



OASIS

ANNUAL REPORT
2015 - 2016



Developmental service agencies
building inclusive communities,
enabling healthier lives for Ontario's
most vulnerable.

Agencies Matter

It takes a village

QASD's member agencies provide vital support to families in need, ensuring the provision of timely and necessary resources to help them succeed now and in the future.

With years of successful provision of skill-enhancing supports provided through agencies, many individuals are living fully engaged community based lives. While QASD's supports and appreciates the additional funding provided for direct supports to individuals, the transformation agenda has yet to identify the mechanism to address more senior support that focuses on advocacy, adaptation and case management while ensuring adherence to quality assurance measures and legislative requirements.

With a community of experts in every part of Ontario, QASD's member agencies help to ensure that the support needed for vulnerable families is available before, during, and after a crisis, and meets the full spectrum of diverse and complex needs.



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Employees Matter

Strong sustainable agencies provide the backbone for transformation of the developmental services sector, and are the providers of the supports and services that minimize risk and ensure full community engagement of Ontario's most vulnerable citizens.

Currently, most of QASD's member agency employees are enrolled in defined contribution pension plans. While some have a contribution rate that is on average 3% employee/3% employer or greater, there are still many who cannot afford a plan at all. Many of those in plans are enrolled in group RRSP's as they offer the best low cost administrative expense and permit employees to make volunteer contributions to their overall maximum as well as being highly flexible with options for education and home ownership built in.

Developmental services agencies cannot afford to contribute an additional mandatory payment of 15% of salary to the QASD, nor can their employees afford this surprise cost.

The Government of Ontario must commit to helping developmental services agencies meet this additional obligation.



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Collaboration Matters

The Government of Ontario must consider how the developmental services sector can be included within an integrated strategy to address poverty and the need for accessible and affordable housing, in order to help address the waiting list of more than 20,000 vulnerable adults and aging families waiting for services.

Part of this integrated strategy must include the formation of an inter-ministerial working group - the first recommendation in a report from the Select Committee on Developmental Services. This would enable Ontario's ministers to work with agencies to develop integrated long-term solutions. The government's recognition of the complexity of the sector and noted that the coordinating and integrating services is one of its priorities.



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Sustainable Services Matter

The developmental services sector is a leader in equity - more than 50% of our CEOs are female.

Almost 50% of agencies that have made pay equity adjustments without government funding (2009/10) have reduced staffing levels and services in order to meet this legal obligation. Some organizations have deferred pay equity components when funding was frozen, in order to maintain front line levels of service.

Today, agencies across Ontario are seeing a decline in the number of volunteers agreeing to sit on their boards, due to personal and agency liability, hastening the negative impact further.

The province must mitigate the pressure. Make changes to the Proxy Pay Equity legislation, or amend Proxy Regulation 396/93, to allow for in-sector comparisons, placing moratorium on Proxy Pay Equity liabilities until changes are put in place, and commit to funding pay equity adjustments to completion once the changes are in place. This will prevent the loss of 3,600 full-time positions and mitigate service impacts for people with developmental disabilities and their families.



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OASIS BOARD OF DIRECTORS 2015-2016

L. David Barber, *President*
Ann Kenney, *Vice President Volunteer & Treasurer*
Michelle Marshall, *Vice President Executive Director*
Donna Britten, *Secretary*
Darren Connolly, *Director at Large*
Mal Coubrough, *Director*

Wilma Arthurs, *Director*
Norma Lamont, *Director*
Heather Bruce, *Director*
Sherry Parsley, *Director*
Trevor McGregor, *Director*

OUR VISION

Strong, viable, accountable agencies who have the resources and professional competencies to provide quality supports and services to people with special needs.

OUR MISSION

OASIS provides leadership through sharing ideas, information and knowledge, and interacts with government and other organizations on issues affecting its members.

OUR VALUES

DIVERSITY

INTEGRITY

TRANSPARENCY

LEADERSHIP

EXCELLENCE

OUR GUIDING PRINCIPLES

1. OASIS promotes an environment that encourages participation of the membership. It recognizes all members as equals, respects the autonomy and philosophical position of members, and understands that agreement may not be possible on all issues.
2. OASIS promotes the collective interests of people with special needs and their families by helping to improve and extend responsive and cost effective supports and activities to its members.
3. OASIS is a volunteer driven organization.
4. OASIS conducts its business in an atmosphere of transparency.
5. OASIS interacts with government in a non-partisan manner.
6. OASIS partners with other groups when appropriate in pursuit of its vision.
7. OASIS provides information to members and government regarding best practices, emerging issues and current trends through research and other activities.

MESSAGE FROM THE PRESIDENT

I am pleased to report that OASIS Membership is rapidly approaching 200 and our potential for growth is boundless as our sector encompasses many disciplines, including, but not limited to, children's services, education, health etc. and the not-for-profit organizations who find the services and supports that we offer to be of value, is limitless.

The cornerstones of OASIS are the **FOUR PILLARS** that stand as a testament to the work that our members perform related to the Developmental Services Sector. These include Agencies Matter, Sustainable Services Matter, Employees Matter and Collaboration Matters. Each of these mini-posters is available for download on the first page of the OASIS website. They are blank on the reverse so that you can put your name, your logo and your local information on the back. You can use these in conversations with your MP, your MPP, with your Mayor, with local Service Clubs, and with Media. They are the perfect "leave behind" that tells our story clearly, succinctly and efficiently. They should be used as inclusions with your standard information package that you provide to new Board Members, new employees and other interested parties. Parents who support the work of your agency need to have these posters so that when they are asked by government, ODSP, the DSO, educators and others in the community about who are the best qualified, the best trained, the most capable and the most committed people to look after their children with an intellectual disability, it is a no brainer: it is you, their local agency, and they can point to the posters to explain why. These are powerful messages. I ask that you please use them.

This is the end of my administration as your President. I have truly enjoyed every moment working with a team of dedicated Volunteers and Executive Directors who understand that there is a substantial commitment of time and effort required in order to maintain our standing as the preeminent voice of agencies providing services and supports to people with an intellectual disability. The work is considerable, but the personal rewards are immeasurable. Please do not hesitate for one moment to hold your name forth as a future potential Board Member of OASIS. I guarantee that you will be working with some of the brightest minds in the Developmental Services Sector, and you will experience firsthand the thrill of victory and the agony of obfuscation as you work to understand and attempt to direct the unfolding and ever evolving transformation process.

I have two years left to serve on the OASIS Board as Past President and I look forward to working hand in hand with the next President and their administration to further strengthen and empower agencies to continue to be what has taken us 60 years to become - the best of the best.

Sincerely,



L. David Barber OMC, *OASIS President*
Ontario Agencies Supporting Individuals with Special Needs

COMMITTEE REPORTS

OASIS LABOUR RELATIONS COMMITTEE - MAY 2016

As always, this was another active year for the Committee and I would like to express my appreciation for the ongoing efforts of the committee members: Judy Pryde, Eugene Versteeg and Nancy Brown. We would also like to express appreciation to Miranda Heersink who so capably organizes the Committee's events.

As predicted a year ago, the creation and development of the Developmental Services Advisory Group (DSAG), along with the establishment of the DSAG Reference Group, consumed much energy and attention. Eugene & Dave were asked to co-Chair the Reference Group and participate at the DSAG. We have continued to provide information from and continuity with the understandings reached through the Workforce Stability Discussions the previous year.

Given the activity arising from the flowing of Ministry funds for wage enhancement a year ago, the Committee recommended to the Board to not embark upon conducting another Operating Pressures Survey this year. Similarly, given the initiative arising out of the DSAG (Comprehensive Compensation Study), the Committee also recommended to the Board to not embark on conducting the scheduled OASIS Salary Survey this past fall. The Board accepted both of these recommendations, given the investments of both time and dollars required to complete these projects. The Board also accepted the Committee's concerns for 'survey overload' that has been expressed many times in the sector.

The Committee did facilitate three other surveys for OASIS this past year; however, those were the survey regarding pensions, and two surveys concerning Pay Equity. The results of those projects have been communicated in other forums and will not be repeated here. The Committee would like to express our appreciation to all who completed those surveys, and acknowledge the work of Glen Hodgins in Ottawa for his work in collecting and analyzing the data to prepare the reports.

We were very pleased to host another sold out (oversold) Information Session at the end of January. The evaluation results and slide decks from that Session can be found on the OASIS website.

During the year, the Committee also met with representatives of WSIB and participated in their 'Rate Framework Modernization' consultation sessions to ensure that input from the DS sector was recognized.

Finally, we would like to acknowledge and thank MCSS for the funding that they have approved for the development of online Health & Safety training modules, which are being developed by the Public Services Health & Safety Association (PSHSA). The Committee is responsible for steering this project. Phase 1 modules

are expected to be released to the sector soon, with the Phase 2 module due for release in early fall.

The Committee would like to acknowledge the ongoing support of the OASIS Board for the Committee's activities and initiatives.

David Ferguson, *Chair*

OASIS BUSINESS RESOURCE COMMITTEE (OBRC) APRIL 2015 - MARCH 2016

The OBRC focused on two major areas:

1. Agency networking and information sharing
2. Ministry Networking and providing information/constructive feedback through OASIS

As part of agency networking and information sharing, OBRC sponsored and engaged with Developmental Services Finance Group (DSFG) which is a provincial grassroots finance and administration group for agencies in the DS sector. Through Christian Horizons' generous donation of a free meeting space OBRC was again able to donate funds to DSFG to assist with meeting costs. Members were also asked to contribute \$100.00 on a volunteer basis to cover the shortfall. The DSFG provided information for OBRC projects and received feedback in return.

OBRC, through DSFG, promoted sound business practices and gathered information to provide constructive feedback to the ministry through OASIS on both finance and administrative issues.

Some of the practices promoted related to:

- Ongoing updates and additions to the Policy Options Manual
- Collected information from the DSFG to identify indicators. These indicators will be tracked on a quarterly basis to develop consistency in reporting across the sector and improve data quality
- Development of collective strategies to manage cost pressures – The Ministry of Government Services has approved the business case to fund a resource housed at OEMC for two years. This resource will work with the DS sector to develop VOR for our sector with OBRC acting as the control group. OEMC is waiting for the ministry to sign the Transfer Payment Agreement.

COMMITTEE REPORTS *cont'd...*

To share information, OBRC posts information it collects and/or is provided by presenters at the DSFG meetings on the OASIS website on the open section under OBRC Resources.

As part of networking with the ministry and providing constructive feedback, OBRC met with MCSS representatives and will be involved in the following pilot projects for 2015-16 into 2016-17:

- Participating in the treasury board initiative to provide feedback on modernizing transfer funding
- Acting as an advisory group to ministry funded My Direct Plan initiatives and provide feedback on information that needs to be provided to the agencies and ministry
- Acting as an advisory group to the ministry funded data transfer project to Christian Horizons to provide feedback on data elements requirements
- Acting as an advisory group to ministry funded service contract by Individualized funding initiatives and provide feedback on information that needs to be provided to the agencies and ministry
- Acting as an advisory group to ministry funded financial accountability project initiatives and provide feedback on information that needs to be provided to the agencies and ministry

A joint effort between OBRC and DSFG to develop a process for supported banking was started in 2013-14 and will continue into 2016-17. Work done to date on this project is expected to result in a continuum from supported banking for individuals who can provide consent to trust banking for those individuals who cannot provide consent.

OBRC with DSFG tracks the various financial and legislative changes that apply to the DS sector and analyzes their financial and administrative impact. It then works with the ED representatives to turn this information into constructive feedback that OASIS can take to the senior ministry and government officials. One such initiative is Pay equity where through DSFG we will facilitate feedback to the OASIS Pay equity group.

The Ministry shortened the reporting timelines on the quarterly reports, and sector feedback was gathered on the implications of this decision and provided to ministry with a request that ministry reconsider - to date there has been no response.

In 2015-2016 we had a new committee member from the North join. Going into 2016-2017, we welcome a new OASIS Board liaison.

Committee Structure

The list below represents the structure and members for the 2015-16 year.

Respectfully Submitted,

Darlene Ryan, *Chair*

2015-2016 BUSINESS RESOURCE COMMITTEE MEMBERS

OBRC is developing its work plan for 2016-2017, and looks forward to another year of supporting OASIS and the Developmental Services sector.

Rhonda Stone, *Community Living Algona*

Margaret Patrowicz, *New Leaf*

Angelica McKay, *Christian Horizons*

Joanne Stolte, *Kerry's Place Autism Services*

April Papineau, *Community Living Haldimand*

Flavian Pinto, *Community Living Toronto*

Darlene Ryan, *Chair - Community Living Prince Edward*

Brian Sim-Little, *Community Living London*

Sally Ginter, *OASIS Board - Kerry's Place Autism Services*

Ann Kenney, *OASIS Board - Volunteer*

COMMUNICATIONS AND PUBLIC RELATIONS STRATEGIES

With a priority to build relations with government and to strengthen the voice of OASIS, the Communications and Public Relations Strategy Committee

undertook several projects on behalf of OASIS Members this past year. Together we made sure that people understood the four pillars of strength that hold up our sector and that are instrumental in providing high quality supports for families and individuals with developmental disabilities: Agencies, Employees, Sustainable Services & Collaboration.

The most notable activity that we engaged in was the Information Day at Queen's Park on October 20, 2015. This day included a number of meetings with

COMMITTEE REPORTS *cont'd...*

Members of Provincial Parliament and provided us the impactful opportunity to advocate on behalf of OASIS members, drive awareness of issues of importance, educate officeholders, and build relationships that can be leveraged in the future.

We are committed to helping you, our members, strengthen your voice and the profile our sector has, so we have taken great strides to create sophisticated communication materials that will not only help minimize duplication of efforts and expenses, but help all of us create a consistent message. Part of educating officeholders means the production of high quality materials to showcase our key messages in a visual, impactful, and memorable way. Follow the link below, incorporate your own agency logo and feel proud to present high quality communication materials at all of your events and meetings! <http://oasisonline.ca/top-stories/oasis-four-pillars/>

Additional efforts went into the preparing and submission of several important reports to help shape policy and provincial budgets, as well as media releases to provide a voice and position for current events. One such report, that we believe will help generate great dividends for our sector, was to the Gender Wage Gap Steering Committee (GWGSC). After having had the opportunity to meet with this committee on January 12, 2016, the OASIS Communications Committee, and the Pay Equity Committee worked with our Public Relations Advisors at Edelman to summarize the most pressing issues experienced by female employees within our sector, mothers and women with an intellectual disability currently in service and waiting for service. Be sure to visit our website and review this and other important documents that have been submitted on your behalf and to familiarize yourself with the conversations.

With a commitment to partnership and collaboration, OASIS has worked diligently with a number of other Provincial groups to help provide insight, resources and learning opportunities that have benefited all. We were proud to participate in the development and hosting of the Provincial Network Communications Forum this past fall and will continue to bring the voices and perspective of OASIS to future initiatives. Individually we are strong, but together we are undeniable.

Continuing efforts and new to our repertoire of resources for you has been the following:

- Monthly additions of the DIGEST
- Bi-Monthly E-Blasts
- Webinars to Raise Awareness of opportunities and provide training (Social Media-How To's, Group Purchasing, Funding/Grant Opportunities and Governance Series)
- Creation of the OASIS/PSHSA Affiliate Page hosting a plethora of Web based Training Materials

Stay tuned for more great supports and materials during 2016-17 that will help you raise awareness within your own community while implementing a shared message strategy that strengthens the voice for our entire sector.

A big thank you for the many volunteer hours and tireless efforts of the Committee members who helped make all of this possible for you:

- David Barber, *OASIS President – Simcoe Community Services*
- Ann Kenney, *OASIS Vice President/Volunteer – Community Living South Muskoka*
- Jocelyne Paul, *Volunteer – Ottawa Carleton Lifeskills Inc.*
- Wilma Arthurs, *OASIS Director – Lambton County Developmental Services (LCDS)*
- Darren Connelly, *OASIS Director – Community Living Elgin*
- Michelle Marshall, *OASIS Vice President/Executive Director –The Participation House Project (Durham Region)*

Respectfully submitted by,

Michelle Marshall, *Committee Chair*

OASIS SENSORY PARTNERS

The OASIS Sensory Partners, formed in May 2009, is a partnership of OASIS members who are service providers and other relevant stakeholders, with a shared purpose of developing common ground on which to ensure a comprehensive, community-based service system for children and/or adults who have sensory losses. The OASIS Sensory Partners has a direct reporting relationship to the OASIS Board of Directors and each other for coordinated communication.

Highlighted below are some of the accomplishments of the OASIS Sensory Partners throughout 2015/2016:

This year the OASIS Sensory Partners welcomed Krista Haiduk-Collier, Chief Executive Officer of Community Living South Muskoka; Laurie Marrison, Executive Director of Lions McInnes House; and Jennifer Robbins, Interim Executive Director of Rotary Cheshire Homes. We were also very delighted to have Ann Kenney return as our OASIS Representative in June of 2015.

Invitations to join the Sensory Partners were sent out to the OASIS member organizations. We have since welcomed Laura Scott, Program Director from Ottawa-Carleton Life Skills, as an affiliate member. If you are interested in becoming a member, you can contact the Chair or any of the members of the Sensory Partners at any time.

COMMITTEE REPORTS *cont'd...*

A second round of the Outreach Education and Training Project (OETP) for the staff of the nine provincial DSOs started at the beginning of 2016. The Sensory Partners are so pleased that Connie Russell, from Bob Rumball Associations for the Deaf, and Kelly Patterson, from DeafBlind Ontario Services, are available to continue this project as co-presenters this year.

In order to increase awareness of our partner agencies, a letter of introduction, along with our information package, was mailed out to all Canadian Hearing Society regional offices, members of the Ontario Community Service Coalition, members of the Networks of Specialized Care, and parent groups across the province.

A major endeavour of the Sensory Partners this year was to obtain data from the Developmental Services Consolidated Information System (DSCIS) on the demographics and number of applicants in each region who are deafblind, deaf, hard of hearing, and visually impaired. There is still work to be done to more accurately analyze the data and we look forward to working with the DSOs on this in the coming year.

The OASIS Sensory Partners would like to thank Gary Whetung, Executive Director of the DSO Central West Region, for attending our planning day last June and working with us to keep the DSO Provincial Network aware of our issues regarding matching and linking of vacancies for our specialized services.

Sincerely,

Andrea Pringle, *Chair*

OASIS Sensory Partners - March 29th, 2016

OASIS SENSORY PARTNERS:

- Bob Rumball Associations for the Deaf
- Community Living South Muskoka
- DeafBlind Ontario Services
- Lions McInnes House
- Rotary Cheshire Homes
- Peterborough Communication Support Systems
- Total Communication Environment

Affiliate Members of the OASIS SENSORY PARTNERS:

- Community Visions and Networking
- Ottawa-Carleton Life Skills

OASIS EDUCATION COMMITTEE

This year, OASIS was fortunate to be able to offer the Public Sector Leadership Institute at the Rotman School of Management, University of Toronto, with the support of MCSS. The program runs for three days every other month over the course of a year. Participants are drawn from various ministries and agencies of the Ontario Public Service, as well as leaders from various sectors from the broader public sector. The learning is excellent and the opportunity to appreciate different perspectives and networks all combine to make for an effective program.

The program will be offered in May and November of 2016.

The Queen's University program continued this year and while there was no session during the fiscal year, 40 participants attended in April 2016. Given the success of the program, OASIS has been in discussion with Queen's around offering a Graduate Program with plans to alternate between the Advanced and Graduate programs to better meet the leadership development needs of agencies.

MCSS continues to be a strong partner with OASIS and the sector to develop leadership and to support succession planning. Work will be done this year to ensure the investments being made are meeting the needs of the sector and are well coordinated and complimentary.

Brad Saunders, *OASIS Board Member*

NOMINATIONS COMMITTEE

Committee Members are: David Barber (Chair), Brian Dunne and Judy Pryde

The notice inviting nominations was sent out on January 25, 2016, together with the necessary forms. Nominations were open until February 29, 2016.

Incumbents whose terms expire at the Annual Meeting agreed to stand for re-election. They are Ann Kenney, Michelle Marshall, Norma Lamont, Heather Bruce, and Darren Connolly. One Volunteer, Wilma Arthurs, has submitted her resignation, and one Executive Director position was vacated during the year.

The following nominations were received:

Volunteer Position:

Jane Joris – *Lambton County Developmental Services*

Jason MacDonald – *Community Living Kincardine and District*

Executive Director Position:

Terri Gray – *Community Living Oshawa Clarington*

Jo-Anne Link – *Brampton Community Services*

Ursula Rehdner – *Community Living York South*

COMMITTEE REPORTS *cont'd...*

Roxanna Spruyt-Rocks – *DeafBlind Ontario Services*

As required by the By Laws, the Committee has met with all the above nominees. The members would like to thank all who expressed an interest in becoming a board member and welcome the opportunity to work with them on OASIS projects over the next year.

Recommendations were submitted to the Board and approved at its March 30, 2016 meeting. The 2016-2017 Slate of Officers, to be presented to the membership at the Annual General Meeting on May 6, 2016, are as follows:

Volunteers

- David Barber
- Donna Britten
- Darren Connelly
- Ann Kenney
- Mal Coubrough
- Norma Lamont
- Jason MacDonald

Executive Directors

- Michelle Marshall
- Heather Bruce
- Trevor McGregor
- Sherry Parsley
- Terri Gray

Respectfully submitted,

David Barber, *Chair*

PARTNERSHIP TABLE

The Partnership Table is comprised of representatives from different family groups, self-advocates, representatives of various umbrella associations (such as OASIS), and the Ministry of Community and Social Services. The mandate of the joint Ministry/Developmental Services Sector Partnership Table is to act as a vehicle to identify and discuss issues related to the implementation of the transformation of developmental services in Ontario and to be used as a forum to provide MCSS with input, advice and expertise on the elements of the transformation. Quarterly meetings are scheduled throughout the year, with additional meetings held as required. Over the past year, agenda items brought to the Partnership Table have included: Host Family Policy Directives, Adult Protective Service Worker Program, Developmental Services Performance Measures, Passport Funding, and many other topics. The Partnership Table also received updates and provided feedback to the Housing Task Force.

Respectfully submitted,

Allan Mills, *OASIS Delegate*

PROVINCIAL NETWORK

OASIS' involvement on the Provincial Network Committee has continued this past year with Dave Ferguson & Michelle Marshall acting as the OASIS representatives at this table.

OASIS actively contributes to all conversations pertaining to the transformative efforts of the Developmental Service Sector. While we are ever present and committed to working toward the common goal of a transformed system, we are always mindful of our role to ensure that the voice and importance of our member agencies has been heard.

MCSS has continued to regularly attend the Network meetings and provide updates on the many activities they are currently working on and towards. We greatly appreciate the commitment of MCSS to engage this vibrant network of Membership Groups and for the opportunity for all of us to provide feedback and participate in open discussions.

Events and Opportunities that we have collaborated, provided resources and/or hosted have been:

- Communications Forum
- Governance Webinar Series
- Submission of various position papers and consultative reports for current and future initiatives
- Developmental Service Advisory Group

Respectfully submitted,

Michelle Marshall, *OASIS Delegate*

Dave Ferguson, *OASIS Delegate*

ONTARIO PARTNERSHIP ON AGING AND DEVELOPMENTAL DISABILITIES (OPADD)

The OPADD (Ontario Partnership on Aging and Developmental Disabilities) Collaborative is a cross-sector committee that includes MCSS, MOH-LTC, Ontario Seniors Secretariat, Provincial LTC and Senior Service Associations, OASIS, OACCAC and Reena. This is a long-standing committee that is focused on working together across Ministries and sectors to provide the best quality of supports for individuals aging with a developmental disability.

Many issues are brought forward from the local regional OPADD committees for

COMMITTEE REPORTS *cont'd...*

term care redevelopment and how developmental service agencies and long term care can partner when thinking about redevelopment or creating specialized spaces for the developmental services sector.

South West

- Perth County has developed a committee of community partners in both the developmental services and health sector to explore the development of a training and a process for people aging with Developmental Disabilities. The curriculum created in the Haldimand Norfolk Trillium project has been shared and will be supported by the Southern Network of Specialized Care.
- The Network of Specialized Care will also support the use of this curriculum in the East Region via the East Network of Specialized Care for a similar project.
- Teepa Snow is coming to Grey Bruce to deliver a workshop on Dementia that includes a session on people with Developmental Disabilities.
- Dementiaability – Montessori Methods in Dementia Care was

presented to a group of DS providers in Windsor with funding from the Southern Network of Specialized Care.

Central West OPADD Committee

- Completed an education training – currently reviewing feedback from survey.
- Currently looking at developing a geriatric specialty program.

South Central OPADD Committee

- The Committee will be working on creating a South Central specific resources section as the addendum for the Aging with a Developmental Disability Transition Guide for Caregivers.

Respectfully submitted by,

Sandy Stemp on behalf of Donna Britten, *OASIS Board Representative on the OPADD Collaborative*

ANNIE OLIVER AWARD

The Annie Oliver Award is presented annually to recognize and honour an individual or organization:

- who/which demonstrates excellence, innovation and leadership in the developmental services sector and best exemplifies the interests and mission of OASIS;
- who/which demonstrates the highest administrative competence and professionalism and in so-doing has provided an inspiration to others;
- who, by a combination of perseverance, determination and positive attitude has assisted OASIS in achieving the goals inherent in its Mission Statement.

Annie Oliver was the first President of OASIS. Annie accepted responsibility for the leadership of a new organization, the goal of which was to provide services to and promote the interests of agencies that serve people with developmental disabilities and their families. From a base of six agencies at its inception in 1996, she helped to develop an influential organization that now has over 185 members. She is a leader, who used her intelligence, organizational skills, common sense and good humor to steer the evolution of OASIS from its fledgling stage to maturity. She remains an emissary of good-will for OASIS and an example to all of us. The recipients of this award, named in her honour, follow in her footsteps, perpetuating the highest standards of integrity and dedication to enabling the best quality services and supports for people with developmental disabilities.

Congratulations to this year's Annie Oliver Award winner.

OASIS SCHOLARSHIPS

At the 2012 Conference in Huntsville, the OASIS Board of Directors announced the establishment of three scholarships. The scholarships are being presented at this year's Conference in Niagara Falls.

The President's Scholarship was established in recognition of the contributions of the volunteer Presidents of OASIS since its inception in 1996. The scholarship, valued at \$5,000, is to be utilized by an Executive Director for attendance/participation in a conference or educational program of their selection. The selection committee for this scholarship is the President, Vice-President Volunteer, and Vice-President Executive Director of OASIS.

The George Braithwaite Scholarship was established in recognition of former OASIS Board Member and President, George Braithwaite, for his volunteer contributions to OASIS. George was one of the founding members of OASIS. He exemplified the mission of OASIS through his tireless efforts, strong leadership and numerous activities on behalf of people with developmental disabilities. He was a tireless advocate on behalf of the developmental services sector and the Transfer Payment Agencies and an exceptional communicator and relationship builder with the Government. George was also a strong advocate on behalf of supporting ongoing professional development opportunities for Developmental Services Sector leaders. This scholarship, valued at \$5,000, is to be utilized by an Executive Director for attendance/participation in the National Leadership Consortium on Developmental Disabilities' week-long Leadership Institute at the University of Delaware. The OASIS Labour Relations Committee selects the winner of this scholarship.

The Gerry Sutton Scholarship was established in recognition of former OASIS Board member and President, Gerry Sutton, for his volunteer and philanthropic

contributions to OASIS. Gerry, through his connection with Queen's University and the financial support of The Oakville Foundation for Intellectually Handicapped People, was instrumental in establishing the Queen's Leadership Program which provides leadership training for OASIS Executive Directors and senior staff who are being developed to succeed them. The Program is a partnership between OASIS, The Oakville Foundation for the Intellectually Handicapped, the Ministry of Community and Social Services and the Queen's School of Business. The value of this scholarship is equal to the registration fee for the Queen's OASIS Leadership Program. The selection committee for this scholarship is the Secretary, Treasurer and Past President of OASIS.

A thorough application process is followed. Submission must include a personal commentary/request from the applicant along with three letters of reference to support the application, and a summary of the applicant's community leadership, volunteer experiences and activities. Members of the selection committees review and score the individual applications to determine who will receive the scholarships.

Congratulations to the recipients of the fourth annual OASIS Scholarships this year and thank you to all who applied.

Save
THE DATE
OASIS CONFERENCE 2017



18TH ANNUAL GENERAL MEETING

FRIDAY, MAY 8, 2015 – RICHMOND HILL, ON SHERATON PARKWAY TORONTO NORTH

1. WELCOME – David Barber, President

President David Barber called the 18th Annual General Meeting to order at 9:00 a.m. David thanked members for attending the conference and congratulated the organizing committee on an excellent conference.

2. QUORUM COUNT – Donna Britten, Secretary

Donna reported that 74 member agencies were present. Since only 20 member agencies are required for quorum, it was recommended that the Annual General Meeting proceed.

3. APPROVAL OF MINUTES OF THE ANNUAL GENERAL MEETING HELD MAY 9, 2014 IN LONDON, ONTARIO – David Barber, President

MOVED BY: Brian Dunne; SECONDED BY: Jane Joris
"that the minutes of the 17th Annual General Meeting held on May 9, 2014 in London, Ontario be approved as circulated".
Carried.

4. PRESIDENT'S REPORT – David Barber, President

David referred members to the President's Message on page 2 of the 2014/15 Annual Report. The past year has been very active and fruitful and David acknowledged the dedication, commitment, talent and hard work of the Board of Directors. David also thanked outgoing Board members who have volunteered their time to assist with moving forward the many tasks at hand. The work of OASIS will continue and the focus on agencies and their business will carry on long into the future.

5. APPROVAL OF THE COMMITTEE REPORTS – David Barber, President

David asked the members to review the Committee Reports included in the 2014/15 OASIS Annual Report.

MOVED BY: Roxanna Spruyt-Rocks; SECONDED BY: Michelle Marshall
"that the Committee Reports included in the 2014/15 Annual Report be accepted as presented".
Carried.

6. FINANCIAL REPORT AND AUDITED STATEMENT – Sally Ginter, Treasurer

Sally reviewed the independent financial report and audited statements prepared by Millard, Rouse & Rosebrugh LLP, Chartered Accountants summarized on

pages 12 to 16 in the 2014/15 Annual Report. It is the auditor's opinion that the financial statements present fairly the financial position of OASIS as of March 31, 2015, and are in accordance with Canadian accounting standards for not-for-profit organizations.

MOVED BY: Roxanna Spruyt-Rocks; SECONDED BY: Denise Gruber
"that the Audited Financial Statements for the year ended March 31, 2015 be accepted as presented".
Carried.

7. MOTION TO APPROVE APPOINTMENT OF AUDITORS FOR 2015/16 – Sally Ginter, Treasurer

MOVED BY: Allan Mills; SECONDED BY: Brian Dunne
"that Millard, Rouse & Rosebrugh LLP, Chartered Accountants be appointed auditors for the coming year".
Carried.

8. MOTION TO APPROVE THE ACTIONS OF THE BOARD OF DIRECTORS FOR 2014/15 – David Barber, President

MOVED BY: Jim Turner; SECONDED BY: Margaret Kudlowsky
"that the actions of the OASIS Board of Directors for 2014/15 be approved".
Carried.

9. PRESENTATION OF THE BOARD OF DIRECTORS 2015/16 – Jane Joris, Past President

All incumbents whose two year term expires at the Annual General Meeting have agreed to stand for re-election. One Executive Director, Allan Mills, and one Volunteer, Jane Joris, have submitted their resignation.

On recommendation from the Nominating Committee, the Board approved the following nominations: Volunteer Position – Ann Kenney; Executive Director Position – Sherry Parsley.

Jane asked the 2015/16 OASIS Board of Directors to stand and be recognized. They are David Barber, Michelle Marshall, Ann Kenney, Donna Britten, Mal Coubrough, Darren Connolly, Wilma Arthurs, Robert Mitchell, Sally Ginter, Heather Bruce, Trevor McGregor, Sherry Parsley.

MOVED BY: Jane Joris; SECONDED BY: Brian Dunne
"that the 2015/16 OASIS Board of Directors be approved".
Carried.

10. THANK YOU TO THE 2015 ORGANIZING COMMITTEE – DAVID BARBER, PRESIDENT

David thanked the members of the organizing committee for putting together another very successful OASIS Conference and asked the committee members

18TH ANNUAL GENERAL MEETING *cont'd...*

present at the Annual General Meeting to stand and be recognized.

11. PASSING OF THE TORCH TO THE NIAGARA REGION – Arlene Margolese, Dwayne Milley

Arlene and Dwayne passed the time capsule to Sarina Labonte and Andrew Lewis representing the group of agencies from the Niagara Region, hosts of the 2016 OASIS Conference and Annual General Meeting.

12. MOTION TO ADJOURN

David made a motion to adjourn the 18th Annual General Meeting of OASIS.

MOVED BY: David Barber; SECONDED BY: Allan Mills
"that the 18th Annual General Meeting of OASIS be adjourned".
Carried.



OASIS BOARD SCHEDULE 2016-2017

MEETING DATE	MEETING TYPE	LOCATION
May 3 & 6, 2016	Pre & Post AGM – Board	Sheraton on the Falls - Niagara Falls
June 8-9, 2016	Board	Staybridge Suites - Hamilton
August 10, 2016	Executive	Staybridge Suites - Hamilton
September 7-8, 2016	Board	Staybridge Suites - Hamilton
October 26-27, 2016	Board	Staybridge Suites - Hamilton
Nov 30-Dec 1, 2016	Board	Staybridge Suites - Hamilton
January 11-12, 2017	Board	Staybridge Suites - Hamilton
February 15-16, 2017	Board	Staybridge Suites - Hamilton
March 22-23, 2017	Board	Staybridge Suites - Hamilton
May 2 & 5, 2017	Pre & Post AGM – Board	Westin Hotel - Ottawa

OASIS FINANCIAL REPORT

INDEPENDENT AUDITORS' REPORT

To the Directors of
Ontario Agencies Supporting Individuals with Special Needs

We have audited the accompanying financial statements of the Ontario Agencies Supporting Individuals with Special Needs, which comprise the statement of financial position as at March 31, 2016, and the statements of changes in net assets, operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Ontario Agencies Supporting Individuals with Special Needs as at March 31, 2016, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.



CHARTERED PROFESSIONAL ACCOUNTANTS
Licensed Public Accountants

April 21, 2016
Brantford, Ontario

OASIS FINANCIAL REPORT

STATEMENT OF FINANCIAL POSITION

As at March 31	2016	2015
ASSETS		
Current Assets		
Cash and short-term investments	260,818	428,213
Accounts receivable	34,845	-
Prepaid expenses	54,243	36,331
	349,906	464,544
LIABILITIES		
Current Liabilities		
Accounts payable	14,596	-
Deferred membership revenue	3,000	152,250
	17,596	152,250
NET ASSETS	332,310	312,294
	349,906	464,544

STATEMENT OF CHANGES IN NET ASSETS

For the year ended March 31	Scholarship Fund	Operating Fund	2016	2015
Balance - Beginning of Year	45,750	266,544	312,294	315,494
Excess (Deficiency) of Revenue over Expenses	4,808	15,208	20,016	(3,200)
Balance - End of Year	50,558	281,752	332,310	312,294

OASIS FINANCIAL REPORT

STATEMENT OF OPERATIONS - OPERATING FUND

For the year ended March 31	2016	2015
Revenue		
Memberships	274,500	271,800
Interest and other income	38,145	2,705
	312,645	274,505
Expense		
Office and miscellaneous	43,654	6,696
Travel and meetings	97,113	117,531
Insurance	5,855	6,275
Purchased services	140,815	164,022
Strategic Leadership	10,000	-
	297,437	294,524
Excess of Revenue over Expense	15,208	(20,019)

STATEMENT OF OPERATIONS - SCHOLARSHIP FUND

For the year ended March 31	2016	2015
Revenue		
Conferences - net	12,386	30,903
Expense		
Scholarships	7,578	14,084
Excess of Revenue over Expense	4,808	16,819

OASIS FINANCIAL REPORT

STATEMENT OF CASH FLOWS

For the year ended March 31	2016	2015
Cash Flows From Operating Activities		
Operating Fund - Excess (Deficiency) of revenue over expense	15,208	(20,019)
Scholarship Fund - Excess (Deficiency) of revenue over expense	4,808	16,819
Net change in non-cash working capital balances related to operations	(187,411)	119,419
Net Decrease in Cash and Bank	(167,395)	116,219
Opening Cash and Bank	428,213	311,994
Closing Cash and Bank	260,818	428,213

OASIS FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2016

1. PURPOSE OF THE ORGANIZATION

The Ontario Agencies Supporting Individuals with Special Needs (OASIS) was incorporated without mshare capital under the laws of the Province of Ontario and was established to facilitate the sharing of ideas, resources, systems and information. OASIS will liaise with Government on behalf of member organizations with the goal of improving the development of cost effective quality supports for individuals with developmental disabilities. OASIS is exempt from income taxes under the Income Tax Act, Canada.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements were prepared in accordance with Canadian accounting standards for not-forprofit organizations and are in accordance with Canadian generally accepted accounting principles.

(a) Use of Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of financial statements and the reported amounts of revenue and expenses during the year. Actual results could differ from those estimates.

(b) Revenue Recognition

Revenue is recognized using the deferral method.

Members' fees are set annually by the Board of Directors and are recognized as revenue proportionately over the fiscal year to which they relate.

Conferences are recognized as revenue at the time they are presented.

Interest and other income is recognized on the accrual basis.

(c) Scholarship Funds

The President's Scholarship Fund, The George Braithwaite Scholarship Fund and the Gerry Sutton Scholarship Fund were established in May 2012, to provide funding for scholarships in recognition of the philanthropic and voluntary contribution of OASIS leaders. Revenue generated from prior conferences were contributed to these funds. Scholarships are recognized at the time they are presented.

(d) Financial Instruments

The Organization initially measures its financial assets and financial liabilities at fair value. The Organization subsequently measures all its financial assets and financial liabilities at amortized cost.

The financial assets subsequently measured at amortized cost include cash, and short-term investments. The financial liabilities measured at amortized cost include the trade accounts payable and the deferred membership revenue.

3. COMPARATIVE FIGURES

The financial assets subsequently measured at amortized cost include cash, and short-term investments. The financial liabilities measured at amortized cost include the trade accounts payable and the deferred membership revenue.

OASIS MEMBER AGENCIES

2015-2016

Access Better Living Inc/Vie Independente et Enrichie	Community Living Greater Sudbury
Aldview Services	Community Living Grimsby, Lincoln and West Lincoln
Alice Saddy Association	Community Living Guelph-Wellington
Alternatives Community Program Services (Peterborough) Inc.	Community Living Haldimand
Anago Resources Inc.	Community Living Haliburton County
Aptus Treatment Centre	Community Living Hamilton
Association pour L'integration sociale d'Ottawa	Community Living Huntsville
Avenue II Community Program Services (Thunder Bay) Inc.	Community Living Huronia
Behaviour Management Services of York and Simcoe	Community Living Iroquois Falls
Beth Tikvah Foundation of Hamilton	Community Living Kawartha Lakes
Bethesda Community Services Inc.	Community Living Kincardine & District
Bob Rumball Associations for the Deaf	Community Living Kingston & District
Brampton Caledon Community Living	Community Living Kirkland Lake
Brantwood Community Services	Community Living Lanark County
Brockville and Area Community Living Association	Community Living Lennox & Addington
Bruce Peninsula Association for Community Living	Community Living London
Campbell Communities	Community Living Manitoulin
Canadian DeafBlind Association Ontario Chapter	Community Living Mattawa
Career Services of Brockville	Community Living Meaford
Catulpa Community Support Services	Community Living Mississauga
Central West Specialized Developmental Services	Community Living Newmarket/Aurora District
CHOICES	Community Living North Bay
Christian Horizons	Community Living North Frontenac
Cochrane Temiskaming Resource Centre	Community Living North Grenville
Community Living Access Support Services	Community Living North Halton
Community Living Ajax, Pickering & Whitby	Community Living North Perth
Community Living Algoma	Community Living Oakville
Community Living Association for South Simcoe	Community Living Oshawa/Clarington
Community Living Atikokan	Community Living Parry Sound
Community Living Belleville and Area	Community Living Peterborough
Community Living Brant	Community Living Port Colborne-Wainfleet
Community Living Burlington	Community Living Prince Edward
Community Living Cambridge	Community Living Quinte West
Community Living Campbellford/Brighton	Community Living Renfrew County South
Community Living Central Huron	Community Living Sarisa-Lambton
Community Living Chatham-Kent	Community Living South Huron
Community Living Dryden-Sioux Lookout	Community Living South Muskoka
Community Living Dufferin	Community Living St. Marys & Area
Community Living Dundas County	Community Living Stormont County
Community Living Durham North	Community Living Stratford & Area
Community Living Elgin	Community Living Temiskaming South
Community Living Espanola	Community Living Thunder Bay
Community Living Essex County	Community Living Tillsonburg
Community Living Fort Erie	Community Living Toronto
Community Living Fort Frances & District	Community Living Upper Ottawa Valley
Community Living Georgina	Community Living Wallaceburg
Community Living Glengarry Inc.	Community Living Welland Pelham

OASIS MEMBER AGENCIES

2015-2016

Community Living West Nipissing
Community Living Windsor
Community Living Wingham & District
Community Living York South
Community Living-West Northumberland
Community Visions & Networking
Corbrook
Counselling & Support Services of Stormont, Dundas and Grenville
Counselling Services of Belleville & District
County of Lanark (Social Services)
Crest Support Services
DeafBlind Ontario Services
Developmental Services of Leeds & Grenville
E3 Community Services
Extend A Family Waterloo Region
Family and Children's Services of Renfrew County
Family Counselling Centre of Brant, Inc.
Family Respite Services Windsor/Essex
Geneva Centre for Autism
Haldimand-Norfolk REACH
Hands TheFamilyHelpNetwork.ca
Harmony Centre for Community Living
Harmony in Action
Hopewell Childrens Homes
Impact Residential Services of Grenville County
Ingersoll Support Services Inc.
Innovative Community Support Services
Integration Communautaire Hearst Community Living
Kenora Association for Community Living
Kerry's Place Autism Services
K-W Habilitation Services
Lambton County Developmental Services
Lansdowne Children's Centre
L'Arche Ontario
Madawaska Valley Association for Community Living
Mary Centre of the Archdiocese of Toronto
Metz Centre
Middlesex Community Living
Mills Community Support Corporation
Montage Support Services
New Frontiers Support Services London-Middlesex
New Leaf: Living and Learning Together Inc.
New Visions Toronto
Niagara Support Services
Niagara Training & Employment Agency Inc.
Norfolk Association for Community Living

North East Association Community Living
North Hastings Community Integration Association
OCAPDD - Open Hands
Ongwanada
Operation Springboard
OPTIONS northwest
Ottawa Foyers Partage
Ottawa Rotary Home
Ottawa-Carleton Lifeskills Inc.
Parents for Community Living
Participation House Beamford
Participation House Project (Durham Region)
Participation House Support Services - London & Area
Participation House, Markham
Participation Lodge Grey/Bruce
Pathways to Independence
Peterborough Hearing Handicapped Group Home Society
Quad County Support Services
Quinte Vocational Support Services
Reena
Rotary Cheshire Homes Inc.
Rygiel Supports for Community Living
Safehaven Project for Community Living
Salvation Army Lawson Ministries Hamilton
Service Coordination for Persons with Special Needs
Simcoe Community Services
South-East Grey Support Services
St. Catharines Mainstream Non-Profit Housing Project
St. Francis Advocates
St. Stephen's Residences of Ottawa
Sudbury Community Service Centre
Sudbury Developmental Services
Sunbeam Centre
Surrey Place Centre
Tamar Foundation
Tayside Community Residential and Support Option
The Lions McInnes House
The Salvation Army Broadview Village
Total Communication Environment
Valoris for Children & Adults of Prescott-Russell
Vita Community Living Services & MensSana
Woodstock and District Developmental Services
York Support Services Network
YoOwlMaclure
YWCA Hamilton



Thank you

Thank you to the OASIS Member Agencies in the Niagara Region for hosting the 19th Annual OASIS Conference.

- Niagara Support Services
- Community Living Grimsby, Lincoln & West Lincoln
- Mainstream
- Community Living Port Colborne-Wainfleet
- Community Living Fort Erie
- Bethesda
- Community Living Welland Pelham
- Niagara Training & Employment Agency



Ontario Agencies Supporting Individuals with Special Needs
Agences ontariennes de soutien pour les personnes qui ont des besoins spéciaux

www.OASISonline.ca