigenous people living in urban, rural, and northern settings
3. Ensure equitable distribution of funds to Indigenous households in core housing need

Housing Units & Rent Assistance

4. Ensure sustainability of existing units operated and maintained by AHMA members
5. Build 12,850 subsidized Indigenous-owned and operated housing units over the next 10 years
6. Create 5,400 new supportive housing units for individuals and families with intensive support needs
7. Provide rent/affordability assistance to 10,350 Indigenous households who have access to good market housing, but cannot afford their rent or ownership housing costs
8. Establish a support plan that creates pathways providing Indigenous people with different options on the housing continuum, including support for 1,400 households to access affordable homeownership

Safe & Supportive Environments

9. Provide funding to embed culturally appropriate wraparound services and enable cultural recognition within housing to support the success of individuals and families
10. Modernize social housing frameworks to remove impediments for both housing providers engaging in revenue generation and disincentives for tenants to engage in paid employment
11. Address barriers to accessing housing for Indigenous people

Indigenous Housing Expertise

12. Develop a plan to support Indigenous housing providers in developing talent and attracting, retaining, and strengthening Indigenous staff
13. Increase resources to Indigenous housing and service providers and provide funding for AHMA to strengthen the Indigenous housing sector

As an Indigenous organization, AHMA recognizes the dispossession of Indigenous peoples caused by residential schools, the sixties scoop, and consequences of colonization. We work with our members and their communities to reclaim self-determination through culturally appropriate housing that honors Indigenous traditions in meaningful ways. This historic strategy represents the voices of our members and reclaiming our inherent rights and power to lead solutions for Indigenous housing.

Implementation Plan

Implementation requires funding and resources from the federal and provincial governments and ongoing support for AHMA to fulfill the 13 strategic actions, plus ongoing engagement with Indigenous political and sectoral organizations.

Our Indigenous Advisory Council will monitor the strategy's progress, with representatives from the First Nations Housing & Infrastructure Council, First Nations Health Authority, Métis Nation of BC, BC Association of Aboriginal Friendship Centres, CMHC, Government of BC Housing Policy Branch, BC Housing, and BC Non-Profit Housing Association (BCNPHA).





Photos: Arnold Lim Films

Regional Gatherings

In May 2022, AHMA began hosting community engagement events to raise awareness and encourage endorsement of the strategy among respected Chiefs, affordable housing providers, Indigenous communities, elected officials, municipalities, and housing advocates, with local Elders honouring the opportunity.

We planned seven regional gatherings across the province—in Langford, Vancouver, Cranbrook, Kelowna, Prince George, Smithers, Fort St. John, and Mission—some are still to come this fall.

“Our goal is to share this important new roadmap for the future,” says AHMA CEO Margaret Pfoh. “We designed the strategy to build a better future for the generations ahead of us, so they will not experience the injustices we have. It’s the very foundation of our organization.”

“We were honoured to host the gathering at our building, showing support for the families and Elders who live here,” adds **Kevin Albers**, M’akola Housing Society CEO. “There is a housing crisis across this province and country, with no one-size-fits-all solution. We need to respect people where they are and honour the need for Indigenous housing and wraparound services.”

Please visit us online at www.ahma-bc.org to endorse our URNIHS.

Building Political Allies

Most Indigenous people live off reserve and need safe, affordable housing, but the waiting list to get into these units is huge. Consequently, AHMA is sharing our *BC Urban, Rural & Northern Indigenous Housing Strategy* with First Nation and municipal leaders across Canada to build alliances and advance collective aims:

- **Assembly of First Nations** – We presented the strategy at the AFN 2022 Annual General Assembly, where people from every province asked for a copy, because everyone is facing the same issue. More people live off reserve than on, so BC data are reflected across the country.
We also work closely with Métis Nation BC to support our Métis population in the province.
- **Federation of Canadian Municipalities (FCM)** – Our CEO, Margaret Pfoh, participated in the FCM 2022 Annual General Meeting and received a standing ovation for her presentation on the strategy. Mayors from across Canada asked what municipalities can do to support urban Indigenous citizens, so this was an excellent opportunity to share our strategy and raise awareness of the need for a national one as well.
- **Union of BC Municipalities (UBCM)** – We also presented the strategy to UBCM’s Indigenous Caucus, comprised of mayors and councillors from across BC, and got rave reviews. As a result, UBCM has promised to work with AHMA to identify metrics for Indigenous data, when municipalities next update their housing needs assessments.

“The Province values AMHA as a key partner in working to address the urgent need for better housing options for Indigenous individuals, families and Elders in communities across BC. This is important work as we all continue to look for solutions to address the unique challenges Indigenous Peoples face when it comes to housing in urban and rural areas.” **Murray Rankin**, Minister of Indigenous Relations and Reconciliation and Acting Minister of Housing (AHMA engagement session, Kelowna, July 28, 2022)

Raising awareness during municipal elections

Voters identified housing, homelessness and poverty as top issues in the municipal elections coming in fall 2022:

- 39% of respondents ranked housing, homelessness and poverty as their number one concern, more than double the next leading issue, health care, at 18%
- 68% support including affordable housing targets to meet the unique needs of Indigenous people in housing need reports

Research Co. conducted the survey for the BC Non-Profit Housing Association, Co-operative Housing Federation of BC (CHF BC) and AHMA. We partnered with BCNPHA and CHF BC to gauge voter concern and raise awareness of affordable housing issues; turns out the public knows, which is no surprise, given the severe housing affordability challenges across the spectrum in BC.

URNIHS Benefits

AHMA’s 10-year housing strategy will reduce overall government costs and support implementation of Canada and BC’s commitments to UNDRIP.

Implementing the strategy will result in better housing conditions and socio-economic and health outcomes for Indigenous people living in urban, rural, and northern areas of BC, plus significant social returns on investment:

- Increased income available for discretionary spending
- Decreased homelessness costs
- Increased indirect employment generated by an increase in spending
- Secure employment for qualified staff
- Increased government revenue from ongoing property/income taxes and decreased use of government services

“Governor General of Canada Mary Simon has asked AHMA to join her at a reconciliation event in October. Our voice has reached this level—a first in the world for an Indigenous housing leader—because of our powerful strategy to support urban, rural and northern Indigenous Peoples.” AHMA CEO **Margaret Pfoh**

Defining Urban, Rural & Northern Indigenous

Governments focus on three distinction-based groups: First Nations, Métis and Inuit, but:

- Distinction-based strategies fail 87% of Indigenous peoples not living on reserve lands across Canada
- 270,580 Indigenous people live in BC; of these, 80.4% or 217,435 people, live off reserve in urban, rural and northern settings (2016 census)
- One in 15 Indigenous people in urban centres experience homelessness, compared to one in 128 for the general population—this means urban Indigenous people are eight times more likely to experience homelessness

AHMA and our members represent this off nation majority.



For each dollar invested in Indigenous housing each year, a conservative estimate for social return on investment

is about

\$7.40,

which includes an estimated \$2.90 in government savings from decreased service use.

Indigenous Demographics Demonstrate Urgency in BC

Indigenous people in BC face unique challenges that impact housing in urban and rural areas:

More than 20% of Indigenous households in urban and rural areas are in core housing need

The Indigenous population is growing 2.5 times faster than the non-Indigenous population

Indigenous people in BC are generally younger and have lower average incomes, more single parent families, and much higher levels of unemployment than the non-Indigenous population

Due to intergenerational trauma, systemic barriers to health care, and modest incomes, BC has fewer Indigenous homeowners compared to the non-Indigenous population

Many Indigenous people have chronic health issues requiring ready access to specialized medical care

Indigenous people are disproportionately represented in the homeless and at-risk of homelessness population in BC

90% of BC municipalities do not acknowledge Indigenous peoples in their housing strategies

These factors are compounded by the reality that Indigenous people living on reserve in BC are also inadequately housed, creating a cascading effect on housing availability and affordability off reserve.

INDIGENOUS JOB CREATION

We usually report the tangible benefits of Indigenous housing in number of units and buildings, but that's not the whole picture," says AHMA Project Manager **Carlo Vijandre**. "Our sector creates jobs, not just in building, but also operating and maintaining developments in communities across BC."

BC Stats is helping AHMA develop data on job creation from urban, rural and northern Indigenous housing. BC Stats uses an analytical tool to estimate the multiplier effect on job creation in three areas:

- Capital renewal work on existing facilities
- New housing development
- Maintenance for all facilities

The tool is updated annually to ensure accurate estimates, based on current economic activity in Canada and the world.

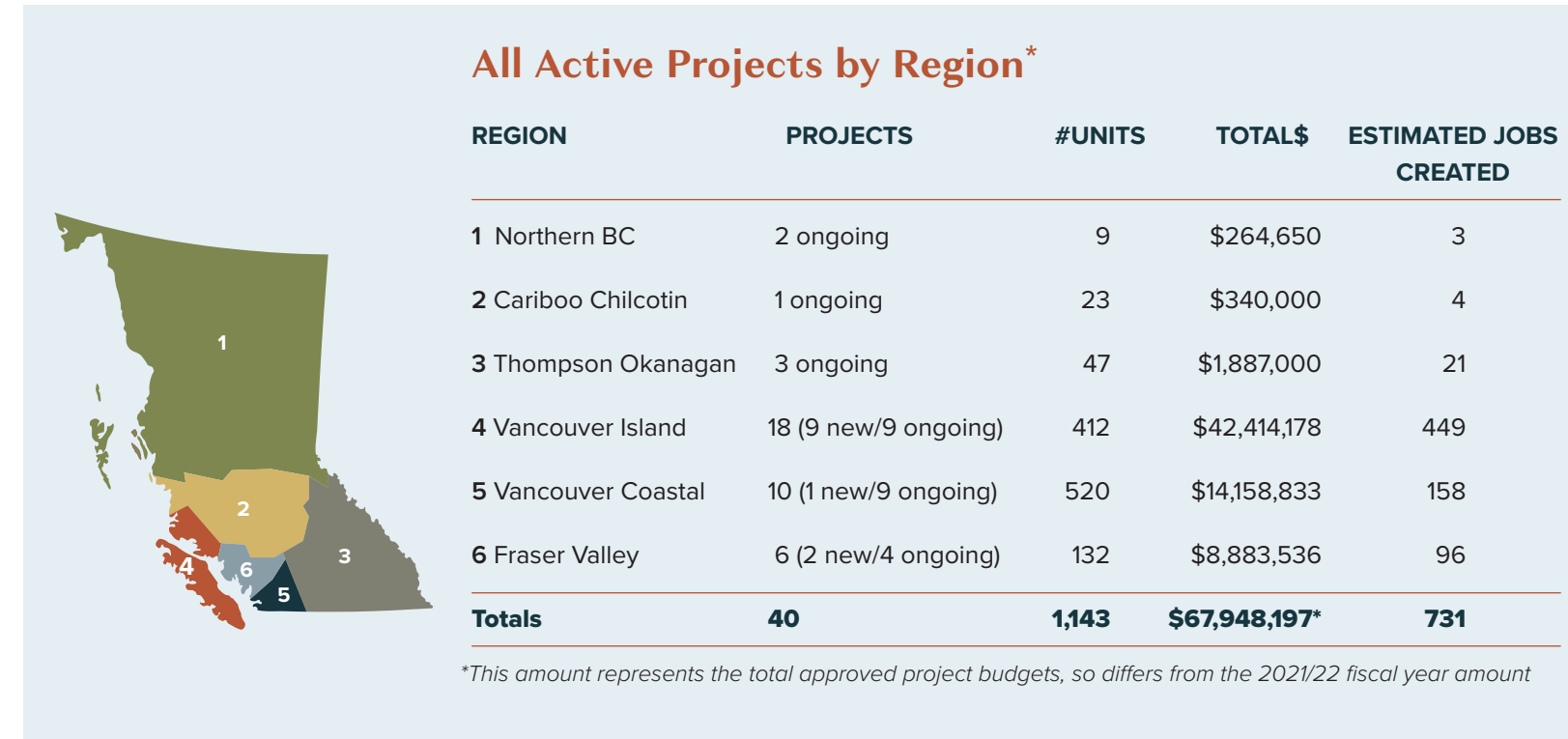
"We also gauge sustainable social and environmental practices in assessing contract proposals for engineers and consultants," says Carlo. "To qualify, proponents must show how they'll increase the capacity of Indigenous workers in the sector. For example, two of our recent renewal projects have hired Indigenous workers—George Dowling Place in Port Alberni and Tetrault in Terrace."

(You can read more about these projects on pages 26-27.)

Jobs Created in Renewal Projects

"Our team uses several factors to prioritize renewal projects—like current condition levels, health and safety, long and short-term portfolio needs—to determine the most urgent need for repairs across the province."

AHMA Director of Asset Strategies
David Silva



2021/22 Impact

Renewal Projects:

Newly Initiated Capital Projects in 2021/22
\$7,250,210 value // 12 new projects // 302 units

80 new jobs expected in BC

New Development Projects:

Projects Completed 2021/22
\$131,089,255 value // 8 projects // 321 units

1045 estimated jobs created in BC



REGION	CAPITAL SPENDING	JOBS part and full time
Northern BC	\$24,678,109	200
Vancouver Coastal	\$20,513,415	174
Thompson Okanagan	\$1,780,300	14
Vancouver Island	\$65,798,763	516
Fraser Valley	\$18,318,668	141
Total	\$131,089,255	1045

Building Indigenous Careers

AHMA's Internship Program is building Indigenous careers and capacity. Andrea Carter, AHMA Manager, Training and Evaluation, led the program with 14 interns, who learned skills while supporting various areas of the organization, from communications to asset management to policy development.

We'd like to introduce you to three of our successful interns, who made valuable contributions to AHMA and have used their education and experiences with us to take the next steps in their careers, which was the intent all along.



Qwuy'um'aat (Eyvette) Elliott

Qwuy'um'aat recently completed her Masters in Community Planning and has been an intern at AHMA for over a year. She joined us to help the communications team create social media graphics, website materials, our newsletter, the *AHMA Messenger*, and other ongoing internal and external communications.

Supporting social media was a natural fit for Qwuy'um'aat, after helping AHMA member M'akola Development Services with social media and completing a social media marketing course during her undergrad in business. She has also supported community engagement initiatives with various First Nation governments and other Indigenous organizations.

"I wanted to ensure all AHMA's communication on policy and community work was accessible to everyone. A key component to accessibility is developing strong key messaging and visuals to ensure AHMA news reaches members, partners, the public, and especially the people affected, they matter the most.

"Working at AHMA allowed me to contribute and learn about culturally appropriate and adequate Indigenous housing. AHMA takes a holistic, interconnected approach through awareness, advocacy, and connections to community. Working in communications, I was able to understand, not only the political aspects, but also the grassroots initiatives to address MMIWG2S, homelessness and housing. The experience in so many different areas has been a strong steppingstone in my career.

"Since interning at AHMA, I've worked as an independent consultant with my own firm, taught in the University of Fraser Valley land use and environmental change department, and recently started working with BC Housing on reconciliation.

"AHMA has served as a great bridge to many connections and broadened my perspective in housing. I am so grateful for the guidance, support, learning and knowledge AHMA has instilled in me; it's changed my career trajectory. Despite working virtually during the pandemic, the connections were so strong, and my heart is filled with many lessons and perspectives instilled by AHMA.



Bailey Waukey

Bailey worked as a Youth Community Council Caseworker in restorative justice at Aboriginal Legal Services (ALS) in Toronto for three years, after completing a Social Service Worker Diploma at Seneca College. At that point, he decided to move his career forward into policy work. When Bailey came to Vancouver and joined AHMA's internship program in October 2021, he chose to work with our policy sector.

"A colleague on ALS' Advisory Committee for the Community Council Program decided to get a master's degree to move into policy work. He told me we need more Indigenous people in policy, which got me thinking about going into policy, as I grew into my role in restorative justice. He has his master's now, and his parallel story got me into the field. I feel my personal assets complement this work more than frontline service.

"Initially, I was on a learning curve to understand how housing works in relation to policy, writing briefs, learning how to take minutes accurately. Then I started to develop my own policy papers, about halfway through the internship. I did an environmental scan on youth homelessness—researching unique housing models, developing a profile to show what these youth experience—which was a good exercise in facilitating a research-oriented mindset and learning how to analyze data.

"After the scan, Celeste [Hayward, AHMA Operations Director] told me I would be hired as AHMA's Homelessness Policy Analyst, so I lead the youth homelessness portfolio now.

"I love this work. AHMA was very welcoming when I arrived and provides the same open onboarding treatment for all new teammates. Everybody here is of quality character."

CMHC gave AHMA \$250,000 to manage this youth internship program, our first funding partnership outside BC Housing. Another initiative is on the way with CMHC funding retrofit projects in the coming year.



Satsi Naziel

Satsi learned the two-dimensional style of coastal Indigenous art in their first year studying with the Freda Diesing School of Northwest Coast Art. Satsi is Wet'suwet'en and Chilean.

"The course was online, the first of its kind for the school as we were in the middle of the pandemic. I practiced the style in acrylic paint, and then got bursaries from the school that I put towards an iPad and Apple pen, and learned how to use a drawing app called ProCreate to explore digital design. AHMA first reached out to me to commission a Red Dress design not long after.

"In January [2022], AHMA hired me as an intern to create designs for their work. The internship wraps before I head back to school for second year in September."

AHMA has benefited from Satsi's role as an intern; they produced beautiful cultural artwork to illustrate our services and approach. You can see Satsi's art throughout this report in Asset Strategies, Operations, and the Red Dress Panel.

Indigenous Housing HIGHLIGHTS

OPERATIONAL ACCOMPLISHMENTS

AHMA Leading New Indigenous Hišukiš Čawak Sites

AHMA members will open 40 hišukiš čawak (complex care) units in four new developments in April 2023, ten in each building.

Our Senior Health Equity Policy Analyst **Jena Weber** joined the provincial Complex Care Housing Core Planning Table, led by the Ministry of Mental Health and Addictions, in June 2021. Jena submitted a proposal for AHMA to lead the new developments, based on interviews with 20 AHMA members to determine the need and community vision for complex care housing. She recommended holistic, wraparound, client-centred models of service delivery.

“The reason we got involved was hearing from our members about the challenges of supporting tenants with mental health and/or substance use issues,” says Jena. “Indigenous people make up 38% of the homeless population in BC and many live in supportive housing that’s not Indigenous. We had an opportunity to create a *For Indigenous, By Indigenous* model of care for our urban, rural and northern people experiencing complex needs, due to the impacts of colonization.”

AHMA won four off the five complex care projects we applied for.

“At first, ministry staff proposed the health authorities take the lead, but AHMA pushed back,” says **Celeste Hayward**, Director, Operations. “Then the ministry suggested BC Housing lead the projects. We pushed back again, pointing out the need to respect Indigenous housing being Indigenous led—especially given the provincial government’s commitment to reconciliation. The ministry also said no capital funding would be provided, but we lobbied for some and got \$2 million to help BC’s most vulnerable population.”

For the first time, AHMA has a direct relationship with the ministry, on equal footing with the health authorities and BC Housing. AHMA will oversee the development and operations directly with the ministry, not through BC Housing.

“We were told this project is a test of AHMA’s ability to handle the autonomy we’ve been advocating for, which is why the outcome is so important,” says Celeste.

AHMA’s Revitalization Manager **Stacey Bourque** has a background in complex care and takes over from here, working with our members to help them get the new developments up and running in Prince George, Vancouver, Victoria and Vernon (see Vernon Native Housing Society story on page 37). She has also set up a virtual care network with a physician and psychiatrist to support the sites when they open.

More recently, AHMA received approval for a fifth complex care project as a hybrid, funded through a health authority.

Indigenous Foundation for Operations

“We developed an Indigenous foundation to guide our approach in our four areas of work—policy, housing operations, training and evaluation, and revitalization,” says Celeste.

This foundation tells the story of our work through Indigenous concepts and ways of knowing:

- **Policy** – Works with numerous ministries to create opportunities for our members
- **Revitalization** – Takes on implementation of special projects like complex care
- **Housing Operations** – Holds and engages members in the space created by our housing agreements, and sends up flares on successes, challenges, and emerging themes
- **Training and Evaluation** – Identifies when and what training is needed, arranging partners where appropriate, and assessing results and lessons learned

Housing sits east-west across the fire with policy, passing members’ experiences across the fire to take to government and create systemic change. Training and evaluation sit north-south across the fire with revitalization to ensure our people have support in new developments.

AHMA’s resident artist, Satsi Naziel,

Indigenous Operations Framework

Last year, we reported AHMA was working on an *Indigenous Operations Framework* and an *Indigenous Training and Capacity Building Framework* to bring an Indigenous lens to all we do with members. Both were rolled out this year!

The framework for AHMA’s Indigenous Operations is founded in honouring and respecting the gathering of community with humility to support four areas:

1) Home

- **Ways of knowing** – An Indigenous lens is applied to all interactions in how we understand and how that influences our interactions
- **Harm reduction** – Creating an Indigenous definition of harm reduction
- **Sense of belonging** – Tenants feel like this is their home
- **Commitment and responsibility** – Tenants take responsibility for their home
- **Foundation for growth**

2) Relationship

- Connection to the land
- Trauma-informed
- Connection to each other
- Educational

Reciprocity

- Communication
- Consistency
- Acknowledging gifts
 - If we ask for something, we give something
 - We acknowledge our responsibility to return to the community what we made

Good Life

- Creating connections to cultural opportunities
- Culturally supported housing

Training & Capacity Building

Our *Training & Capacity Building Framework* uses an Indigenous lens to meet AHMA members’ needs and will:

- Develop and deliver Indigenous-led training and capacity building
- Create standardized, competency-based training to support AHMA housing and service provider staff
- Identify and facilitate access to existing opportunities, by developing partnerships and collaborating with stakeholders in multiple sectors
- Engage local Knowledge Keepers and Elders to tailor site-specific training and transfer knowledge
- Prioritize Indigenous-led solutions by empowering FIBI organizations to deliver services the way their communities wish
- Use key training and capacity building initiatives, including:
 - Peer navigation and support models
 - Indigenous-lens harm reduction models
 - Indigenous trauma-informed practice
 - Staff recruitment, retention, wellness and supports
 - Operational policy and procedure (human resources, risk management)
 - Enhanced cultural supports and cultural safety programming



Complex Care art: Satsi Naziel

Indigenous Foundation art: Satsi Naziel

Cultural Safety in Indigenous Housing & Homelessness Services

We also developed a *Cultural Safety Framework* for non-Indigenous providers to enhance cultural safety in housing and homelessness services for Indigenous people and will offer training. To produce the framework, we:

- Consulted our team, members, and other stakeholders in BC's Indigenous housing and homelessness sector
- Scanned existing resources: the term, Cultural Safety, originated in New Zealand in the 1980s, in recognition of the negative experiences of Māori people with the health sector
- Consulted Elders and Knowledge Keepers, which led to our Four Pillars of Cultural Safety

Four Pillars of Cultural Safety in Housing

Like a pit house with four foundational beams, cultural safety in housing has four foundational concepts, which both describe and are indicators of cultural safety:



Four Pillars of Cultural Safety art: Sabi Nezari

Self-agency

Each person has control, autonomy, and self-determination

Relationship

Based on mutual respect, reliability, honour, humility, dignity and caring

Trauma-informed

Trauma-informed approaches create safety, a prerequisite to healing

Reciprocity

Not transactional, but about establishing trust, friendship, and relationship

What is cultural safety in housing?

- A physically, mentally, emotionally and spiritually safe environment without challenge, ignorance, or denial of an individual's identity
- Defined by the Indigenous person receiving service: an individual's experience
- Engagement is experienced as respectful, safe and allows meaningful communication and service
- Creating cultural safety is the responsibility of those in power to recognize, reflect and transfer power back to the colonized person

Why do we need cultural safety?

- Indigenous people need to feel welcomed and safe (home)
- Cultural safety recognizes colonization, intergenerational trauma, systemic racism, and discrimination
- Cultural safety recognizes the impacts on peoples' experiences and responses
- Experiences of cultural safety improve outcomes across domains by supporting healing
- Experiences of cultural safety advance reconciliation

How do we build cultural safety in housing?

- Create ongoing practices that carry cultural safety forward
- Develop reflective tools and resources for stakeholders
- Embed, reflect on, and enhance cultural safety at all levels of service delivery: individual, team, leadership, governance, community, and systems

Cultural Safety is a mainstream term that describes action and intention to cultivate a sense of home compatible with Indigenous worldviews. Cultural safety is often inherent in service delivery developed and delivered in FIBI settings. Cultural safety is both the process and the goal; it happens through action.

Indigenous Data & Evaluation

"Our *Indigenous Data & Evaluation (IDE) Framework* is based on a rigorous review of best and promising practices in Indigenous-lens data and evaluation," says AHMA Training and Evaluation Manager **Andrea Carter**. "The framework provides tools and knowledge AHMA members can use to create their own Indigenous-lens approach to evaluation."

Indigenous evaluation is community-driven and focuses on:

- A holistic, long-term approach
- Change and action-orientation
- Context and relationships
- Cultural safety and appropriateness
- Spirit and ceremony
- Reconciliation and decolonizing processes

Bryan Sluggett, AHMA's Data and Evaluation Coordinator, joined our team to help us meet a growing need for evidence-based and data-informed strategies to advance Indigenous data sovereignty.

Data sovereignty describes the inherent right of Indigenous peoples to determine the use, access, interpretation and management of our data. Calls for Indigenous data sovereignty are articulated in UNDRIP, BC's *Declaration on the Rights of Indigenous Peoples Act*, and recommendations from the Truth and Reconciliation Commission and National Inquiry into MMIWG.

Our IDE Wise Principles are aligned with the Four Pillars of Cultural Safety:

- Meaningful participation (reciprocity)
- Community-based/driven approach (relationship)
- Meeting people where they are at (trauma-informed)
- Accountable and transparent (relationship)
- Person-centered (self-agency, trauma-informed)
- Amplify and support voices of lived experience (self-agency)
- Training and capacity building (reciprocity)

Our implementation goals for the framework include:

- Facilitating access to and analyzing existing data sources, which are often aggregated, siloed and not effectively managed. For instance, AHMA members feed data into various government funding programs, but data are not relayed back to providers in a useful or timely way.
- Increasing the focus on qualitative data, rather than administrative/output data collected by government programs. Qualitative data illustrate outcomes and change, instead of simply numbers and "bean counting," and bring an Indigenous lens with storytelling and reflection.
- Building AHMA members' capacity to actualize self-determination and autonomy by using relevant data, evidence, and program/service evaluation.
- Supporting best practices and promoting Indigenous-lens wise practices in AHMA projects, such as community-based research, appreciative inquiry, policy analysis and strategy development.

Building Better Budgets for AHMA Members



Totem raising at the new Aboriginal Land Trust Society development

“In the aftermath of challenges facing AHMA members during the pandemic, our team assessed how to use best practices to build capacity and help members achieve their aspirations in local communities,” says AHMA Manager of Housing Operations **Alexandra Christian**.

“About 70% of our members’ portfolios involve some deferred maintenance, which is a significant liability. We talked with members and our Asset Strategies team about what was needed to address the issue and create realistic budgets for 2022-23. The pinnacle for us was getting more funding from BC Housing to increase members’ budgets to realistically reflect their costs—including deferred maintenance and increased salaries to support member recruitment and retention. Like other employers across the country, AHMA members—who represent all urban Indigenous housing and many Indigenous service providers in BC—have faced issues with staff turnover.

“We also provided funding for members to do Board governance training in competencies needed to provide effective leadership. And we collaborated with BC Housing to award 21 new affordable housing developments to members across the province.”

New Indigenous Housing Opens in 2021/22

AHMA members opened eight new affordable Indigenous housing developments this year:

Tupa Grandmother’s Lodge

Kelowna, Ki-Low-Na Friendship Society

Lu’ma Affordable Housing

Vancouver, Lu’ma Native Housing Society

M’akola Station Ave Phase 1

Langford, M’akola Housing Society

M’akola Station Ave Phase 2

Langford

Lelum u tu Stsa-elh teyt-en

Duncan, Hiiye’yu Lelum (House of Friendship) Society

342 Wale Rd

Colwood, Aboriginal Land Trust Society

Lax Kw’alaams First Nation 10

Lax Kw’alaams Band

Chief Agnes McCoy Centre

Cranbrook, Aqanttanam Housing Society

ASSET STRATEGIES’ ACCOMPLISHMENTS

New AHMA-Vancity Partnership

“We were excited when Vancity, the largest community credit union in Canada, approached AHMA to partner on a new Non-Profit Housing Retrofit Program,” says AHMA Director of Asset Strategies **David Silva**. “This partnership provides \$200,000 a year for three years to increase capacity for supporting members with portfolio planning.”

Tangible benefits for our members include:

- Adding a Portfolio Planner position within Asset Strategies, thanks to the Vancity funding
- Exploring mortgage opportunities for some long-term tenants in Rural Native Housing who need financial assistance to make homeownership a reality; Vancity is interested in seeing what they can do on this front
- Discussing a range of ongoing AHMA initiatives, from local society projects to our *BC Urban, Rural & Indigenous Housing Strategy*, to national advocacy work
- Providing grants to facilitate energy studies and portfolio planning, in advance of retrofits

“We finalized a Relationship Agreement that recognizes AHMA as Vancity’s Indigenous non-profit housing partner,” adds David. “Vancity was impressed by AHMA’s passion for community housing, after helping to fund our retrofit project with the Cheakamus Centre (see pages 22-23) and wanted to collaborate again.”

Once the retrofit program is well underway, we will be meeting regularly with Vancity to explore additional partnership opportunities to benefit AHMA members.

Vancity consulted AHMA and BCNPHA to develop this \$5 million program, which will provide grants over the next three years to Indigenous and non-Indigenous non-profit housing providers and housing co-ops for energy retrofit projects.





ENERGY & SUSTAINABILITY TEAM HIGHLIGHTS

Building a Greener Future Together

Last year, we announced a new pilot program in high performance building training to address Indigenous gender inequalities in the sustainable construction industry. A year on, the retrofit of a heritage cabin at Cheakamus Centre in Brackendale is complete and we're planning the next phase.

A cohort of eight Indigenous young adults from urban and rural communities across BC, Alberta and Manitoba finished the nine-week course in late spring, after participating in a virtual curriculum program and week-long immersion at the Cheakamus Centre.

Facilitators included Indigenous and non-Indigenous gender diverse industry leaders from the Skwxwú7mesh Úxwumixw (Squamish Nation), AHMA, B Collective Homes, BC Institute of Technology (BCIT), and North Vancouver School District, as well as Elders and Knowledge Keepers.

Learners were grateful for the safe, caring and respectful learning space. Spending a week together during the retrofit had a deep impact, giving time to build a relationship with the land, make friends and acquire skills.

Learners will apply these skills within their communities to improve the quality of housing and other buildings, which support critical determinants of health and well-being. These skills are also critical for creating career pathways in a trade space that is historically white and male dominated.

Multiple Indigenous facilitators shared their own stories of impact, with the project creating space for them to dive deeper into their identities and cultures as part of their reclamation journey.

“This pilot weaves in ‘Two-Eyed Seeing,’ creating space for western and Indigenous ways of knowing to come together, using the best of both worldviews so we can leave the world a better place. We came together with open minds and hearts to highlight gender diversity and inclusivity in the trades sector and prioritize Indigenous women and 2SLGBTQ+ workshop speakers. We designed the course to help equip students with the confidence and skills to work in a male dominated construction industry.”

Mae Flanders, AHMA Project Coordinator & Indigenous Energy Advisor



Before



After

Photos: Connie Mah



“The Building a Greener Future Together pilot is by far my proudest moment. As a two spirit Indigenous carpenter, it brought me great pride and joy to work alongside people who have the same values and goals as myself. Breaking barriers and incorporating cultural knowledge and practices is exactly what I see for the future.”

Barb James, BCIT Instructor (Ancestral name Malidzas)

Our Thanks

This project would not be possible without our funders, partnerships, industry leaders, Knowledge Keepers and students. We hold our hands up to each of you for the important work you do in your communities.

Increasing Capacity via Partnerships

Growing Relationship with BC Hydro & FortisBC

AHMA is collaborating with the utilities to maximize the reach and impact of energy efficiency and capacity building programs in on and off nation communities. And we continue to work together on the organizations' advisory groups:

- **Conservation and Energy Management Advisory Committee** – BC Hydro forum to engage on issues related to conservation and energy management
 - **Energy Efficiency & Conservation Advisory Group** – FortisBC group of professionals in energy efficiency advising on building conservation programs
- BC Hydro and FortisBC are continuing to fund 1.5 AHMA staff positions.

Tangible Benefits

“As a result of this partnership, our team has facilitated participation by AHMA members in BC Hydro & Fortis BC’s **Energy Conservation Assistance Program (ECAP)**, which provides free energy efficiency upgrades,” says AHMA Energy and Sustainability Specialist **Patrick Caraher**. “Numbers are down a little in the last year, due to COVID, but still impressive.”

“ECAP is a free energy conservation program for Indigenous housing providers—and non-profits and co-ops—that helps customers save on their energy bills,” says **Erinn Willoughby**, ECAP Outreach Coordinator at It’s on Electric Company. ECAP provides:

- A home evaluation by an energy coach to identify potential energy saving products to install
- Energy saving products, including LED light bulbs, kitchen and bathroom faucet aerators, water-efficient showerheads, exterior door weatherstripping, clothes drying rack or clothesline
- Additional energy saving upgrades such as fridges, insulation and/or natural gas furnaces for some eligible customers

AHMA Member Participation in 2021/22

- Cariboo Friendship Society
- Conayt Friendship Society
- Dakelh & Quesnel Community Housing
- Fort St John Native Housing Society
- Kekinow Native Housing Society
- M’akola Housing Society
- Mamele’awt Qweesome/To’o Housing Society
- Vernon Native Housing Society

Most members are in varying stages of their ECAP journey.

ECAP Stats 2021/22

ECAP Product Description*	# Received
Fridges	3
LED A-Line	551
LED lobe	67
LED nightlight	68
Fixed head aerator	51
Swivel head aerator	50
Fixed showerhead	18
Handheld showerhead	18
CO detector battery replaced	25
Fridge thermostat	60
Clothes drying rack	20
Clothesline	14
Pipe wrap	15
Outlet gaskets	55
Window film	63
Furnace filter coupon	25
Door draft proofing	37
Furnace	6
Insulation	1
Bathroom fan	4

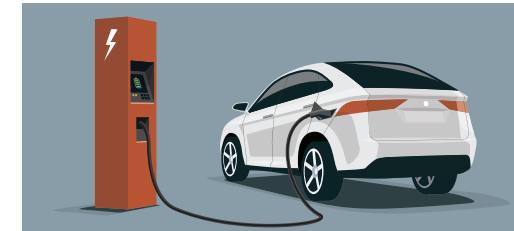
* These statistics may change over time as members progress through the program.

“We encourage members who haven’t already taken part in ECAP to do so,” says Patrick. “We’re grateful to BC Hydro and FortisBC for funding this retrofit work.”

To learn more or to participate in ECAP, please contact **It’s On Electric** at **1-855-560-3227**

Fraser Basin Council and BC Non-Profit Housing Association

We are also collaborating with FBC and BCNPHA on a study identifying barriers to electric vehicle charging stations in social housing and Indigenous communities, with funding from BC Housing’s Building Excellence Research & Education Grants.



Land Love

AHMA created a youth colouring book, *Land Love through Energy Saving Actions*, a project that aligns with the Energy Wise Network’s mission to encourage young people to reduce energy use.

“Wet’suwet’en artist Michelle Buchholz designed our colouring book,” says AHMA Indigenous Energy Advisor **Sara Fralin**, who led this and other Energy Wise initiatives. “Our aim is to engage our youth in seeing energy efficiency and sustainability through an Indigenous lens.”

Sara is one of a passionate community of leaders in the Energy Wise Network, who partner with FortisBC to run campaigns that encourage people to reduce energy use and use resources wisely.



Building Development Services

After two years working with BC Housing’s Development Services group, **Trevor Casey**, our Portfolio Planning & Development Strategist, has learned how to handle the various stages of the development process. As a result, AHMA is helping members with new developments for the first time.

Our goal is to have AHMA deliver all development services for members, rather than relying on BC Housing. We plan to increase our capacity in the coming year, adding a new development project manager.

“This secondment enabled me to see how development works from BC Housing’s side,” says Trevor. “But I also got hands on experience in new development with AHMA members, which gives us a blueprint for AHMA to create a new development branch.

“We are not looking to compete with providers who have a development arm. Rather, AHMA is moving toward a future where we lead development funding for new Indigenous housing directly with government. The process will take time, but we’ve started.”

Project Development

One of the projects Trevor worked on opened in 2021—Ki-low-na Friendship Society’s Tupa Grandmothers Lodge—a nine-unit supportive housing project for new Indigenous mothers with a live-in Elder.

Construction also began recently on an affordable daycare, Skenxist, next door to Ki-low-na’s Margaret’s Landing (which opened in 2020 with 49 units of affordable Indigenous housing).

Trevor also worked closely with M’akola Development Services on a new 46-unit affordable project for families, seniors and people with disabilities in Oliver, M’akola’s first in the interior, which opened September 1st.



Renewing Member Housing

As you can see, we significantly increased the number of capital renewals this year. As always, members of our Capital Project Team—Project Coordinator **Connie Mah** and Project Managers **Dave Garcia** and **Carlo Vijandre**—lead project management to support members during these projects.

NEWLY INITIATED CAPITAL PROJECTS in 2021/22

\$7,250,210

12 new projects | **302** units | **80** new jobs expected in BC

INCREASE in one year

(2021/22 compared to 2020/21)



RENEWAL HIGHLIGHTS

AHMA is providing project management services and funding for major capital renovations at two M’akola Housing Society developments

George Dowling Place

Construction is underway at George Dowling Place in Port Alberni, with a target completion date of March 2023. Two Indigenous workers are onsite helping with the renovations, which involve replacing all the windows and repairing the building envelope.



Before



Construction



Indigenous recruitment Todd



Women in trade Amy



Tetrault project rendering (a placeholder for the final product)

Tetrault Project

M’akola is taking a progressive approach to Indigenizing the Tetrault renovation project in Terrace, hiring Indigenous artist Stan Bevan to create a huge wall mural and two art pieces at the front entrance. Stan’s the same artist who painted Tetrault’s original white Kermode sign when the development first opened. Construction launched in August 2022.

“Our intent is to infuse a sense of home into the building design, when we complete major capital improvements,” says M’akola Director of Asset Management **Draven Darkke**. “With this approach, exterior design renewals include welcoming palettes with modern, durable finishes, warmly lit, and Indigenous art where appropriate. We offer local Indigenous artists an opportunity to add their artwork and impact the overall aesthetic of the building. By doing so, we seek to acknowledge and honour the nations where we provide safe, affordable housing in traditional territories.”

Some other important capital renewals:



Cedar Grove, Campbell River – Under construction: targeted interior and exterior upgrades, site improvements, energy upgrades, new fencing. **Budget: \$1,277,900**



Gibbons, Duncan – Completed roof replacement, retaining walls, fencing, siding, exterior doors, balconies and gutters, landscaping. **Budget: \$1,660,000**



Helping Spirit Lodge, Vancouver – Under construction: building envelope renewal, which includes roofs, balconies, windows, doors, cladding and targeted interior upgrades. **Budget: \$3,330,000**



Willow Place, Campbell River – Completed retaining wall rehabilitation and corresponding geotechnical work, fencing, targeted interior upgrades and energy upgrades. **Budget: \$421,150**



New Seismic Resilience Program

Riley McLeod interned with AHMA's Asset

Strategies team for four months in 2021, between semesters in UBC's School of Community and Regional Planning. During that time, she helped us develop a new seismic resilience program.

"I worked alongside the Asset Strategies team and conducted research on seismic resilience. Many of AHMA's housing and service providers are in areas with a high risk for earthquakes, wildfires, and other hazards. AHMA has a responsibility and desire to protect members and the people they serve, so it was important to develop a plan, something fluid members can adapt to their own context and needs, designed to apply to different types of hazards.

"I'm interested in planning, community engagement, and working with Indigenous organizations, so AHMA seemed like a great fit. I had a little background working on emergency planning, but a project of this range and size was new to me and a great learning experience.

"I had the opportunity to conduct interviews with industry experts and AHMA members and lead an advisory committee with three AHMA members and three industry experts in different areas of seismic resilience. I gained a lot of experience in community engagement, research and planning by taking on a project with so much responsibility.

"I absolutely loved working with AHMA and would work there again; it was a really great experience. The Asset Strategies team was amazing and a lot of fun, and I was excited to be part of something so meaningful."

Riley just graduated and has landed a job with the District of West Vancouver in municipal planning.

RESEARCH PARTNERSHIP

Asset Strategies brought three interns onboard to conduct research projects in the last year—Natalie Cappe, Riley McLeod and Joanne Nellas—through a partnership with SCARP's Housing Research Collaborative at UBC and funding from a Mitacs Accelerate Internship Award.

Assessing the Internal Capacity of Urban Indigenous Housing Providers in British Columbia

In this study, Natalie examined:

- Our housing providers' capacity to currently operate housing services
- Whether members will have the capacity to maintain and expand housing services in the future, when the Urban Native Housing Program expires at the end of 2028

The findings clearly identify the need to continue supporting urban Indigenous housing providers at greater capacity and showed current resources are insufficient to meet demand.

INDIGENOUS HOUSING MANAGEMENT: A Comparative Evaluation of On Reserve and Off Nation Housing Programs

Joanne explored the gap between on reserve and off nation Indigenous housing through two core CMHC funding streams, Section 95 (serving First Nations on reserve) and the Urban Native Housing Program (serving urban Indigenous populations off nation).

The findings show both programs experience low administrative capacity, housing shortages and insufficient housing types. Bridging the gap requires collaboration and partnerships among stakeholders, clear jurisdictional responsibility, and Indigenous-led solutions to improve the quality of homes and communities everywhere, so Indigenous people can choose to live where they wish comfortably.



Rebranding AHMA



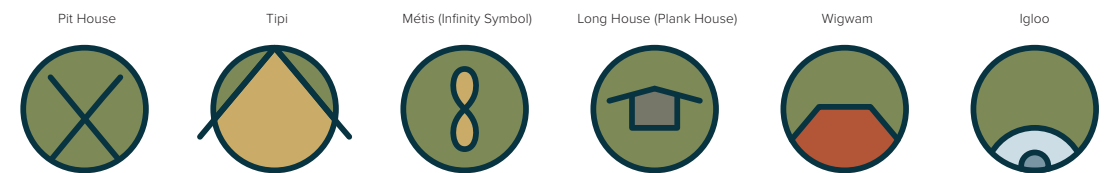
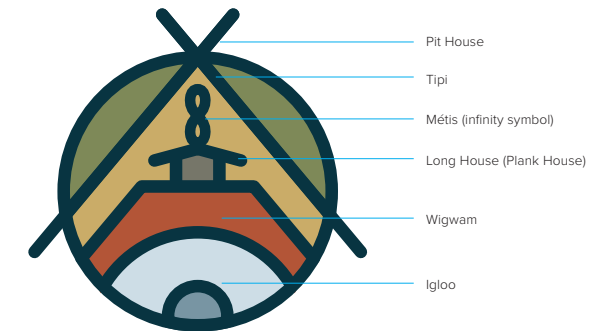
Aboriginal Housing Management Association *Celebrating 25 Years*

Members affirmed AHMA's new logo following our 25th anniversary celebration at the 2021 Annual General Meeting. Our new brand honours the past and looks to the future with stronger lines and a new colour palette. The evolution of AHMA's logo and identity will shape a bolder strategy for our future, based on consultation with members.



Our previous logo

Traditional Indigenous housing symbols create the design elements of our logo—pit house, tipi, long house, wigwam, and igloo—now with the infinity sign added to honour our Métis members.



Indigenous Housing Success Stories

We tell the stories of three Indigenous housing providers in this year's report—Fort St. John Native Housing Society, Kekinow Native Housing Society, and Vernon Native Housing Society. They care passionately about the well-being of the urban Indigenous people living with them, like all of our AHMA housing and service providers.

Fort St. John Native Housing Society

“Our primary motivation is to be mindful and sensitive with our tenants,” says **DeAnne Lythall**, who joined Fort St. John Native Housing Society (FSJNHS) as Executive Director two years ago, when the former ED retired. “We don’t see our relationship as simply a landlord-tenant situation, although legally it is, we see tenants as real people with real issues. We focus on building relationships with tenants and being available with wraparound services.”



Housing & Support Services

First established in 1985, Fort St. John Native Housing Society program offering education and employment support:

Affordable rental housing – FSJNHS has a portfolio of 27 single family rental homes for Indigenous families with low to moderate incomes.

“Recently, we found a home for Rose, a woman raising her three young grandkids,” says DeAnne. “We don’t usually house Grandmoms but decided she and the children really needed the space, and the kids are doing wonderfully now. I ran into Rose and the kids in the grocery store recently, and the youngest ran over to hug me.”

(See Rose’s story below.)

Education and employment counselling – Employment Counsellor **Lisa Appaw** has launched a new program to offer tenants opportunities to pursue education and/or employment.

“When COVID hit and everything shut down for two years, we were still functioning as a society,” says DeAnne. “But we needed to help tenants more, so I brought Lisa onboard to create new services.”

“I spoke with each tenant after COVID restrictions lifted to understand what was happening with them,” says Lisa. “For those interested in going back to school or finding work, I can teach resume and interview skills. And I still have close relationships with staff at the North East Native Advancement Society (NENAS), my previous employer—which offers a range of training and employment support—and can help our tenants obtain education funding there, from health care aide to crane operator.

“Another former contact runs a crane training school and has offered to train one of our tenants each year, pro bono, to become a crane operator, which is good paying career.

“One tenant is interested in becoming an esthetician, so we’re doing labour market research together to see what the job would involve and what it pays. When she’s ready, we’ll put her in touch with the Aboriginal Business Centre, which will help her with next steps.”



(L-R): FSJNHS Employment Counsellor Lisa Appaw and Executive Director DeAnne Lythall ready the paperwork and keys to move a new tenant in.

Indigenous youth tackle landscaping at an FSJNHS home, as part of the Youth Summer Program



“We provide affordable housing for families, but it’s really important we’re not just a landlord. We care about helping people, by thinking about what’s best for our tenants and families. That’s my heart.”

DeAnne Lythall, FSJNHS Executive Director

Youth summer program – Most recently, Lisa and DeAnne put in a successful proposal for \$30,000 to create a youth summer program, which is giving Indigenous youth work experience in their first job, landscaping and maintaining all of FSJNHS’ homes. These youth are also building relationships with Elders in the community while working on their homes and yards.

Ongoing support – “I discovered a variety of needs in my conversations with tenants,” says Lisa. “Some people were moving as their children grew up and moved on, so we help them find housing that meets their needs. We can help our Elders fill out rental applications or connect our youth with NENAS’ Rising Spirit Aboriginal Youth Centre. We can deliver workshops for tenants. And we want to stay flexible to support tenants as new needs or issues arise.”

Making a Difference

“We have an open door policy so tenants can come in and talk to us anytime,” says DeAnne. “My vision is for families to see their children playing around a tree in the yard, not in a basement suite, and it’s come true.”

“We want parents to feel safe and kids to have a back yard to play in, and that’s our steppingstone to help them make their goals a reality,” adds Lisa. “Moving people into affordable housing is not the end, it’s the beginning of our strategy for them. Then it’s up to them to use what we’re offering as a path to reach their goals. We can see it’s already making a difference.”

Working with AHMA

“AHMA staff are wonderful,” says DeAnne. “Atoine [Archie, Housing Condition Assessor] has been here doing energy assessments for our homes with the goal of making them more energy efficient. Patrick [Caraher, Energy and Sustainability Specialist] is helping us get new energy efficient fridges, shower heads and other gadgets for our homes. Tenants just have to sign up.”

“AHMA worked with us to obtain funding for local contractors to renovate two vacant homes, and we were able to move two families into healthy, safe, affordable homes as a result.”

TENANT VOICES



(L-R): DeAnne Lythall, FSJNHS Executive Director and Rose with her three grandchildren;

“Oh, my goodness, living here has been so wonderful. We were in a tiny apartment with no yard for the kids. I’m their grandma and it’s new to me being with young ones again. We got this four-bedroom house in April with a big backyard and lots of room for the kids to play. Now the kids have their own rooms and a swing set outside, so they love it and have really relaxed, because this is their house, we don’t have to move, we’re staying.”

“I miss working. I gave up my job of 10 years and moved here to have the kids. DeAnne [Lythall, FSJNHS Executive Director] said to come by when I’m ready to talk about work and Lisa [Appaw, FSJNHS Employment Counsellor] can help with school and funding applications. I will in September after I find a daycare and hope to get back to work. DeAnne makes you feel at home when you’re in the office and the kids adore her. They’re wonderful people here.”

Rose, Fort St John Native Housing Society



Rose with her three grandchildren in the backyard of their new home with FSJNHS

Traditional Territory Recognition

We are situated in Treaty 8 territory, the traditional lands of the **Dene-zaa First Nations** people.

KekinoW Native Housing Society

“Today, Surrey has more urban Indigenous citizens than any other city in BC” says **June Laitar**, President, KekinoW Native Housing Society (KNHS). “More Indigenous people live here than in Vancouver according to the *2016 Profile of the Indigenous Population in Surrey*², yet Vancouver has 29 organizations supporting Indigenous people. Surrey has four Indigenous service organizations, and we’re the only urban Indigenous housing provider in the community. We have fewer than 400 units to meet a demand for more than 1,600 units. Policymakers need to focus on Surrey before another Downtown East side is created here.”



Housing & Support Services

KekinoW Native Housing Society opened its first subsidized affordable housing project for Indigenous families, Elders, and youth in 1987. Since then, the society has developed 239 units—five complexes in Surrey and one in Chilliwack:

Affordable rental housing – KekinoW’s developments include Aleleng (Many Homes), Ama-huuwilp (Good home), Kechi-o-wekowin (Grand Abode), Slei Alem (People’s Home), and Sohkeyah (Robin’s Nest).

Redevelopment – We’ve been redeveloping several properties in recent years to increase the number of units. KekinoW built 73 apartments by demolishing 16 of 33 townhouses at Sohkeyah; then demolished the remaining townhouses on that site and started construction of another 104 units in April 2022, for a total of 177 units in two phases.

We’re presently in the rezoning process for our Kechi-O-Wekowin complex, which will add 106 new units to our portfolio in phase one and 50-70 more in phase two. We will partner with Fraser Health and the First Nations Health Authority to operate an Indigenous Wellness Centre there.

Cultural outreach worker – KekinoW created this position so tenants have an Indigenous outreach worker who understands their culture and brings a traditional healing approach to connecting with them.

Sister service society – Our Board of Directors decided to offer tenants more support services, so KekinoW created an autonomous sister society, KekinoW Indigenous Programs and Services Society (KIPSS) to deliver new programming. KIPSS received funding grants from the provincial and federal governments to offer:

- **Pandemic support** – During the pandemic, we were able to help tenants who lost jobs with financial assistance for rent and grocery cards. We added cultural programs to bring Elders and youth together, with naming and drum ceremonies and drum and rattle making, which the children love.



National Indigenous Peoples Day (NIPD) celebration dance

² Surrey Urban Indigenous Leadership Committee, City of Surrey



KekinoW development



Ama-huuwilp (Good Home)

- **New Horizons for Seniors** – We presented a workshop where youth taught Elders how to use tablets and other electronic devices; then Elders engaged in online teaching to share knowledge with youth, coming full circle.
- **Martial arts** – We offered lessons to young women and single moms in martial arts to build a sense of personal strength and ability to protect themselves.
- **Employment training** – We offer a dual diploma in Medical/Dental Office Assistant training. We know about the discrimination our people experience in the health care system, so we chose this program to offer tenants and others a good career path and increase Indigenous representation in the health sector. Twenty Indigenous individuals are enrolled in the program.

KekinoW has applied for federal funding to launch a much larger employment training program for Indigenous adults and youth. We reached out to community partners and received 170 letters from businesses prepared to support an Indigenous intern in their workplace. We’re partnering with two community colleges that would make \$3 million of in-kind contributions, by waiving student fees, and with Progressive Intercultural Community Services to provide employment training.

“We must provide more holistic services so Indigenous people can create a good life on their own land.” **June Laitar**, KekinoW President



Construction has started on KekinoW’s newest building

Top: Sohkeyah (Robin's Nest), with Atoine Archie, AHMA Housing Condition Assessor (and a Kekinow tenant) and his son Atoine Archie Jr.; Bottom: Kids on NIPD



Making a Difference

“Our mandate is to provide safe, affordable housing for Indigenous people in the community and prevent and eliminate homelessness for our people,” says June. “We’re building new housing and creating new support services, but there’s still a huge gap in Surrey. We must provide more holistic services so Indigenous people can create a good life on their own land without risk of homelessness, but with safe, affordable housing, educational opportunities, stable jobs, and wellness that honours the physical, spiritual, emotional and intellectual elements of life. Canadian governments and policymakers must act to meet this urgent need.”

Working with AHMA

“Our portfolio manager has been very approachable, helpful and responsive. At the same time, I would like to see AHMA ensure Surrey receives its fair share of resources to help us address the gap in our community. The passion put into this good cause must continue by all stakeholders—AHMA, BC Housing, Lu’ma Development Management, Kekinow Board and staff. We are too far from our goal.”

Traditional Territory Recognition

Kekinow Native Housing Society would like to acknowledge that we operate on the traditional territories of the **Semiahmoo, Kwantlen, Katzie, Kwikwetlem and Tsawwassen First Nations.**

“My children and I moved into Kekinow housing in 2021, and we couldn’t be happier with the comfortable home and all the support Kekinow has provided. I’m very grateful to be able to live here.

“Kekinow is absolutely wonderful to all the tenants, offering gift cards at Christmas and every couple of months to put towards groceries or whatever you need in your home. Kekinow runs short courses and mental health programs in the community common room, like counselling and a children’s after school sports program, available free of charge to tenants. A food bank is available to all tenants from any of Kekinow’s locations, twice a month.

“I’m impressed with how amazing Kekinow housing has been for my family; this is a great place to live. Our community here is family oriented; you can always hear children playing outside, laughing and enjoying themselves.

“Being in the low-income financial bracket brings hardships, but having affordable housing makes it possible to afford rent on such a tight budget. I think there should be more opportunities for low-income families because it’s a struggle with the cost of rent, food and inflation, especially one parent families, so affordable rent really makes a difference.”

Farrah, Kekinow Native Housing Society

Vernon Native Housing Society



“Our first mandate was to house Indigenous individuals and families, but changed in 2002 to include non-Indigenous people as well.” says **Karen Gerein**, Executive Director, Vernon Native Housing Society (VNHS). “Each time we create a new project, we take a scan of our communities’ most pressing needs, and our services have evolved over the years in response. We’ve added more affordable housing, accessible housing, youth housing with support services such as life skills and employment training, social programs for Elders, and we’re moving into complex care to support Indigenous people struggling with mental health and substance use issues.”

Housing & Support Services

Vernon Native Housing Society was born out of the Friendship Centre in Vernon, whose members recognized the financial inequities and difficulties urban Indigenous people faced accessing housing and set out to create some of its own:

Affordable Indigenous housing – Since opening 10 single family homes for Indigenous families in 1990, VNHS has gone on to create a portfolio that includes 12 units on Okanagan Avenue, added in 1993; Kikanee Estates with 40 units opened in 2002 for Indigenous and non-Indigenous residents (a program requirement at the time); 40 units at Kickwillie Place in 2009; Tanner Terrace with nine more in 2016; and Thunderbird Manor with 38 units in 2020, for a total of 149 units.

New complex care housing on the horizon – Up next, VNHS will open a 35-unit building in 2023. The five-storey building will include studio to four-bedroom apartments; nine will be accessible for people with disabilities, in response to the lack of accessible units in Vernon.

The development will include 10 complex care units secured by AHMA for people with mental health and substance use issues.

“We jumped at the chance,” says Karen. “We’ve seen the need for this care for a long time but had little funding to address it. This new program is the perfect opportunity to provide housing and support services for our Indigenous tenants, embedded in Indigenous culture.”

Indigenous youth housing, services and training – “One summer we employed a youth who was living in a foster home. Sadly, he died of an overdose and his friend, who was living with us, was devastated. We all were. We decided to add youth housing (five studio units) and worked with the Ministry of Child and Family Development to secure a contract for a youth independence worker.

“We house youth 16 to 19, for up to two years, with a life skills program everyone takes. Then we help these young people move on to our other housing or housing in the community.”



Gazebo

Top photo: Corinne Mann

“We house people in critical need of affordable housing.” Karen Gerein, VNHS Executive Director



Tanner Terrace

Rent subsidies – VNHS also has three portable rent subsidies to help our larger families who can find market housing but can't afford the rent.

Child and youth summer engagement – For seven years, VNHS has used grant funding from Service Canada to employ Indigenous youth to run a summer program for tenants' children and youth. Without funding in 2022, the program was scaled back somewhat, but generally includes beach days, nature walks, rock climbing, beading, leatherwork, cultural speakers, and an end-of-season-day, which includes a bouncy castle and large air slide (cost donated by a local church), and free barbecue, haircuts, dress up, face painting, and more. VNHS staff will reapply for funding in 2023.

Elders' housing and engagement program – Similarly, VNHS didn't receive funding from Service Canada in 2022 for our Elders' program, which offers bingo, arts and crafts, outings to parks, and community kitchens, but a reduced program is being run. VNHS takes Elders and youth to the local farmers market for breakfast and to shop for fresh fruit and vegetables. Youth get \$20 each to buy their produce.

Wellbriety program – VNHS offers an Indigenous-based healing program with several modules covering the Medicine Wheel and 12 Step program, Mending Broken Hearts, Warrior Down, and cultural teachings. The program is offered at two sites, a VNHS development and another in a supportive housing complex downtown. Both sites welcome anyone interested in this program.

Community gardens – Three of VNHS' family developments have community garden plots tenants can sign up for to grow their own vegetables.

Orange Door Program – VNHS supports youth employment with funding from this Home Depot program to prevent youth homelessness, most recently, with summer jobs for two tenants who graduated from VNHS' life skills program. One young man worked with VNHS' grounds maintenance crew, cutting lawns, weeding, painting, and then was hired by Home Depot. A young woman worked in VNHS's office providing admin support and hopes to eventually work with animals.

In addition, VNHS got funding to furnish the youth units with small couches, coffee tables, bar stools, beds and dressers. Youth take the beds when they move, the rest of the furnishings stay.

Good food boxes – VNHS bought food boxes filled with fresh produce and grains for families during the pandemic, with support from the Indigenous Peoples Resilience Fund. Nuts and candies were added at Christmas.

Making a Difference

“We provide affordable, well-maintained, culturally safe housing for Indigenous and non-Indigenous people in the community,” says Karen. “It's also incredibly important to provide suitable housing for people with disabilities, who simply cannot afford to rent elsewhere, so they can live in a unit where everything is easily accessible. At one time, we couldn't do anything for Indigenous families with a disabled member, so we started adding accessible units every time we build. Now we have one, two and three-bedroom accessible units and no problems filling them. We already know who's moving into the accessible units in our new development when it opens in 2023.

“I believe we make a tremendous difference in people's lives, enabling them to pay rent in line with their income, so they have resources to eat healthier food, provide more for their children and, most importantly, can live free from discrimination and racism.”



TENANT VOICES

“I was in a tough place when I came here and explained what was going on to Karen [Gerein, Executive Director of VNHS]. She helped me get this place and being here has changed my life. I'm lucky to be in a nice new unit with nice furniture I can afford. I'm a single person and the unit is large enough for me.

“Staff are very helpful, always doing things for tenants. One lady helps some of the elder folks who aren't as mobile and need more support. The yard is always cut and clean, the trees pruned, the whole place kept presentable. I had a problem with the fridge, and they came right over and replaced it with a new one. They go out of their way to make everybody happy.

“I'm comfortable here. It's not like having a normal landlord and you never know if the place will sell tomorrow. I don't have to worry about that, it's more like home. This is a great location just a block away from downtown, with groceries and lots of shops within walking distance. I feel stable and I'm grateful for that.”

Rick, Vernon Native Housing Society

From top: Canoeing; Community Garden; Kikanee; Bowling

Working with AHMA

“Working with Carlo [Vijandre, Project Manager] and Trevor [Casey, Portfolio Planning & Development Specialist] has been wonderful. They helped get a capital plan completed to keep our properties up to date, plus an energy assessment, hazmat study, and radon testing for us. We've received capital funding to replace piping and are now working on installing air conditioning in our older projects, a very real need, given the intense heat in Vernon.

“Alexandra [Christian, Housing Operations Manager] has been fantastic helping with our budget and all our asks, and I love the monthly meetings with lots of communication.

“I also want to give AHMA a shout out for the Indigenous Day grant money in 2021 and 2022, following the discovery of children's remains at the former Kamloops Indian Residential School. We organized a gathering where people talked about their feelings, dancers performed and, on a lighter note, tenants participated in games. Everyone loved it.”

Traditional Territory Recognition
Vernon Native Housing Society is grateful to be located in the **Syilx Okanagan People's territory.**



Náćwa?mat Lelə́m Committee ADVOCATING for MEMBERS

By Committee Chair **Rosanna McGregor**

We are 100% behind the *BC Urban, Rural & Northern Indigenous Housing Strategy* that AHMA and the Board are pursuing on our behalf to help our Indigenous people thrive. When we talk about these priorities on a national level, we need AHMA to bring our perspectives to the table. We don't need CMHC to reinvent the wheel. We've already been doing the work for 30 years.

Bringing member issues to the Board

Our most important job on the Náćwa?mat Lelə́m Committee (NLC) is to bring members' issues forward, so AHMA's Board of Directors and staff can try to address them for us. Some recent challenges include:

- With all the COVID restrictions in the last year, the 1% limit in rent increases came to the forefront as an issue for AHMA members, as the limitation has a profound impact on operating budgets.
- Homelessness is, of course, always an issue. BC Housing has been pushing for safe injection sites in emergency shelters, but some providers are not ready to take this step. Sometimes, we find it difficult to strike a balance between BC Housing's expectations and our cultural norms as an Indigenous emergency shelter provider. Our shelter also has social housing, a restaurant, and our business. We can't have heavily intoxicated people coming into our place of business. A standalone site would be different.

While the opioid crisis is at the forefront for all of us, the issue is broader than safe consumption, which involves a lot of health care support and liability. We had to push back to say cultural safety is a diverse priority for us. And we asked the Board to let BC Housing know not all providers are necessarily interested in hosting these sites.

- Our members want to continue to build new housing and enhance support services, but the current economic climate is making development riskier. Capital costs are unaffordable and interest rates are climbing. Will mortgages simply get bigger and last longer? NLC wants AHMA to advocate for access to forgivable mortgages to mitigate borrowing and operating costs so members can move forward in an affordable way.

Partnering

AHMA continues to reach out to new partners and will be involved in a major review of mental health services with the health authorities as a result. Rightfully so, as AHMA members are frontline service providers. For example, our support staff can't help tenants access a crisis stabilization unit, unless someone sits in an emergency department, where they wait for hours and often give up and leave. We will discuss creating a different approach.

AHMA is also leading the first Indigenous complex care housing in BC (see page 16 for details), and we'll be watching to learn lessons as our housing providers go down this new path.

Addressing gender violence

I was very happy to have the AHMA team be part of our Red Dress Campaign for May 5th, National Day of Awareness of Missing and Murdered Indigenous Women and Girls. The day is near and dear to our hearts as a transition house provider.

Our role as a Friendship Centre is to create safe spaces for people, especially the gender diverse, through our cultural lens. We put red dress stickers up in our facility windows, so people know we can be approached without judgement, they can feel safe speaking to us, we seek to create a positive and safe space for everyone.



Náćwa?mat Lelə́m Members
(clockwise from top):

Rosanna McGregor
Committee Chair
(Cariboo Friendship Society)

Roger Kishi
(Wachiay Friendship Centre Society)

Margaret Pfoh
Exofficio (AHMA CEO)

Luanne Ruotsalainen
(Dakelh & Quesnel Community Housing Society)

Meet Our TEAM

Toyuxsiim, thank you, to our Board of Directors, Náćaʔmat Lelə́h Committee members, and staff for their wisdom and dedication to helping AHMA support our urban Indigenous members.

Board of Directors

- Gary Wilson** President (Region 4)
- Blake Scott** Vice President (Region 5)
- Trevor Morrison** Treasurer (Region 6)
- Jamie Pond** Secretary (Region 2)
- John Johansen** Director (Region 1)
- Mike Daigle** Director (Region 3)
- Annette Morgan** BC Housing Representative



(L-R): On projector screen: NLC member Roger Kishi, AHMA Director Blake Scott; Back row: Nizar Laarif, Vice President Mike Daigle, Cliff Grant, Treasurer Trevor Morrison, NLC Chair Rosanna McGregor, Lloyd Taghavi, David Silva; Front row: Emma Owen, NLC member Luanne Ruotsalainen, Margaret Pfoh, President Gary Wilson, Celeste Hayward

AHMA Staff Team

- | | |
|--|--|
| Atoine Archie , Project Manager (Canim Lake Nation) | Shanille Lewis , Office Coordinator (Squamish Nation) |
| Stacey Bourque , Revitalization Manager | Stephanie Lowe , Supportive Housing Policy Analyst |
| Lance Brommeland , Technical Services Advisor | Connie Mah , Project Coordinator |
| Laurie Brownrigg , Manager, Media & Communications | Bontle Mokose , Housing Operations Coordinator |
| Lucy Byrne , Portfolio Manager | Kelly Moon , Manager, Media & Communications |
| Patrick Caraher , Energy and Sustainability Specialist | Ruby Morgan , Health Equity Policy Analyst (Gitxsan Nation) |
| Andrea Carter , Training & Evaluation Manager | Emma Owen , Executive Assistant & Privacy Manager (Musqueam Nation) |
| Trevor Casey , Portfolio Planning & Development Specialist (Haida Nation) | Margaret Pfoh , Chief Executive Officer (Gitga'at First Nation) |
| Alexandra Christian , Manager, Housing Operations | David Silva , Director, Asset Strategies |
| Deanna Daniel , Asset Data Analyst (St'at'imc Nation) | Jackie Skeet , Revitalization Project Manager (Métis Nation) |
| Colleen Demeester , Housing Portfolio Manager & Budget Analyst | Bryan Sluggett , Data & Evaluation Coordinator |
| Sandra Eatmon , Supportive Housing Specialist & Cultural Advisor (Métis Nation) | Courtney Smith , Housing Operations Assistant (Métis Nation) |
| Mae Flanders , Indigenous Energy Advisor (Mamalilikulla First Nations) | Lloyd Taghavi , Chief Financial Officer |
| Terri Fortune , Gender-Based Violence Policy Analyst (Haida) | Janine Tallio , Operations Administrative Assistant (Nuxalk Nation) |
| Sara Fralin , Indigenous Energy Advisor | Carlo Vijandre , Project Manager |
| David Garcia , Project Manager | Bailey Waukey , Homelessness Policy Analyst (Ojibwe-Mohawk) |
| Cliff Grant , Director, Indigenous Strategic Relations (Haisla Nation) | Debra Webber , Senior Portfolio Manager (Squamish Nation) |
| Celeste Hayward , Director, Operations (Wet'suwet'en Nation) | Jena Weber , Policy Manager |
| Nizar Laarif , Director, Public Affairs | Judy Wesley , Training and Capacity Specialist (Gitxsan Nation) |
| Sue Lee , Senior Financial Specialist | Cindy Williams , Financial Client Services |

Note: For various reasons caused by colonial oppression, some Indigenous staff members may not have their Nation connections listed.

Photo: Connie Mah

About AHMA

As Canada's first Indigenous housing authority, AHMA was created for Indigenous people, by Indigenous people.

In addition to providing families with affordable, culturally appropriate housing, AHMA's 55 members represent *all* urban Indigenous housing providers in BC and offer many support services—from homelessness prevention to transition homes, parenting skills and daycare, mental health programs, substance use support, and more—through 35 wraparound service programs.

AHMA members make up one-third of all Indigenous housing providers in Canada. Our members manage almost 5,500 units of Indigenous housing, providing homes for Indigenous people living off nation in urban, rural and northern areas of BC.



41 → **55**
Members in 2020/21 Members in 2021/22

REVENUES

BC Housing grants	\$49,461,492
BC Housing grants – COVID-19	\$2,050,000
Proceeds from sale of capital assets (RNH)	\$651,818
CMHC (Indigenous Youth Internship)	\$200,000
Other grants	\$800,500
Interest	\$99,330
Tenant rents	\$135,512
Transfer (to) from deferred revenue	(\$3,908,949)

\$49,489,703 TOTAL

EXPENSES

Advertising	\$10,189
Bank charges and interest	\$1,811
CMHC sponsorships	\$91,782
Conferences and gatherings	\$112,946
Contracted services	\$2,846
Depreciation	\$129,425
Insurance	\$46,602
IT Consultants	\$176,603
Management fees	–
Office	\$111,141
Professional development	\$23,157
Professional fees	\$324,127
Professional fees subsidy	\$56,921
Property taxes	\$26,467
Public relations	\$145,577
Rapid Housing Initiative Projects	\$152,500
Rent	\$216,889
Repairs and maintenance	\$4,579
Salaries and benefits	\$3,300,788
Site distributions	\$40,000
Staff travel	\$73,429
Subsidy payments	\$44,957,520
Telephone	\$29,005
Utilities	\$9,487

\$50,043,791 TOTAL

Excess (deficiency) of revenues over expenditures (\$554,088)

Disposition of RNH capital assets at cost (\$381,212)

(\$935,300)

TOTAL EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES

Note: \$424,663 deficit from Administration and \$510,637 from changes in Tangible Capital assets.

SUMMARY of FINANCIAL STATEMENTS

	2022	2021
ASSETS		
Cash	\$18,953,952	\$15,942,180
Capital Assets	\$2,031,698	\$2,495,350
Other	\$728,045	\$210,954
	\$21,713,695	\$18,648,484
LIABILITIES		
	\$17,732,218	\$13,731,707
NET ASSETS		
Operating	\$1,949,779	\$2,421,427
Capital Assets	\$2,031,698	\$2,495,350
	\$3,981,477	\$4,916,777
CHANGES IN CASH		
From operating activities	(\$1,076,481)	\$68,607
Changes in non-cash working capital account	\$3,483,420	\$1,461,668
Cash from financing and investing activities	\$604,833	\$362,567
Net increase in cash	\$3,011,772	\$1,892,842

AHMA's audited financial statements are available on request.

“Indigenous human rights are the biggest political, economic, and social shift we will see in our lifetime. For 25 years, AHMA and our 55 members—Indigenous housing and service providers—have been part of this shift, leading the advancement of housing rights for all Indigenous peoples in BC and Canada.” AHMA CEO Margaret Pfoh



Aboriginal Housing Management Association
Celebrating 25 Years

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