

HAVAN

Homebuilders Association Vancouver

ANNUAL REPORT 2019-2020

**Trusted.
Local.
Homebuilders.**



Members in photo: Project Mint Developments & Nick Bray Architecture



2020 YEAR IN REVIEW

MEMBERSHIP

 **1,100** MEMBERS

GOVERNMENT RELATIONS

 **804** GRU READERS
PER WEEK
▲ 9% ANNUAL GROWTH

SOCIAL MEDIA


 **15,947** FOLLOWERS
ACROSS TWITTER, FACEBOOK,
LINKEDIN, YOUTUBE, HOZZZ,
& INSTAGRAM
▲ 21% ANNUAL GROWTH

WEBSITE


 WEBSITE
DOMAIN AUTHORITY OF 61
STATUS: EXCELLENT

IMPROVE YOUR GOOGLE RANKING WITH **HAVAN.CA**
UPDATE YOUR PERSONAL **HAVAN.CA** MEMBER PAGE
LINK BACK TO **HAVAN.CA** FROM YOUR WEBSITE

EDUCATION & TRAINING

 **8** IN CLASS COURSES
2,309 STUDENTS
▲ 121% ANNUAL GROWTH
63 ONLINE COURSES
680 ONLINE STUDENTS
▲ 83% ANNUAL GROWTH

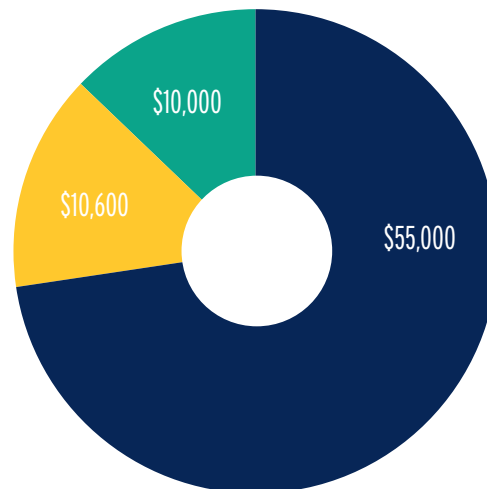
NETWORKING

 **70+** MEMBER EVENTS
INCLUDING EDUCATION
3 CONSUMER EVENTS
60,000+ ATTENDEES




MEDIA

 **32** MEMBERS FEATURED **240** MEDIA MENTIONS

GIVING



\$75,600 DONATIONS

-  **\$55,000** RAISED FOR EASTER SEALS
VIA 28 HAVAN HEROES AT THE DROP ZONE IN SUPPORT OF
CHILDREN OF ALL ABILITIES
-  **\$10,000** RAISED FOR BCIT SCHOLARSHIPS
TO THE SCHOOL OF CONSTRUCTION AND THE ENVIRONMENT
AT THE GOLF TOURNAMENT
-  **\$10,600** DONATED + **6,000** ITEMS COLLECTED
FOR THE LOWER MAINLAND & SURREY CHRISTMAS BUREAUS
VIA COATS FOR KIDS



HAVAN, the Homebuilders Association Vancouver, attracts the industry's best. Connecting members with industry and homeowners, offering education and advocacy to help our member companies and communities thrive, HAVAN is the industry's trusted resource, since 1974.

Across Metro Vancouver, our network sets the standards and provides the assurance of work done right for the benefit of homeowners and communities. Consumers turn to HAVAN to source local builders, designers, and renovators to build their homes, helping shape the communities where people want to live. Members chose to join HAVAN to connect, educate, advocate and lead. A not-for-profit association, HAVAN is Canada's second largest, fastest growing home builder association, and proudly affiliated with both the provincial CHBA BC, and national CHBA offices. Together, we can build excellence.

The 2019/2020 fiscal saw HAVAN welcome 139 new members, with a renewal level of 85%. Membership is comprised of 35% builder/developers, 20% renovators, and 45% product/services.

Membership highlights include:

- **Networking and building industry connections** via HAVAN B2B events including HAVAN's Buildex Booth, Fall Classic Golf Tournament, Legends Dinner, New Member Orientations, Construction Socials, Breakfast Networking, Committee Meetings, Dinner Meetings, and the HAVAN Awards for Housing Excellence, and education to name but a few.
- **Connecting with 60,000+ targeted homeowners actively looking to build, buy or renovate homes** via 2 in-person events (2019 Coats for Kids and the 2020 Spring Home & Garden Show), plus online outreach including the HAVAN Awards Online Gala, and Homebuying 101 Video Series.
- **16% increase in HAVAN Awards** entries, and 7% increase in entrants, who took advantage of this 12-month marketing program, with 30+ media opportunities, supported by the consumer outreach events.
- **Supporting charities and community initiatives** through donations and volunteer efforts, including: HAVAN Heroes at the Easter Seals Drop Zone, Coats for Kids coat drive, and BCIT Scholarships to the School of Construction and the Environment.
- **Advocating and successfully implementing positive industry change** on issues including: a pragmatic approach to Step Code implementation; contributions to the Provincial Development Approvals Process Review (DAPR) and the Development Financing Review Committee (DFRC). Initiatives in key cities included Vancouver (new Building Bylaw VBBL, Housing Vancouver Strategy post-COVID, missing middle housing); Surrey (DCC cost increases, environmental regulations and Water Act); and Maple Ridge (bylaw restrictions to tandem parking).
- **Advancing industry knowledge and building excellence** with 7 in-class, 1 full-day Building Better Buildings Seminar, 3 full-day air tightness seminars, 4 complimentary COVID-19 live webinars, and 63 online courses totaling over 100 CPD points - all offered at member discounted rates.

EXECUTIVE COMMITTEE & BOARD OF DIRECTORS

HAVAN members, at the Annual Election Meeting in October, elect an Executive Committee comprised of the following: Chair, First Vice-Chair, Second Vice-Chair and Secretary/Treasurer.

The Immediate Past Chair is automatically a member of the Executive Committee and Board of Directors. At the same meeting HAVAN members also elect a Board, no less than ten members and no more than twenty, as per HAVAN bylaws. Sixteen Directors are proposed for the 2020/2021 Board, including five on the Executive Committee.

HAVAN's elected leaders worked diligently to ensure your association continued along a steady track to success and service to its members over the course of the year.



2019/20 EXECUTIVE COMMITTEE

(Also serve on the Board of Directors):

Chair: Mark Cooper, *Shakespeare Homes and Renovations Inc.*

First Vice Chair: Robert Griesdale, *Blackfish Homes Ltd.*

Second Vice Chair: Randy Chin, *RBC Financial Group*

Secretary/Treasurer: Avtar Johl, *Platinum Group of Companies*

Immediate Past Chair: Garrett Wall, *Centra Construction Group*

2019/20 BOARD OF DIRECTORS

Jeff Bontkes, *Benchmark Homes Ltd.*

Alisa Aragon, *Bridgestone Financing Pros*

Larry Clay, *Clay Construction*

Dan Glavind, *Dick's Lumber & Building Supplies*

Jason Wolfe, *FortisBC*

Gary Mertens, *Foxridge Homes, a Qualico Company*

Lynn Harrison, *Harrison Marketing Resources*

Andrew Delmonico, *Kuhn LLP*

Matt Robinson, *Monarch Floor & Window Coverings*

Dave Deamer, *Polygon Homes Ltd.*

Blake Ponuick, *Preston Mobility*

Henri Belisle, *TQ Construction*

COMMITTEES, COUNCILS, & TASK FORCES

In addition to the governance of the Executive Committee and Board of Directors, HAVAN has a combination of eleven standing, member-driven Committees, Councils and Task Forces, supported by staff. Separate reports submitted by the Chairs can be found in the back half of this report.

COMMITTEE AND CROSS-CHAIR COMMITTEE MEETINGS

Committees meet on a regular basis, typically monthly, pre-determined by each Committee's terms of reference. Contact the staff liaison for details.

Cross-Chair Committee Meetings are typically held in April and November, to foster communication and resources between committees. Open to Chairs and committee members, it is suggested each Committee must be represented by a minimum of two people to ensure proper representation and to support the need for Committee Chair succession planning.

A Cross-Chair Committee Meeting was held in November 2019, with plans for the next meeting to be held in November of this year. Discussions focused on rebrand updates, committee successes and challenges with the goal of collaborating to identify cross-committee resources, opportunities and solutions.

Thank you to the 2019/2020 Chairs of HAVAN's committees, task forces, and councils, and to the committee members for their dedication to help work towards achieving HAVAN's goals.

COMMITTEE/COUNCIL/TASK FORCE	2020 CHAIR	STAFF LIAISON
Technical Committee	Shaun St. Amour, <i>475 High Performance Building Supply</i>	Jay Chadha
Government Relations Committee	Nathan Hildebrand, <i>Canadian Horizons</i>	Diana Dilworth
Education & Training Committee	Anton van Dyk, <i>Centra Construction Group</i>	Wendy McNeil
Membership Committee	Cheri Stefanucci, <i>Abstract Homes & Renovations</i>	Renée Auer
Renovation Council	Mark Cooper, <i>Shakespeare Homes & Renovations</i>	Sonali Rayas
Under-40 Committee	Katerina Vastardis, <i>Designs by KS</i>	Vanessa Swanson
Suppliers' Council	Alisa Aragon, <i>Bridgestone Financing Pros</i>	Renée Auer
Golf Committee	Blake Ponuick, <i>Preston Mobility</i>	Dawn Sondergaard
Marketing & Communications Committee	Ralph Belisle, <i>TQ Construction</i> and Michael Marsland-Root, <i>Red Five Design</i>	Dawn Sondergaard
Women's Council	Laurel James, <i>Novell Design Build</i>	Carolyn Beale
HAVAN Awards Task Force	n/a	Wendy McNeil



HAVAN STAFF

HAVAN has a skilled and committed professional staff to serve you.



RON RAPP

Chief Executive Officer
11/2 Years of Service



RENÉE AUER

Senior Director of Membership
& Sales
18 Years of Service



DAWN SONDERGAARD

Senior Director of Marketing
Communications
6 1/2 Years of Service



VANESSA SWANSON

Manager of Online Education
& Marketing
5 Years of Service



SONALI RAYAS

Brand Manager
2 1/2 Years of Service



WENDY McNEIL

Vice President of Marketing
& Education
19 Years of Service



DIANA DILWORTH

Director of Government
Relations
1/2 Year of Service



CAROLYN BEALE

Manager of Membership & Sales
5 1/2 Years of Service



JAY CHADHA

Government Relations
Associate
1 1/2 Years of Service



MEMBERSHIP FEES

The process of sending the 2020 membership renewal notices started last month. Thank you in advance for promptly remitting your fees. Your continued support is greatly appreciated.

CANADIAN HOME BUILDERS' ASSOCIATION (NATIONAL)

HAVAN members are active nationally. This past year there were four HAVAN board members on the CHBA board, including Robert Griesdale, *Blackfish Homes Ltd.*, Mark Cooper, *Shakespeare Homes and Renovations*, Garrett Wall, *Centra Windows*, and Randy Chin of *RBC Financial Group*. Mr. Chin is also HAVAN's representative on the CHBA National Urban Council, which meets twice a year.

CANADIAN HOME BUILDERS' ASSOCIATION OF BC

HAVAN has four voting members on the CHBA-BC Board of Directors: HAVAN Director Randy Chin, CHBA BC Secretary Treasurer; and CHBA BC Directors: HAVAN 2020 Chair Mark Cooper, HAVAN 2019 Chair Garrett Wall and HAVAN Past-Chair, current Director, and First Vice President, National CHBA, Larry Clay. Many other HAVAN members serve on CHBA-BC Committees, Councils, and Task Forces.

ANNUAL GENERAL MEETING & ANNUAL ELECTION MEETING

HAVAN's Annual General Meeting (AGM), including the presentation of the Audited Financial Statements, is held on the first Wednesday in April. The auditor is appointed for a one-year term at this meeting. The proposed newly appointed auditor (at the October AEM) is *KPMG*, noting HAVAN's fiscal year-end is October 31, 2020. HAVAN would like to extend our gratitude to *Baker Tilly WM LLP Chartered Accountants* for their contribution and support over the past years.

The Annual Election Meeting (AEM) - comprising the Election of Officers and Directors, distribution of HAVAN's Annual Report and Committee, Council and Task Force reports - is held each year on the first Wednesday in October.

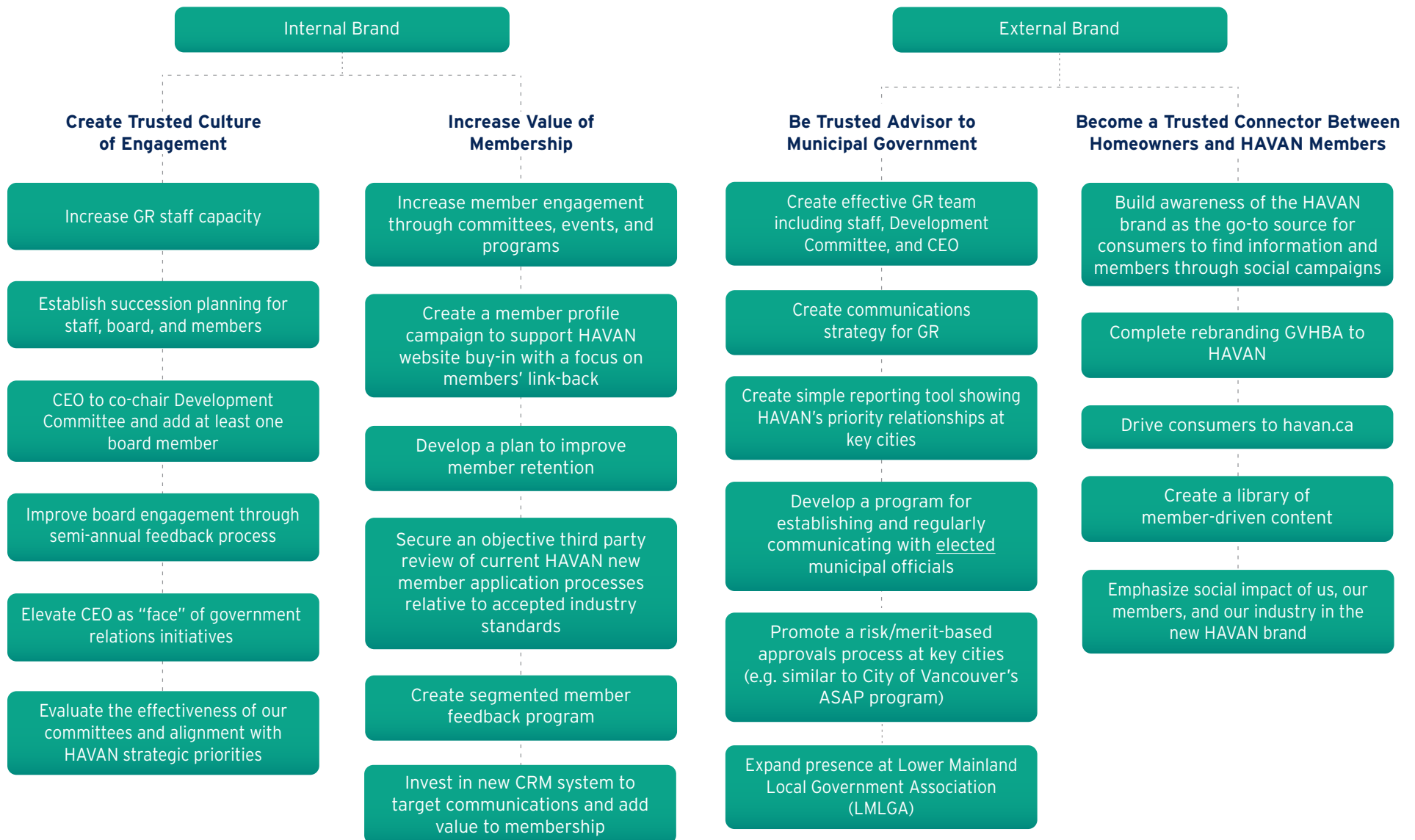
HAVAN STRATEGIC PLAN 2020-2022

We are heading into a strategic planning year with November 2020 slated as the month to bring together the Board of Directors and staff to review the existing plan in the context of moving forward in a COVID-19 environment and its affects on events, education and networking opportunities.



Homebuilders
Association
Vancouver

GOAL: Establish HAVAN as a Trusted Brand



MEMBERS CONNECTING WITH MEMBERS

HAVAN'S AFFINITY PROGRAM

HAVAN's Affinity Program helps to increase the value of membership and offers "win-win" scenarios promoting trade among members. To be considered an Affinity Partner, a quality product or service, that is either unique in the marketplace or cannot be found at lower prices, is offered by one HAVAN member to other members, and must provide an economic or brand benefit to both parties and the association.

2019/2020 Affinity Partners include **Federated Insurance** (for property, liability, and group health insurance), **Kuhn LLP** (for legal services), **Pointbreak a HUB International Company** (employee benefits) and **Buildxact** (all-in-one estimating and job management tool for contractors and trades).

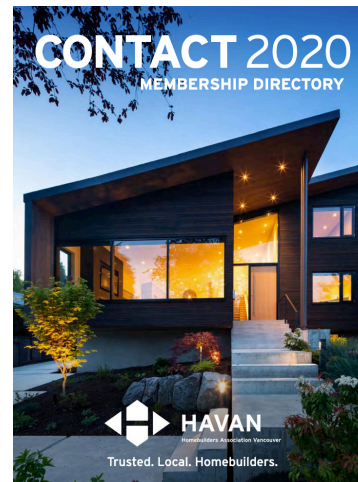
Visit havan.ca/affinity-program for further details.

As a HAVAN member you are also eligible for discounts and special offers on a range of national brand products and services through CHBA's "[National Advantages](#)" program.

HAVAN MEMBERSHIP DIRECTORY

Contact 2020 was distributed at two major industry and consumer events: *Buildex* and the *Vancouver Home and Garden Show*. Copies were also provided to members at premier HAVAN events including the Legends of Housing Dinner and Fall Classic Golf Tournament, plus at member offices, and sent to industry stakeholders, and government officials. Consumers are also able to pick up copies at various retail locations around the Lower Mainland.

Published by **Boulevard Magazine**, a **Black Press Media** company, HAVAN's Contact Directory has a print circulation of 12,000, and is also listed online at www.havan.ca/find-a-professional.



WEBSITE

HAVAN's online '[Find a Professional](#)' directory provides the opportunity for members to promote and connect with consumers and members. Each member company has a unique URL with the capability to showcase products/services via images, videos, testimonials, and accolades - endorsed by HAVAN's trusted brand. A link to the printed directory can be found on the Find a Professional landing page via issuu.

HAVAN maintains its **domain authority of 61** (strong). The strength in our ranking helps our member companies rank higher in Google searches. Due primarily to the 10,000 linkbacks, we thank all members who choose to share the HAVAN logo on their site, with a link included to www.havan.ca. The success of www.havan.ca's domain authority is a perfect example of the power of members working together, and how HAVAN's brand can empower member businesses.

Online advertising is available via the HAVAN website, with the ability to select either B2C or B2B pages, to deliver you a targeted audience of home building industry professionals and or engaged homeowners. (245,000 average monthly impressions).

The online [Job Posting Page](#) is available to members via paid listings and is actively searched. The IT and marketing teams are actively working to add a second tier 'available for work', to allow any one formerly involved with the association who is looking for work, to post their resume.

Websites are anything but static. As technology advances, HAVAN, in partnership with *Mint Rocket IT Services*, continues to evolve the website features with a stronger online directory, improved event and blog pages, and the incorporation of the HAVAN Awards site into HAVAN's site.

SPONSORSHIPS

Sponsors are an integral part in driving HAVAN initiatives. Helping to raise the profile of our events, sponsorships also provide key opportunities for members to showcase their brands. This past year we saw a wide variety of member companies getting involved for the benefit of others to help advance builder and consumer education, and to help raise the bar of our networking opportunities.

Collective efforts make for greater gains, which shone through at Buildex with 25 sponsor participants, the Golf Tournament with 35 sponsors, Legends of Housing supported by 7 sponsors, the HAVAN Awards with 35 sponsors, member socials, builder education, and consumer outreach programs to name a few. We would like to extend a huge thank you to the 2019/2020 sponsors for staying the course with HAVAN during COVID-19 as events were redesigned with limited or no face-to-face contact.



MEMBER EVENTS



Opportunities to establish and grow industry connections, build brand awareness, and/or develop careers are what makes HAVAN events so popular. Built on the three main pillars of the association; advocacy, networking, and education, each event has a unique set of opportunities. Available year-round, often selling out within weeks, the benefits of HAVAN events are invaluable in today's world.

Highlights include the Legends Dinner on February 5 with 300 members and invited industry guests, the HAVAN Awards supported by two events; The Finalist Soiree on March 4 (sold out 255 attendees), and the Online Gala on June 19 with 2,000+ viewers; and the Fall Classic Golf Tournament celebrating 22 Years of Giving to the Centra Cares BCIT Scholarships to the School of Construction and the Environment, to a sell-out crowd with 284 golfers, over the first-ever 2-day tournament at Morgan Creek.

HAVAN at Buildex

February 12-13, 2020

Collective venture of 25 Supplier members working together under the HAVAN banner, showcasing products and services (at reduced show rate).

Members' Expo

May 2020 - postponed

The 15th annual Members' Expo was put on hold due to COVID-19. We look forward to coming together when restrictions are lifted to showcase 90+ suppliers to 700+ members.

Annual General Meeting

April 29, 2020

The 2020 AGM was conducted online due to COVID-19. Agenda included HAVAN's audited 2019-20 financial statements, approval of our membership fee schedule for 2020-2021, and approval of the auditors. HAVAN also announced the recipients of the HAVAN BCIT Scholarships, sponsored in-part by Centra Cares.

Annual Election Meeting

October 7, 2020

2020 Annual Election Meeting is being held online, with special guest Kevin Lee, CEO CHBA, reviewing the pandemic and impacts on the association and industry. Proposed Slate of Officers for 2020/2021 will be up for membership approval. HAVAN Heroes Easter Seals Presentation.

Luncheon Meeting

November 6, 2019

Milestones and Rooftopper Awards were presented. Panel discussion on 'The Missing Middle' with Jake Fry of *Smallworks Studios / Laneway Housing* and co-founder of *SmallHousing BC*, Daniel Oleksiuk of *Abundant Housing Vancouver*, and Gord Price, Director, The City Program at *Simon Fraser University*.

Legends of Housing

February 5, 2020

2020 Legends included Neil Chrystal, President and CEO of *Polygon Homes*, and Shayne Ramsay, CEO of *BC Housing*, and Avtar Bains, President of *Premise Properties*. The evening's moderator was Ward McAllister, President and CEO of *Ledingham McAllister*. Sell out crowd of 300.

Breakfast Networking Events

March, June, September

March meeting was held with June and September postponed until COVID-19 regulations allow for gatherings of 100+ people. Always popular, the Breakfast Networking Events typically see 200+ attendees.

New Member Orientations

Eight Per Year

Geared towards new members (those joining within the past two years), new employees of member companies, and any member yet to come to an orientation event, these early-morning sessions provide an opportunity to connect with seasoned members and staff to better understand how to leverage association resources.

Fall Classic Golf Tournament

August 31 - September 1, 2020

Selling out in 48 hours a second date was added to accommodate the 284 golfers and 35 sponsors at the 22nd annual Fall Classic. The banquet was moved on course to accommodate COVID-19 regulations, treating golfers to a day of Gourmet Golf. Texas Scramble was played with set tee-times, with *Citywide Sundecks & Railings* taking home the coveted HAVAN Fall Classic Trophy.

Summer Social

August 2020 - postponed

The 7th annual Summer Social was cancelled due to COVID-19. This very popular summer networking event will be re-instated as soon as larger gatherings are permitted. Average 150 attendees

Construction Social

Every Six Weeks

A Suppliers Meetup Group, this informal pub night has attracted supplier members and contractors to network and learn from one another. Open to industry, we've gained new members here too.

Volunteer Day

January 16, 2020

Proud to call ourselves a member-driven association, we rely on volunteers to help direct HAVAN initiatives for the benefit of all members. HAVAN invited all volunteers to cheer on the Vancouver Canucks from the Rogers Studio Lounge Suite. Everyone who attended enjoyed the night out - plus the big win!

U40 Socials

Four Times Per Year

The U40 Committee delivered two exciting social events, with the mission to facilitate meaningful industry connections: The Citywide Indoor Volleyball Beach Party, and Grand Prix: Go Karting Saw 80-100 attendees per event. The other two regular scheduled U40 events were postponed due to COVID-19. The committee continues to seek safe alternatives.

U40 Mentorship Series

(Four times per year)

The U40 Committee continues to facilitate connections between all ages of the industry. Four mentorship sessions were held; limited to 10-13 attendees per event, to facilitate discussion. Guest mentors were John Gunson, *Euro Canadian Construction Corp*, Kathy Yuen, *Phase One Design*, Rob Capar, *maison-d'etre design-build inc.*, and Troy Abromaitis, *Bucci Developments*.

HAVAN Awards Finalist Soiree

March 4, 2020

A night filled with anticipation, builders entered into the awards await to hear if they will move into the finals! Held at The Permanent, Vancouver, guests are treated to food, drinks and exclusive networking. (Event open to HAVAN award entrants and sponsors only, 255 attendees.)

HAVAN Awards Gala

June 19, 2020

Moved online, HAVAN hosted a LIVE gala from exclusive custom built home on the North Shore. A house party to remember, celebrating over 200 finalist entries and 55 winners, over 2,000 people tuned in!

Committee Meetings

Monthly Meetings

With 11 committees, councils and task forces to choose from, monthly meetings offer excellent opportunities to connect and work in small groups, creating the environment to form strong, lasting, working relationships.

[View all 2020 Event Photos on HAVAN's Flickr Account](#)



CONSUMER OUTREACH

Each November the marketing department, in partnership with HAVAN media partners launch the Annual Road Map, aka the consumer marketing plan. Showcasing the HAVAN Awards as the overarching consumer outreach program, supported by year-round media exposure, consumer outreach programs are held throughout the year to help leverage members' businesses with consumer connections.

Promoting award-winning builders at the Spring Home Reno Show after the HAVAN Awards Finalists are announced; highlighting members' community outreach as HAVAN Heroes, and sharing builder expertise with consumers via the newly launched Measure Twice, Cut Once Podcast, are just some of the year's highlights.



Measure Twice, Cut Once Podcast

Launched Sept 22, 2020

In light of consumer events being canceled due to COVID-19, HAVAN's Marketing and Communication Committee created and produced a consumer facing podcast to connect homeowners with builders sharing their expertise. Season 1 features 9 weekly episodes, with industry experts sharing home design and builder tips, consumers will discover 'behind the walls' information they need to know before even thinking about applying for a permit! Listen on your favourite streaming app and like for the chance to win a gas BBQ compliments of Podcast Partner FortisBC. www.havan.ca/measuretwicetonce

YouTube Videos

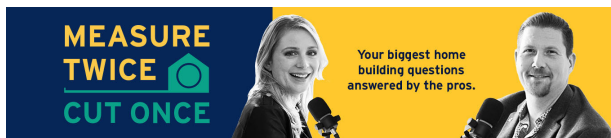
Three videos were produced showcasing six award-winning members in a casual, approachable environment, to help connect homeowners with members in a relatable, transparent manner, supporting HAVAN's brand personality of the 'local builder next door'.



Coats for Kids

November 13 - December 6, 2019

Member companies opened doors to collect gently used coats and outerwear, plus new toys, helping families in need. This campaign saw 6,000 items collected and \$10,600 cash donated to the *Lower Mainland and Surrey Christmas Bureaus*. Thank you to all sponsors who helped to make this year a huge, heart-warming success. 53 members with 72 drop off locations, across 16 Metro Vancouver municipalities, with 150 attendees celebrating at the *Trail Appliances Christmas Wrap-Up Party*.



HAVAN at BC Home + Garden Show

February 19 - 23, 2020

HAVAN joined the Spring Home and Garden Show on the main stage to profile our builders' expertise, sharing knowledge to help homeowners build it right the first time. 16 HAVAN ambassador members presented and handed out directories. Attendance was 55,000+ over the five days.

Homebuyer Forum

March 2020 - postponed

Having to cancel the in-person event due to the onset of COVID-19 restrictions in March, HAVAN's team has redesigned the Homebuyer Forum into ten 10-20 minute Homebuying 101 seminar videos. Featuring BC Housing CEO Shayne Ramsay interview industry experts, home buyers can now gain access to this valuable information as demand for home buying continues to be strong. Thank you to Presenting Sponsor BC Housing and Gold Sponsor Associa BC

Spring Home Reno Show

April 2020 - cancelled

Sponsored by Western Living Magazine, HAVAN's Spring Home Reno Show at VanDusen Botanical Garden was cancelled due to COVID-19. We will look to resume this very popular show as restrictions are lifted.

Vancouver Fall Home Show

October 2020 - cancelled

Event cancelled due to COVID-19. We will look to resume participation once gather guidelines are lifted. Typical exposure 38,000 attendees.

Parade of Homes

June 2020 - cancelled

The 27th annual Parade of Homes was cancelled this year due to COVID-19. Typically featuring 20+ homes, we will look to reinstate this event when restrictions relax and consumer confidence is regained to open doors.



SUPPORTED CHARITIES

HAVAN leadership and members believe strongly in outreach activities that assist charitable and community-based organizations. A good way to support the communities where our members work and live, volunteer connections benefit everyone, and help to demystify the stereotypical image our industry can sometimes portray.

HAVAN Heroes - you don't have to leap off a building to be a hero in our books, but this year 28 HAVAN members did! Taking the 25 story leap off the Surrey Central Tower, helped to raise over **\$55,000** in support of Easter Seals working to help kids of all abilities! Amazing heroic efforts! Team work at its finest.

HAVAN presented Centra Cares BCIT Scholarships to four exceptional students in the School of Construction and the Environment, at HAVAN's AGM on April 29. Valuing **\$10,000**, funds were raised at the Fall Classic Golf Tournament.

Coats for Kids saw 53 members with 72 drop off locations, across 16 Metro Vancouver municipalities, collect 6,000 coats and toys with 150 attendees celebrating at the *Trail Appliances Christmas Wrap-Up Party* in Richmond - for one gigantic donation to the *Lower Mainland and Surrey Christmas Bureaus*. Total sponsor and cash donations: **\$10,600**.





GOVERNMENT RELATIONS

The Government Relations goal is to assist HAVAN members with advocacy on issues, including government policy and regulations related to housing affordability; community amenity contributions; green building and sustainability checklists; parkland dedications and housing approval processes.

Building upon the successes created in 2018-2019, the government relations committee and staff team, with the addition of a GR Associate and a new GR Director, has been able to maintain a momentum of communications and engagement with local government stakeholders, despite the COVID-19 pandemic conditions we are all working under now.

Engaging with City Councils and Staff

Participated in Development Liaison Committees Of Township of Langley (3 meetings), City of Coquitlam (4 meetings), City of Maple Ridge (3 meetings), City of North Vancouver (4 meetings), City of Richmond (2 meetings) and the City of Surrey (3 meetings)

The City of Delta DLC is being reinvigorated with the first meeting yet to be held while recruitment efforts are underway.

Be the Trusted Advisor to Municipal Governments

HAVAN took the opportunity to meet and/or correspond with municipal staff to provide feedback through numerous consultation processes and direct outreach. These included:

- City of Vancouver: Development and Implementation of VBBL 2019
- City of Vancouver: Participation in Mayor's technical briefing and press conference on a new Making HOME initiative, addressing missing-middle housing
- City of Vancouver: Recalibrating the Housing Vancouver Strategy, post COVID
- City of Vancouver: Invited to attend Mayor's Roundtable on Economic Recovery
- North Shore municipalities: Development of Step Code programs and timelines to be consistent across all municipalities
- City of Burnaby: Ongoing participation in development of the City's Housing and Homelessness Strategy
- City of Maple Ridge: Bylaw Restrictions to Tandem Parking
- City of Surrey: DCC Cost Increases



GR staff were also invited to participate in the Provincial Government development and implementation of recommendations under their Provincial Development Approval Process Review (DAPR) and Development Financing Review Committee (DFRC); an annual reconvening of working groups to review process to date and identify priorities was scheduled for October 2020 but postponed due to election.

Increase Breadth and Depth of Government Relations Activities and Brand Awareness

- 2020 saw a change in the legislation for the Office of Registered Lobbyists (ORL) which implemented a much higher level of reporting and tracking of engagement with elected officials and senior officials, requiring monthly submission. HAVAN is meeting all legislative requirements.
- The weekly Government Relations Update (GRU) continues to be a valued member benefit with over 700 members reading the current activities throughout Metro Vancouver.
- Participated in the CHBA-BC Day at the Legislature (November 2019), events for 2021 are being developed as virtual events.

External Committees and Working Groups Participation

- BC Energy Step Code Council
- Real Estate Board of Greater Vancouver Government Relations Committee
- Vancouver Energy Regulation and Redesign External Committee
- Driving Energy Efficiency
- CHBA-BC Government Relations Committee

Government Relations Committee

The GR Committee met a total of nine times in the last year and examined issues including:

- Scope and guidelines for Committee
- Development Approval Review Process
- Issues with City of Surrey Environmental Regulations/Water Act
- Post-Pandemic Economic Recovery
- Next year GR operational and strategic planning

Government Relations Professional Development

Diana and Jay continue their professional development through a number online opportunities including:

- Diana completed BC Energy Step Code for Builders (CHBA-BC)
- Diana completed SFU's Planning for the Non-Planner
- Diana currently taking Indigenous Relations through University of Alberta Continuing Studies
- Jay has taken SFU's Housing Policy Fundamentals Course
- Jay has participated in a number of UDI learning opportunities including those related to Mass Timber, The Modernization of Urban Planning and Community Engagement and U40 Perspectives.

Taking it to the Next Level

The 2020/2021 period will give HAVAN the opportunity to capitalize on its relationship building with government officials and staff, looking for additional opportunities to engage and connect, including quarterly reports and the development of a webinar series.

The Government Relations Committee will be reviewing both operational and strategic goals for next year at its next meeting with a submission prepared for the Board of Directors Strategic Planning Meeting later in the fall.

MARKETING & COMMUNICATIONS

MARKETING

Based on the strategic plan, the overarching goal is to establish the association as a trusted brand.

- Support the new HAVAN brand in the minds of members and the public in general
- Through alignment of all marketing materials with the new brand, help to generate member and prospective member “buy-in”
- Always improve and streamline communications of the association’s goals and purpose to members and public.
- To this end, research new software, social media channels and CRM resources to strengthen HAVAN’s position as the trusted voice of the residential construction industry.

“The extreme challenges of the last year during the pandemic has sparked the imaginations and energies of our talented and dedicated team members, volunteers and committee members. The challenges of maintaining the value and strength of the association with limited in-person networking events, which are at the core of HAVAN lifestyle, have generated exciting new opportunities. When looking back on this unique year we will undoubtedly see it as a turning point in all of our careers and the evolution of HAVAN. It has been a time for each member to look within themselves to find their unique talents that are of value to the association.”

-- Quote: Michael Marsland-Root, Co-Chair, MCC

Redirecting all of our consumer marketing efforts online, has been a logical move. The podcast Measure Twice, Cut Once, along with Award-winning builder designer video chats are proving to be successful content generators for members, while showcasing and working to strengthen HAVAN’s brand.

A Member’s Benefit Campaign has also been created to strengthen online connections between members. Highlighting member benefits including Spotlights, Blog Posts, the HAVAN Awards program, website with the Find a Professional unique URL, government advocacy and education benefits, the online campaign is a good reminder to members of both tangible and intangible benefits.

A *Join HAVAN* retargeting campaign is also running, in an effort to support membership.



COMMUNICATIONS:

COMMUNICATING WITH HOMEOWNERS ONLINE

HAVAN's rebrand continues to be supported by a redirect campaign to ensure anyone searching for GVHBA will be sent to www.havan.ca. In addition, all consumer outreach events are supported by digital campaigns and organic social campaigns.

The *HEY-VAN* campaign was launched in the fall of 2019, to build HAVAN's brand awareness with homeowners, reinforcing the connection between our name and the acronym HAVAN. The campaign ran in print, television (Global news spots), Google Adwords, and in social channels, using a variety of programmatic strategies throughout the fall of 2019 and into 2020.

Consumer-facing videos, featuring award-winning builder and designer members are being produced showcasing members in casual discussions, offering homeowners tips. The setting is casual to create a transparent environment to build on the sense of trust.

Website: Designed to connect with consumers and support members, the look and feel of the website, featuring actual HAVAN members is designed to engage consumers looking for resources to connect with our members (B2C), and members looking to connect with members (B2B).

COMMUNICATING WITH MEMBERS

HAVAN communicates key information to members including a broad range of opportunities, advisories, updates, and local, provincial, national and international housing-related statistics via e-newsletter, website, social media, digital marketing, and direct mail.

Website: Dedicated COVID-19 pages were set up to deliver real-time response with information critical to our members business success, during these unprecedented times. Updated daily, news was reinforced via social posts and e-newsletters.

E-Newsletters: Monday Morning Briefing (MMB), a brief of issues and events summary written by Ron Rapp, CEO; Government Relations Update (GRU) is a weekly e-newsletter written by Jay Chadha, Government Relations Associate; Renée Auer, Senior Director of Membership and Sales, Sunday Connections listing upcoming opportunities to connect; and Wendy McNeil, VP Marketing & Education, Education Update are published weekly to 2,000+ verified emails, with average open rates of 37% (21% stronger than industry average), and average click through rates of 8% (normal), noting during the height of COVID-19 in the spring of 2020, readership was up over 50%.

Government Relations Update: A two-page document, highlighting access to all three levels of government, including a summary of government relation wins to date was shared with members in May 2019.

Annual Report Summary: The annual report is posted online, to ensure access by all members. A two-page Annual Report Summary will be mailed out to all members after the Annual Election Meeting on October 7th, reinforcing value in membership and highlights from the year.

Annual Marketing Roadmap: Outlining HAVAN marketing opportunities to connect with both consumers and industry, two versions of the road map were produced and mailed to members in December 2019 to help with 2020 planning.

MEDIA & PUBLIC RELATIONS

The changing media landscape continues to see traditional opportunities diminish; however, HAVAN in partnership with *Boulevard Magazine (Chinese and English Editions)*, *NextHome*, and *Western Living Magazine* published approximately 40+ articles, with 240 media mentions with approximately 32 members featured.

HAVAN repurposes published media and content produced to www.havan.ca where by-lines, articles, industry stats, and member accolades are listed. Social media, including Facebook, Instagram, Twitter, YouTube, and LinkedIn are all utilized to repurpose content, extend reach to followers, and help to build awareness.

The corporate rebrand and HAVAN Awards rebrand are helping to strengthen online engagement. Hosting the awards online nearly doubled the YouTube followers from 100 to 189 followers proving good content will attract audiences.

With the goal of being the trusted voice of the residential construction industry, HAVAN is working with social channel experts to grow our channels exponentially.

HAVAN's website has a very strong domain authority of 61. (Note: 40-50 is average, with over 60 seen as excellent. Thanks to all who have included our logo and linked back!)

Social Media Growth

Facebook audience continues to grow, up 10% to 3,715 followers

Instagram 2,234 to 3,864, 73% growth

LinkedIn 1,763 to 2,326, 32% growth

Twitter 5,254 to 5,379, 2% growth

YouTube 103 to 190, 3% growth

Houzz 445 to 471, 6% growth

Connect with [@HavanOfficial](https://www.instagram.com/HavanOfficial) and grow your communication channels. Tag us, and we'll share your news!



MEMBER EDUCATION & TRAINING

HAVAN is an advocate for continuing education and delivers industry-relevant, cost-effective sessions throughout the year. The Education and Training Committee's mandate is to develop content to meet the changing professional development needs of members. Subject-matter experts are sourced from our membership, as well as internationally known speakers, providing attendees access to a wide selection of CPD-approved courses on topics that address BC Housing's core competency requirements.

HAVAN offers both in-class and online courses but during COVID, the in-class courses were pivoted to a live virtual format, which has opened new opportunities. These live webinars have optimized access for builders and other industry professionals -- attendees can now learn on the go, whether from their home, jobsite or abroad. Virtual classes have expanded access to non-local instructors, bringing new content to members.

With COVID-19, eLearn has seen a surge in activity. HAVAN's online learning platform houses more than 60 CPD-approved courses, as well as the free four-part COVID webinar series, which has proved to be a convenient way for builders to continue earning their required points, and access information to help them navigate their businesses through the pandemic.

HAVAN would like to acknowledge two key sponsors who have supported the professional development programming for this association:

1. **FortisBC**, who has been the presenting sponsor for our educational programming, including the successful Builders' Breakfast Series, the COVID-19 webinars and the four-part Airtightness seminars. Their support has allowed HAVAN to create comprehensive programming that brings in a different perspectives, strategies and topics to members.
2. **BC Housing** has been the patron sponsor for education, supporting the Builders' Breakfast Series, the COVID-19 webinars, as the Building Better Building seminar.

Stay up-to-date on in-class and online sessions at www.havan.ca/industry-education or elearn.havan.ca.



QUICK STATS

HAVAN had 2,309 people attend our in-class and live webinar sessions, which include:

- 7 Seminars (Builders' Breakfast Series and Business in the Boardroom)
- 1 Building Better Buildings full-day seminar with Mark LaLiberte
- 3 Full-day Airtightness Seminars, presented by *FortisBC*, with Hamid Heidarali
- 4 complimentary COVID-19 webinars

eLearn now features 63 courses:

- This year, there were more than 680 online students

EDUCATION HIGHLIGHTS

- In November, Mark LaLiberte from *Construction Instruction* - a colleague of Gord Cooke -- delivered a one-day program on Building High-Performance Homes in the Real World.
- A special four-part COVID-19 webinar series was developed in response to the uncertainty facing businesses during the lock down. The webinars were free to ensure members (and non-members) had access to the resources they needed to navigate the pandemic. The series is still available on eLearn.
- High-performance building continues to be a hot topic for the industry and has been the main topic for the Builders' Breakfast Series (BBS). Under the BBS banner, the Builder Case Study series have seen strong interest, which looks at different builders' pathways to build a high-performance home. Includes discussion on design, systems and technologies, cost and metrics. Two Step 5 NetZero Ready homes are featured this fall.
- eLearn has seen a huge growth this year, with a large attribution to the need for online courses during the height of the pandemic.



**HAVAN
EDUCATION**



AWARDS RECOGNITION

HAVAN and its Members Received a Variety of Accolades This Year

HAVAN AWARDS OF HOUSING EXCELLENCE

It has been an exciting year for the Awards. Building on 10 years of industry excellence, the Awards saw a record-breaking 426 entries submitted this year. From spectacular home renovations and custom homes to luxurious condominiums and nature-inspired townhome communities, there was a spectrum of home types and values suited for all consumer preferences. At the March 4 Finalists Soiree, held at the historic gem-in-the-city building, The Permanent Vancouver, HAVAN launched the rebrand of the awards -- the Ovation Awards became HAVAN Awards for Housing Excellence. With more than 250 industry guests at the Soiree, the announcement was met with excitement and anticipation.

The following week, the world shut down with the COVID-19 pandemic. The HAVAN Awards Gala, which was scheduled for May 6, was postponed to allow time to rebuild the event within health and safety protocols. On Friday, June 19, the *HAVAN Awards Gala: At Home Edition* went live on location at a member's home in North Vancouver and was broadcast to more than 1200 viewers that evening. Streaming on YouTube, Facebook and Instagram, the virtual awards program incorporated a number of interactive elements to take it to the next level: a live broadcast with host Bianca Solterbeck, a local North Vancouver band, contests, social media sharing, sponsors announcing winners, an online VIP backstage event for finalists and sponsors prior to the show, a surprise guest, the brand-new HAVAN Awards trophy, and an online platform that encouraged member conversations and excitement throughout the event.

Viewers from the Lower Mainland and across the country watched the event, built up through in-house campaigns and media partnerships. The virtual broadcast created new opportunities to extend the reach of the HAVAN Awards, building brand awareness and exposure of the finalists and winners, as well as the sponsors. The event has been considered by many Homebuilders Associations across the nation as the pinnacle of all the association award shows. The event still lives on [HAVAN's YouTube channel](#), with more than 2,300 views since it was first broadcast live, delivering greater than anticipated brand exposure for our members.

The winners of the Grand HAVAN Awards were:

New for 2020! BEST RESIDENTIAL COMMUNITY: SINGLE-FAMILY:
Miracon Development Inc. for SOUTHCREST

New for 2020! BEST RESIDENTIAL COMMUNITY: MULTI-FAMILY:
Park Ridge Homes Inc. for HAVEN



RESIDENTIAL RENOVATOR OF THE YEAR:

My House Design/Build Team Ltd.

CUSTOM HOME BUILDER OF THE YEAR:

Naikoon Contracting Ltd.

SINGLE-FAMILY HOME BUILDER OF THE YEAR:

Miracon Development Inc.

MULTI-FAMILY HOME BUILDER OF THE YEAR:

Zenterra Developments Ltd.

For the full list of finalists and winners, visit www.havan.ca/awards.

HAVAN would like to thank the generous and forward-thinking sponsors for supporting the journey of the HAVAN Awards this year. For the 11th consecutive year, *FortisBC* is the Presenting Sponsor, with *BC Housing* as the Patron Sponsor. From rebrand to a re-created Gala, sponsors' unwavering support ensured the show went on and reached new heights.

Sponsors also include:

Platinum Sponsor *Caesarstone*

Gold Sponsor *Pacific Art Stone*

Silver Sponsors *Trail Appliances, E3 Eco Group, Norburn Lighting + Bath Centre*

Premium Gala Sponsor *floForm Countertops*

Creative Sponsor *Ballistic Arts Media Studios*

Print Sponsor *Minuteman Press*

Bronze Sponsors *Associa British Columbia Inc., Cantu Bathrooms and Hardware, Dick's Lumber and Building Supplies, I-XL Building Products, MNP LLP*

Supporting Sponsors *Harris Rebar, BCIT, Buildxact Software, Federated Insurance,*

Video Sponsor *360hometours.ca*

Audit Sponsor *777 Eccounting Systems*

Legal Sponsor *Kuhn LLP*

AV Sponsor *Clark's Audio Visual Services*

Technical Sponsor *Preston Mobility*

Photo Sponsor *Martin Knowles Photo/Media*

Media sponsors: *Boulevard Magazine, The Vancouver Sun and The Province, REW, NextHome, Daily Hive, Western Living, Black Press, Glacier Media, and The Epoch Times.*



The 2021 HAVAN Awards Call for Entries opens the end of October, so whether you are considering to enter for the first time or 11th, make sure to watch for the launch. We will be elevating the program to new heights for 2021, so make sure to submit your projects or become a valued sponsor.

CHBA-BC GEORGIE AWARDS®

The 2020 Georgies Awards® Gala was scheduled in March, the day after the Provincial Health Minister closed down all public gatherings. Working quickly to update members and industry partners, the CHBA BC staff rescheduled the awards to an online event in late June.

HAVAN Members took home 36 of the 51 awards up for stake, noting the clean sweep of the grands! Congratulations to all entrants and winners.

Grand Georgie Awards®: Marketing Campaign of the Year
Isle of Mann Property Group Luxia at Yorkson - Phase 1 Langley

Grand Georgie Awards®: Residential Community of the Year
Sandhill Development Ltd.

Associate Company: *Fifth Avenue Real Estate Marketing Ltd.*
Elements Langley

Grand Georgie Awards®: Custom Home Builder of the Year
Naikoon Contracting Ltd. North Vancouver

Grand Georgie Awards®: Residential Renovator of the Year
My House Design/Build/Team Ltd. Surrey

Grand Georgie Awards®: Single Family Production Home Builder of the Year
Foxridge Homes Surrey

Grand Georgie Awards®: Multi-Family Home Builder of the Year
Zenterra Developments Ltd. Surrey

[View Winners Here](#)



CHBA NATIONAL AWARDS

The CHBA Awards were moved online and presented in June 2020. Congratulations to the following HAVAN member winners:

Kitchen - \$70,000 to \$100,000

Clay Construction Inc., Langley, BC: "Blue Horizon"

Kitchen - over \$100,000

My House Design/Build/Team Ltd., Surrey, BC: "Dramatic Lines"

Exterior

My House Design/Build/Team Ltd., Surrey, BC: "Skaha Vista"

Whole Home - under \$150,000

Enzo Design Build Inc., West Vancouver, BC: "Ocean Drop"

DETACHED HOMES - Production | Over 2,800 square feet

BMF Homes Inc., Coquitlam, BC: "Gold and Grandeur"

Entry-Level Home Affordability Award

Blue Ocean Construction Inc., Burnaby, BC: "The Small Home Initiative"



HAVAN ASSOCIATION AWARDS OF EXCELLENCE

The following members were honoured with Association Awards of Excellence at HAVAN's 2019 Annual Election Meeting:

Chair's Award of Honour: Avtar Johl, *Platinum Group*, Surrey

Builder Member of the Year: *Smallworks*, Vancouver

Corporate Member of the Year: *DOS Design Group Inc.*, Coquitlam

Marketing Award: *Glacier Media Group*, Vancouver

Technical Excellence Award: *Buildxact*, Vancouver

RenoMark™ Renovator Member of the Year: *TQ Construction Ltd.*, Burnaby

Supplier Member of the Year: *Designs by KS*, Vancouver

Sub-Contractor Member of the Year: *Black Bear Trades*, Maple Ridge

HAVAN Heroes of the Year:

Preston Mobility - Supplier Member

Park Ridge Homes Inc. - Builder Member

Gary Santini Education & Training Award: Murray Frank, *Building it Right*, Port Coquitlam

Volunteer of the Year Award: Cheri Stefanucci, *Abstract Homes & Renovations Inc.*, Vancouver

Peter Simpson Award: Dan Glavind, *Dick's Lumber & Building Supplies*

LETTER FROM THE CHAIR & CEO

Well it has been a hectic year for HAVAN with many changes and challenges, but true to form, members and staff rose to the occasion and business carried on under new rules and guidelines.

COVID-19, who would have ever thought something like this could come out of nowhere and take control of our businesses, our association, and our family life. Some of our own have personally experienced the impact of this terrible global pandemic and our hearts and support go out to you.

Shortly after taking the chairman position for HAVAN and following in the footsteps of our Past Chair, Garret Wall, the load was lightened by the exciting appointment of our current CEO Ron Rapp.

Ron has brought his incredible leadership skills and ability to pull his experienced team together under the most unprecedented times. Working with our amazing staff who pivoted the Association into a successful work at home program, with regular virtual meetings and working with his team at reformatting how we reach and train, invite and maintain and even grow our membership.

More change came from the unexpected departure of Mark Sakai moving over to our friends at the BC Real Estate Association. This news while unfortunate, provided an opportunity to seek someone even stronger in this critical sector of government relations.

This summer we were very excited to appoint Diana Dilworth as our Director of Government Relations. With decades of experience, Diana brings a steep history in working with municipal and provincial governments and has worked as a municipal councilor for many years. Diana and our GR associate Jay Chadha have been doing a fantastic job of driving our message and reinforcing that HAVAN is the trusted advisor, key training facility, industry leader and a force behind shaping the landscape of our industry.

Despite the challenges caused by COVID-19, HAVAN has been able to pivot many of its programs successfully so that it can continue to deliver membership value:

Education: We're online, more than ever!

Earlier this year, as the Pandemic ramped up, so did HAVAN creating a four-part COVID-19 webinar series to help members and industry leaders navigate their businesses through the pandemic. Shifting our in-class courses to webinars - meeting members' needs who required CPD points locally, as well as other builders across BC.

HAVAN Awards: Real-time marketing!

This year's Gala was hosted online in a magnificent virtual display of imagery, live music, entertainment and more, all produced and hosted by local broadcast experts and of course our HAVAN staff. Not only were there huge opportunities and online reach for finalists, winners, and sponsors, but this event had more than 2,300 views, plus other social media hits, and the opportunity for sponsors to connect face-to-face delivering party packs and trophies.



Golf Tournament: A great annual networking event!

Although it originally looked like a challenge given the new guidelines, our staff and volunteers did not disappoint. Held over two sunny days and operating under the Provincial Health Guidelines this was not only endless fun, it was a success with over 280 golfers in attendance with sponsors recognized throughout the course and our BCIT fundraiser goals were met with 4X \$2,500 scholarships!!

HAVAN Heroes: Highlighting community connections!

HAVAN Heroes program was another sky-scraper success. Supporting the Easter Seals program, members hurled themselves over a building rappelling themselves down 25 stories of success, smashing fundraising goal of \$23K to more than \$55,000!!

Membership: Building value for members!

With our world upside down and virtually all businesses coping with change and often curtailing expenses, I am so pleased to announce our membership is strong and holding its own.

It is said, when the going gets tough, the tough get going. Our members have embraced the new way we do business. Whether its online education, carefully planned social networking events, strategic council meetings, proudly displaying the brand or showcasing your amazing achievements, word is spreading fast that HAVAN is the local association to belong to.

Therefore, I would like to thank our HAVAN staff and would also like to recognize our fantastic board of directors for the continued work and progress made through these unprecedented times. I miss seeing you all in person, but for now, we will continue to meet monthly on our zoom calls.

Well everyone, it has certainly been an eventful and challenging year as your Board Chair. I have enjoyed my tenure, although difficult at times, it has been my honour. It would not have been possible without the strong support of the HAVAN staff and the Board of Directors to get us all through this year.

I feel that operations are well in hand. I am excited to pass this position on to my successor Rob Griesdale of *Blackfish Homes*. Good luck Rob!

Wishing you all good health, stay safe, and much great success.

Thank you.

- Respectfully submitted by
Chair, Mark Cooper, *Shakespeare Homes & Renovations Inc.* & CEO, Ron Rapp, *HAVAN*

COMMITTEE REPORTS



TECHNICAL COMMITTEE

GOALS / ACHIEVEMENTS

Under the Chair Shaun St. Amour (*475 High Performance Building Supply*), and Vice-Chair Mike Cairns (*Innotech Windows + Doors*), the Technical Committee has sought to expand its membership and examine ways that innovative high performance building practices can be disseminated to the greater HAVAN membership. During Covid-19, we moved our events online and worked to maintain attendance with interesting presentations.

During the course of the year, Technical Committee members gathered for the following presentations either in person or virtually as the committee adjusted to Covid-19.

- Steve Kemp provided us with an update on his new venture with the BASF HP+ Wall System.
- Victor Kulla presented on new technologies in landscaping.
- Brett Stenner spoke about low voltage technology with sound and security automation.
- Mark Gauvin gave a history lesson on all of his high-performance improvements that he has made to his home. We think he should get an award for being the most airtight house in Burnaby!
- On a few occasions we had an open discussion on various issues facing the construction industry and our businesses.

The Technical Committee thanks *Innotech Windows + Doors* and *DOS Design Group* for offering its offices as meeting locations over the past year. We are extremely grateful for the years of support and all the organizing that Mark Sakai offered to this committee.

- Submitted by Shaun St. Amour, Committee Chair



ACTIVE MEMBERS

Chair: Shaun St. Amour, *475 High Performance Building Supply*

Vice Chair: Mike Cairns, *Innotech Windows + Doors*

Arthur Lo, *Insightful Healthy Homes*

David Hill, *Eneready Products*

Gary Hamer, *BC Hydro*

Ken Farrish, *BC Building Info*

Nick Petrie, *DOS Design Group*

Mark Gauvin, *Gauvin 2000 Construction*

Larry Clay, *Clay Construction*

Richard Kadulski, *Richard Kalduski Architect*

Wilma Leung, *BC Housing*

Jim Smith, *Smithwood Builders*

Jay Lewis, *Terra Firm*

Tannaz Tehrani, *DOS Design Group*

Andrew Kennedy, *Kennedy Construction*

Kenneth Chan, *JRG Building Engineering*

Victor Kulla, *Huckleberry Landscape*

Brett Stenner, *Custom Integration Partners*

Staff Representative: Jay Chadha,
HAVAN



GOVERNMENT RELATIONS COMMITTEE

GOALS / ACHIEVEMENTS

Under the combined leadership of Nathan Hildebrand (*Canadian Horizons*), Kevin Anderson (*Qualico*), and Ryan O'Shea (*Miracon Developments*) with staff support from Diana Dilworth, HAVAN's new Government Relations Director and Jay Chadha, Government Relations Associate, the committee continues to provide guidance to the association's advocacy efforts, and raises issues for review and action related to zoning, bylaws, permitting and fees/charges among Metro Vancouver's local governments.

The committee's primary goal is to provide advocacy on behalf of our members on issues including government policy and regulations related to housing affordability; community amenity contributions; green building and sustainability checklists, and housing approval processes.

As such, efforts were placed on issues in key target cities such as Vancouver (new Building Bylaw VBBL, Housing Vancouver Strategy post-COVID, missing middle housing); Surrey (DCC cost increases, environmental regulations and Water Act); and Maple Ridge (bylaw restrictions to tandem parking), as a few examples.

Members of the GRC also advised on HAVAN's contributions to provincial advocacy efforts, including the BC Energy Step Code, the Development Approval Process Review (DAPR) and the Development Financing Review Committee (DFRC).

This year saw a number of changes with the committee welcoming new members Mark Cooper (*Shakespeare Homes*), Nick Petrie (*DOS Design Group*), Nicholas Dhaliwal (*Beedie Development Group*), Josh Turner (*Infinity Group*), Lilian Kan (*Noura Homes*) and Rob Griesdale (*Blackfish Homes*). Additionally, in August, the committee said good-bye to Mark Sakai who moved onto a new career role and welcomed Diana Dilworth as their new staff representative.

- Submitted by Nathan Hildebrand, Chair

ACTIVE MEMBERS

Chair: Nathan Hildebrand, *Canadian Horizons*

Ryan O'Shea, *Miracon Developments*
Justin Bontkes, *Caliber Projects*
Greg van Popta, *McQuarrie Hunter LLP*
Rick Johal, *Zenterra Developments*
Henri Belisle, *TQ Construction*
Kevin Anderson, *Qualico*
Larry Clay, *Clay Construction*
Troy Abromaitis, *Bucci Developments*
Yosh Kasahra, *Alabaster Homes*
Mark Cooper, *Shakespeare Homes & Renovations Inc.*
Nick Petrie, *DOS Design Group*
Nicholas Dhaliwal, *Beedie Development Group*
Josh Turner, *Infinity Group*
Lilian Kan, *Noura Homes*
Rob Griesdale, *Blackfish Homes*
Jay Chadha, *HAVAN*

Staff Representative: Diana Dilworth, *HAVAN*



RENO COUNCIL

GOALS / ACHIEVEMENTS

The Renovation Council meets the last Tuesday of each month (except for December, July and August), and currently meets virtually via zoom meetings. Pre COVID, the group met at JOEY's Restaurant on Rosser Avenue in Burnaby. The focus of our meetings is to provide meaningful educational content. Topics covered often include, building science, short and long-term business needs, the political landscape, and support and trusted dialogue among peers. The meetings are open to all Renovation/ Builder company owners and principals.

The roundtable meetings allow renovation/builder company owners to openly discuss challenges and solutions unique to their businesses. The meetings have successfully seen a significant increase in participation, and the knowledge sharing has been invaluable to those who attend.

The 2019/2020 year has poised itself as a challenging one being faced with unprecedented times due to the novel COVID-19 virus. It continues to change business operations in ways that would have been unimaginable at the start of 2020.

One change that is certain is the importance of business continuity and here at the Reno Council we have come closer as a group during these times by supporting each other, exchanging ideas, sharing challenges, discussing new technologies, and more. The Renovation Council's growth is a positive indication of the camaraderie and professionalism among the members.

I would like to personally thank the Renovation Council leadership and volunteers, who have contributed to the success of the meetings and Renovation Council events. I strongly encourage all members to get more involved with the Renovation Council and other HAVAN initiatives - your voice matters. Also, a special thanks to the HAVAN staff who continue to work tirelessly on behalf of the Renovation Council.

ACTIVE MEMBERS

Chair: Mark Cooper, *Shakespeare Homes & Renovations Inc.*

First Vice Chair: Henri Belisle, *TQ Construction*

Second Vice Chair: Robert Griesdale, *Blackfish Homes*

Staff Representative: Sonali Rayas, *HAVAN*

Educational Speakers:

November 2019 - Adam Corneil from Unbuilders

January 2020 - Suppliers Speed Networking Event

February 2020 - Group networking discussions

March 2020 - COVID 19 - No roundtable

April 2020 - Chris Hill from *B Collective Homes*

May 2020 - Group networking discussions

June 2020 - Paul Prade from *Coldwell Banker Westburn Realty*

Sept 2020 - CHBA BC/HAVAN Government Relations Update, Lumber industry update by Dan Glavind from *Dick's Lumber*

Consumer Outreach:

BC Home & Garden Show at BC Place Stadium

HAVAN Podcast

Charitable Initiatives:

Coats for Kids 2019 - The Renovation Council raised \$4,850 collectively (double from 2018)

- *Submitted by Mark Cooper, Committee Chair*

The page features a collage of images and decorative elements. At the top left, two women are smiling in front of a 'Juliantile' booth. To their right is a photo of a busy trade show floor. Below these are several geometric shapes: a dark blue triangle pointing left, a teal pentagon, and another dark blue triangle pointing right. A large, central black and white photo shows a man and a woman looking at something off-camera. To the right of this is a smaller photo of a woman sitting outdoors. The 'MEMBERSHIP COMMITTEE' title is in dark blue, while 'GOALS / ACHIEVEMENTS' and 'ACTIVE MEMBERS' are in teal. The main text is in a dark grey font, and the list of active members is in white text on a teal background.

MEMBERSHIP COMMITTEE

GOALS / ACHIEVEMENTS

As always, our team has worked hard to promote the benefits of HAVAN which has ensured both new member recruitment and a high rate of renewal for our existing membership. We also like to connect the new members with others in the association.

It has been a difficult year with COVID-19 for many businesses. I am proud to say that as an industry our members have done an excellent job at sharing how they were successfully managing their work sites, offices, storefronts, their trades, and employees with each other and really it came from the top down. Ron Rapp stayed abreast of the information from WorkSafeBC and Dr Bonnie Henry and sent information out in Monday Morning Briefings. To my knowledge, there were very few problems with any sites or businesses in our membership. As we continue to navigate in unprecedented times, I am confident that our members are leading the way in safety for all. Congratulations to all on a job well done!

Our current membership numbers are down by 26 members from 1,126 this time last year to 1,100. That is only a 1.02% drop. Well done Renée and Carolyn!

Pre COVID 19-the membership committee decided to put a booth at the Legends Dinner meeting to be visible to any new members or guests and Federated Insurance graciously sponsored some drinks from this initiative. We did have a few people that we had not met previously who stopped to chat with us. All in all, a good response.

This year we have had to cancel many in-person events and meetings. The HAVAN staff did an outstanding job of orchestrating an online awards night with the HAVAN Awards for Housing Excellence. From there, most events moved to zoom meetings. We have had a couple of small socially distanced new member orientations with success. As we continue to navigate doing business differently, we are all learning and sharing how to best serve our members in new ways.

- Submitted by Cheri Stefanucci, Abstract Homes and Renovations (Chair)

ACTIVE MEMBERS

Chair: Cheri Stefanucci, *Abstract Homes and Renovations*

Vice Chair: Reza Kamrani, *Federated Insurance*

Lindsay Gallo, *Martin Knowles Photography*

Cassidy Carew, *Westcoast Wood Distribution*

Keith Lloyd, *The Business Surgeon*

Nick Petrie, *DOS Design Group*

Zinat Melki, *Green Sheet Construction Data*

Marina Sorrenti, *Euro-line Appliances*

Mike Freedman, *Audio Insider*

Shannon Cupskey, *Armstrong Flooring*

Staff Representative: Renée Auer, *HAVAN*



GOLF COMMITTEE

NEW FORMAT. RECORD EVENT. EPIC 2 DAYS.

Less than 2 months before the planned date for the HAVAN Fall Classic Golf Tournament presented by Preston Mobility, there was uncertainty whether the tournament would be able to happen due to Covid and restrictions at golf courses. Courses weren't allowing tournaments, and most organizations and charities simply cancelled their 2020 golf tournaments.

Thanks to the grit and persistence of our golf committee, and in particular Dawn Sondergaard at HAVAN, we were able to find an amazing course to partner with Morgan Creek, and re-imagine the format of the Fall Classic to accommodate our event. And what an awesome event it turned out to be, selling out in a record 48 hours, and being expanded into a the first ever 2-day tournament with 284 golfers.

Funds raised from the Fall Classic Tournament, along with support from CentraCares, to provide \$10,000 in scholarships to 4 outstanding BCIT School of Construction and the Environment students, makes this event even more meaningful. In compliance with Covid guidelines, some of the changes and highlights included:

- Moving from a shotgun start to sequential tee times
- An on-course gourmet food experience with 7 stations provided by Morgan Creek which included everything from a smoothie to start the round, to a delicious beef tenderloin steak sandwich, and homemade ice cream sandwich to round out the day.
- Prizes, golfer gift and swag, and all of the on-course contests made it a fun and competitive day.
- Without being able to host an awards banquet due to the Covid limit on gatherings, we held our first ever Online Golf Awards where we recognized our generous sponsors, volunteers and participants - and announced the winners of the on-course contests, Grand Prizes and draws (the 50-50 winner took home \$1,650!), and the 2020 Tournament Champions, *Citywide Sundecks & Railings*.

We gathered feedback with our participant survey, and look forward to elevating the Fall Classic Golf Tournament to new heights in 2021.

ACTIVE MEMBERS

Chair: Blake Ponuick, *Preston Mobility*
Faye Bork, *Dick's Lumber & Building Supplies*

Brad Ricketts, *FortisBC*

Larry Swart, *Precision Printing*

Nicola McGowan, *I-XL Building Products Ltd.*

Vanessa Swanson, *HAVAN*

Staff Representative: Dawn Sondergaard, *HAVAN*



A big thank you to the more than 35 generous Sponsors, 28 Volunteers, members of our Golf Committee, and the staff at Morgan Creek who made this a first class experience. After the dust settled, we were able to raise \$35,000 for HAVAN, which will help fund programs and initiatives to support our members.

[Check out Pictures Here](#)

- Submitted by *Blake Ponuick, Committee Chair*

35 SPONSORS • 28 VOLUNTEERS
284 GOLFERS • 2 EPIC DAYS
\$10,000 RAISED FOR BCIT SCHOLARSHIPS



EDUCATION & TRAINING COMMITTEE

GOALS / ACHIEVEMENTS

HAVAN's educational programming has continued to evolve over the years, building equity through the variety of in-person seminars and eLearn online courses presented each year, and this year was no exception. When COVID-19 was declared a global pandemic in early March, HAVAN had to shift its primarily in-person education sessions to live webinars, adding a new level of complexity and opportunity. Complexity came in the scope of execution - pushing courses through new technology and operations, while opportunities included the ability to reach more attendees (local and outside our membership), more expedient turn-around times to upload fresh content to eLearn, and allowed access to instructors who may otherwise be unavailable to lead in-person courses.

Prior to the pandemic in November 2019, high-performance building expert and colleague of Building Knowledge's Gord Cooke, Mark LaLiberte presented a full-day seminar *Better Performance Homebuilding in the Real World* to more than 80 industry guests.

From September 2019 until March 2020, HAVAN and CHBA Fraser Valley co-presented a four-part seminar series, *Built Better Homes*, presented by FortisBC, featuring speaker Hamid Heidarali of Hamid Design Build. The four interactive seminars provided the more than 415 attendees with an invaluable opportunity to take deep dives into the complexities of building to higher performance.

From March to April 2020, regular educational programming was paused to focus on delivering a COVID-19 webinar series to help members and the industry at large to navigate through the pandemic. Four free webinars were presented in four weeks, each on a different topic: *Navigating the HR Side of Business*; *Construction Site Safety During COVID-10: A Builders' Panel with BCCSA*; *Strategies to Help Your Business Survive During COVID-19*; and, *COVID-19 Economic Outlook: Housing Market Impact and Recovery*. In total, more than 2,000 people registered for these four webinars across the province, and now on eLearn, these webinars continue to educate members and non-members.

The popular Builders' Breakfast Series (BBS) resumed in July in the webinar format after pausing back in March and will continue through December. This series is generously sponsored by FortisBC (Presenting

ACTIVE MEMBERS

Chair: Anton van Dyk, Centra Construction Group

Shaun St-Amour, 475 High Performance Products

Adam MacLean, Buildxact Software

Keith Lloyd, Business Surgeon

Larry Clay, Clay Construction

Cynthia Moran, BC Housing

Sunny Goel, Convoy Supply

Lynn Harrison, Harrison Marketing Resources

Stephanie Yen, FortisBC

Mike Freedman, Audio Insider

Mike Cairns, Innotech Windows + Doors

Steve Kemp, Kemp Construction

Andrew Luk, SIGA Cover

Vanessa Swanson, HAVAN

Staff Representative: Wendy McNeil, HAVAN

Sponsor) and BC Housing (Patron Sponsor) and delivers affordable, industry-specific technical content to builders. Each session is two hours and approved for two Continuing Professional Development (CPD) credits by BC Housing, offering a total of 20 CPDs per calendar year. Members can pre-purchase a BBS 10-pack in December/ January, which guarantees them a seat at each of the 10 sessions at a reduced rate.

HAVAN's online learning platform, [eLearn](#) continues to build traction with online students, which was a huge asset during the pandemic. This year alone, 10 new courses were added to eLearn, with 732 courses sold, and 335 new students enrolled. We have seen an 89% increase in course enrollments over 2019 (388 enrolments last year), which is exciting to experience. Social media campaigns to promote eLearn courses will continue this fall and into next year.

With the ongoing changes in our Building Codes, continuing education will become more and more important in the day to day operations of the construction industry. The Education and Training Committee is committed to ensuring it can provide the most relevant and informative opportunities for HAVAN members. We encourage all members; contractors, renovators, designers, and suppliers to share new ideas with our committee for future course development. If you are interested or know of a person who would be interested in partaking in this committee, please let us know. You are welcome to attend at any time.

A special thank you to the members and other industry professionals who volunteered time to serve on this committee, served as seminars speakers, and/or sponsored the online and in-person sessions - your dedication ensures HAVAN's educational programming continues to be relevant, cost-effective, and timely to members and the industry. We encourage all members to provide ideas and input on past, current and upcoming education and training events by emailing wendy@havan.ca.

- Submitted by Anton van Dyk, Committee Chair

SUPPLIERS COUNCIL

GOALS / ACHIEVEMENTS

The HAVAN Suppliers Council represents members that provide products and services that are not a builder or renovator. The focus is to help supplier members be better suppliers and support each other to expand their business. By adding value, it creates and strengthens relationships between members while supporting the builder and renovator members. Council meetings attract a wide-ranging group of suppliers.

In the 2019-2020 season, the Suppliers Council undertook several initiatives.

- **Council Meetings.** The Suppliers Council meets monthly (usually on the 3rd Wednesday of each month), at Centura Tile & Flooring in Burnaby prior to COVID-19 and virtually since March. The attendees are getting extreme value as there is a constant attendance of over 35+ members each meeting. The meeting includes sales tips, discussion of challenges and assistance along with a breakout period of groups of 4 members per group (in person only) that get to know each other better and network. In addition, there is a WhatsApp group that members ask for help, support, and get recommendations.
- **Mastermind Group.** This was a new initiative which was a pilot project which started with six supplier business owners in 2018. The mastermind group offers a combination of brainstorming, education and peer accountability and support in a group setting to sharpen the member's business and personal skills. The mastermind group helps the member and the mastermind group members achieve success. Participants challenge each other to set up powerful goals, and more importantly, to accomplish them. The mastermind group has a facilitator which is Keith Lloyd (*The Business Surgeon Consultancy*). It has been a highly successful initiative that the mastermind group continues.
- **Buildex Booth:** Over 18 supplier members collaborated to redesign and revitalize HAVAN's booth. The semi-completed house featured displays and demonstration space for participating members at an affordable buy-in, as well as opportunities for attendees to learn about the benefits of HAVAN

ACTIVE MEMBERS

Chair: Alisa Aragon, *Bridgestone Financing Pros*

Vice Chair: Chelsea Julian, *Upper Canada Forest Products*

Secretary: Simone Sunderland, *Green Sheet Construction Data*

Nick Bray, *Nick Bray Architecture*

Keith Lloyd, *The Business Surgeon Consultancy*

Ian Funay, *Perfection Connection*

Reza Kamrani, *Federated Insurance*

Nicola McGown, *I-XL Building Products Ltd.*

Susan Collins, *SMC Interior Design*

Stefanie Neal, *Northern Lighting*

Sean Massicotte, *Centura Tile & Flooring*

Toula Favreau, *Acanthus Interiors*

Nick Petrie, *DOS Design Group*

John Alley, *Custom Building Products*

Anne Kulla, *Huckleberry Landscape Design*

Joanna Grover, *TileTown*

membership for themselves and associated trades. A new sub-committee has been formed to start planning for the booth in 2021, pending COVID-19 gathering regulations.

• **Handshake Awards.** The Council continues to encourage members to work with other members with the Handshake Award. There are first and second place awarded to builders, renovators and suppliers, who do business with the most HAVAN members over the course of the year. In addition, there is a wild card that any HAVAN member can win by simply participating in the survey. The awards are promoted throughout the year. There will be 7 winners announced at the November Meeting.

• **Construction Social (HAVAN MeetUp Group)** is an every-6-week informal, drop-in networking event focused on building supplier-to-supplier relationships and is open to the wider community on meetup.com. It has continued to attract about 20-30 people per meeting. It has been revamped and held monthly at DOS Design Group.

We will continue to work together within the Supplier Council, the Education and Training Committee and the Renovation Council, to facilitate supplier-generated education for builders, renovators and suppliers and create opportunities for CPD-granting events in the coming year.

We encourage every member that provides products or services and are not a builder or renovator to attend the meetings whether you are a long-term member, or you have recently joined HAVAN. We continue to build stronger relationships which has resulted in more business with members.

- Submitted by Alisa Aragon, Committee Chair

Maria Rudman, *Schluter Systems*

Menza Bouwman, *Door Painters*

Shaun St-Amour, *475 High Performance Building Supply*

Pam Chilton, *Zimba Design*

Tom Bremner, *Baseline Processing*

Gavin Sidhu, *Uppal Building Supplies*

Chantelle Kennedy, *Pacific Art Stone*

Luis Faria, *Owens Corning*

Jacquie McBain, *Go To Promotions*

Mindy Tulsi-Ingram, *Green & Green Gifts with Flair*

Staff Representative: Renée Auer, *HAVAN*



MARKETING & COMMUNICATIONS COMMITTEE

GOALS / ACHIEVEMENTS

Goals of the Marketing and Communications Committee, based on the strategic plan are to:

- Drive good business to HAVAN member companies, as well as among member companies.
- Using HAVAN's Brand, build awareness of HAVAN as the go-to source for consumers to find member companies as well as to find reliable information about their residential buying needs.
- Using podcasts, video, social media and HAVAN.ca, develop member buy-in to the Association by demonstrating tangible value of membership.
- Create and curate a library of member content.
- Develop member buy-in using company profiles, link-backs and "All tools at our disposal".
- Internal relationships are a major part of the MCC's mandate. This of course includes communications among members, as well as among committees and councils of HAVAN and with HAVAN's staff.
- Always improve and streamline communications of the association's goals and purpose to members and public. To this end, research new software, social media channels and CRM

Steps:

- A new Customer Relationship Management System (CRM) can unlock many doors. For the present we wait on that, because of cost constraints due to Covid.
- Despite, but also due to Covid, our richly talented HAVAN staff have developed on-line, virtual outreach to a fantastic extent. We really hit the ground running with barely a bounce. Awesome work everyone. The Podcast and Video concept ideas are already activated.
- The HAVAN rebrand will never be 100% complete, as brands evolve over time –but the main work is behind us for the present.

**MEASURE
TWICE
CUT ONCE**

HAVAN PODCAST

ACTIVE MEMBERS

Co-Chair: Ralph Belisle, *TQ Construction*

Co-Chair: Michael Marsland-Root, *Red Five Design*

Lynn Harrison, *Harrison Marketing Resources*

Blake Ponuick, *Preston Mobility*

Cheri Stefanucci, *Abstract Homes and Renovations Inc.*

Nick Petrie, *DOS Design Group*

Laura Anzulovich, *Boffo*

Michael Marsland-Root, *Red Five Design*

Wendy McNeil, *HAVAN*

Sonali Rayas, *HAVAN*

Vanessa Swanson, *HAVAN*

Staff Representative: Dawn Sondergaard, *HAVAN*

Achievements in the Last Year:

- The first ever virtual edition of the HAVAN Awards Gala ceremony.
- Reaching out to the public to represent the outstanding work of the members during an unprecedented time of pandemic.
- Finding ways to stay connected and relevant during a period of limited in-person contact and networking events.
- Creation of new social media stream to connect with consumers: Podcast '*Measure Twice, Cut Once*'.
- Addition of 'Builders Blog' to promote members sharing ideas, resources, and solutions to COVID-19.
- MCC membership continues to evolve and grow. This year, Michael Marsland-Root of *Red Five Creative* stepped up as Co-Chair. Michael is a bright light and a most accommodating contributor.
- MCC involvement in events and friendly relationships with other Committees and Councils, helps relieve any potential misunderstandings and mis-communication.
- Creation and launch of member Spotlights - to showcase members in a transparent, personable, and light way, to help foster connections.
- The 3-way cooperation among members, committees and staff, have not been better in the 25 years of this writer's association membership.

- Submitted by Ralph Belisle, Co-Chair and Michale Marsland-Root, Co-Chair



UNDER-40 COMMITTEE

GOALS / ACHIEVEMENTS

What a year it's been for the U40 committee!

In 2019 - 2020 We've once again pulled off some engaging, fun & rewarding networking events such as *The Citywide Indoor Beach Volleyball Tournament* & *Grand Prix: Go Karting*.

And Mentorship events; some over breakfast and some over happy hour drinks, with speakers John Gunson, *Euro Canadian Construction Corp.*, Kathy Yuen, *Phase One Design*, Rob Capar, *maison d'être design-inc.*, & Troy Ambromaitis, *Bucci Developments* have been motivational & inspiring. We thank our mentors for taking the time to help mold who we are as young professionals. Looking forward to more of these in the future. Please let us know if you're interested in sharing your story with us!

Since Covid, our committee has pulled together to discuss and to help one another, while we navigate through these difficult times. Our committee meetings have been over video conference with an increase in attendance. We've planned (and cancelled) a networking event. We'll continue to seek safe alternatives to gather, as well as plan small mentorship events.

The committee's goals continue to be centered around building positive connections within the industry, bringing rising stars into HAVAN's sphere of influences, and adding value to HAVAN membership,

The U40 Committee aims to continue this trend even through these difficult times. We will also continue to explore new opportunities to collaborate with other committees, to foster inclusion and sharing of resources.

- Submitted by Katerina Vastardis, Committee Chair

ACTIVE MEMBERS

Chair: Katerina Vastardis, *Designs by KS*
Vice Chair: Kyle Darvasi, *K2 Stone*
Vice Chair: Adam Torris, *Centra Windows*
Vice Chair: Ryan Wiebe, *Monarch Floor & Window Coverings*
Henri Belisle, *TQ Construction*
Ian Gillies, *EMCO Corporation*
Mike Cairns, *Innotech Windows + Doors*
Greg Baarts, *Grenor Homes*
Jennifer Gunson, *Euro Canadian Construction*
Shawn Moran, *Graytek Connected Home Solutions*
Silvie Pantsios, *Designs by KS*
Jerry Pol, *Caliber Projects*
Michelle Warren, *Valiant Financial*
Brandon Smith, *New Vision Projects*
Andrew McKenna, *McKenna Construction*
Staff Representative: Vanessa Swanson, *HAVAN*

WOMEN'S COUNCIL

GOALS / ACHIEVEMENTS

Goals: Engage, Encourage and Empower women in the residential construction industry

Major Activities:

Our Executive Council grew with the additions of Pam Bhatti as Secretary (replacing Lindsay Gallo), and Ramneet Basraon as the Art of Leadership for Women Coordinator.

• **Café Series & Women's Council Meetings:** This new format kicked off August 26th, 2020. We featured Adeline Huynh of BC Builder's Code on our panel in which labour shortages, discrimination, and harassment in the industry were discussed. It was moderated by Cheri Stefanucci, and 3 featured panelists from the Executive, with much positive feedback.

Going forward, we'll continue with this format, discussing topics that matter to our members with a more engaged, "Café" style discussion every second month. The panel each time will feature women in this industry with a common topic to discuss - sharing valuable and unique insights across the industry. Half of the Café is the panel discussion, the other half is the breakout discussions, where each panelist joins one of the breakout groups. A Women's Council meeting follows the Café.

• **Industry Tour Series:** in January, we hosted a successful Industry Tour at *Pacific Rim Cabinets* with over 30 attendees. Our theme for 2020 is the Millwork Industry. A tour at Nickels Cabinetry was planned for the fall, new dates to be announced.

• **The Art of Leadership for Women:** attendance currently planned for November 2020. • Just 1 year old, the Women's Council already has 76 listed HAVAN members with 47 members strong on Slack - a digital hub where we share news, ideas, meeting minutes and internal organization.

EXECUTIVE COMMITTEE

Chair: Laurel James, *Novell Design Build*

Vice Chair: Tammy Gizen, *Tailus*
Meredith Yuen, *Marino General Contracting*

Pam Bhatti, *Audio Insider*

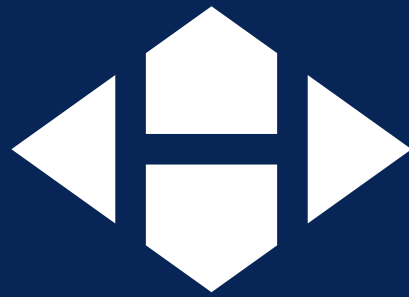
Ramneet Basraon, *Ikonik Homes*

Staff Representative: Carolyn Beale,
HAVAN

- **Jobs Fair:** was scheduled for Spring of 2020, with efforts in conjunction with U40/Membership/Suppliers Council and BCIT. New dates to be announced.
- **Networking:** Our regular Fall “Coats for Kids Charity Social” event has been postponed.

The year ahead will focus on the Café Series, and efforts to retool our other major activities either onto digital platforms, or into smaller venues. The next Café Series / Women’s Council Meeting is scheduled for October 21st, and the topic is “The Daily Grind - Surviving 2020.”

- *Submitted by Laurel James, Committee Chair*



HAVAN

Homebuilders Association Vancouver