

# Intentional Community Consortium



## Alberta Housing Roundtable

Finding solutions to the affordable housing crisis faced by individuals with diverse abilities, focusing on housing, support services and community engagement



September, 2025

# ALBERTA ROUND TABLE AGENDA – CALGARY, AB, SEPTEMBER 9, 2025

**9:30 am**

Panelists arrive and Registration Begins

**10:00 - 10:15 a.m.**

- Welcome and Introduction – **Gary Gladstone**, Chair ICC
- Welcome from **Samuel Cowan**, Lawyer, Property Law, Calgary Office
- Addresses from VIPs in attendance

**10:15 – 10:30 am**

- **Elizabeth Schweighardt**, Research Coordinator and **Pamela McGladdery**, Board Chair and Member of ACDS Housing Task Team - Alberta Council of Disability Services - *Safe, Affordable Housing: Recommendation to Address the Housing Crisis for Albertans with Developmental Disabilities*

**10:30 - 11:00 a.m.**

- **Thelma Tsuro**, Account Representative, Client Relations Outreach, Alberta - *CMHC Update*

**11:00 a.m. – Noon**

- **Panel Discussion:** Gary Gladstone, Chair ICC, will briefly expand on how the ICC views affordable, accessible and supporting housing for individuals with IDD. He will then introduce the panelists
  - Panelists include:
    - **David Petkau** - ICC Vice-Chair & Executive Director South Region, Karis Disability Services
    - **Amy Tatterton** - BCR, M.Ed., Director of Learning and Connection, THE SINNEAVE FAMILY FOUNDATION

- **Bushra Hashim** - Adaptive Design Specialist and an Intern Architect
- **Kelly Holmes-Binns** - Chief Executive Officer, Vecova
- **Krista Davidson Flint** - CEO, Accessible Housing
- **Norma Wisbling** – Executive Director, New Age Services
- **Gary Gladstone** – Lead, Stakeholder Relations

Panel discussion will be followed by a moderated Q&A session with the audience

**Noon – 12:45 p.m.**

- Lunch and Networking

**12:45 – 1:00 p.m.**

- **Dave Petkau** - *Modular Builds – Tilt - Up Concrete & Serotiny CREE-Based Timber*

**1:00 – 1:15 p.m.**

- **Gary Gladstone** - *“Day on the Hill” – Identifying Key Policy Issues to Raise In Ottawa*

**1:15 – 1:45 p.m.**

- **Gary Gladstone** - *Government Relations 101 – Western Flair*

**1:45 – 2:00 p.m.**

- Wrap-Up and Next Steps

# Intentional Community Consortium

- Founded in 2017
- Registered not-for-profit, 2022
- Representing charities and not-for-profit organizations, working to solve the housing crisis for those with diverse abilities across Canada



# Intentional Community Consortium

## Mission

Affect change by applying shared learning and networking from our member organizations to:

- Expand affordable housing projects for mixed use.
- Combine the strength of our member organizations to create hundreds of housing units throughout Canada with a preference for multi-unit projects of 20-units or more.
- Advocate as a consortium to all levels of government.
- Share tools and information through partnerships and member engagement.

# Officers

| Name            | Title                 | Organization                                            |
|-----------------|-----------------------|---------------------------------------------------------|
| Gary Gladstone  | Chair                 | Reena                                                   |
| David Petkau    | Vice-Chair            | karis Disability Services (formerly Christian Horizons) |
| Patricia Franks | Secretary / Treasurer | CAFFI                                                   |
| Ann Bilodeau    | Director at Large     | KW Habilitation                                         |

**National Sponsor**

**Samuel Cowan**

**Property Law Firm CB LLP**

**Property** / **Law** FIRM  
CB LLP



# **Safe, Affordable Housing**

## **Recommendations to Address the Housing Crisis for Albertans with Developmental Disabilities**

**Alberta Housing Roundtable: Presentation**

*September 2025*







**Andrea Hesse** is an experienced senior leader with experience in both the non-profit and public sectors working in a variety of roles and portfolios across the human services in Alberta for over 30 years. She is currently the CEO of the Alberta Council of Disability Services (ACDS). ACDS is the advocacy voice of over 140 community disability service providers across Alberta that support Albertans living with disabilities to live safely and with dignity in their communities. ACDS provides numerous capacity-building programs for organizations and serves as the primary accrediting body for over 85% of the PDD sector. She has also held leadership roles in organizations serving children and families and was a senior leader with the Government of Alberta in the Ministries of Children and Youth Services, and Human Services for 11 years working on a variety of portfolios related to strategic and policy leadership for children and families.

Andrea completed both her B.A. and M.Ed. in counselling psychology at the University of Alberta and has presented at numerous conferences and events. As a community leader, Andrea served as a member and other volunteer roles in a variety of community organizations. She also recently served as a member of the Assisted Living Alberta Transition Committee.





**Pam McGladdery** is the CEO of URSA (Universal Rehabilitation Service Agency), a nonprofit charitable organization dedicated to supporting children and adults with disabilities. With over 30 years of leadership experience in the nonprofit sector - including roles in treatment facilities, hospitals, and community settings - Pam has been instrumental in shaping inclusive services and advocating for vulnerable populations.

Since joining URSA in 1999, first as Director and then as CEO in 2005, she has led strategic planning, financial oversight, operational management, and community engagement initiatives. With degrees in both Non-Profit Management and Recreation Therapy, her commitment to mentorship and leadership development is reflected in her active involvement on various boards, including Alberta Council of Disability Services, Calgary Service Provider Council, Big Brothers and Sisters of Calgary, and parent councils.



**Elizabeth (Liz) Schweighardt** works as a Research Coordinator at the Alberta Council of Disability Services (ACDS), where she has co-authored multiple reports and designed province-wide surveys on various topics affecting the Community Disability Services sector such as workforce demographics, inflationary effects, rising housing costs, low wages, and legislative and regulatory impacts. With degrees in Mathematics and Sociology from the University of Calgary, her passion is uncovering insights and communicating technical results to all audiences.

Prior to joining ACDS, Liz worked in project management and compliance monitoring within the environmental consulting sector, where she analyzed water quality data from across Alberta to support accurate and reliable environmental research. Dedicated to community engagement and educational outreach, she enjoys volunteering at ceramics competitions and Calgary's annual science education festival.

# Who is ACDS?

The Alberta Council of Disability Services (ACDS) is a non-profit member association of 140+ Community Disability Services (CDS) providers in Alberta.

- Over 85% of PDD-contracted organizations

## Our members:

- Employ 18,000 disability workers
- Support 16,000 individuals with disabilities (14,000 are adults with developmental disabilities who receive PDD services)



## What we do to improve disability services:

- **Advocacy:** We influence public policy by supporting our members to have a collective voice, conducting sector-specific research and offering regular updates on policy and legislative changes impacting the sector.
- **Accreditation:** We raise professional standards through the ACDS Creating Excellence Together (CET) accreditation program.
- **Training and Development:** We build organizational capacity by offering a range of face-to-face, virtual, and online training programs.

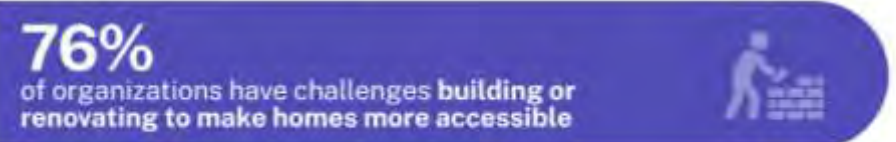
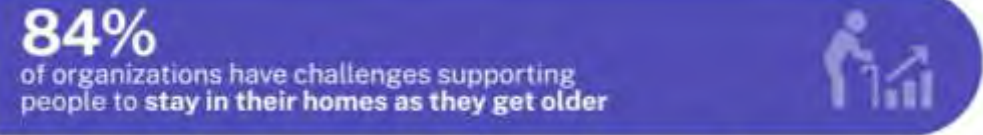
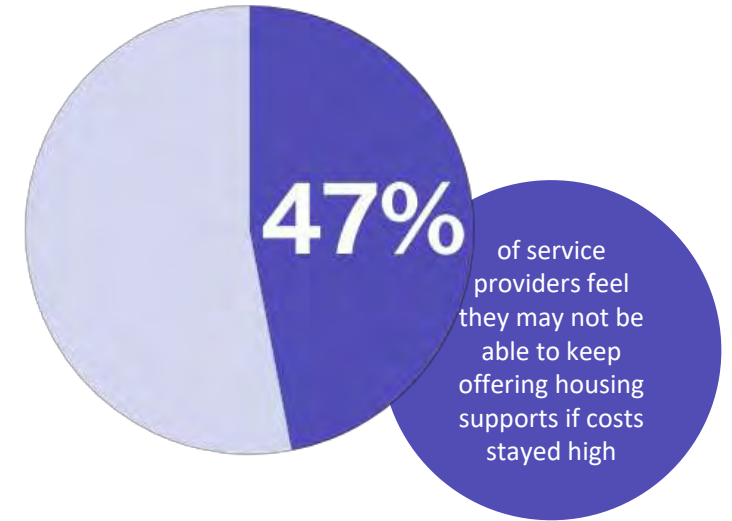
# Housing Project: Context and Approach

## Project Objectives:

- Provide the context of the needs and current state for housing for individuals with developmental disabilities in Alberta
- Propose a framework of guiding principles for inclusive, affordable housing
- Summarize the challenges, and potential improvements based on learnings from other jurisdictions, and
- Identify short- and long-term actionable solutions to address the housing crisis for Albertans with developmental disabilities.

## Methodology:

- ACDS Housing Survey: 39 organizations providing residential supports
- Conversations with Self-Advocates: Disability Action Hall
- Stakeholder Engagement: 1:1 interviews with 10 housing providers/experts
- Jurisdictional Scan and Desktop Research
- Housing Task Team: 11 agencies with broad housing experience



# Guiding Principles

Individuals with developmental disabilities have unique housing and support needs.

Addressing housing and support needs together allows individuals to optimize their independence and quality of life.

All individuals, regardless of ability, have a right to appropriate options for quality community living.



# Key Themes



## Policy

*Broad provincial policy and regulation and licensing requirements do not reflect the unique housing needs of individuals with developmental disabilities.*



## Coordination and partnerships

*Additional supports for coordination are needed across the sector.*



## Housing approaches

*Housing approaches need to be tailored to the varying needs of individuals with developmental disabilities, including as their needs change across their life.*



## Funding

*There is insufficient funding to support access to safe and appropriate housing for individuals with developmental disabilities.*

Recommendations

Policy

These initial recommendations are based on the information gathered and workshops with the Housing Task Team.

Estimated degree  
of change required

LLow

MMedium

HHigh

| Category | Recommendations                                   | Description                                                                                                                                                                                                                                                                                                                                                                                 |   |
|----------|---------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| Policy   | A. Take a unified approach to housing within ALSS | Leverage the new ALSS Ministry structure to develop a unified approach on issues related to housing individuals with developmental disabilities. This would require the Ministry to bring together divisions and supports that were previously spread across multiple portfolios within the Government of Alberta and multi-stakeholder groups together to coordinate across shared issues. | L |
|          |                                                   |                                                                                                                                                                                                                                                                                                                                                                                             |   |
|          |                                                   |                                                                                                                                                                                                                                                                                                                                                                                             |   |



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|          | B. Identify housing as a core support within the scope of PDD | Expand Disability Services’ scope of funded services to include housing as a core support for PDD-eligible individuals unable to access appropriate housing on their own. This is particularly critical for individuals with complex medical or support needs. Recognize housing as interrelated with and integral to the array of safe, appropriate, and successful supports provided by PDD. | H |

Recommendations

Coordination and Partnerships

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|-------------------------------|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| Coordination and partnerships | F. Implement a disability housing innovation hub | Create a mechanism for collaboration and development that brings together players from across the sector. Service providers could leverage this platform to build partnerships with government, developers, technology companies, etc. and access support and resources for innovative solutions. An innovation or seed grant funding program could be established as part of the platform to enable service providers to pilot innovative ideas. | L |

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|                               | G. Facilitate connections and incentivize developers to partner with service providers in the sector and develop accessible housing | Establish mechanisms for connection and financial incentives to foster collaboration between developers and service providers. This enhanced partnership aims to drive the development of dedicated, purpose-built housing initiatives for individuals with developmental disabilities.                                                                                                                                                           | L |

# Recommendations | Coordination and Partnerships

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| Category                      | Recommendations                                                                                                                     | Description                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| Coordination and partnerships | F. Implement a disability housing innovation hub                                                                                    | <div>Overlaps with ICC Asks:</div> <div><b>Municipal Land Contributions and Incentives</b><br/>Ask: Dedicate municipal land and waive fees (e.g., development charges, permitting) for projects serving people with a developmental disability.</div> <div><b>Inclusive Zoning and Density Bonuses</b><br/>Ask: Allow increased density or expedited approvals for projects offering supportive housing or accessibility commitments.</div> |
|                               | G. Facilitate connections and incentivize developers to partner with service providers in the sector and develop accessible housing |                                                                                                                                                                                                                                                                                                                                                                                                                                             |

# Recommendations | Housing Approaches

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| Category           | Recommendations                                                                                  | Description                                                                                                                                                                                                                                                                         |   |
|--------------------|--------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| Housing approaches | H. Conduct a provincial housing needs assessment for individuals with developmental disabilities | Conduct a comprehensive housing needs assessment to understand current unmet needs across the province by type of need and location and forecast future housing requirements for the sector based on available data to support informed decision making around resource allocation. | M |
|                    |                                                                                                  |                                                                                                                                                                                                                                                                                     |   |
|                    |                                                                                                  |                                                                                                                                                                                                                                                                                     |   |

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|                    | I. Align supports for individuals with developmental disabilities to age in place                | Bring systems together to provide aging individuals with developmental disabilities holistic social and medical supports to age in place through better alignment and integration with Assisted Living Alberta, and through removal of program and policy barriers.                 | M |

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|                    | I. Align supports for individuals with developmental disabilities to age in place                  | Bring systems together to provide aging individuals with developmental disabilities holistic social and medical supports to age in place through better alignment and integration with Assisted Living Alberta, and through removal of program and policy barriers.                                                                                                                                                                           | M |
|                    | J. Fund housing navigators to support individuals with developmental disabilities in finding homes | Establish and fund dedicated housing navigator roles under ALSS to assist individuals in accessing appropriate housing. These professionals should provide personalized support in navigating housing systems, applying for subsidies, liaising with landlords, and coordinating with service providers. Housing navigators could also identify systemic barriers and advocate for solutions that align with the unique needs of individuals. | L |

Recommendations

Funding

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Estimated degree  
of change required

LLow

MMedium

HHigh

| Category | Recommendations                                                                                | Description                                                                                                                                                                                                                                                                                                                                                          |   |
|----------|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| Funding  | K. Seek opportunities within AISH and PDD funding to address gaps in funding needs for housing | Explore and advocate for opportunities within the AISH and PDD programs to better reflect and address the housing-related financial needs of individuals with developmental disabilities. This includes identifying current funding limitations, proposing adjustments or enhancements to existing supports, and ensuring that housing costs are adequately covered. | H |
|          |                                                                                                |                                                                                                                                                                                                                                                                                                                                                                      |   |
|          |                                                                                                |                                                                                                                                                                                                                                                                                                                                                                      |   |



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|          | L. Facilitate access to financing options for service providers to acquire homes               | Support service providers to access financing options, making it easier for them to purchase housing stock and tailor it to the needs of the individuals they serve. Access to traditional financing options is very limited for non-profit organizations without dedicated housing funding.                                                                         | L |

Recommendations

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|          | M. Implement funding to support maintenance and accessibility costs associated with housing individuals with developmental disabilities | Since service providers are unable to increase rents for affordable housing they own, their existing housing stock is at risk of being divested due to ongoing maintenance costs. Provide funding for landlords and service providers to address the costs of conducting renovations to create tailored housing and for ongoing maintenance costs required to appropriately and safely house individuals with developmental disabilities. This could include providing contract flexibility to service providers to allow for the use of surplus dollars for covering required maintenance costs. | H |

# Recommendations | Funding

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|----------|-----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Funding  | K. Seek opportunities within AISH and PDD funding to address gaps in funding needs for housing                                          | <div>Overlaps with ICC Asks:</div> <div><b>Long-Term Capital and Operating Agreements</b><br/>Ask: Provincial ministries (e.g., housing, social services) to fund both the construction and operating costs of inclusive housing projects for people with a developmental disability.</div> <div><b>Dedicated Provincial Housing Trust for People with a Developmental Disability</b><br/>Ask: Create a dedicated funding envelope within provincial housing and capital programs for housing for people with a developmental disability.</div> |
|          | L. Facilitate access to financing options for service providers to acquire homes                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|          | M. Implement funding to support maintenance and accessibility costs associated with housing individuals with developmental disabilities |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |



# For more information, contact

**Andrea Hesse** | CEO

Andrea@acds.ca | 587-330-1445

**Nilima Sonpal-Valias** | Project Lead

Director, Strategic Initiatives and Engagement

Nilima@acds.ca | 587-330-1462

**Liz Schweighardt** | Research Coordinator

Elizabeth@acds.ca | 587-330-1442



# CMHC Overview







Thelma Tsuro, a seasoned housing professional, specializes in policy development, project management, and housing solutions for vulnerable populations. As part of CMHC's Outreach team, she advances partnerships and strategies to promote affordable housing through CMHC programs and the National Housing Strategy.





# HERE WE GATHER

# CMHC Role

As Canada's housing agency, we are passionately committed to bringing people, resources and expertise together to contribute to a well-functioning housing system and to maximize the impact of government resources.



Housing  
Finance



Housing  
Knowledge and  
Insight



Housing  
Programs



# CMHC Supports



## Information

- Market Insights
- Housing Knowledge Centre
- Housing Market Information Portal



## Funding

- Pre-construction
- Construction and Repair
- Research
- Innovation



## Connections

- Outreach and Knowledge Transfer
- Expert Community on Housing (ECoH)

# National Housing Strategy Key Areas of Focus

- Create New Housing Supply
- Modernize Existing Housing
- Resources for Community Housing Providers
- Research & Innovation



# CMHC Solutions along the Housing Continuum

MLI Select

Apartment Construction  
Loan Program

Seed Funding

Affordable Housing Fund



# Continuum of housing solutions

## FUNDING SOLUTIONS

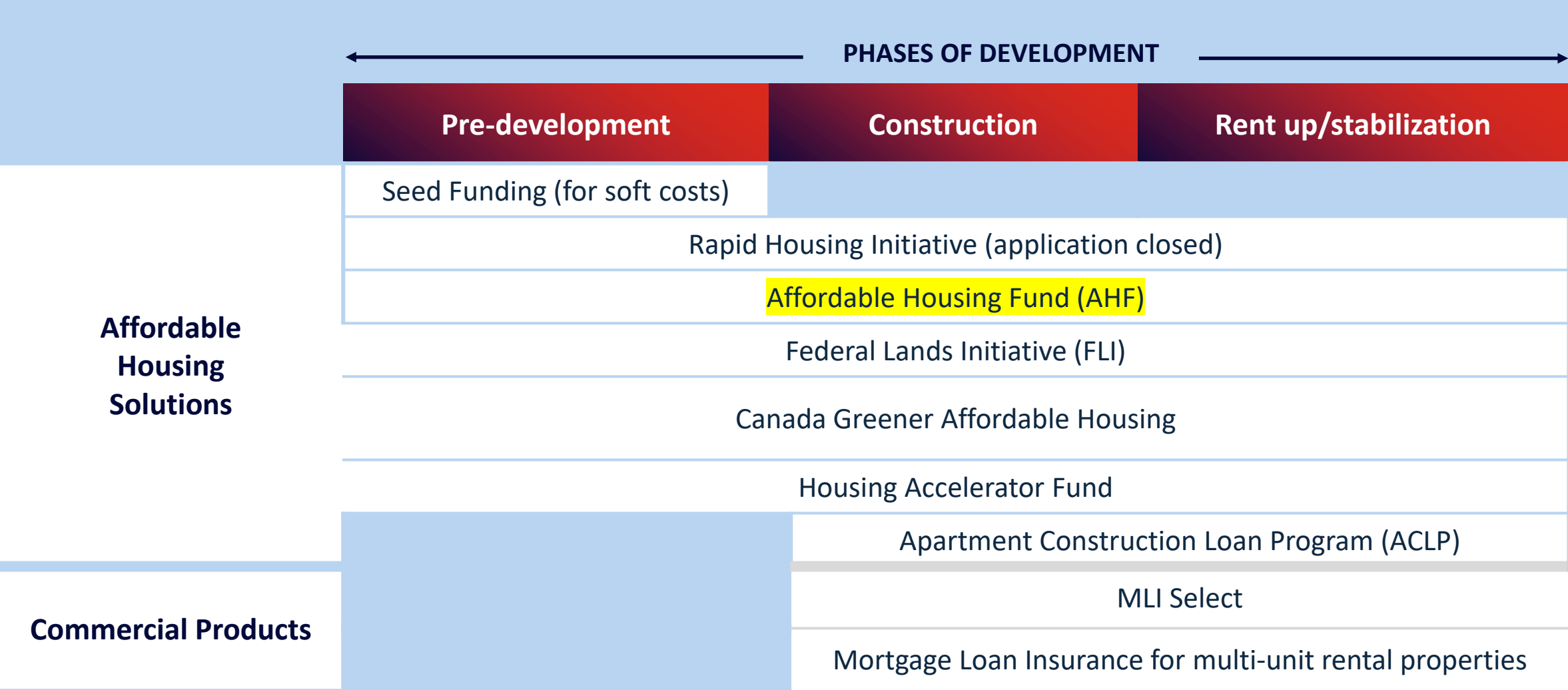
- Seed Funding
- Affordable Housing Fund
- Federal Lands Initiative
- Apartment Construction Loan Program
- Canada Greener Affordable Housing
- Housing Accelerator Fund
- Co-op Housing Development Program



## MORTGAGE LOAN INSURANCE

- MLI Select
- Mortgage loan insurance multi-unit rental properties

# Phases of development and CMHC product offerings



# Project types and CMHC product offerings

| Project Type                                   | Programs/Initiatives                                                               |                             |                                           | Products   |                          |
|------------------------------------------------|------------------------------------------------------------------------------------|-----------------------------|-------------------------------------------|------------|--------------------------|
|                                                | Seed Funding<br>Affordable Housing<br>Fund<br>Canada Greener<br>Affordable Housing | Rapid Housing<br>Initiative | Apartment<br>Construction<br>Loan Program | MLI Select | MLI for<br>market rental |
| Standard apartment                             | ✓                                                                                  | ✓                           | ✓                                         | ✓          | ✓                        |
| Student housing                                |                                                                                    |                             |                                           |            | ✓                        |
| Single room occupancy<br>(SRO) housing         | ✓                                                                                  | ✓                           |                                           | ✓          | ✓                        |
| Retirement housing<br>(basic & assisted needs) | ✓                                                                                  | ✓                           |                                           | ✓          | ✓                        |
| Supportive housing                             | ✓                                                                                  | ✓                           |                                           | ✓          | ✓                        |

# Criteria and Priorities

Intended residents  
(serving a priority population)



5+ affordable units or beds

5+

Affordability: degree & duration



Access to transit & amenities



Financially viable



Energy efficiency



Accessibility features



Partnerships

# Financing incentives for social outcomes

## Social outcomes

- **Affordability**
- **Energy Efficiency**
- **Accessibility**
- **Proximity to Amenities**
- **Partnerships**

## Incentives

- **Lower interest rates**
- **Low equity requirement**
- **Longer amortization**
- **Lower Debt Coverage Ratio**
- **Longer loan terms**



# Eligibility - Proponents

- Community housing organizations
- Municipalities, provinces and territorial governments and their agencies
- Indigenous governments and organizations
- Private entrepreneurs/builders/developers



# Affordable Housing Fund (AHF)

- ❑ **\$14.6 billion** program.
- ❑ Including **\$1.8 billion** in additional contributions for the **Community Housing** and **Rapid Housing** streams.
- ❑ As of September 2024, the Government of Canada has committed **\$10.34 billion** to support the creation of **over 40,000 units** and the repair of **over 166,000 units** through AHF.



# AHF Enhancements



## Eligibility

Focus on **rural communities** and **Indigenous proponents**.

Priority on projects with other confirmed sources of capital funding.



## Funding streams

### ▪ New Construction:

- o Community Housing Sub-Stream: Repayable loan first program with forgivable loans possible.

- o Rapid Housing Sub-Stream: Contributions and loans (shelters, transitional and supportive housing).

### ▪ Repair and Renewal



## Affordability

Rents for a min. of **30% of the units** must be **less than 80% of the Median Market Rent (MMR)** for a min. of **20 years**.

Or rents approved under another level of **government affordable housing program or initiative**.

# AHF Enhancements



## Accessibility

- Updated to **CSA Standards** and **Rick Hansen Foundation Gold Accessibility Certification** or universal design.
- **New Construction:** 20% of units must meet or exceed accessibility standards.
- **Repair and Renewal:** No min. requirement but ambitious projects will be prioritized.



## Energy Efficiency

- **New Construction:** Tier 2 of the 2020 National Energy Code for Buildings (NECB) or Tier 3 of the 2020 National Building Code (NBC).
- **Repair and Renewal:** No min. EE or GHG but prioritization.



## Other Social Outcomes requirements

- **New Construction:** Rural, Northern, and Indigenous projects receive location-based scoring. Shovel readiness and proximity to amenities.
- **Repair and Renewal:** Prioritization to higher accessibility and energy efficiency commitments. Other social outcomes will serve as secondary prioritization.



# Thank you

**For questions or more  
information:**

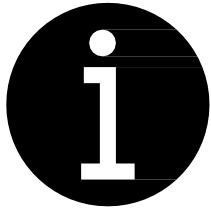
**Thelma Tsuro**

Outreach  
gtsuro@cmhc.ca

# CMHC Overview

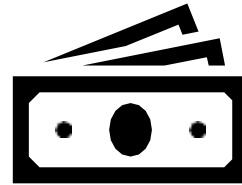


# Outreach - Help to Navigate



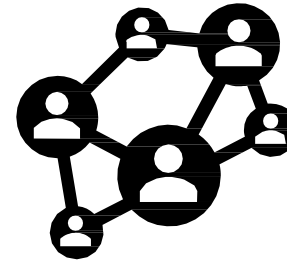
## Information

- Housing data
- Research (internal and external)



## Funding

- Pre-Development
- Construction and Repair
- Research
- Innovation
- Capacity Building



## Connection

- Convey around shared interests and needs
- Knowledge transfer (best practices, lessons learned)
- Communities of practice

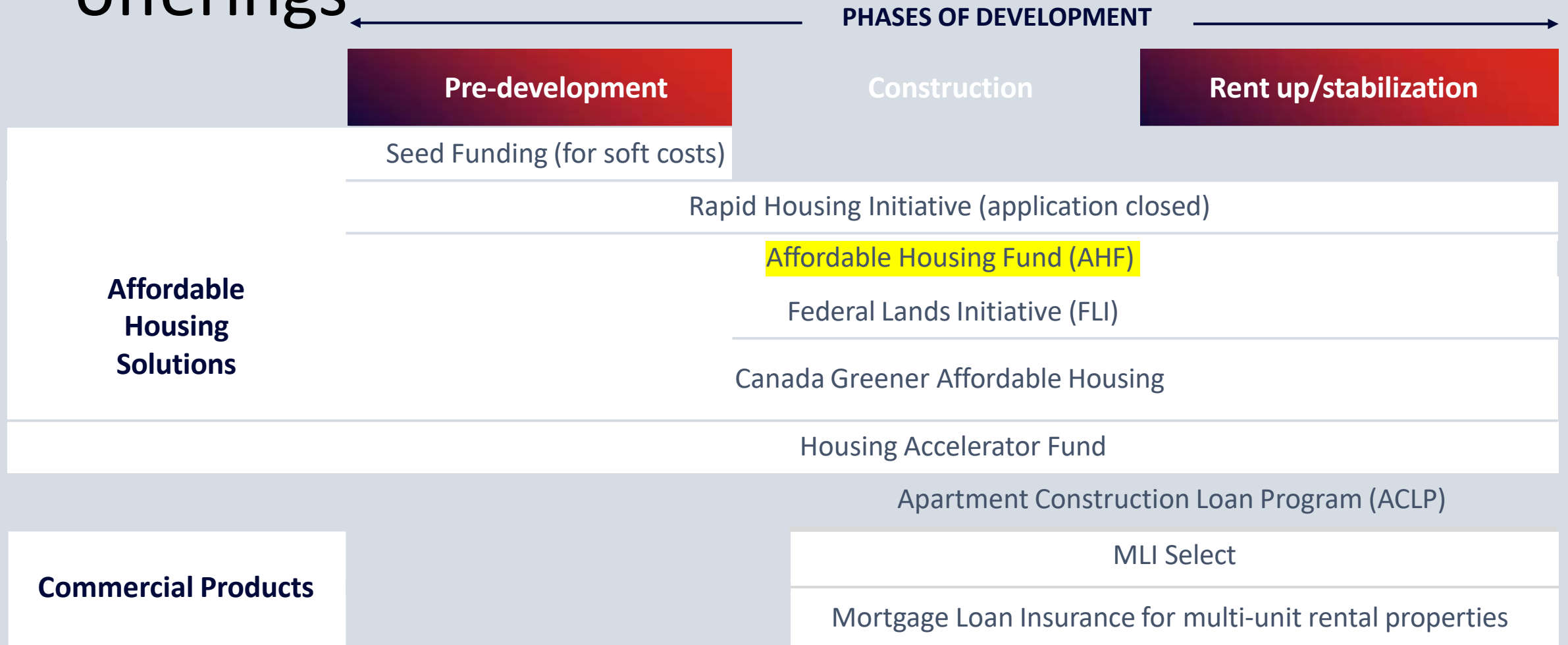
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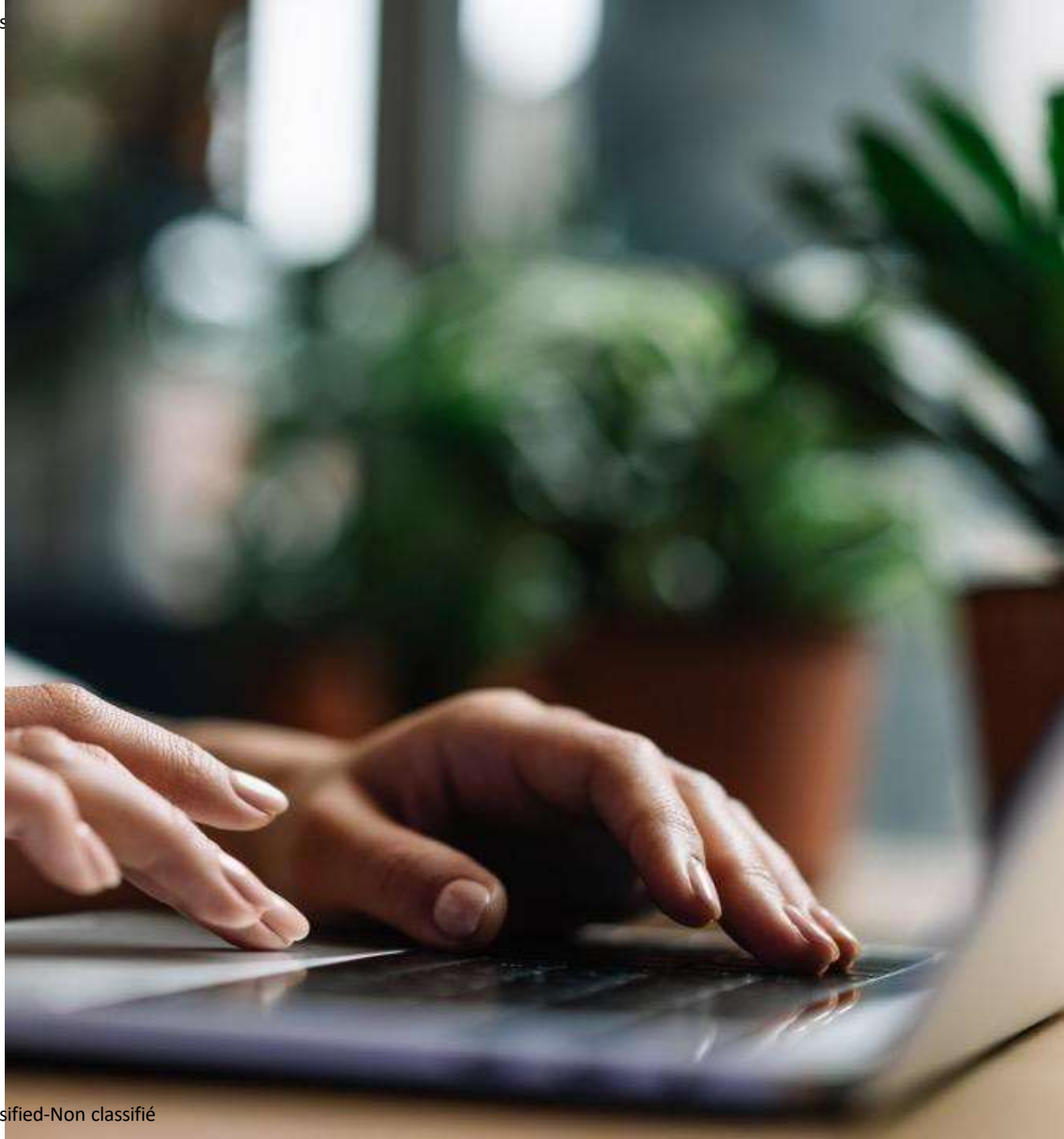
Accessibility features



Partnerships

# Eligibility - Proponents

- Community housing organizations
- Municipalities, provinces and territorial governments and their agencies
- Indigenous governments and organizations
- Private entrepreneurs/builders/developers



# Financing incentives for social outcomes

## Social outcomes

- **Affordability**
- **Energy Efficiency**
- **Accessibility**
- **Proximity to Amenities**
- **Partnerships**

## Incentives

- **Lower interest rates**
- **Low equity requirement**
- **Longer amortization**
- **Lower Debt Coverage Ratio**
- **Longer loan terms**

# Thank you

**For questions or more  
information:**

**Thelma Tsuro**

Outreach

[gtsuro@cmhc.ca](mailto:gtsuro@cmhc.ca)




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- the National Housing Strategy
- mortgage loan insurance and more



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**Submit**





END OF OLD PRESENTATION

END

# GUIDING PRINCIPLES OF THE ICC

---

As ICC Members, we expect a commitment to several core principles that ensure we work together and share these goals.



COLLABORATION



ADVANCING  
INDIVIDUAL RIGHTS



BUILDING HOUSING  
TOGETHER



ACTIVE  
PARTICIPATION



LEVERAGING  
COLLECTIVE BENEFITS

---

# INTENTIONAL COMMUNITY PRINCIPLES

A Reena Intentional Community Model that emphasizes the following principles:

- ✓ Inclusion and Diversity: The residence is composed of people of diverse abilities and backgrounds who come together to live a meaningful life, connected to their families, friends, and community.
- ✓ Strong and Respectful Collaboration: Everyone works together to support the individuals so they can live with safety, dignity and a greater quality of life.
- ✓ Living and Sharing Life Together: The individuals look out for their neighbours and can expect the same help from others.
- ✓ Person-Centred Approach: The individual and staff are equal partners in planning and developing care to ensure it meets the individual's needs.
- ✓ Safe and Welcoming Environment: The residence is a place where everyone— individuals, family and staff— feels welcome, safe and respected.



# THE THREE *ABILITIES* NEEDED FOR SUPPORTIVE HOUSING

Afford-  
ability

How do we get to under  
\$600 a month rent?

Support-  
ability

How do we get just the  
right supports?

Access-  
ability

What are the unique  
and common access  
requirements?

# Karis Disability Services

(Formerly Christian Horizons)

**David Petkau**

Executive Director (South District)

[dpetkau@karis.org](mailto:dpetkau@karis.org)

ICC Vice Chair



# Karis Disability Services



David Petkau is the Executive Director of Karis Disability Services' South District. David started as a Direct Support professional with Karis Disability Services (Christian Horizons) 34 years ago. David has served in many capacities including, Program Manager, Director of Operations and Director of Community Engagement. In his roles David, among other things, has sought to lead the organization through transformative approaches to the housing challenges that people that experience a developmental disability face.





# Karis Disability Services

## A bit about us....

- Celebrating 60 years
  - Christian Faith Foundation: Founder, Rev. Jim Reese
  - Ontario, Saskatchewan, and 5 developing nations
  - DS Services
    - o 1400+ people supported
    - o 3400+ staff members
    - o 210M+ of transfer payments managed
  - Residential, Group living, SIL, Family Home, Community Participation
  - 470 residential service locations, 201 are single family homes.
    - Average age of the single-family homes we own (151) 38 years.
- 

# An Affordable Housing Journey

**Not all affordable housing projects have a happy ending!**



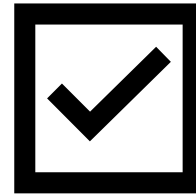
# The Vision



Niagara area, 20 Units, Mix tenancy including people with a developmental disability (depending on the CMHC stream), Deeply Affordable, 'Care Occupancy' capable. Zoning Variances completed.

# What did the system ask of us?

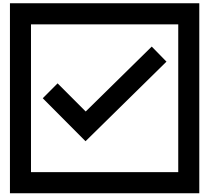
Be invested: Have skin in the game!



- \* Capital funds – sold another property and invested
- \* Committed internal resources
- \* Developed a capital fundraising campaign
- \* Our Charitable Foundation was on board

# What did the system ask of us?

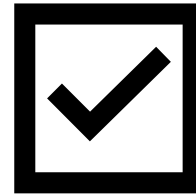
Partner with others



- \* Major Corporate Donor – the land
- \* Donors in general
- \* MCCSS – Provincial level funding- Developmental Services
- \* The City – Development, zoning, fees etc..
- \* The Municipality: Development charges, Rent subsidies
- \* The Community – i.e. Town Hall meetings

# What did the system ask of us?

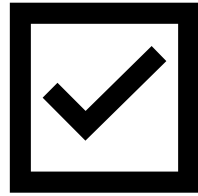
CMCH Applications, Contributions

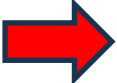


- \* Seed Funding- Successful
- \* Rapid Housing Initiative Round 1 – unsuccessful
- \* Rapid Housing Initiative Round 2- unsuccessful
- \* Co-investment fund – Successful! Grant & Loan

# What did the system ask of us?

Progress, Commitment



- \* Housing Consultant, Architect
- \* Construction Management agreement
- \* Design / Innovation – B3 capable, accessible, community space, energy efficient, Steel wall panel construction.
- \* Cost Consultants D, C, B, A
- \* Public Tender 

# What happened?

Tenders, Cost Increases!

- \* *The Pandemic*
- \* Cost came in much higher than expected
- \* CMHC had no mechanism to adapt
- \* Donor plan was at max
- \* MCCSS funding was fiscal based – had a deadline
- \* Decision Point: RHI #3?
  - this would mean pulling our previous relationship
  - return at a much lower 'per door' co-investment fund commitment



# The Result



- Up to 20 units lost from the affordable housing inventory of our community, No purpose-built rentals in the last 25+ years.
- An innovative design that could bridge a little-known gap was lost (*people that can't enter into their own lease agreement, need assistance to evacuate*)
- Partners redirecting their interests and passions
- Investment lost

# The Learning

- More resources committed
- Ability for the system to adapt and be flexible
- More collaboration between levels of government
- Seed funding – insufficient, there is a lot of upfront investment.
- Fill the housing gap for those that do not engage their own homes and have needs that impact their ability to evacuate (B3)
- Drives my passion for the mission of the ICC





**Sinneave**  
FAMILY FOUNDATION

# Neuroinclusivity in Housing

Intentional Communities Consortium

Alberta Roundtable

September 2025

Amy Tatterton (she/her) is the Director of Learning and Connection at The Sinneave Family Foundation. Amy holds a degree in Disability Studies and a Master of Education in Educational Research. Amy has worked in the disability sector for over 15 years and has worked in a variety of settings including pediatric behaviour supports, early childhood services management, sport, post-secondary education, and now transition to adulthood for Autistic and neurodivergent youth and adults. Amy is passionate about systems-level changes that promote more neuroinclusive communities.



The Sinneave Family Foundation approaches housing by working across the entire housing continuum to reduce barriers and enhance opportunities for Autistic and neurodivergent adults. Our focus is not on building or operating housing ourselves, but on making every point along that continuum more neuroinclusive. Through partnerships, we have already supported dozens of Autistic adults to access affordable housing in Calgary, helped launch the Autism Housing Network of Alberta, and invested in national initiatives like the Neuroinclusive Housing project at Carleton University. Autism, like other neurodevelopmental differences and disabilities, is one word trying to describe millions of stories—that's why we've steered away from talking about “models of housing” or “autism-specific housing,” and instead focus on advancing inclusion in any housing environment.



**We work with individuals,  
communities, and organizations to:**

Plan for the future  
and identify goals

Develop innovative  
approaches tailored  
to needs

Facilitate learning  
opportunities that  
support goal  
achievement

Cultivate autism-  
informed and  
knowledgeable  
communities

Enhance access to  
system supports

**To help achieve life goals related to:**

**Autistic Youth**

facing major  
life transitions

**Post-Secondary  
Education**

**Job Seeking &  
Careers**

**Living & Housing  
Situations**

**Thriving in Adulthood**

both independently and  
within the community



# Key Terms

## Neurodiversity

- All humans
- Describes natural range of differences in the human brain

## Neurodivergence

- 1 in 5
- Encompasses a wide range of brain-based differences found in humans
- Brains process information distinct from majority

## Autism

- 1 in 50
- Brain-based neurodevelopmental difference
- Differences in social communication and behavioural regulation

# What is Neuroinclusivity?

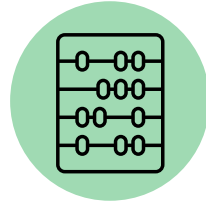


Everyone is included and supported equitably.

People of different neurotypes are supported in finding, accessing, maintaining, and thriving in a shelter and society that meets their wants and needs.



# Barriers



## Skill Development

Lack of explicit, clear teaching and skill development on housing and aspects of independent living



## Finances

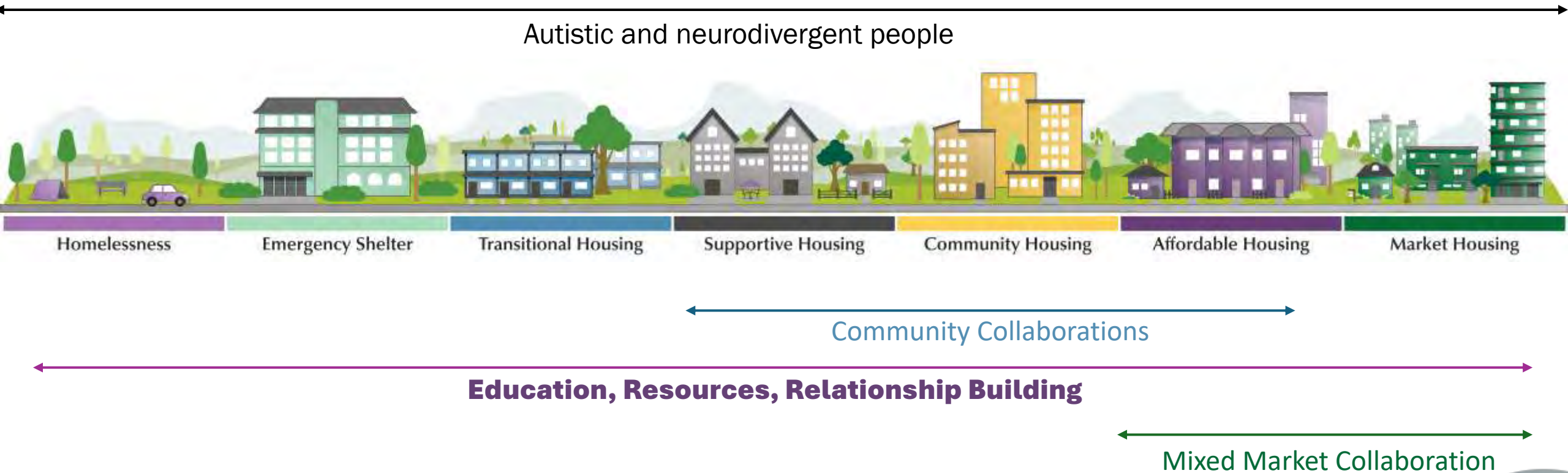
Low employment rates



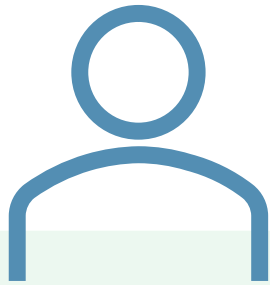
## Opportunity

Not captured in core housing need

# The Housing Continuum



# How?



## Individually

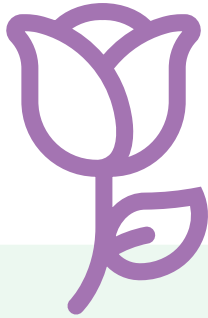
- Housing Consultations
- Education & Resources
- Convening Access



## Municipally

- Relationship Building
- Collaboration
- Education & Resources

# How?



## Provincially

- Funding & Collaboration (Autism Housing Network of Alberta)
- Education & Resources



## Nationally

- Funding & Collaboration (Neuroinclusivity in Housing)
- Education & Resources

# Contact Us



403-210-5000



[www.sinneavefoundation.org](http://www.sinneavefoundation.org)



[info@sinneavefoundation.org](mailto:info@sinneavefoundation.org)



300, 3820 24th Ave NW, Calgary, AB



# Alberta Housing Roundtable

Expanding  
affordable,  
accessible,  
supportive housing  
solutions

**Bushra Hashim**

Intentional Communities Consortium  
September 9, 2025







Bushra Hashim has over eight years of experience helping communities transform spaces and mindsets to support diverse human experiences in the built environment. As an Adaptive Design Specialist and Intern Architect at METAFOR, she integrates architectural design with accessibility and neurodiversity consulting to advance experientially equitable environments. Her practice bridges research, pedagogy, and design, drawing on her role as a sessional instructor at the University of Calgary, where she developed and teaches Canada's first graduate-level course on neurodiversity and design.

Bushra is a certified Rick Hansen Foundation Professional and a member of its Technical Subcommittee, where she helped develop Mind-Friendly Environments—the first Canadian accessibility standard to address neurological inclusion. Her portfolio spans housing, education, workplace, senior living, and landscape projects, applying adaptive design strategies that respond to evolving community needs. Grounded in both professional and lived experience, her work balances social, environmental, and economic priorities, shaping human-centered spaces that adapt with communities over time.





# Land Acknowledgement

In the spirit of respect, reciprocity and truth, we acknowledge that we live, work and play on the traditional territories of the Blackfoot Confederacy (Siksika, Kainai, Piikani), the Tsuut'ina, the Îyâxe Nakoda Nations, the Métis Nation (Region 3), and all people who make their homes in the Treaty 7 region of Southern Alberta whose historical relationships with the land continue to this day.





## Overview

- 01 Who we are
- 02 How we think
- 03 What we do
- 04 What's next?

## Who do we design for?

### Dr. Magda Mostafa

Associate Professor of Design, American University in Cairo  
Design Associate, Progressive Architects  
Author of Autism ASPECTSS™ Design Index



### Put your hand down if...

*wear glasses, contacts or visually impaired*

*have a hearing impairment, wear a hearing aid or don't hear very well*

*been in a wheelchair, broken your leg and used crutches or had to walk with a cane*

*been 9-months pregnant and had difficulty walking up a flight of stairs*

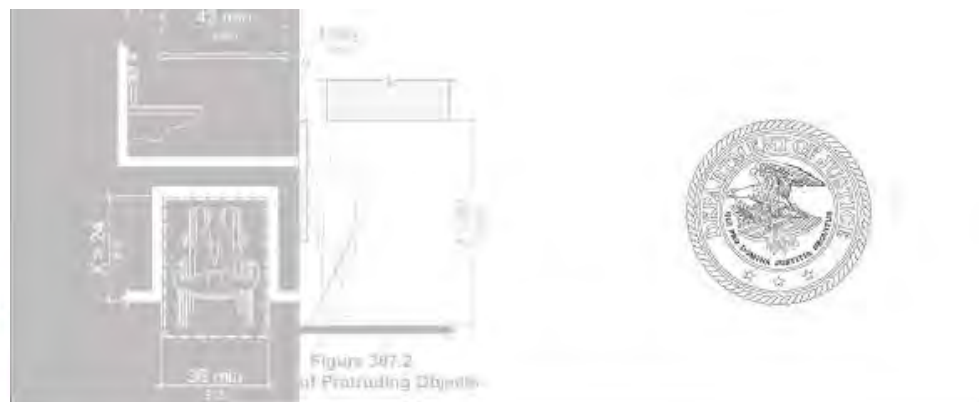
*under the age of 18*

*above the age of 35*

*women*

*men shorter than 1.82m or ~6'*





## 2010 ADA Standards for Accessible Design

**VISBLE**

Physical Disability  
Mobility, Vision & Hearing



**The Standard:**

**THE PERFECTLY CAPABLE, ABLE,  
WALKING, TALKING, SEEING,  
HEARING, MOVING, TALL MAN.**



Adaptive Design Specialist  
**Bushra Hashim**

(she/her/elle)

Intern Architect, AAA

RHFAC Professional  
Accessibility Professional Network  
Technical Subcommittee

Rick Hansen Foundation

Sessional – Neurodiversity & Design  
School of Architecture, Planning & Landscape



Purposeful  
Intentionally Curious  
Humbly Confident  
Loyal Stewards



Entoto Sensory Garden | Saskatoon, SK

# Who we are

ESTABLISHED  
**2001**

**OUR CORE VALUES:**  
WE ARE PURPOSEFUL  
WE ARE LOYAL STEWARDS  
WE ARE INTENTIONALLY CURIOUS  
WE ARE HUMBLY CONFIDENT

**70** STUDIO  
MEMBERS

**2** OFFICES  
CALGARY  
EDMONTON



ARCHITECTURE

ADAPTIVE BUILDING  
PERFORMANCE

COMMISSIONING

INTERIOR  
DESIGN

SUSTAINABILITY  
+ RESILIENCE

**200+**  
**VOLUNTEER HOURS**  
Inn From The Cold  
Brown Bagging for Kids  
Calgary Humane Society

**1,000+**  
**PROJECT  
COLLABORATION  
PARTNERS**



**1,500**  
**PROJECTS COMPLETED**

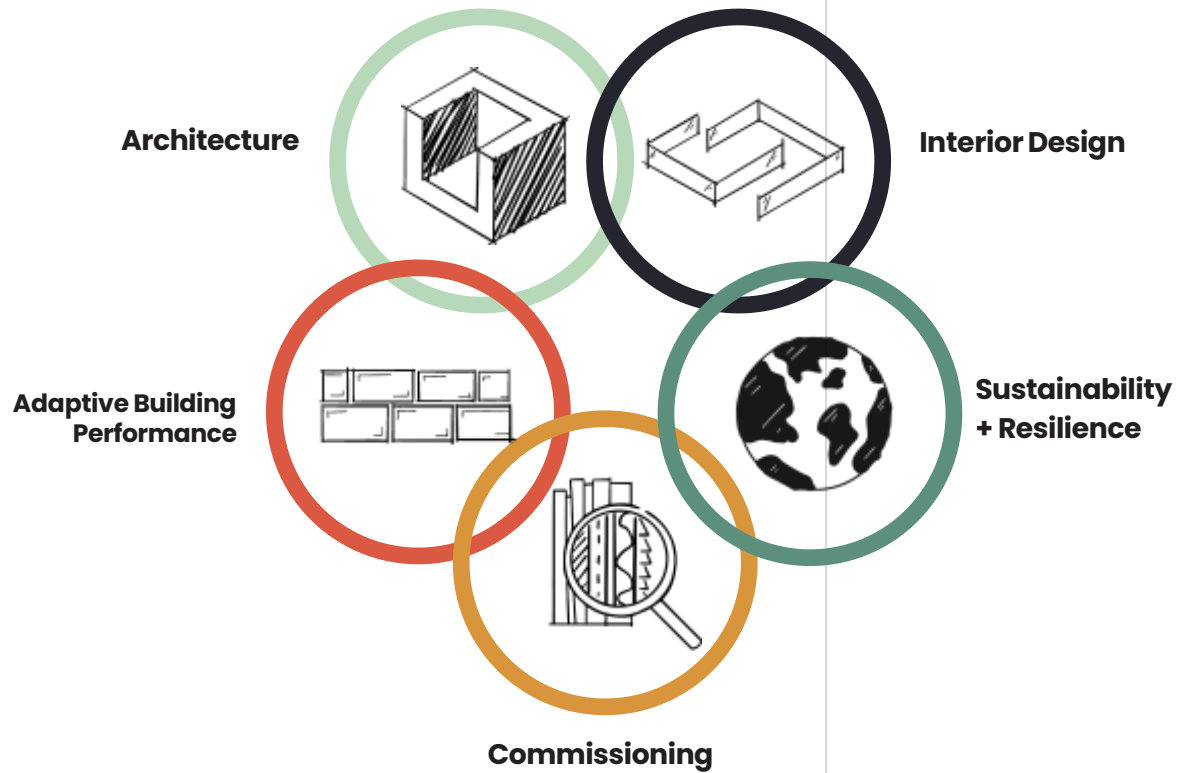


METAFOR has a proven track record working in urban, rural, and unique public landscapes, whether it be Provincial and National Parks, Indigenous Lands, or urban districts in municipalities across Western Canada.

**30+**  
**AWARD WINNING  
PROJECTS**  
  
OFFICE  
RETAIL  
HOSPITALITY  
RESIDENTIAL  
INDUSTRIAL  
CIVIC  
  
ALBERTA  
BRITISH COLUMBIA  
SASKATCHEWAN



# What we do







Closer to Home Mixed Use | Calgary, AB

50+

RESIDENTIAL PROJECTS  
COMPLETED / IN-PROGRESS  
IN PAST TEN YEARS

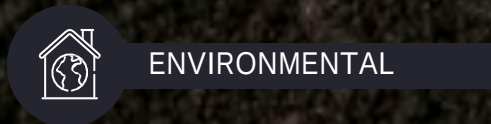
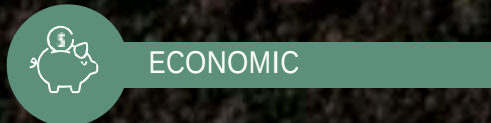




# How we think

## “ Adaptive Building Performance

*An integrated, human-centered approach to design and operations that creates resilient, efficient, and evidence-based spaces, exceeding today's requirements while adapting to tomorrow's needs.*







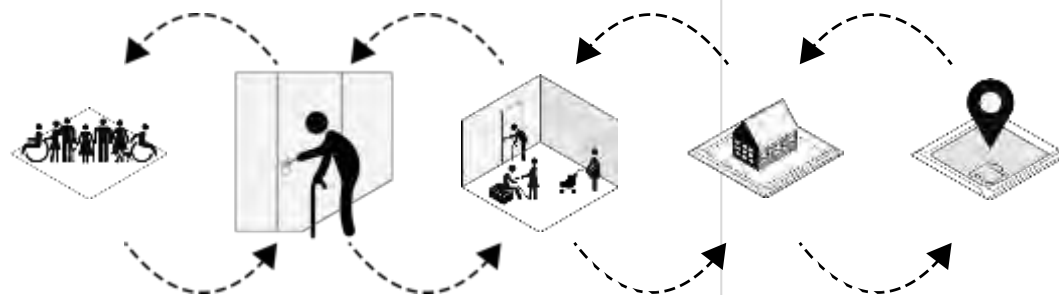
Bow Valley Senior's Lodge | Canmore, AB



## Adaptive Design

The most critical aspect of adaptive design is a fundamental understanding of **human beings and behaviour**, of **ability and disability**, of **time and change**, of **variety, choice and control**.

- Mobility
- Dexterity
- Vision
- Hearing
- Sensory
- Communication
- Mental well-being
- Age
- Learning
- Working
- Playing
- Sleeping
- Continence





# Housing Affordability in Calgary

## City of Calgary Definition\*

**<65%**  
Calgary median income  
**\$63,700**

AND

**≥30%**  
gross income on shelter  
to account for discretionary  
overspending on housing.



**1 in 5**  
households in need

OR

**84,600**  
Calgarians  
expected to reach  
nearly 100,000 by 2026



**4x**  
**MORE** **affordable housing**  
is required than currently  
planned for development

## Albertans with Intellectual & Developmental Disabilities (IDD)



**MORE THAN**  
**33,000**

Albertans have an intellectual or  
development disability (IDD)



**UP TO**  
**8,500**

Albertans with IDD live in core  
housing need (highest in the  
province)



**31%**  
Employment rate for Albertans  
with IDD (lowest in the province)



**OVER**  
**50%**  
Albertans with IDD live with  
and rely on family members



**52%**  
Of individuals are seeking housing  
immediately and 43% are within the  
next year.



**87%**  
Expressed a desire to live alone without  
roommates. This reflects a need for tailored  
housing solutions that accommodate  
individual preferences and sensitivities

# Over 1 in 3 people

affected by neurological conditions,  
the leading cause of illness and  
disability worldwide.

*When you meet one person with Autism,  
you've met one person with Autism.*  
*Dr. Stephen Shore*



## PLACE



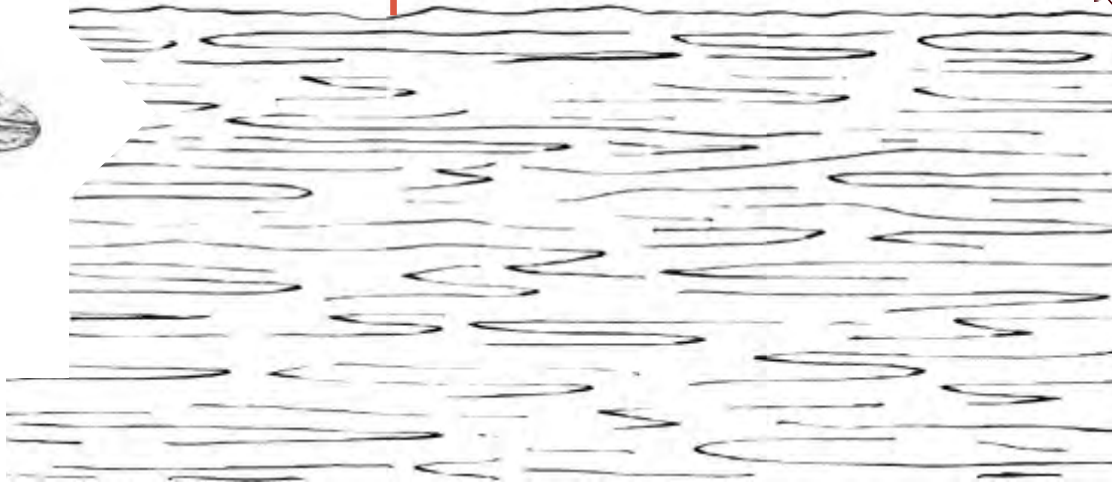
## ABILITY

Our buildings arise out of our  
brains, and our brains—and  
our bodies—spend on average

# 87%

of time  
INDOORS

We spend more time inside buildings than  
some whale species spend underwater!



CULTURE



LIFESTYLE

CLIMATE



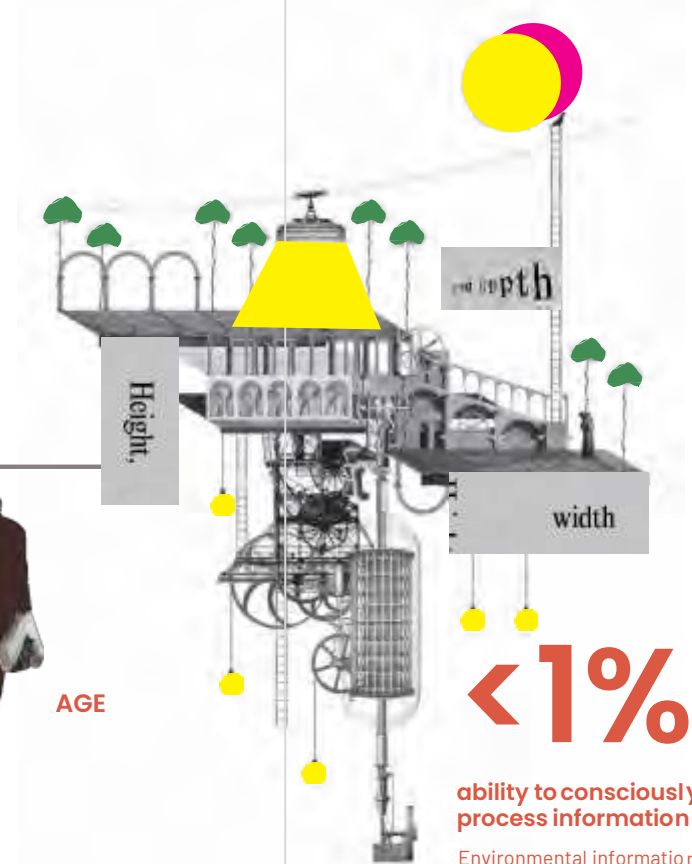
GENDER



AGE



How you are  
has to do with  
where you are &  
who you are.



# <1%

ability to consciously  
process information

Environmental information,  
such as image, sound, and  
design, is unconsciously  
retained by the brain in a  
way that alters behaviour  
subconsciously.



# Projects & Lessons Learned



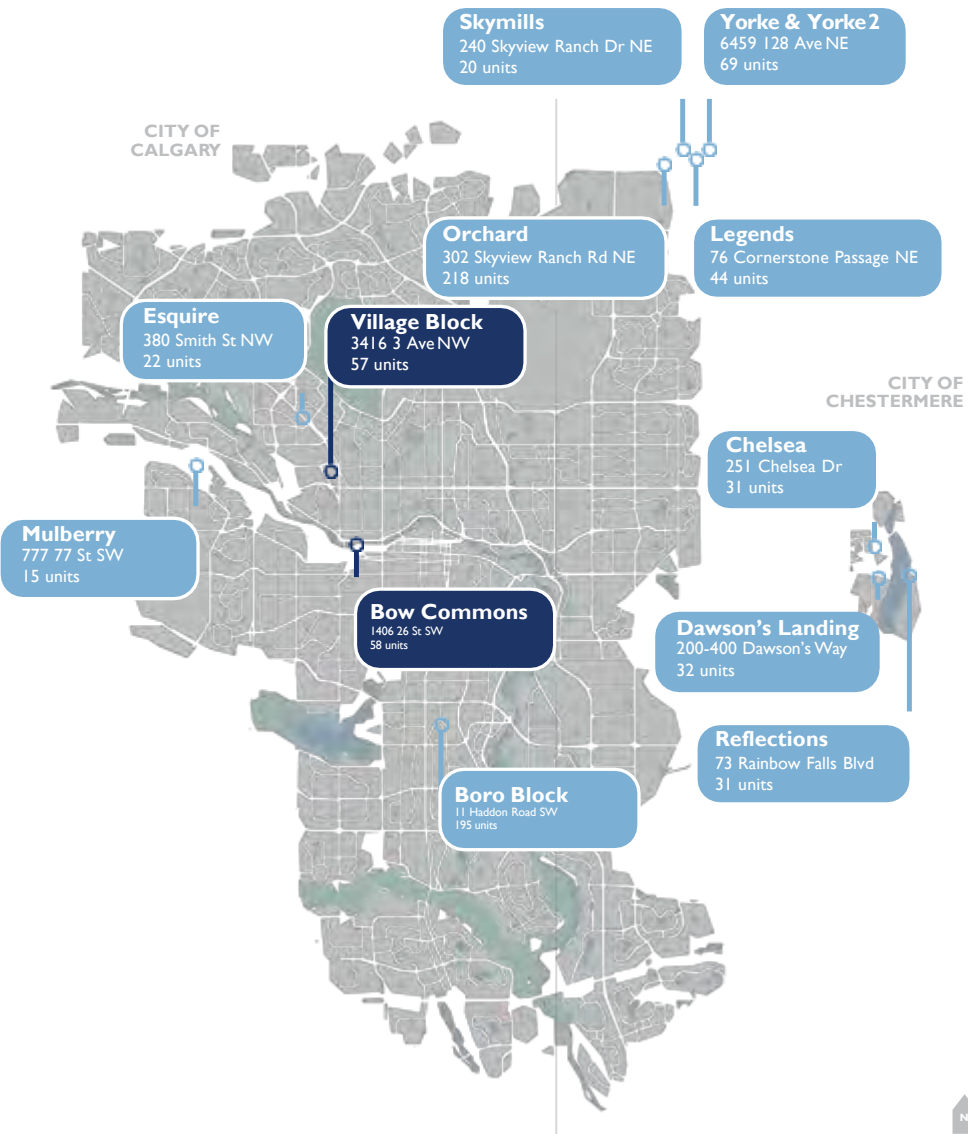
**Village Block**  
3416 3 AV NW, Calgary

Phase: Construction  
 Non-Market Units: 57  
 Housing Model: Purpose-Built Rental  
 Third Party Funding: Alberta Affordable  
 Housing Partnership Program, City of Calgary  
 Housing Incentive Program (HIP) and City of  
 Calgary Pilot Non-Market Housing Land Sale  
 Funding Program, Truman Homes  
 Partnership/Donation



**Bow Commons**  
1406 26 St SW, Calgary

Building Type: Affordable Housing  
 Phase: Unsuccessful  
 Number of Storeys: 6  
 Number of Units: 58  
 Unit Types: 1-2 Bedrooms, Barrier-Free  
 Project Budget: \$58,000,000





# Village Block

Selected by The City’s Non-Market Housing Land Disposition Program, 2023

AFFORDABILITY

**<63%**

MMR

ENERGY EFFICIENCY

**>50%**

reduction of NECB 17

ACCESSIBILITY

**33%**

BF units

SOCIAL INCLUSION

**F-T**

supports onsite

SECURED CAPITAL

**>50%**

overall costs



SENIORS  
YOUNG ADULTS  
PEOPLE WITH DISABILITIES  
LGBTQIA2S+  
RACIALIZED GROUPS  
RECENT IMMIGRANTS & REFUGEES



**100%**  
PRIORITY GROUPS

## By The Numbers



Land Use  
Current DC / MX-2 proposed change to DC / MU-1 for greater height & FAR



Site Area  
0.36ac / 0.144ha



Building Height  
±18m Maximum (±6 Storeys)



Building Intensity  
±3.1 FAR



Motor Vehicle & Bicycle Parking  
±48 Motor Vehicle Stalls  
±52 Class I & ±5 Class II Bicycle Stalls



52 Total Residential Units  
15 x One-Bedroom Units  
15 x One-Bedroom Accessible Units  
15 x Two-Bedroom Units  
02 x Two-Bedroom Accessible Units  
05 x Three-Bedroom Units



Commercial / Retail Area  
±6,330 ft² / 590 m²



Amenity / Flex Space for Social Services  
±5,950 ft² / 555m²



Design Considerations  
Linear Park along Utility ROW  
Integrated Bus Stop along 3 AV NW





METAFOR



Liberty



**AUTISTIC ADULTS  
SENIORS  
YOUNG ADULTS  
LGBTQIA2S+  
RACIALIZED GROUPS  
RECENT IMMIGRANTS & REFUGEES**



**Sinneave**  
FAMILY FOUNDATION

**100%**  
**PRIORITY GROUPS**

By The Numbers

## Bow Commons

**AFFORDABILITY**

**<65%**

MMR

**ENERGY EFFICIENCY**

**<35%**

reduction of NECB 17

**ACCESSIBILITY**

**20%**

BF units

**SOCIAL INCLUSION**

**F-T**

supports onsite

**SECURED CAPITAL**

**72%**

overall costs



Land Use  
M-X2 to MU-1h26f3.0



Site Area  
0.18ha / 0.45ac



Building Height  
±26m / ±6 storeys



Motor Vehicle & Bicycle Parking  
±22 Resident Motor Vehicle Stalls  
±72 Class I & ±6 Class II Bicycle Stalls



Commercial / Retail Space  
±2,500 ft² / 238m²



Building Intensity  
±3.0 FAR



58 Residential Units  
25 One-Bedroom Units  
12 One-Bedroom Accessible Units  
20 Two-Bedroom Units



Amenity / Flex Space  
±2,600 ft² / 250m²



Design Considerations  
Respond to adjacent Shaganappi Point LRT  
Station & Bow TR SW Arterial Roadway



**Policy/Frameworks**



**Capital**



**Land**



**Constructability**



**Partnerships**





## ARCHITECTURE

## INTERIOR DESIGN

## BUILDING ENVELOPE

## ACCESSIBILITY



### Design Considerations



#### Lighting

- Type
- Intensity
- Colour
- Temperature
- Controls



#### Acoustics

- Insulation
- Envelope
- Ambient



#### Ventilation & Air Quality

- Airflow
- Temperature
- Humidity
- Air Quality



#### Space Planning

- Room Placement
- Sensory Zoning
- Furniture Placement



#### Materials & Textures

- VOCs
- Colour Schemes
- Roughness
- Finishes



#### Natural Elements

- Views
- Sunlight
- Greenery
- Fresh Air
- Sounds



#### Furniture & Décor

- Ergonomics
- Anthropometrics
- Height
- Size
- Flexibility



#### Wayfinding

- Signage Placement
- Size
- Colour
- Communication



#### Technology

- Assistive Devices
- Interactive Displays
- Smart Tech
- Automation
- Machine Learning



### Holistic Approach



#### Physical Environment

- Visitability, Adaptability, Accessibility
- FFE, Technology
- Cognitive and sensory environmental needs



#### Digital Environment

- Ensuring online platforms, such as websites, apps, documents are to WCAG standards



#### Training + Assistive Services

- Understanding the specific needs of users
- Providing assistance and support where necessary

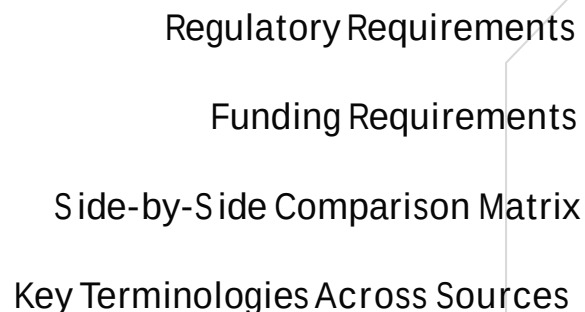


#### Policies + Procedures

- Hiring + Retention
- Accommodations + Provisions







Centralized resource to educate, guide, and support project teams in setting, applying, and reporting accessibility metrics across project lifecycle.

1. Enhance clarity, discoverability, and usability of accessibility data
2. Streamline review, application, and reporting workflows in project and funding processes
3. Enable adaptive compliance tailored to each project's unique context

### Continuous Improvement





# What's next?



LOW-MODERATE INCOME FAMILIES  
SENIORS  
PEOPLE WITH DISABILITIES  
LGBTQIA2S+  
RACIALIZED GROUPS  
RECENT IMMIGRANTS & REFUGEES



**100%**  
PRIORITY GROUPS

## Southview Affordable Housing

AFFORDABILITY

**below**

MMR

ENERGY EFFICIENCY

**35%**

reduction of NECB 20

ACCESSIBILITY

**21%**

BF units

SOCIAL INCLUSION

**hub**

supports onsite





**CANADIAN  
ARCHITECT**

**arch**  
THE UNIVERSITY OF CALGARY INSIDE AND OUT



## 11. Mind-Friendly Environments

Overall impact of built environment on neurological experience of users in three dimensions: (1) Space (2) Sensory experience (3) Restoration

A+FWIRE

## Designing for Neurodiversity

by Rick Hansen Foundation | Apr 24, 2024

## Designing Optimal Workspaces for All Kinds of Brains



Federal Housing Roundtable  
Ministers Sean Fraser & Kamal Khera

Free Webinar

## The Power of Mind-Friendly Communities

Monday May 27, 2024 10am PT / 1pm ET



Melanie Green (she/her)  
HR Consultant and Accessibility Specialist,  
Government of New Brunswick



Bushra Hashim (she/her)  
Adaptive Design Specialist,  
METAFOR



Ethan Pillipow (he/him)  
Architectural Technologist,  
Kindrachuk Agrey Architecture



Lara Pinchbeck (she/demi femme)  
Laura Pinchbeck: Research & Design



Moderator: Jonathan Marriott (he/him)  
Director, Partnerships,  
AccessNow



Neuroinclusivity in Housing  
Sinneave FamilyFoundation



Crash Course: Neurodiversity & Design  
IKEA



ARCH.680: Neurodiversity & Design  
School of Architecture, Planning & Landscape





# Making Tomorrow Better Than Today.



# Thank you!



**MAKING TOMORROW  
BETTER THAN TODAY**

[WWW.METAFOR.STUDIO](http://WWW.METAFOR.STUDIO)



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**BUSHRA  
HASHIM**

LET'S CONNECT!





# Vecova Housing Services



VECOVA™





Kelly Holmes-Binns is the CEO of Vecova, a leading organization supporting people of all abilities to live to their fullest potential through innovative housing, wellness, and community programs. With over 25 years of experience in the nonprofit sector, Kelly brings a unique perspective on building inclusive communities and advancing supportive housing solutions.

At Vecova, Kelly is deeply committed to advancing person-centered, best-practice approaches that ensure people with disabilities have safe, accessible, and meaningful housing options. She holds a Bachelor of Arts in Psychology from the University of Regina and an MBA from the University of Manitoba. Outside of work, Kelly enjoys traveling, hiking, kayaking with her husband and two daughters, and spending time with her dogs, Winnie and Oscar. Kelly's guiding philosophy: "You don't have to have all the answers—trust in your amazing capacity to figure things out."

# Vecova – 56 Years of Innovation

Broad range of disability programs and services



Employment Services



Accessible, Supported  
and Affordable Housing



Inclusive Aquatics, Health  
and Fitness Programs



Community Connections



Social Enterprises



Advocacy



Mental Health Services

- Approximately 530 employees – over half in our housing programs
- \$34 Million operating budget
- Funding for Housing Services through GoA Ministry of SCSS – Persons with Developmental Disability (PDD) Funding Stream





# Individuals We Serve

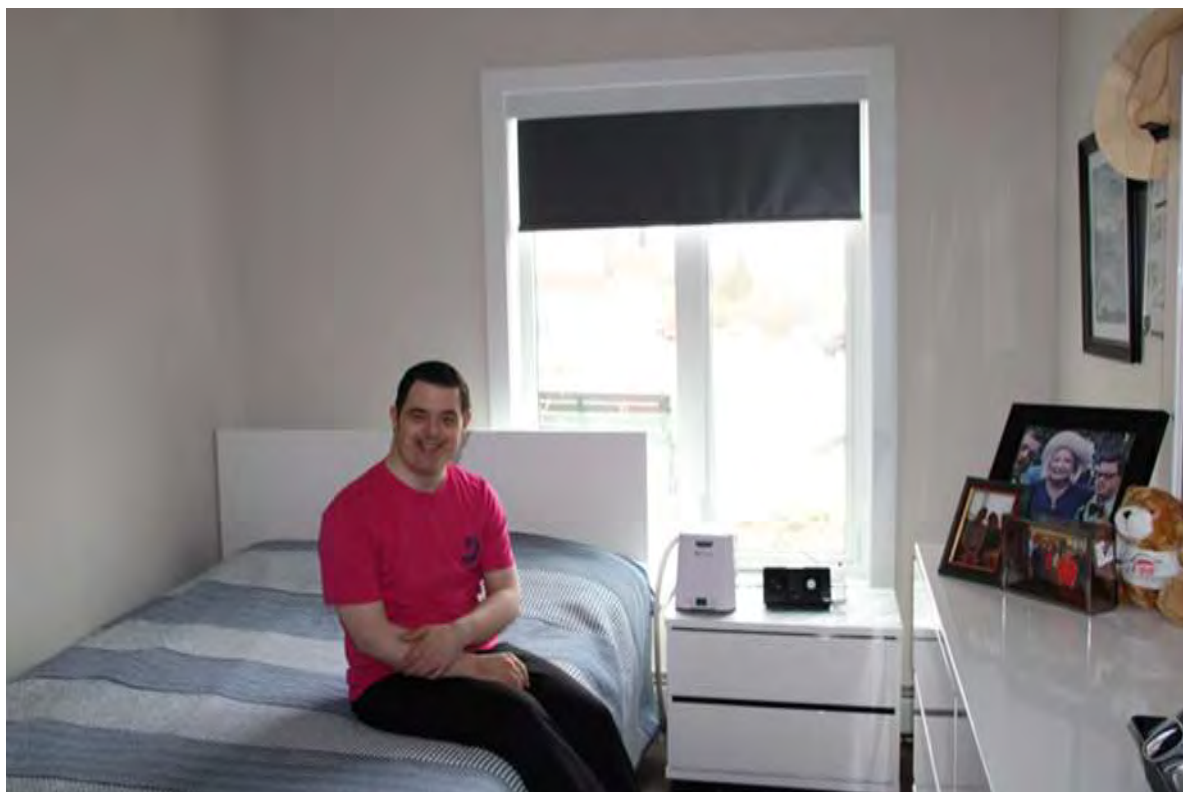
- 122 individuals receive housing support services in 5 locations







# Housing Services



Supporting people  
to live safely and  
comfortably in their  
homes



# Spectrum of Care



We meet a broad spectrum of support needs and ages



# Five Service Models

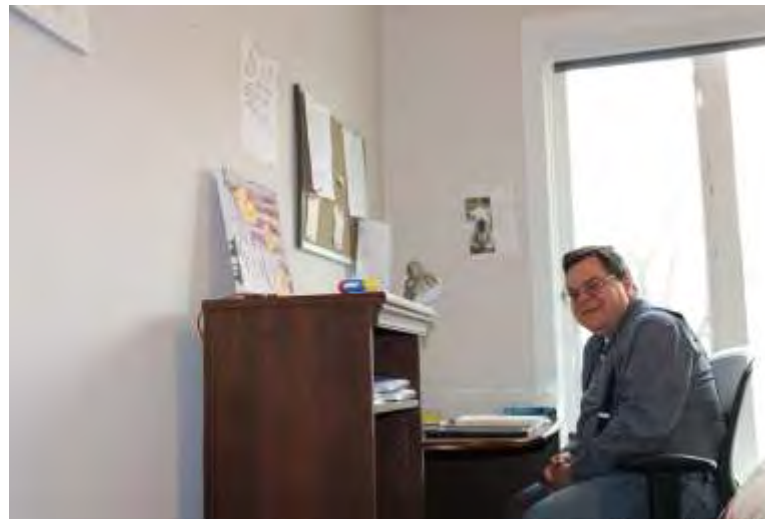
- Cluster Housing
- Shared Group Homes
- Supportive Roommates
- Independent Living Supports
- Respite Services



VECOVA

# Cluster Housing Model

- 1 to 2 individuals live in apartments we lease in multi-residential buildings
- Apartments are clustered in close proximity to each other to share staffing resources.





# Shared Group Living

- 2 to 5 individuals live together in a shared home
- Typically require extensive support – 24 hrs./day, 7 days/week
  - Affordable to the individual
  - Shared specialized services and environment





# Challenges

- Not enough Affordable and Accessible housing available to rent
- Individuals in service often unable to afford market rents
- Service providers generally not funded to provide housing or cover maintenance of owned housing stock
- Appropriate housing for individuals with complex needs costs more to construct and maintain. Because of that:
  - Often not cost effective for private developers
  - Not competitive against standard affordable housing projects when applying for grants
  - Not as profitable for private landlords, especially in today's rental market





# Opportunities

House Redevelopment

Aging in Place Care

Intergenerational Housing

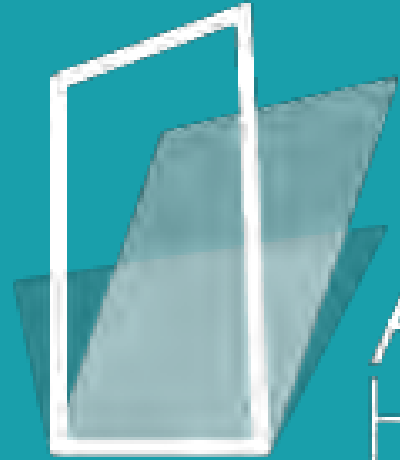




# Thank you



Krista Davidson Flint -  
CEO



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# ACCESSIBLE HOUSING

---

OPENING DOORS FOR PEOPLE WITH LIMITED MOBILITY TO ENHANCE DIGNITY  
THROUGH ACCESSIBLE HOMES THAT ARE APPROPRIATE AND AFFORDABLE



Krista Davidson Flint is the CEO of Accessible Housing in Calgary and has spent over 30 years leading and consulting in the non-profit sector across North America. She has held multiple CEO roles, including with the Canadian Down Syndrome Society, and worked extensively with organizations to develop strategies, civic goals, and cause-driven marketing rooted in storytelling. A sought-after public speaker, Krista has presented at the United Nations Consultation on Canada's ratification of the Convention on the Rights of People with Disabilities and at Canadian Parliamentary Hearings on Compassionate and Palliative Care (MAID Track 2). Passionate about housing and human dignity, Krista is also a proud Northern Ontario native and mom to three grown sons.

## WHO WE ARE

---

- Calgary-based non-profit
- Assisting people with disabilities to find safe, accessible and affordable homes
- Supporting people with physical disabilities and limited mobility



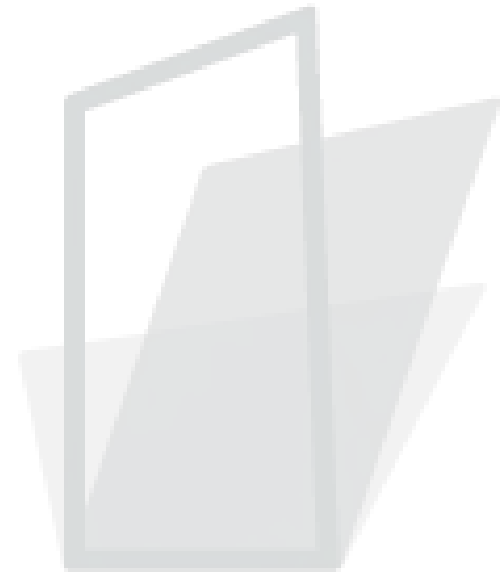




## WHY IT MATTERS

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- People with disabilities face systemic barriers to housing
- Housing = dignity, stability, and independence
- The need is urgent and growing





# PARTNERSHIP

## GROWING OUR HOUSING OPTIONS

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- Expanding through innovative partnerships
- Engaging community to create more accessible homes
- Focused on solutions, not just awareness

# LOOKING AHEAD

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- Build strong relationships with Calgary's homebuilders and developers
  - Embed accessibility from the ground up, not as an afterthought
  - Work toward a future where inclusive housing is the standard
-

# THANK YOU

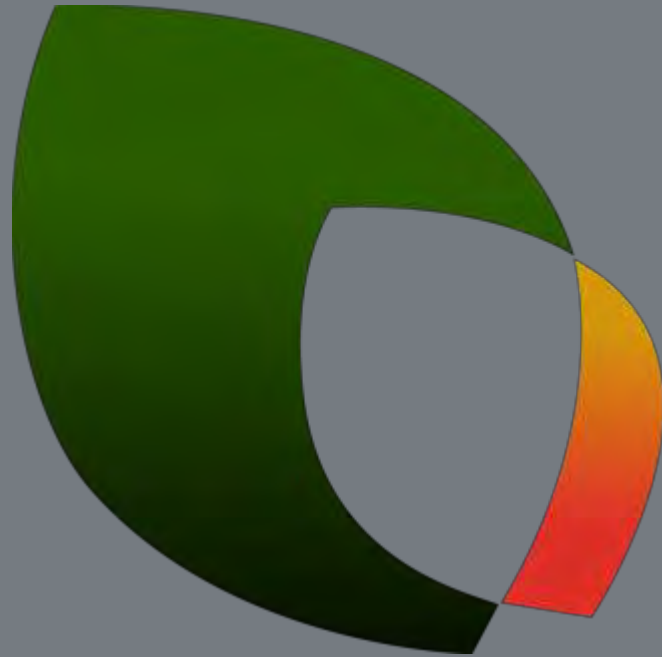
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Let's ensure every Calgarian has a  
safe, accessible place to call home.

---

accessiblehousing.ca  
krista@accessiblehousing  
.ca





**NAS** Inc.

**An Inclusive Future for All**

**Speaker**

Norma Wisbling,  
*Executive Director*





Norma brings 28 years of experience in the Disability Serving Community, having begun her career as a front-line support worker in rural Alberta shortly after completing college. Over the years, she has held a variety of positions, culminating in her current role as Executive Director at New Age Services Inc., where she has served for 18 years and has led the organization for the past two years. Norma is dedicated to service excellence and is committed to supporting and advocating for individuals of all abilities to lead fulfilling lives.



# **Intentional Community Consortium Alberta Housing Roundtable**

**September 2025**

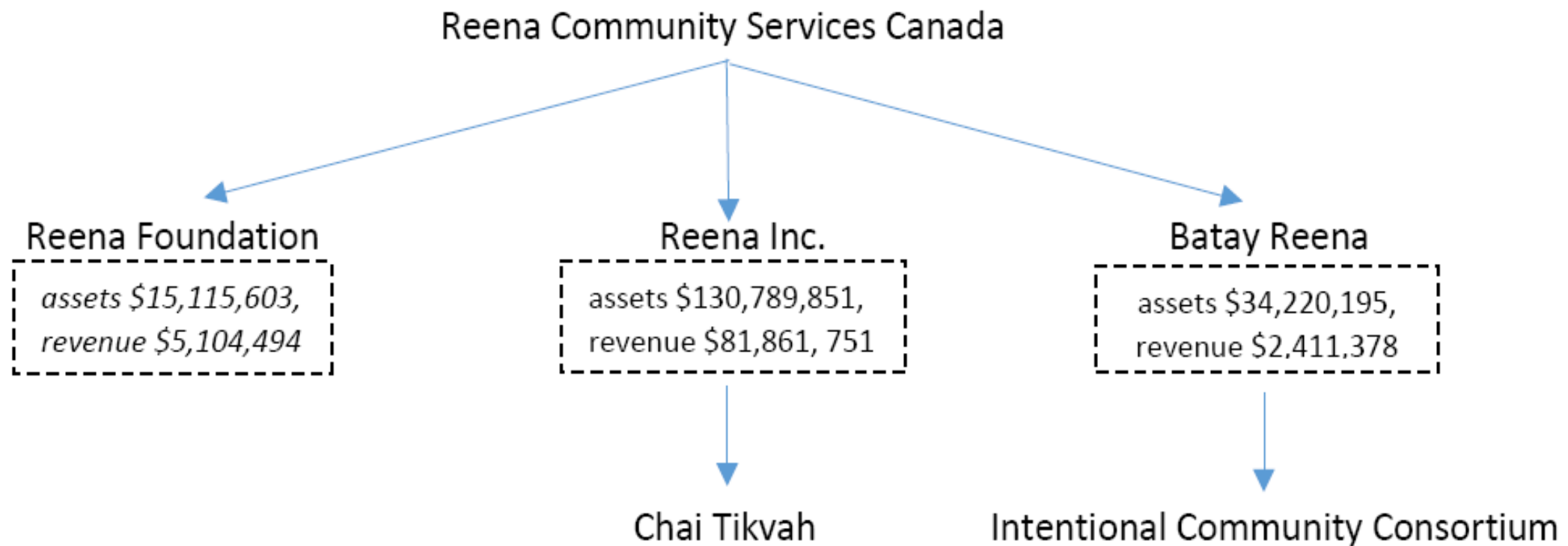
Gary Gladstone  
Lead, Stakeholder Relations



For the past nine years, **Gary Gladstone** has led the Stakeholder Relations team at Reena, and is currently the Chair of the Intentional Community Consortium (representing over 60 agencies across Canada), advocating for housing and supports for those with developmental disabilities. He is also past Chair of the Government Relations Committee of OASIS (province wide organization representing 200+ developmental services member agencies across Ontario, supporting 65,000 children and adults with developmental disabilities)

Working closely with CMHC and all levels of government across Canada, he was successful in ensuring that those with a developmental disability got special recognition in the recently released National Housing and Dementia Strategies. He is a recipient of the Order of Vaughan as well as the Queen's Platinum and Diamond Jubilee Awards.





## Outreach/Respite

Building life and social skills through recreational programming and offering a safe and supportive environment where individuals can learn and flourish.

| 2020               | 2024                                                    |
|--------------------|---------------------------------------------------------|
| <b>68</b> capacity | <b>182</b> individuals<br>(114 outreach and 68 respite) |

## Housing

Providing specialized care in our inclusive community of group homes and Supported Living facilities.

| 2020                | 2024                |
|---------------------|---------------------|
| <b>411</b> capacity | <b>523</b> capacity |

# Employment

- Individualized Job Coaching Support
- Specialized Summer Employment for Students
- Employment Training Through the Reena Employment Zone

## Supported Independent Living (SIL):



**Beds**  
**133**



**Toronto**  
**86**



**York Region**  
**47**



|                       |                        |
|-----------------------|------------------------|
| Children (>18):       | Young Adults (18-24):  |
| <b>0%</b>             | <b>0%</b>              |
| Early Adults (25-35): | Middle Adults (36-49): |
| <b>10%</b>            | <b>35%</b>             |
| Older Adults (50+):   |                        |
| <b>55%</b>            |                        |
| 50-64:                | 65+:                   |
| <b>33% of total</b>   | <b>22% of total</b>    |

Reena offers Community Participation programs for different abilities and interests, including excursions, volunteer opportunities, and horticulture, music and physical fitness activities.

**2020: 253 Individuals**

**2024: 339 Individuals**

## Supported Living



|                       |                        |
|-----------------------|------------------------|
| Children (>18):       | Young Adults (18-24):  |
| <b>less than 1%</b>   | <b>4%</b>              |
| Early Adults (25-35): | Middle Adults (36-49): |
| <b>22%</b>            | <b>22%</b>             |
| Older Adults (50+):   |                        |
| <b>51%</b>            |                        |
| 50-64:                | 65+:                   |
| <b>26% of total</b>   | <b>25% of total</b>    |

# Lou Fruitman Reena Residence



# Lou Fruitman Reena Residence

- 79 Unit Apartment building; construction started August 2019, completed July 2021
- Mixture of 1,2,3 and 4 bedrooms potentially 120 tenants; 8 Respite spaces
- Mixed residential all affordable
- In heart of residential neighbourhood with a range of existing amenities, shopping , Medical, community centre.
- Universally accessible
- Rick Hansen Foundation – Gold Certified



# Frankfort Family Reena Residence Milestone Timeline

| Date              | Milestone                                               |
|-------------------|---------------------------------------------------------|
| July 2019         | Purchased 155 Elm Ridge Drive                           |
| February 2020     | Purchased 165 Elm Ridge Drive                           |
| November 2020     | Submitted City of Toronto Open Door Program Application |
| March 2021        | Received Open Door Program Approval                     |
| December 29, 2022 | Submitted CMHC RHI 3 – Project Stream Application       |
| September 2023    | Approved: CMHC & City of Toronto – \$43.9M Contribution |
| November 2024     | Approved: Province of Ontario – \$7.7M Contribution     |
| May 2025          | Reena Foundation raised over \$18M                      |
| October 2026      | Targeted Building Completion & Occupancy                |

# Frankfort Family Reena Residence



# Frankfort Family Reena Residence



# Frankfort Family Reena Residence

- 111 Unit Apartment building;  
Started December 2023, completion Fall 2026
- Mixture of 1,2,3 and 4 bedrooms for 168 tenants;  
specialized units for complex health care as well as  
floors specific to serve people with mental illness
- All units in a sliding scale of affordability  
(ODSP – 80% AMR)
- In heart of residential neighbourhood with a range of  
existing amenities, shopping, and near transit
- Universally accessible



# Tansley Complex Support Home





7 units  
(Bedroom, Washroom, Lounge)  
Common kitchen, living, dining  
Other amenities: outdoor therapy



Care Occupancy -  
Residence designed to meet the needs of  
complex care behavioural individuals



# Tansley:

access to Reena supports







# Reena and Serotiny

- A leading provider of sustainable, cost-efficient construction solutions, specializing in modular hybrid-timber systems.
- Reena has developed scalable, accessible and affordable housing models.

## Benefits of Serotiny Builds

- **Speed:** Faster assembly—up to 500m<sup>2</sup> of enclosed space per day.
- **Cost Efficiency:** Prefabricated designs reduce construction and operational costs.
- **Sustainability:** Near-net-zero emissions with thermally activated systems (TABS) for energy efficiency.
- **Flexibility:** Customizable modular layouts adaptable to diverse housing needs.



# Housing Innovation Through Tilt-Up Construction





# Housing Innovation Via Tilt Up Construction

- Karis had a need for an intensive support residence
  - Partner stepped up to the plate as landlord.
  - Engaged Tilt-Wall – 12 weeks from foundation to ready to move in. (+ complications)
  - Video overview
- 

# Housing Innovation Via Tilt Up Construction

▪ March 24th.



# Housing Innovation Via Tilt Up Construction

- Mid way





# Housing Innovation Via Tilt Up Construction

- Jun26
- 12 weeks





# Housing Innovation Via Tilt Up Construction

Tilt-Wall / Jan Veek Homes Video Introduction 4:40







p

# Housing Innovation Via Tilt Up Construction

- Multi- Unit
- Belleville ON





# Housing Innovation Via Tilt Up Construction



Alberta

Residential?



Ontario

# Scalable Affordable Housing Models



Reena, a non-profit housing provider dedicated to building and managing affordable supportive housing, has partnered with Serotiny, a leading firm in modular construction with a mission to make sustainability affordable.

Together, they created scalable solutions for affordable housing that uses hybrid mass timber construction to deliver high-quality housing efficiently and economically across multiple sites.

## Key Advantages:

- Designed to meet CMHC's highest levels of scoring. Achieves B3 fire safety, 100% universal access, and operates at 40% below the targeted energy levels set by CMHC.
- Cost competitive with traditional Cast-in-Place (CIP) Concrete construction.
- Faster and more streamlined construction sequencing than Mass-Timber (CLT) construction by 6-8 weeks.
- Reduced rework with pre-engineered designs that can be reconfigured to different project needs and scaled across multiple sites.



Exceeds CMHC's highest levels of scoring for funding

- ✓ Depth of Affordability
- ✓ Energy Efficiency
- ✓ Accessibility



Globally proven & certified system



Reusable & reconfigurable designs

Complete building system



Structure + Envelope + Systems (MEP) + Program



Water resistant construction



B3 fire safety design



High energy efficiency

- ✓ 21% lower initial costs
- ✓ 59% lower lifecycle costs
- ✓ 56% lower annual operating cost
- ✓ 42% carbon emission reduction



6-8 weeks faster than CLT Mass Timber



Readily available supply



Cost & schedule certainty of modular system

- ✓ Bulk Order Pricing
- ✓ Purchasing Power
- ✓ Exclusive Rates
- ✓ Detailed, Lifecycle Estimation

## Scalable Affordable Housing Models

### Bar Building



### Tower Building



#### Floors

6-12 storeys

6-12 storeys

#### Units

135-297 units  
135-297 beds

30-102 units  
50-170 beds

#### Avg. Unit Size

745 SF

874 SF

#### Affordability

Up to 100% deep  
affordability\*  
ODSP min. as of 2024

Up to 100% deep  
affordability\*  
ODSP min. as of 2024

#### GFA

97,500-195,000 SF

42,000-126,000 SF

#### Total Hard Construction Costs

\$350-370 /SF  
Cost of modular system  
makes up average 28%

\$370-420 /SF  
Cost of modular system  
makes up average 30%

#### Assembly Time

+/- 8 weeks  
For modular system, based  
on an 8-storey building

+/- 12 weeks  
For modular system, based  
on an 18-storey building

#### Energy Efficiency

NECB 2020 Tier 3   
40-50% reduction

NECB 2020 Tier 3   
40-50% reduction

TGS v4 Tier 1-2\*   
\$24-30 /bed  
Monthly electricity costs  
\*Potential for Tier 2 with  
additional measures

TGS v4 Tier 1-2\*   
\$27-56 /bed  
Monthly electricity costs  
\*Potential for Tier 2 with  
additional measures

# Bar Building



## Key Parameters:

- Designed with a wider building footprint (approx. 16,000 square feet) to suit larger sites (approx. 1-acre).
- Adjustable building height from 6-12\* floors. *\*Although the structural system can accommodate well in excess of 12 floors, this is the current permitted maximum set by the Ontario Building Code.*
- Fits up to 19 units per floor, or 95-209 units (135-297 beds) at max. height, and features a mix of large, family-sized units.
- Adjustable building length to suit a range of site conditions by removing/adding approx. 2 units per floor.



100%  
Universal  
Access



40-50%  
Energy  
Reduction



745 SF  
Average  
Unit Size



Up to 209 units  
(or 297 beds)



-/+ 8 weeks  
Assembly Time  
for Modular System



Up to 100%  
Deep Affordability  
at ODSP min.

### Studio

0 bed / 1 bath

4

units/floor

### 1-Bedroom

1 bed / 1 bath

9

units/floor

### 2-Bedroom

2 beds / 2 baths

4

units/floor

### 3-Bedroom

3 beds / 3 baths

2

units/floor



Approx. 210 ft (65m)





## Tower Building



### Key Parameters:

- Designed with a smaller building footprint (approx. 7,000 square feet) to suit tighter urban sites.
- Adjustable building height from 6-12\* floors. *\*Although the structural system can accommodate well in excess of 12 floors, this is the current permitted maximum set by the Ontario Building Code.*
- Fits up to 6 units per floor, or 30-102 units (50-170 beds) at max. height, and features a mix of large, family-sized units.
- Adjustable building height to suit a range of density.



100%  
Universal  
Access



40-50%  
Energy  
Reduction



874 SF  
Average  
Unit Size



Up to 102 units  
(or 170 beds)



-/+ 12 weeks  
Assembly Time  
for Modular System



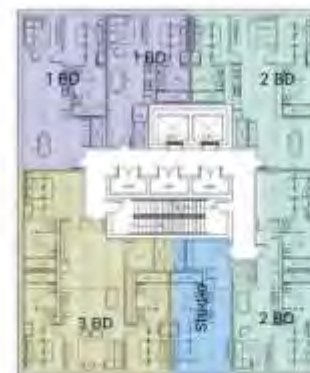
Up to 100%  
Deep Affordability  
at ODSP min.

**Studio**  
0 bed / 1 bath  
**1**  
units/floor

**1-Bedroom**  
1 bed / 1 bath  
**2**  
units/floor

**2-Bedroom**  
2 beds / 2 baths  
**2**  
units/floor

**3-Bedroom**  
3 beds / 3 baths  
**1**  
units/floor



Approx. 90 ft (28m)

Approx. 70 ft (23m)



# Day on The Hill



Sponsored by:  
**Property Law** FIRM ON CALL

# OCTOBER 20+21 2025

## INTENTIONAL COMMUNITY CONSORTIUM DAY ON THE HILL (OTTAWA)



COMMUNITY LIVING  
Toronto



Canadian Centre for  
Caregiving Excellence

Centre canadien d'excellence  
pour les aidants



Provincial Network  
an Developmental Services

**karis**  
Disability Services



[www.intentionalcommunity.org](http://www.intentionalcommunity.org)



# Day on The Hill

- Bring a single, strong voice to our Government, advocating for affordable housing solutions for people with diverse abilities.



# Day on The Hill



- Meetings, Conversations and Brainstorming – advocating, hearing from and synergizing with members, partners, people with lived experiences and government.
- Reception: Hosted by
  - Alexandra Mendès, Assistant Deputy Speaker
  - Mr. Vince Gasparro, M.P.,
  - Ms. Melissa Lantsman, M.P.,
  - Ms. Marilène Gill, M.P.
- Press Conference

Question Period





**MIKE MORRICE**



# Day on The Hill



Sponsored by  
**Property Law** FIRM

## *OCTOBER 20+21* 2025 INTENTIONAL COMMUNITY CONSORTIUM DAY ON THE HILL (OTTAWA)



COMMUNITY LIVING  
Toronto



Centre canadien d'excellence  
pour les aidants



**karis**  
Disability Services



[www.intentionalcommunity.org](http://www.intentionalcommunity.org)





# GR 101

## Securing Government Support for Affordable Housing Western Flair

Gary Gladstone  
Chair, Intentional Community Consortium  
Lead, Stakeholder Relations, Reena

David Petkau  
Vice-Chair, Intentional Community Consortium  
Executive Director of karis Disability Services' South District

September, 2025

# Agenda

- Why is Government Relations Important
- Current Government Landscape
- Who Does What & Funding Opportunities
- Connect with Government
- Best Practices for Meetings
- Questions and Connections
- Q & A



# Why is Government Relations Important

- Government is a Key Partner in Housing Development
- Access to Funding Opportunities
- Policy and Zoning Influence
- Relationship Building Leads to Long Term Success
- Government Decisions Impact Housing Availability
- Ensuring Community Support

# Current Government Landscape

- Federal



- Prime Minister Mark Carney, Liberal Government
  - Emphasis on Building, Housing, Major Projects
- Only 2 Liberal MPs in Alberta
  - Corey Hogan, Calgary Confederation
    - Parliamentary Secretary to the Minister of Energy and Natural Resources (Parliamentary Secretary)
  - Honourable Eleanor Olszewski, Edmonton Centre
    - Minister of Emergency Management and Community Resilience
    - Minister responsible for Prairies Economic Development Canada



# Current Government Landscape

- Alberta

- Premier Danielle Smith (UCP)
- Conservative
  - Fiscally cautious, resource-focused
- Next election October 18, 2027



- Municipal (Alberta)

- October 20, 2025

# Who Does What & Funding Opportunities

- **Federal**
  - National Housing Strategy
  - CMHC
  - Build Canada Homes
  - ICC Day on the Hill

# Who Does What & Funding Opportunities

- Alberta

- Stronger Foundations (2021–2031)
  - 10-year strategy to increase affordable housing by 40% (82,000 households). Focus on partnerships, diversification, sustainability.
- Affordable Housing Partnership Program (AHPP)
  - Capital grant program for new affordable housing. Open to non-profits, municipalities, developers. \$125M+ in 2023 created 1,100+ units.
- Indigenous Housing Capital Program (IHCP)
  - Funds off-reserve Indigenous housing. Supports culturally appropriate projects led by Indigenous communities.
- Budget Asks
- Capital Requests
- Zoning

# Who Does What & Funding Opportunities

- **Municipal**

- Municipal Housing Strategy / Funding Programs
  - Calgary Housing Incentive Program
    - (HIP) Rebates on city fees (development, building permits)
    - Pre-development grants for non-profits
    - Speeds approvals, lowers costs
  - Edmonton Affordable Housing Investment Program (AHIP)
    - Capital grants (up to ~25% of project costs; more for Indigenous/deep affordability)
    - Leverages provincial/federal funding
    - Thousands of units created since 2019
  - Check your local Municipality
- Zoning
- Property Tax



# Connect with Government

- **Federal**
  - <https://www.ourcommons.ca/members/en>
- **Alberta**
  - <https://www.assembly.ab.ca/members/members-of-the-legislative-assembly>
- **Municipal** Call City Hall

# Best Practices for Meetings



- Introduce yourself and your organization
- State the problem
- State the solution
- Be clear about your ask
- Know your project's impact – community, jobs, economy
- Build relationships early, before the ask
- Follow up

# Questions and Connections

**What:**

**What are you trying to do?**

**What are you asking for?**

**What do you need?**

**What is the project goal?**

**Who:**

**What level of government?**

**Plan the expectations:**

**What is the specific ask?**

**Next steps:**

**Was meeting beneficial?**

**Follow up then follow up ...**

**How:**

**Event invitations: 2-way: to us, from us**

**Delegations**

**Meeting participation and participants**

**Pre-meeting Briefing**

# Questions and Answers





# Wrap Up

## Contact Information

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Vice-Chair

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