



## City of Hamilton

# AUDIT, FINANCE AND ADMINISTRATION COMMITTEE ADDENDUM

**Meeting #:** 18-007  
**Date:** May 17, 2018  
**Time:** 9:30 a.m.  
**Location:** Council Chambers, Hamilton City Hall  
71 Main Street West

Angela McRae, Legislative Coordinator (905) 546-2424 ext. 5987

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	<b>Pages</b>
<b>4. DELEGATION REQUESTS</b>	
*4.1 Shekar Chandrashekar, respecting an opportunity to rebut information contained in FCS18030 (For a future meeting)	3
<b>6. PUBLIC HEARINGS / DELEGATIONS</b>	
6.1 Robert Elliot, Lawson Ministries, Salvation Army, respecting the business case and benefits of hiring employees with disabilities (Approved May 7, 2018) (No copy)	
*6.1.a Added Presentation	5
Additional video: <a href="https://www.youtube.com/watch?v=jPkT-Gmfs2o">https://www.youtube.com/watch?v=jPkT-Gmfs2o</a>	
6.2 Joe Deschenes Smith, Trillium Housing, respecting implementation of by-law 14-153 and how the City can add its support for housing affordability at Trillium Housing's two affordable housing projects in Hamilton (Approved May 7, 2018) (No copy)	
*6.2.a Added Presentation	17



## Added Item 4.1

### Form: Request to Speak to Committee of Council

Submitted on Friday, May 11, 2018 - 10:22 am

==Committee Requested==

**Committee:** Audit, Finance & Administration

==Requestor Information==

**Name of Individual:** Shekar Chandrashekar

**Name of Organization:**

**Contact Number:**

**Email Address:**

**Mailing Address:**

**Reason(s) for delegation request:**

The A&A Committee received information report FCS 18030, Item 5.3, on March 26, 2018.

I have made repeated requests over 3 years to express my concerns on this and other topics. I requested an opportunity to express my concerns, item by item, of the information contained in FCS 18030. It is my position that inaccurate information has been provided to the A&A Committee and to the public at large in FCS 18030. My delegation request was denied without providing any basis.

As a private concerned citizen, I am appealing to the A&A Committee again to provide me with an opportunity to rebut information contained in FCS 18030. I will provide supporting documents plus legal opinions.

## **Added Item 4.1**

The denial of an opportunity to private citizens puts into question that staff are more protected than taxpayer.

With that Madam Chair, as a concerned private citizen, I sincerely appeal to you provide me with an opportunity to present my concerns so that the public may have another perspective.

Subject might me repetitious but material is not. It first time requesting my delegation.

**Will you be requesting funds from the City? No**

**Will you be submitting a formal presentation?**



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# THE SALVATION ARMY - LAWSON MINISTRIES

# Welcome and Introductions

## **Lisa Schumph**

- Salvation Army, Lawson Ministries

## **Josh Dion-Broadley**

- Salvation Army, Lawson Ministries

## **Theresa Speers**

- Salvation Army, Lawson Ministries

## **Mark VanNoord**

- Lawson Ministries & Airborne Productions



**THE SALVATION ARMY  
- LAWSON MINISTRIES**

# City of Hamilton Strategic People and Performance Plan.

Recognizes need to develop and implement a Diversity and Inclusion Strategy. Moral obligation to reflect the diversity of the community.

Proposes partnering with organizations in the Community while breaking down biases and barriers in the organization.

# S. T. R. I. V. E.

Skills, Training, Recreation, Integration, Vocation & Empowerment

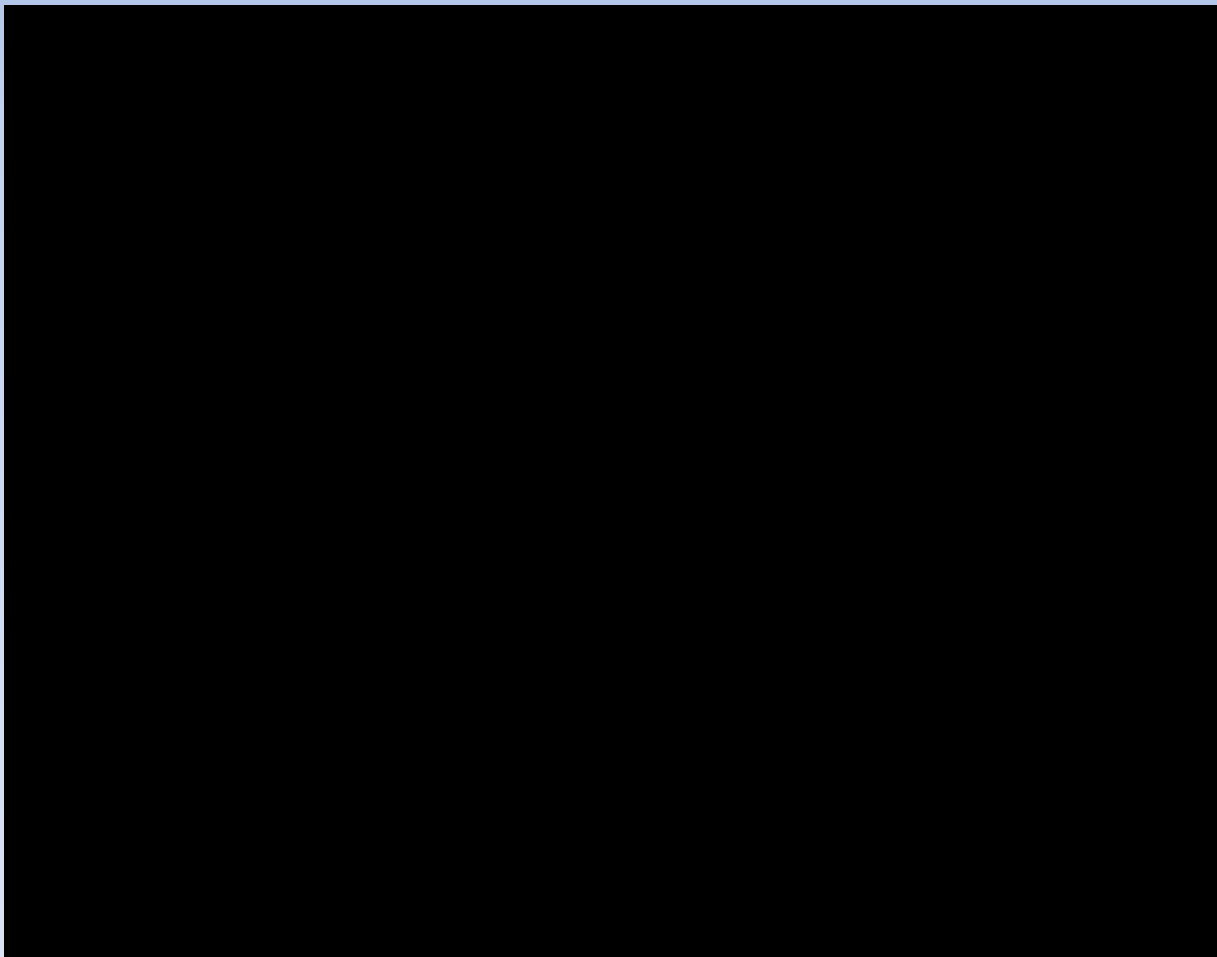
STRIVE Employment Services provides tailored employment services to adults with developmental disabilities who are eligible for the Ontario Disability Support Program (ODSP) Employment Supports program.

- Access to motivated, highly skilled workers
- Retention strategy and support and education in diverse hiring
- Personalized matching of candidates to positions
- On-the-job training with an experienced Job Coach
- Ongoing support and co-ordination throughout the employment relationship
- **Access to training incentives!**

STRIVE has developed a unique service to assist determined individuals in preparation, location, and maintaining employment.







# Why hire individuals with disabilities?

## *An Untapped Talent Pool*

- 36% of Ontario's small to medium-sized business have difficulty filling vacancies due to a lack of qualified people
- At the same time, people with disabilities represent an untapped talent pool that can help fuel growth and a return on investment

(DuPont survey, 1991)

## *Employees with disabilities take less absence days*

- **86%** employees with disabilities rate average or better on attendance

(DuPont survey, 1991)



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# Why hire individuals with disabilities?

***Employees with disabilities are highly motivated at work***

**75%** small to medium-sized business employees with disabilities report they meet or exceed expectations

***Employees with disabilities more likely to stay in the job longer***

**20%**  
lower job turnover compared to their counterparts without disabilities

(The 1987 Harris study (U.S.))



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# Why hire individuals with disabilities?

**\$25,000,000,000**

- Estimated annual discretionary spending power of people with disabilities across Canada annually  
(*Royal Bank of Canada*)
- 15% of Ontario's population has a disability, including more than 40% of people over age 65.
- 1.85 million people in Ontario have a disability. That's one in seven people.  
(*Accessibilityconsultants.ca*)



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# Why hire individuals with disabilities?

## Safety

97% of workers with disabilities had an average or better safety rating

(DuPont Survey, 1991)



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# Working at McMaster University



Over the years we have enjoyed a mutually beneficial relationship with McMaster University.

This relationship addressed a need they had to keep their fitness center clean and we supplied them with skilled workers who are very happy to be working on campus!!!



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Today

**THE SALVATION ARMY  
- LAWSON MINISTRIES**



# City Of Hamilton

**Lawson has the people and resources to help the City of Hamilton meet it's Strategic People and Performance Plan!!**

## City of Hamilton Strategic People and Performance Plan.

Recognizes need to develop and implement a Diversity and Inclusion Strategy. Moral obligation to reflect the diversity of the community.

Proposes partnering with organizations in the Community while breaking down biases and barriers in the organization.

# Who to contact?

Theresa Speers, Employment Services Case  
manager

Tel: 905-746-1768

Email: [theresaspeers@lawsonministries.org](mailto:theresaspeers@lawsonministries.org)







Partnering with the City of Hamilton to deliver affordable  
ownership housing

**Joe Deschênes Smith, Principal**  
[jds@trilliumhousing.ca](mailto:jds@trilliumhousing.ca)

# Trillium Housing Projects in Hamilton



## Highbury

71 Townhouses. Target: Trillium Mortgage for 50% of buyers



## Winona

60 Townhouses. Non-Profit purchase of surplus Ontario land

## Our Projects

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Trillium Housing has two Hamilton developments. Both developments to be mixed developments.

Picardy: 71 unit town homes. Re-zoning scheduled for consideration June 3.

Winona: 60 unit town homes. Zoning approved.

## Development Charge Bylaw

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Provides relief of Development Charges for Affordable Housing Projects.

Trillium Housing delivers “mixed” communities (City goal)

Trillium Housing’s “Affordable Housing Project” would deliver its housing affordability to approximately 50% of the purchasers - all income-eligible. .

Trillium Housing has requested that the City provide DC relief only for these purchasers.

Issue: City has interpreted the bylaw to equate “Affordable Housing Project” as the same thing as the overall development.

Trillium Housing requests Council to clarify the bylaw so that an Affordable Housing Project can be a subset of the total number units in a development.

**Affordable Home Ownership – Most cost effective delivery**



## Funding

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Trillium Housing requests that Council identify potential funding for the two Trillium Housing projects DC relief from the Reserve account recently provided additional funding as part of the year –end surplus allocation



# Trillium Housing Projects



**Highbury in Hamilton. 71 Townhouses.  
Target: Trillium Mortgage for 50% of buyers**

**The LOOP in Toronto. 62 Stacked Townhouses  
33 Trillium Mortgages. Construction underway.**



**Duffin Heights project in Pickering.  
Current design over 254 units.**



**Winona in Hamilton  
60 Townhouses.  
Non-Profit purchase of surplus Ontario land**

# Trillium Housing Model



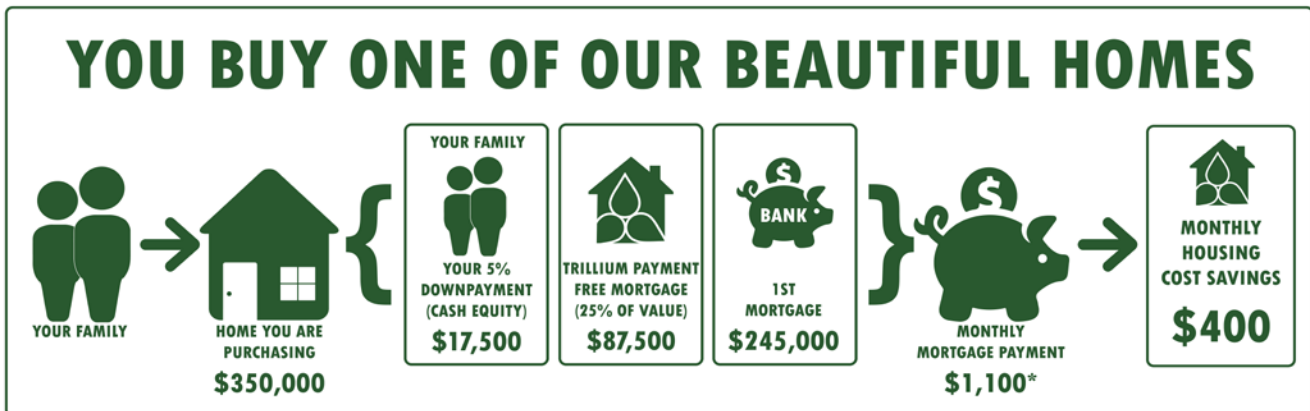
**Trillium Housing invests in conventional housing projects & reinvests its share of the profit in Trillium Mortgages.**

**Trillium Mortgages finance purchases by income-eligible families.**

**The shared-appreciation Trillium Mortgage delivers housing affordability as it is PAYMENT-FREE until discharge.**



# This is good for housing affordability



\*MERIDIAN CREDIT UNION 5 YEAR FIXED RATE 2.59%

## How Trillium Housing delivers housing affordability





## This is good for housing affordability

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Housing Affordability RESULTS from Trillium Housing's The LOOP Project in Toronto			
	<u>3 Bedroom</u>	<u>2 Bedroom</u>	<u>3 Bedroom</u>
Home Price Forecast	\$528,900	\$420,900	\$551,900
Downpayment (5%)	\$26,445	\$40,000	\$37,595
Trillium Mortgage	\$122,455	\$105,900	\$214,305
First Mortgage	\$380,000	\$275,000	\$300,000
Monthly Mortgage Payment*	\$1830	\$1,320	\$1,442
Household Composition	2+2	\$1+1	1+3
Household Income**	<b>\$79,000</b>	<b>\$46,000</b>	<b>\$63,000</b>
Monthly Housing Cost Savings From Trillium Mortgage	<b>\$585</b>	<b>\$490</b>	<b>\$1020</b>
*Meridian 5 yr closed, fixed rate – 3.15% .			

At The LOOP, Trillium Mortgages were provided to 33 families.  
 Average household income: \$66,000  
 Average Reduction in Housing Cost: **\$480 PER MONTH**



## This is **good** – for Families

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- Significant positive financial impact for the family
- Home ownership offers a strong savings tool
- Homeownership can insulate homeowners from cost fluctuations in rental markets and tenure
- Owned homes provide families equity to draw on over the long term
- Particularly important for low and modest income families

**Affordable Home Ownership = Increased Financial Security**



## Affordable Home Ownership - other benefits

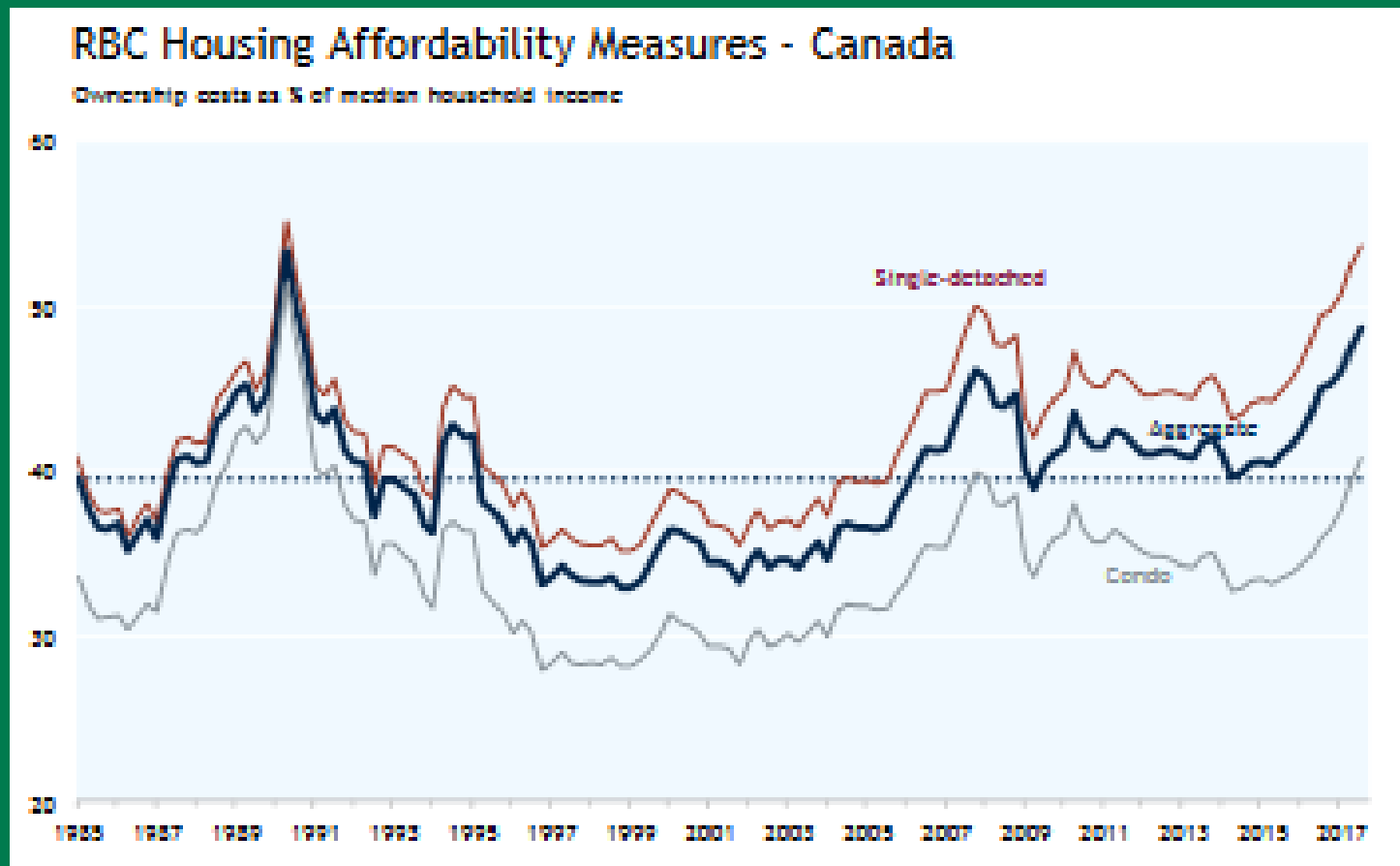
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### Research on benefits of access to housing:

- Added security of tenure and cost stability
- Improved outcomes for Children – well-being, school performance, participation in activities
- Improved health and well-being
- Positive community and neighbourhood impact



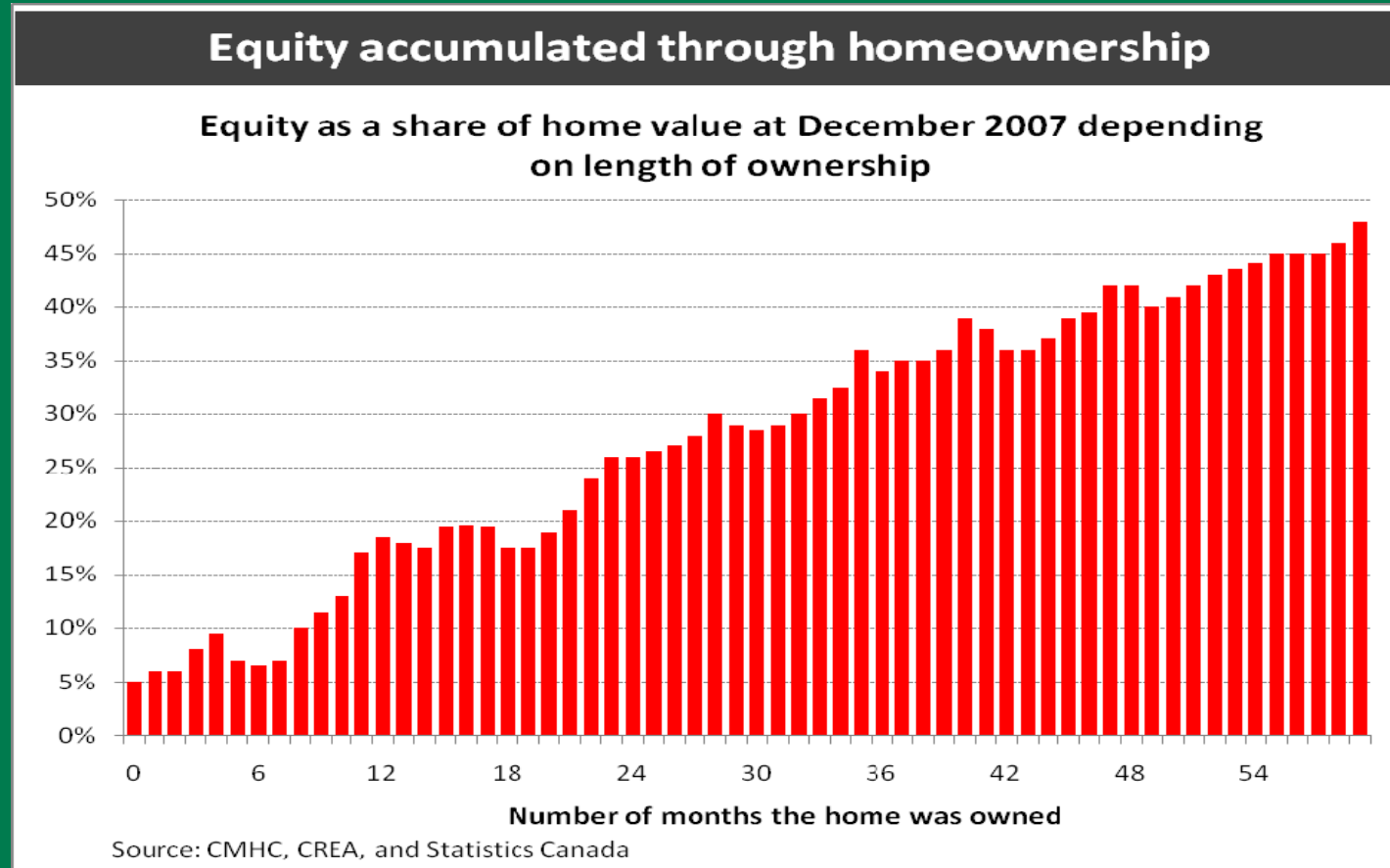
This is the **problem**.



Across Canada, ownership costs as a % of income are increasing



# Housing is **good** for Building Family Equity



Accumulated Family Equity in a home after 5 years: **48%**

