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File No. MAT18478

May 23, 2024

Habitat for Humanity Victoria

Attention: Scott Dutchak, CEO

Via Email: hr@habitatvictoria.com

Dear Mr. Dutchak

RE: Erin Booth – Habitat for Humanity

Thank you for your letter of May 15, 2024.

My client is interested in maintaining her enrollment with Habitat for Humanity with the goal of pursuing home-ownership through the Society. My client is hopeful that the Society will continue on this path with her, notwithstanding her current unemployment.

Ms. Booth is a highly qualified Chartered Professional Accountant with 17 years of experience, including 15 years of experience with provincial and municipal governments. She also taught for two years at Camosun College in their accounting program. It is somewhat difficult for a highly qualified professional like Ms. Booth to find work, as the number of positions requiring her level of skill and experience is limited. The hiring process for these types of positions is also more involved, with multiple interviews, hiring panels, etc. Ms. Booth is confident that she will find work in the near future. However, if it means being able to maintain her participation with Habitat, she will start applying to positions with lesser qualifications and pay.

Please see below a summary of the positions she has applied for. There are several that she is still waiting to hear back on. On several of the positions that she was not successful for, she received calls from the potential employer indicating that her application was strong, and indicating that they will consider her for other positions.

Date Applied	Location	Position	Advertised Salary	Result
March 26	Royal Roads University	Senior Budget Analyst	\$90,000 - \$110,000	Screened in - not successful
March 26	District of North Cowich	Manager, Revenue Services	\$115,000 - \$130,000	Interviewed - not successful
March 26	BC GOVT	Sr. Financial Policy & Compliance Analyst	\$73,855-\$84,134	Competition Cancelled
March 26	BC GOVT	Budget Manager	\$74,300 - \$150,000	Screened in - not successful
March 27	CRD	Senior Business Analyst	\$52.00/hr	Interviewed - not successful
April 22	BC GOVT	Financial Systems Analyst	\$64,123 - \$72,674	In Progress
April 22	BC GOVT	Financial Management Analyst	\$64,123 - \$72,764	In Progress
April 22	BC Ferries	Senior Financial Analyst	\$105,000 - \$125,000	Interviewed - not successful
April 22	Sidney	Senior Accountant	\$43.21 - \$46.97	In Progress
May 15	Central Saanich	Financial Analyst	\$45.03 - \$48.07/hr	In Progress
May 22	Island Health	Manager, Budgets and Financial Analysis	\$54.37 - \$78.16/hr	In Progress

It is true that Ms. Booth asked for some concessions on her monthly payment, but this does not mean that overall she cannot pay. She is simply carefully managing her family's finances while she remains unemployed. Ms. Booth is someone who will be able to sustain the mortgage as required by Habitat.

Ms. Booth kindly asks that the Society re-consider her request to extend the grace period until the end of August, 2024, at the current reduced monthly payment. The alternative, would be that Habitat for Humanity evict Ms. Booth, a single parent, during a vulnerable time for her family.

I have advised Ms. Booth that in any event, it is likely that the *Residential Tenancy Act* applies to the current arrangement between her and the Society. Section 5 of the *Act* provides that a landlord cannot "contract out" of the legislation. Section 4 of the *Act* provides eleven exemptions to the *Act* (care homes, co-ops, etc.), but does not exempt non-profit housing or arrangements similar to this one. The *Residential Tenancy Act* provides limited basis for eviction. Should the Society choose to force an eviction, rather than attempt to support my client's continued enrollment in their program, she may resist the eviction on the basis that the *Residential Tenancy Act* applies.

I ask that you please give further consideration to Ms. Booth's request. Ms. Booth is optimistic that a solution can be reached that does not result in her family's eviction or the forfeiture of the equity she has built pursuant to the early occupancy agreement.

Yours Truly,

VELLETTA PEDERSEN CHRISTIE

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