

FNHIC Workplan Deliverables Report 2023/2024

FNHIC Priority Goal	Activities to Achieve Goals	Actual Result or Status Update
Program and Service Delivery		
<p>1. Create and Implement First Nations Housing Managers Association</p>	<p>Establish FNHMA Advisory Group</p> <p>Implement Hawk Solutions App</p> <p>Hold Inaugural Housing Managers Forum and Official Launch</p> <p>Develop Website</p> <p>Create Training Program and training curriculum</p> <p>Presentations:</p> <p>Canadian Institute’s FN Housing and Infrastructure Forum in April 2023</p> <p>AFN Housing and Homelessness Forum Oct 2023</p> <p>Hire Director, Asset Management</p>	<p>FNHMA Advisory Group established in late fall 2022, 4 meetings completed to date.</p> <p>Purchased App, implemented in late Spring 2023, began loading app with information relevant to FN Housing Managers(housing policies, training webinars/events, housing event notifications, networking room, funding calls)</p> <p>Held November 30, 2023 71 members have registered to date</p> <p>Officially launched on Nov 3, 2023 www.bcfnhousingmanagers.ca</p> <p>Curriculum development retreat held Feb 7 and 8, 2024. Consultant to have first draft of materials completed for April 2024</p> <p>In discussions with prospective candidates</p>

<p>2. Asset Management Program Development</p>	<p>Negotiate Asset Management Pilot Projects</p> <p>Establish IT system to Support Asset Management projects</p> <p>Develop Project Scope, Deliverables, and establish an MOU and/or partnership template</p> <p>Collect and Analyze Data</p> <p>Establish Evaluation Process</p> <p>Negotiate Funding process for reconstruction, reconditioning, retrofitting, renovation, demolition work</p> <p>Ensure a minimum of 1 RSD coordinator for each region</p> <p>Hold Inaugural Meetings in each regions with minimum of 1 each from following: FN Housing Manager, Indigenous Housing Providers, Funders(ISC, BCH, CMHC), Municipality, relevant Indigenous Social Service orgs</p>	<p>5 First Nations signed on: Ashcroft Canim lake Williams Lake Pavillion Simpco</p> <p>Nautsamawt Tribal Council, TNG in negotiations</p> <p>Negotiating with BC Housing for Asset Planner</p> <p>In Progress, 2024/25 deliverable</p> <p>Ongoing</p> <p>2024/25 deliverable</p> <p>Ongoing</p> <p>Currently have 4: 2 for Van Isle, 1 for North, 1 Interior. Need to fill Fraser/Stolo and Vancouver/Sunshine Coast</p> <p>Meetings scheduled for February and March 2024, virtual</p>
<p>3. Establish Regional Service Delivery Centres</p>	<p>Establish Regional Service Delivery Centres</p>	<p>Establish Regional Service Delivery Centres</p>

<p>4. Establish Building Maintenance Worker Training</p> <p>5. Homelessness</p>	<p>Establish Meeting times and terms of reference for the group</p> <p>Visit at least 10 FN communities in each region to create relationships and understand needs</p> <p>Participate in regional housing related events, training, projects</p> <p>Hire a Program Coordinator</p> <p>Establish working relationships with Training Institutions</p> <p>Participate and Lead work on the Indigenous Homelessness Steering Committee</p> <p>Lead project on Intake, Assessment, Client Tracking</p> <p>Participate in National FN Homelessness working group led by AFN</p> <p>Negotiate with INSF Canada on appropriate organization to administer FN Reaching Home funding for BC</p> <p>Hire Consultant to accomplish following:</p>	<p>We will establish a draft and present at the meetings.</p> <p>We've established a tracking sheet to monitor progress as this is already happening eventually want to visit all FNs in the region</p> <p>Ongoing</p> <p>Did not meet as we dealt with other priorities. Will be a 2024/25 deliverable</p> <p>2024/25 deliverable</p> <p>Participate in IHSC meetings, 2 this quarter</p> <p>Participate in IHSC in person Forum, Jan 17/18</p> <p>Started preliminary discussions with indigenous social service groups in Prince George and Smither Friendship Centre to discuss pilot project for peer support/outreach, intake, assessment and client tracking</p>
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<p>6. Indigenous Women and Children Housing</p>	<p>1. Write a policy paper for Women and Children programming</p> <p>2. Work as a development consultant on potential projects</p> <p>3. Attend Relevant Events and Meetings</p>	<p>Attended meetings and provided input into strategies, policy, funding programs</p> <p>Working with BC AFN on this, with decision coming by March 2024. \$1.7 million for 2023/24 and \$1.7 million for 2024/25</p> <p>Policy Paper in last editing stages, will be ready for public release Mar 2024</p> <p>Currently working on two FN projects one in lower mainland and one in Interior</p>
<p>7. FNHIC Governance</p>	<p>FNHIC Board of Directors</p> <p>Establish more formal working relationship with FN Leadership Groups</p>	<p>Board has been established Held AGM in August to approve audited financial statements for 2021/22</p> <p>Will hold AGM for 2022/23 audited financial statements March 2024</p> <p>Completed legal proceedings by two former board members, all resolved and have been released from all judgements therein</p> <p>Working on a resolution by BCAFN to support the FNHIC approach to transfer through transformation.</p> <p>Co-hosted a Housing and Infrastructure Forum with BCAFN in PG Oct 25th and 26th. Led workshops on FNHIC Governance and ISC program and service transfer.</p>

	<p>Letters of Support and BCRs</p> <p>Working with BCAFN to Establish Chiefs Committee on Housing and Infrastructure Committee</p>	<p>Working with the Housing and Infrastructure representative, Chief Dan Manuel, on establishment of Chiefs Committee on Housing and Infrastructure. Keeping Chief rep updated on relevant housing issues that require leadership attention.</p> <p>Attempting to get on FN Summit and UBCIC gathering agendas</p> <p>Assisted BCAFN with hiring action of Manager of Housing and Infrastructure, person hired in December 2023.</p> <p>We continue to get BCRs and when we sign pilot projects we require a BCR to partner, so potentially 15 in 2024/25</p> <p>This idea will be presented at an AFN Chiefs meeting Mar7/8, 2024</p>
<p>Communications</p>	<p>Update Communication Plan</p> <p>Update Website</p> <p>Establish FNHMA website and login features</p> <p>Conducted virtual series on residential school survivors</p> <p>Establish FNHIC Brand(sub Brand with FNHMA), Ordered FNHIC “swag” for conferences and events.</p>	<p>Updated and submitted to ISC HQ in Jan 2024</p> <p>FHNIC has had many staff and board changes in the past year, so we will be doing an overhaul of our website to ensure its up to date.</p> <p>FNHMA website completed in Nov 2023</p> <p>Secured \$10,000 from Heritage Canada, virtual series completed in October 2023</p> <p>Completed in Sept/Oct 2023. Also completed an FNHIC card with summary of FNHIC programs and services.</p>

	<p>Coordinate Video production on Harmony House(Women and Children Project in Prince George)</p> <p>Create Annual Report starting fiscal year 2023/24</p>	<p>Video work completed in Oct 2023, first cut for review in early January, completed some secondary video work on Jan 17th, final editing yet to be complete. Project completion set for March 2024</p> <p>Scheduled for completion and publication March 2024</p>
Research	<p>Research Projects FNHIC is involved in:</p> <ol style="list-style-type: none"> 1. Realizing Resilient Buildings Toolkit 2. Harmony House Evaluation Measures 3. Pacific Institute for Climate Solutions (PICS) Four Year Project 4. Develop FNHIC Evaluation Framework 5. Measure Hard Costs vs. Social Outcomes 6. UNBC Homelessness Project 7. Well Water Project 	<p>All are Ongoing</p> <p>We are working with UNBC to attain funding City of Prince George that will run for four years.</p> <p>Project project for water purification systems in communities that have houses water fed by wells. This water purification system has already been installed in communities around BC and has been developed and assessed at UBC. We have a private funder in place that will cover the cost of providing water purification systems in communities that are interested.</p>
Human Resources Development	<p>Engage the services of an HR consulting group to assist FNHIC with HR development</p>	<p>Engaged the services of Jouta Performance Group(FNHIC has engaged them previously).</p>

		Worked with FNHIC to establish an HR plan that includes job descriptions, recruitment tools, for current and future roles, salary ranges, policies and procedures, performance reviews, organizational charts
Evaluation of Programs and Services, Risk Assessment	<p>Create an Evaluation Matrix for FNHIC Programs and Services with the goal of determining overall organizational performance</p> <p>Hire a consultant to assist FNHIC with establishing Risk Assessment Tools, Procedures, Evaluation Instrumentents</p>	<p>In progress, will likely carry forward into 2024/25</p> <p>In negotiations with consultant, will likely start in next fiscal year</p>