



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

# Annual Report

2011/2012



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## OASIS Board of Directors 2011-2012

Judy Reid, *President*

S. Jane Joris, *Vice President Volunteer*

Lu-Ann Cowell, *Treasurer*

Bonnie Dinning, *Director at Large*

Mal Coubrough, *Director*

Allan Mills, *Director*

Brian Young, *Past President*

N. Ann Kenney, *Vice President Executive Director*

Donna Britten, *Secretary*

L. David Barber, *Director*

Steven Finlay, *Director*

Jocelyne Paul, *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.

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## Our Mission

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

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## 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

This continued to be a very challenging time for the developmental services sector and OASIS member agencies. Agencies had to adhere to the second year of compensation constraints for non-unionized staff, pay equity legislative requirements and increased operating costs with no new funding. In addition many agencies were faced with contentious union negotiations while operating within limited resources.

OASIS continued to lead the work on Alternative Bargaining earlier this year. The Developmental Services Provincial Discussion Table (DSPDT) employer representatives were forced to abandon discussions when the agreed to principles could not be upheld by all the parties. I wish to extend a sincere thank you to David Ferguson, Michelle Palmer, Marion Peck, Bruce Rivers and Brian Young for their commitment, and participation in this process.

In June members of the OASIS Business Resource Committee and the Communications and Public Relations Strategies Committee partnered to prepare a response to the Green Paper on Funding Ontario's Workplace Safety and Insurance System. To date OASIS has not received a response to our recommendations or the final report on the Commissions' findings.

Over the summer and early fall, OASIS launched a province wide campaign to raise awareness of OASIS member agencies to ensure that Ontario's new government was more aware of and sensitive to, the unique needs of the individuals we serve. This campaign utilized a combination of online, social media, and traditional media tools to give voice to our issues. Work will continue on this initiative through social media information sessions, and the redesign of the OASIS website during the coming year.

OASIS also prepared two papers in response to the Commission for the Review of Social Assistance. OASIS has identified five key issues for consideration by the Commission, including a substantial increase in the income of ODSP recipients.

Community Living South Muskoka and the OASIS Business Resource Committee undertook the development and implementation of provincial training on the new Transfer Payment Reporting Standards this year. Over the course of five weeks over 220 agencies and 500 staff received the training.

During this past year the OASIS Board members met with Minister John Milloy, Deputy Minister Marg Rappolt, Assistant Deputy Ministers David Zuccato and David Carter-Whitney on areas of concerns to members including pay equity, labour issues, transformation priorities and reaffirming the Ministry's position on mergers and amalgamations. Items that OASIS has agreed to continue to work with the Ministry on are finding solutions to the pay equity issues, how to sustain services in a constrained environment, working in partnership with government, remaining flexible and willing to work on different solutions, and working with the Minister on ways to continue to move forward in a non-growth environment. Discussions also focused on the financial implications of the recent labour settlements in the sector and the potential of reduced services if funding is not made available to cover the negotiated wage increases and educational stipends. The Ministry's efforts to provide funding towards the 2011-2012 educational stipend was appreciated and acknowledged in our meeting with the Minister.

The recent provincial budget while not cutting the sector does not in any way address the concerns of member agencies and their fiscal challenges nor assist with addressing the growing wait lists. OASIS needs to continue to advocate and educate the government on the needs of this sector.

The past two years as President of OASIS have been a privilege and most rewarding. I would like to thank the Board and Committee members for their support and specifically for their collective ongoing work on behalf of the OASIS membership and the Developmental Services Sector. Since the founding of OASIS in 1996, a great deal of work has been completed, but there is a great deal more to be done.

Respectfully submitted,

Judy Reid, *President*

# Committee Reports

## Labour Relations

As we all know, 2011-2012 was an even more active year than previous with respect to labour relations.

The Developmental Services Provincial Discussion Table (DSPDT) was fully engaged last spring with representatives of the sector, MCSS, CUPE, OPSEU and the Ministry of Labour involved. As noted in last year's report, all four members of the OASIS Labour Relations Committee were active in that initiative, with two members being on the Direct Discussion Group and the remaining two members participating on the Reference Group. As is also known, the DSPDT ended (more than once) and will not be reported on again in this report. The Committee was instrumental in coordinating the provincial forums held in July and September, where the sector was updated on the DSPDT. The Committee would like to thank the OASIS Board and various OASIS members for the input provided and the messages of support while this activity was underway.

Upon the cessation of the DSPDT last fall, collective bargaining began or resumed across the sector. At the point of preparing this report, it is known that many agreements have been reached with wage increases in place, but no assurances of Government financial support. This is clearly a topic of concern for many Boards of Directors and senior managers. OASIS has continued to communicate this concern to all levels of the Government and Ministry.

OASIS has continued to support the bi-weekly provincial conference calls regarding labour relations. For information purposes, OASIS has spent in excess of \$3,500 over the last 12 months to support this activity. Additionally the material from the calls has been made available via the secure section of the OASIS website for those unable to participate in the calls. The calls have now been underway for two years, and from all reports have become an extremely positive source of information and support across the sector. The LR Committee would like to express our appreciation to everyone from both Community Living Essex County and Community Living London who have been involved in ensuring that these calls have occurred.

Similarly, OASIS has also been providing financial support for activity with respect to the issue of Pay Equity. Conference calls, legal input and consultant fees to collate information from organizations across the province. This work continues, and the material is available to members on the website.

During the year, the Committee continued to provide many of its 'traditional products'. That is:

- An LR Update was produced and circulated in October
- An Information Session – 'Is This the Future' was hosted in November
- Various information items concerning Health & Safety, WSIB and labour relations were circulated electronically to members

I would like to thank all the members of the Committee for their ongoing effort and continued support of the work of this group. The Committee would also like to acknowledge the ongoing support of the OASIS Board for the Committee's activities and initiatives.

Committee Members include David Ferguson, Judy Pryde, Marion Peck and Eugene Versteeg.

Respectfully submitted,

David Ferguson, *Chair*

## OASIS Business Resource Committee (OBRC)

2011-2012 saw the OBRC following up with projects initiated in prior years. The "Best Practice Manual" was reviewed and revised to update policies and include options to address the new MCSS policies related to Expenditures, Procurement and Quality Assurance Measures. The Best Practice Policies are now posted in the open area on the OASIS website and available to all agencies.

The OBRC ensures communication through the OASIS website and the OASIS Finance List. The committee is diligent with posting share-worthy information on the OASIS website.

Currently posted on the website are:

1. The OBRC's Terms of Reference
2. The Approved Work Plan
3. Committee Member contact information
4. Best Practices Manual
5. Summary notes of previous meetings
6. Vendor of Record information and application process
7. Annual Report (once approved)

One new member was recruited to fill a vacancy left by Barb Feyko. The OBRC welcomed Ms. Margaret Patrowicz of New Leaf, representing the Central East Region.

# Committee Reports...cont'd

The OBRC has worked with the Ministry of Community and Social Services and Ontario Buys to develop a Vendor of Record for accessible vehicles. A survey has been completed, but the project is still in the planning phase. The committee will continue to work on this project throughout the coming year.

One of the OBRC's continuing goals is to develop our relationship as a resource to the Ministry. The committee was approached by MCSS in 2011-2012 to assist MCSS and Community Living South Muskoka in rolling out the new Transfer Payment Reporting Standards process which encompassed the streamlining of Detail Codes. Community Living South Muskoka was the lead agency developing and presenting the project training. The committee participated in a focus group to develop an understanding of the reporting standards, identify areas where clarification was required and review and provide feedback during the development of the training material. The committee's role was to learn how to apply the codes, to assist Community Living Toronto in developing a tool to map the transition, and to provide regional contacts to assist agencies as they developed their budgets.

During 2011-2012, the OBRC organized a number of presentations to the Developmental Services Finance Group on a number of topics such as: pension and benefit consortiums, Registered Disability

Support Plans, experience with provincial auditors, administrative items such as Information Technology, transportation, purchasing, property management, Vendor of Record, resident finances, detail codes, funding model, HST and budgeting issues faced by small agencies. In addition, a presentation on Broader Public Accountability Act and the Corporations Act was made at the OASIS 2011 Conference.

Look for our 2012-2013 Work Plan to be posted on the OASIS website as soon as it is approved by the OASIS Board of Directors and watch for our presentation on Looming Liabilities at the 2012 OASIS Conference.

The OBRC has one vacancy to fill, that for the North East Region previously held by Karen Carmichael. Karen was chair of the committee for five years and was a tireless, energetic member of the committee who devoted countless hours to the completion of OBRC projects and was instrumental in developing communications with the Ministry. We want to take this opportunity to thank Karen for all of her work on the committee and wish her well in her new employment.

Respectfully submitted,

Linda Karnas, *Chair*

## Your OASIS Business Resource Committee Members:

Karen Carmichael	North East Region	Community Living North Bay
Linda Karnas	South West Region	Community Living Chatham-Kent
Kathy Wassink	Central West	Christian Horizons
April Papineau	Hamilton / Niagara Region	Community Living Haldimand
Flavian Pinto	Toronto Region	Community Living Toronto
Darlene Ryan	South East Region	Community Living Prince Edward
Rhonda Stone	North Region	Community Living Algoma
Zull Chaggan	Eastern Region	Kerry's Place
Margaret Patrowicz	Central East Region	New Leaf
Lu-Ann Cowell	OASIS Board Member	
Ann Kenney	OASIS Board Member	

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## Communications and Public Relations Strategies

The role of the Communications and Public Relations Strategies Committee is to develop the key messages for OASIS to advocate on behalf of member agencies and the Developmental Services Sector. The Focus newsletter is produced on a quarterly basis to keep our member agencies informed of developments that may be of interest to them.

In June, members of the Communications and Public Relations Strategies Committee partnered with the OASIS Business Resource Committee to develop a submission for the WSIB Funding Review. This review has asked for feedback on six key issues related to the WSIB financial situation: funding, premium rates, rate groups, employer incentives, occupational disease claims, and benefit indexation.

Over the summer and early fall, our focus changed to the election strategy. OASIS hired Navigator to assist the Communications and Public Relations Strategies Committee to develop election material for our member agencies. An election website was developed providing OASIS' first opportunity to utilize social media to advocate for the developmental services sector. I would like to recognize the efforts of Michelle Marshall for her willingness to take the lead and the many hours that she dedicated to this project. Regional champions were also identified across the province to assist in getting our message out to member agencies. Responses to the postcard campaign were received from several MPP's as well as the Premier's office.

Two submissions were submitted to the Commission for the Review of Social Assistance in Ontario. OASIS identified four key issues for consideration by the Commission:

- Close the gap between ODSP benefits and the cost of living.
- Change the income rules to allow people to retain more of their income from other sources.
- Enable people to participate in employment with the necessary supports.
- Enable people to save for the future.

Due to the election this fall only one MPP bulletin was produced and sent to MPP's in February 2012. A new format was utilized for the bulletin and introduced new members of Parliament to the Developmental Services Sector and highlighted wait lists, pay equity and funding needs of the sector.

The Committee consists of the following representatives of the OASIS Board of Directors and member agencies:

Michael Humes	Brockville Association for Community Living
Ann Kenney	OASIS Vice President, Executive Director
Michelle Marshall	Participation House Durham
Allan Mills	OASIS Board Member, Christian Horizons
Judy Reid	OASIS President
Brian Young	OASIS Past President

Respectfully submitted,

N. Ann Kenney, *Chair*

## OASIS Sensory Partners

The OASIS Sensory Partners 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 sensory impaired children and/or adults. The Partners have a direct reporting relationship to the OASIS Board of Directors and each other for coordinated communication.

Highlighted below are some of the accomplishments and ongoing work of the OASIS Sensory Partners.

- The OASIS Sensory Partners have made initial contact with the staff at the Developmental Services Ontario offices in efforts to ensure applicants that could benefit from a manual language environment are aware of all choices available to individuals and their families, provide education, awareness and outreach where possible.
- Continue to work with the Ministry of Community and Social Services on the proposed service and funding model for deafblind individuals accessing intervenor services.
- Made linkages with the Boards of Education (83) to promote awareness of services and supports available to transitional aged youth with sensory loss.
- Presented an interactive sensory workshop at the May 2011 OASIS Conference to provide tools and information on the community supports available through the Partners to better enable service providers to support individuals with sensory loss.
- The Partners have been meeting frequently throughout the past year in hopes of providing OASIS members with a "Sensational" 2012 OASIS Conference including an agenda filled with learning and networking opportunities.

# Committee Reports...cont'd

- The terms of reference and contact information for the OASIS Sensory Partners can be found on the OASIS website at [www.OASISonline.ca](http://www.OASISonline.ca).

With a successful 2012 OASIS Conference under our belts, much of the focus of the OASIS Sensory Partners for 2012-2013 will be placed on continuing to build relationships and awareness with the DSO's, engage with MCSS as the Transformation of developmental services continues to evolve and look at offering training and educational opportunities via video conferencing.

The OASIS Sensory Partners look forward to another year of collaboration in our continued efforts to support the unique needs of Deaf and deafblind individuals in the developmental services sector.

Respectfully submitted,  
Karen Chambers, *Chair*

## OASIS SENSORY PARTNERS:

Bob Rumball Associations for the Deaf

Bob Rumball Centre for the Deaf

Community Living South Muskoka

DeafBlind Ontario Services

Lions McInnes House

Peterborough Communication Support Systems

Therapeutic and Educational Living Centres Inc.

Total Communication Environment

## Queen's University Leadership Course

Since 2008 OASIS has collaborated with the Queen's School of Business to provide executive leadership training to current and potential Executive Director's from across the province. Following on the very successful experience in 2008, 2009, 2010 and 2011, a fifth Leadership Course was held at the Donald Gordon Centre at Queen's University during the week of April 15, 2012. In total, there were 50 participants, more than anticipated and the highest number of registrants in the program's history. In addition, there was a lengthy waitlist which bodes well for offering the program in future years.

As in past years, the program was co-sponsored by Past President Gerry Sutton's Oakville Foundation for Intellectually Handicapped People, OASIS and the Ministry of Community and Social Services. As a result of this sponsorship and Queen's University generously reducing its standard program rate, the first 30 agencies registering a participant received a \$1000.00 rebate on the \$3500.00 course fee. Some agencies sent more than one participant and with fifty attendees a post program surplus was achieved which will be divided between Queen's and the three sponsors.

It should be noted that to ensure the Queen's Program continues to meet the sector's leadership needs the core competencies were again used by the faculty to guide curriculum development. Building upon the success of last year's revised and enhanced program entitled "Merging Talent with Strategy" the curriculum again focused upon strategic thinking, building collaborative networks, organizational awareness and sensitivity and performance coaching. This year we also had guest speaker and former Judge and Deputy Minister George Thomson return to speak on "public sector leadership" as he did in 2011 to rave reviews from those present.

Discussions have already commenced with regard to a 2013 Leadership Program and there is a commitment from all parties to make sure it continues to meet the evolving leadership needs of the OASIS membership.

Respectfully submitted,

Steven Finlay, *OASIS Board Representative*

## Nominating Committee Report

Committee members are: Brian Young, Chair, Brian Dunne and Judy Pryde.

The notice inviting nominations was sent out on January 9, 2012 together with the necessary forms. Nominations were open until March 5, 2012.

Incumbents whose two-year terms expire at the Annual Meeting all agreed to stand for re-election. They are Bonnie Dinning, Steve Finlay and David Barber.

One Executive Director, Ann Kenny and one Volunteer, Brian Young, are retiring as their 8 year terms expire.



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The following nominations were received:

**Volunteer Position:** No nomination

**Executive Director Position:** Michelle Marshall – Participation House Project (Durham Region)

As required by the By Laws, the Committee has met with the above nominee.

Recommendations were submitted to the Board at its meeting on April 12, 2012 and will be submitted to the membership for approval at the Annual General Meeting on May 10, 2012.

Respectfully submitted,

Brian Young, *Chair*

## Transformation (Partnership Table)

The mandate of the joint Ministry/Developmental Services Sector Partnership Table is to act as a vehicle to identify and discuss issues related to 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 elements of the transformation.

Two major milestones in the achievement of transformation have already occurred – the closures of the three remaining institutions (2009) and the proclamation of the new developmental services act which was completely phased in July 1, 2011. This last year, we saw continued progress towards transformation with another key milestone being achieved with the opening of the nine Developmental Services Ontario (DSO) sites on July 4, 2011.

Over the past year, the Partnership Table focused on three key elements of transformation:

**1. Developmental Services Ontario (DSO)** – In conjunction with the opening of the DSO's, new policy directives which focused on application entities came into effect July 1, 2011. Policy directives were also distributed to service agencies in November 2011 and will take effect June 1, 2012. Both policy directives build on the requirements set out in the Quality Assurance Measures (Reg. 299/10). The next step to transforming services is transferring information into one provincial database, Developmental Services Consolidated Information System (DSCIS). The consolidation of information is expected to provide unduplicated, statistical information that can be used to better understand service use and plan for service needs.

**2. Direct funding** – The Partnership Table and their respective members provided feedback on direct funding questions which included, but was not limited to, training and administrative supports for individuals and families who opt for direct funding; the need to develop a flexible accountability framework; and current direct funding experiences, practices and arrangements that could inform development of a direct funding implementation approach. As next steps, the Ministry will identify key policy issues which will be brought back to the table for further discussion.

As part of providing people with flexibility in their supports while making the service system easier to navigate, MCSS announced last June there would be changes to the Special Services at Home (SSAH) program and the Passports program effective April 1, 2012. This has been a topic of discussion with questions and feedback between the members. New guidelines for the Passport program, which will lay the foundation for future direct funding, will be developed in consultation with individuals and families. MCSS will be developing and distributing plain language materials on these changes.

**3. Person Directed Planning (PDP)** – the Ministry is still in the process of drafting guidelines for PDP and will be engaging individuals and families for their input and feedback this spring/summer.

Four presentations were made to the Partnership Table over the past year:

**1. Health care access for people with developmental disabilities** – Important milestones are being achieved in building capacities among primary care providers and promoting better health and living conditions for adults with developmental disabilities which includes:

- National guidelines for family physicians;
- Tools to implement the guidelines were developed and distributed to primary care providers in Ontario and elsewhere. (These guidelines and tools can be accessed at: [www.surreyplace.on.ca/Clinical-Programs/Medical-Services/Pages/PrimaryCare.aspx](http://www.surreyplace.on.ca/Clinical-Programs/Medical-Services/Pages/PrimaryCare.aspx).)
- The first module on developmental disabilities has been discussed in small-groups by over 2,000 family physician members in Ontario

# Committee Reports...cont'd

These milestones are also the cornerstones for related activities, such as annual training courses for primary care providers, creating and maintaining a Clinical Support Network for graduates, collaborating with the Community Networks of Specialized Care and health care facilitators to help promote use of the guidelines and tools. In addition, there is also a new 3-year Health Care Access Research and Developmental Disabilities (HCARDD) project underway to link MCSS and Ministry of Health databases. The goal of HCARDD is to better understand the health needs and the types and quality of health services people with developmental disabilities receive.

2. **Supported Decision Making** – An overview was provided on the current guardianship and substitute decision making framework in Ontario; the United Nations Convention on the Rights of Persons with Disabilities; and ongoing work around increasing awareness and opportunities for supported/facilitated decision making for people with developmental disabilities.
3. **Achieving Social and Economic Inclusion** – An overview of a study conducted by the Canadian Association for Community Living on employment for people with developmental disabilities was presented. This overview reflected the trajectory from sheltered workshops and segregated day programs to employment support strategies that would lead to greater labour market participation, improved outcomes and social and economic inclusion for people with developmental disabilities. More information on this can be found at <http://www.cacl.ca/sites/default/files/Achievingsocialandeconomicinclusion>
4. **Residential Survey** – Two members of the Policy Research and Analysis Branch (PRAB) presented the key findings of a Ministry survey of residential services and supports conducted between November 2010 and January 2011. The purpose of the survey was to obtain information about the number of people receiving residential services, understand the characteristics of these individuals (e.g., age, gender, language and communication etc.) and better plan for people coming into the system. The PRAB is in the process of finalizing a survey of non-residential supports (excluding Passport and SSAH) that will be conducted over late spring through fall 2012 and will provide the Ministry with similar information as that collected in the residential survey.

The Partnership Table is comprised of representatives from different family groups, self advocates, representatives of various umbrella associations such as OASIS, and of the Ministry, both children and adult services. It is by working together, building on each other's strengths and capabilities, and sharing concerns and working towards common solutions, that we will build a strengthened and transformed system one step at a time. At the time of writing this report, we are waiting to see the impact of the 2012 Budget, Strong Action for Ontario, introduced March 27, 2012 on the Developmental Services sector.

Respectfully submitted,

Jocelyne Paul, *OASIS Board Representative*

## Provincial Network

The Provincial Network is a coalition of member organizations representing service agencies, families and self advocates on behalf of persons with developmental disabilities. The Network members coordinate activities and position development to ensure consistent and clear messaging. By consensus, the Network's messages are able to be delivered across Ontario through multiple voices.

The 2011-2012 fiscal year started with the development of the "One Voice" strategy and toolkit targeted towards the October 2011 Election, followed closely with the "One Message, Many Voices" strategy targeting MPP's with post election and pre/post-budget messages. In both instances, Navigator, a third party communications firm, assisted in shaping the key messages. The targeted timeframe for the latter strategy is January-June 2012. However, the latter strategy is part of a multi-staged approach in a longer term campaign. This allows for targeted communications ranging from the labour crisis many agencies found themselves in, to raising our profile within the government and the needs of agencies and the people we support. The Provincial Network Communications Group was created in 2012 to provide leadership and guidance in the long term campaign.

The Developmental Services Provincial Discussion Table (DSPDT) and the Reference Group were still active throughout much of 2011. In July, the Provincial Network hosted a forum to provide the sector with information on mergers and amalgamations as well as bringing the sector up to date on the development to date and topics that were brought to the DSPDT table. It was also critical to remind the sector that those involved stood firm to the values and principles originally established by the employer group; focus was on the needs of the



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people we support both for non-unionized and unionized agencies. Although talks did not end the way we may have wanted, progress occurred in a variety of ways i.e. not picketing at the homes of people we support, respect was shown for those with unions and those without.

One of the recommendations that came forward from the above discussions is a development of a new group, referred to as the Developmental Services Advisory Group (DSAG). This group could discuss various topics that were brought forward during the DSPDT discussions but could not be delved into due to time constraints. In 2012-2013, the Provincial Network has given the Human Resources Committee approval to proceed with developing criteria for the selection of sector representatives should a DSAG be initiated by the Ministry and/or unions in the future.

As of January 2012, Steve Finlay has taken over the role from Dominic Conforti as chair of the Provincial Network Human Resources group. The HR group will host a forum on Leadership/Succession Planning in April 2012. As well, this committee is overseeing a survey on Pay Equity. A small provincial group, lead by Bob Butella, had been meeting regularly to discuss issues related to Pay Equity. Legal advice is being received from Hicks Morley and a consultant was hired to conduct the survey.

Members of the Provincial Network met with the Ministry to stress the importance of having a web portal for accessing resources and information for the sector as noted in the Business Case submitted by the Ontario Developmental Services Web Group (ODSWG). Although the Ministry recognizes the need for shared information and resources, they were not able to support the business case. As a result of this, the ODSWG has been coordinating their actions in order to influence the development of the DSO Regional websites. It has been recommended that connectABILITY.ca (library component) and 211 Ontario (service database) be on DSO sites. It has also been recommended that a representative from this group sit on each region's DSO Advisory group.

Over the course of the year, the Provincial Network had seven guests attend meetings: The Office of the Attorney General (May); Public Guardian and Trustee representatives (June); Controllership and Accountability Branch of MCSS – Risk Management Tool (July); MCSS – Survey of Non-Residential Supports (September); Controllership and Accountability Branch of MCSS – Transfer Payment Accountability

(September); Policy Research Branch – Residential Survey Findings (December); and Assistant Deputy Minister (ADM) of Operations and Director, Services and Supports (February 2012).

Dialogue that began in 2011-2012 and will continue to be a focus for the Provincial Network in the upcoming fiscal year will be mergers and amalgamations. Although the government has stated there are no plans for mergers or amalgamations, there have been comments made by various officials stating we need to look at efficiencies. The Provincial Network hosted a forum where general information was shared related to this (mentioned earlier). The Provincial Network will continue to build frameworks and/or guiding principles to assist the sector. Community Living Ontario's Provincial Executive Coordinating Committee will begin evaluating what the evidence says (pros/cons) regarding mergers and amalgamations, identifying potential efficiencies and will bring this back to the table in the future.

2011 also saw the Provincial Network focus on succession planning. As of January 2012, Michelle Palmer is the Chair of the Network with Judy Reid as Vice Chair and Treasurer continues to be Dominic Conforti. Geoff McMullen will stay on as Past Chair for the next year. The second priority will be to revisit and update the Terms of Reference in 2012.

Topics that will continue to be discussed with the government in the upcoming fiscal year include: transformation of the developmental services sector; future stability of transfer payment agencies; Special Services At Home/the Transition to Passports scheduled for April 1, 2012; compliance requirements related to Quality Assurance Measures; ensuring a smooth transition to Developmental Services Ontario; data migration; and other topics as they arise.

In closing, on behalf of all OASIS agencies, I would like to extend our deepest gratitude and appreciation to Geoff for his dedication and exceptional leadership over the past eight years as Chair of the Provincial Network. We would also like to extend our gratitude to Linda Ostler for her support of the Provincial Network and keeping us all on track.

Respectfully submitted,

Jocelyne Paul, *OASIS Board Representative*

## Ontario Partnership on Aging and Developmental Disabilities (OPADD)

Adults with a Developmental Disability are living longer and some are reaching ages seen in the general population. As a result, many are experiencing age related health conditions including Alzheimer's and Dementia. OPADD was formed in 1999 to develop capacity for transitional supports for people with a Developmental Disability requiring long term care. The partners are:

REENA	Lead Agency
OASIS	Ontario Agencies Supporting Individuals with Special Needs
OANHSS	Ontario Association of Non-Profit Homes and Services to Seniors
OLTCA	Ontario Long Term Care Association

### Some of the issues being addressed by OPADD

Promises were made to families that the Developmental Services sector would care for individuals for the rest of their lives, but as people age sometimes their health needs increase beyond the ability and resources of any Agency to support. Beds are being "blocked" in DS supports because people with high health needs are not moving to Long Term Care and Long Term Care spaces are not becoming available because of long waiting lists.

Generally, a person with a Developmental Disability waiting for Long Term Care is placed on the longest waiting list because ODSP only qualifies them for a basic bed rate. The list is much longer now because of eligibility requirements and the availability of home care.

### Suggested Solutions

1. Define the need.
2. Create a "Specialized Unit" through the LHINS to set aside 5 designated beds – start with Long Term Care Homes that already have enhanced supports through facility closures. When any of these beds become vacant, they must be used by other individuals from a separate Developmental Disability waiting list. Otherwise these supports could disappear. A "Specialized Unit" is a designation of a bed for an individual with a Developmental Disability. Its purpose is to create a specialized placement for individuals who need ongoing

medical care. Admission must be based on their health needs, not just a Developmental Disability. The challenge for Long Term Care is how to best meet the medical needs of the person and continue to maintain their quality of life by supporting their social connections – existing friendships, family and personal interests. There needs to be a special planning process for the individuals and a different staff mix to meet their needs. Someone with a DSW designation should be on staff and there must be ongoing contact between Long Term Care and the Developmental Service Sector. A DS Agency can provide extra resources and expertise to the Unit.

3. Create a new funding model. We recognize that funding will come only if we can show models that are now working well.

REENA and Cummer Lodge will create a program planning process to outline the partnership model by:

- Defining the special population
- Listing advantages and disadvantages
- Detailing a risk analysis
- Defining how beds will be used
- Including a budget ledger that shows the difference in costs between Group Home Care and Long Term Care for an individual

### Senior Health Research Transfer Network (SHRTN)

OPADD is a partner with SHRTN. Two initiatives that are of special interest to us are:

"Walk a Day in My Shoes" – Staff from the DS Sector and Long Term Care exchange roles for a day

"Learning and Information Needs of Family and Staff Caregivers of Adults with an Intellectual Disability who have Dementia" – This is the summary report of preliminary findings. Further information on this research project can be found at [jokinenn@unbc.ca](mailto:jokinenn@unbc.ca)

Respectfully submitted,

Donna Britten – OASIS Board Representative

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# Annie Oliver Award

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

- a) who/which demonstrates excellence, innovation and leadership in the Developmental Services Sector and best exemplifies the interests and mission of OASIS;
- b) who/which demonstrates the highest administrative competence and professionalism and in so-doing has provided an inspiration to others; and
- c) 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 158 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.

## Save the Date

### OASIS Conference 2013

*Putting Our Best Foot Forward*

 OASIS | May 8-10, 2013 | The Westin Ottawa



# 14th Annual General Meeting

## 14th Annual General Meeting Friday, May 13, 2011 Delta Chelsea Hotel, Toronto

### WELCOME – OPENING REMARKS – JUDY REID, PRESIDENT

Judy, President, called the meeting to order at 8:35 a.m. Judy commended the organizing committee on another excellent conference. She asked member agencies to take the OASIS messages back to their agencies and keep the sector strong.

### QUORUM COUNT – DONNA BRITTEN, SECRETARY

Donna Britten, Secretary, reported that 47 member agencies were in attendance. Twenty (20) member agencies are required for a quorum. Therefore, it was recommended that the Annual Meeting proceed.

### APPROVAL OF MINUTES OF THE ANNUAL GENERAL MEETING, HELD MAY 14, 2010 IN COLLINGWOOD, ONTARIO

**Moved by:** Denis McClelland; Seconded by: Brian Young  
*“that the minutes of the 13th Annual General Meeting held in Collingwood, Ontario on May 14, 2010 be approved as circulated.”*

**Carried**

### PRESIDENT’S REPORT – JUDY REID

Judy referred members to the President’s Message in the OASIS Annual Report 2010-2011. The past year has been challenging, but it also provided opportunities. OASIS continued to work on building stronger connections with provincial partners and especially the Ministry. There is more to accomplish, including solving the problems with Pay Equity that the Board has been working on. Judy encouraged members to continue to provide information to the Board so that they can continue to advocate for member agencies.

### APPROVAL OF THE COMMITTEE REPORTS

Judy asked members to review the Committee Reports outlined in the OASIS Annual Report 2010-2011.

**Moved by:** David Barber; Seconded by: Dominic Conforti  
*“that the Committee reports be accepted as presented.”*

**Carried**

### FINANCIAL REPORT AND AUDITED STATEMENT LU-ANN COWELL, TREASURER

Treasurer, Lu-Ann Cowell, presented the Financial Report and Audited Statements prepared by Millard, Rouse & Rosebrugh LLP, Chartered Accountants.

Lu-Ann reported that the auditors indicate that there is nothing in the statements that should be of any concern. Bank balance at March 31st, 2011 was \$417,764, including \$138,000 for 2011-2012 memberships paid before year-end. OASIS currently has 153 member agencies, up from 151 members last year. Expenses for the year were reviewed. Excess revenue over expenses was \$59,389, resulting in a total surplus of \$291,331 to take forward into 2011-2012.

**Moved by:** Lu-Ann Cowell; Seconded by: Sherry Kerr  
*“that the Audited Financial Statements for the year ending March 31st, 2011 be adopted as presented.”*

**Carried**

### APPOINTMENT OF THE AUDITORS FOR 2011-2012 LU-ANN COWELL, TREASURER

Lu-Ann Cowell asked that appointment of the auditors for 2011-2012 be referred to the Board of Directors.

**Moved by:** Bruce Rivers; Seconded by: Marion Peck  
*“that the Board be charged with responsibility for appointing the auditors for the coming year.”*

**Carried**

### APPROVAL OF THE ACTIONS OF THE BOARD OF DIRECTORS FOR 2010-2011

**Moved by:** John Bedell; Seconded by: Geoff McMullen  
*“that the actions of the OASIS Board of Directors for 2010-2011 be approved.”*

**Carried**

### PRESENTATION OF THE BOARD OF DIRECTORS 2011-2012 BRIAN YOUNG, PAST PRESIDENT

Brian Young, Past President of OASIS and Chair of the Nominations Committee, thanked fellow committee members Brian Dunne and Judy Pryde.

Directors are elected for a two year term, except the immediate Past President who is automatically a Board member for two years.

The election is divided into two years so that six Directors are elected in one year and five in the alternate year. Directors can serve a maximum of eight years.

# 14th Annual General Meeting...cont'd

The notice inviting nominations was sent out on January 13, 2011 together with the necessary forms. Nominations were open until March 31, 2011.

The following incumbents were up for re-election: Judy Reid, Donna Britten and Jocelyne Paul. All agreed to stand for re-election.

The terms of one Executive Director, Michael Humes and one volunteer, Denis McClelland, are expiring after completing eight years.

A nomination for the Volunteer position was received from Mal Coubrough, Board Member Woodstock and District Developmental Services. Nominations for the Executive Director position were received from Michelle Marshall, Participation House Project (Durham Region) and Allan Mills, Christian Horizons. All were interviewed by the Committee as required by the By-Laws.

Accordingly, the following are recommended by the Board to serve as Directors until the Annual General Meeting in 2013: Judy Reid, Donna Britten, Jocelyne Paul, Mal Coubrough and Allan Mills. The Board approved the recommendations for submission to the membership at this meeting.

**Moved by:** Lu-Ann Cowell; **Seconded by:** Ann Kenney  
*"that Judy Reid, Donna Britten, Jocelyne Paul, Mal Coubrough and Allan Mills be elected as Directors of OASIS until the Annual General Meeting in 2013."*

## **Carried**

President, Judy Reid, thanked the members of the Board of Directors for their support over the past year. She stated that she continues to enjoy the challenge that being President of OASIS brings and the good people she works with.

## **PRESENTATION ON THE ANNIE OLIVER AWARD**

The Annie Oliver Award for Excellence, named after the founding President of OASIS, is awarded annually to a person or organization that has demonstrated excellence, innovation and leadership to the work of OASIS through perseverance, determination, positive attitude and an interest in achieving the goals of the Mission statement. The awards were presented at the banquet on Thursday night.

This year, nominations were received for both an individual and an organizational award, and as a result, two awards were presented.

This year's recipient of the individual award was Lynn Price, former Chief Executive Officer of Simcoe Community Services (1994-2010). The award was presented posthumously to Lynn for her work in the developmental services sector throughout her career.

The Oakville Foundation for Persons with Intellectual Disabilities received the organizational award. The Queen's Executive Leadership Program was initiated by former OASIS President, Gerry Sutton with initial start-up funds from the Oakville Foundation for Intellectually Handicapped People in collaboration with the Queen's School of Business. Since 2008, the Program has had 170 participants from OASIS member agencies taking part in the four sessions that have been offered. Additional sponsorship and collaboration on course content was strengthened through partnering with the Ministry of Community and Social Services and OASIS.

## **RECOGNITION OF RETIRING BOARD MEMBERS – JUDY REID, PRESIDENT**

Michael Humes was recognized and presented with a gift for his eight years on the Board. Michael was a strong advocate for the people served, the staff and the entire developmental services sector. Michael has been actively involved in the Communications Committee, taking a lead role with the MPP Bulletin. He has agreed to stay involved on this Committee

Denis McClelland was presented with a gift as an expression of appreciation for his eight years of dedication to the OASIS Board of Directors. Denis has served as the OASIS representative on the OPADD Committee (Ontario Partnership on Aging and Developmental Disabilities).

Thank you, Michael and Denis.

## **THANK YOU TO THE 2011 ORGANIZING COMMITTEE**

On behalf of OASIS, Judy Reid thanked Bruce Rivers from Community Living Toronto and all the partner agencies for planning and hosting another successful OASIS Conference. She also expressed appreciation to Karyn Swaffield for taking a lead role in organizing this year's conference.

## **PASSING OF THE TORCH TO TORONTO – TERRY MACMILLAN**

Bruce passed the new time capsule to Roxanna Spruyt-Rocks from the Sensory Partners who are hosting the 2012 OASIS Conference and Annual General Meeting at Deerhurst Resort in Huntsville.

## **MOTION TO ADJOURN**

The meeting was adjourned at 9:00 a.m. on a motion by Donna Britten.

# OASIS Financial Report

## STATEMENT OF FINANCIAL POSITION

As at March 31	2012	2011
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and short-term investments	\$473,895	\$417,764
Accounts receivable	-	500
Prepaid expenses	<u>27,630</u>	<u>15,000</u>
	<b>\$501,525</b>	<b>\$433,264</b>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Accounts payable	\$ 10,373	\$ 3,933
Deferred membership revenue	160,500	138,000
<b>NET ASSETS</b>	<u>330,652</u>	<u>291,331</u>
	<b>\$501,525</b>	<b>\$433,264</b>

## STATEMENT OF CASH FLOWS

For the year ended March 31	2012	2011
<b>Cash Flows From Operating Activities</b>		
Excess of revenue over expenses	\$ 39,321	\$ 59,389
Net change in non-cash working capital balances related to operations	<u>16,810</u>	<u>28,233</u>
<b>Net Increase in Cash and Cash Equivalents</b>	56,131	87,622
<b>Opening Cash and Cash Equivalents</b>	<u>417,764</u>	<u>330,142</u>
<b>Closing Cash and Cash Equivalents</b>	<b>\$473,895</b>	<b>\$417,764</b>



# OASIS Financial Report

## **STATEMENT OF OPERATIONS**

**For the year ended March 31**

	<b>2012</b>	<b>2011</b>
<b>Revenue</b>		
Conferences - net	\$ 10,628	\$ 18,778
Memberships	231,750	226,500
Interest and other income	2,929	29,428
Presentation income	—	—
	<b>\$245,307</b>	<b>\$274,706</b>
<b>Expense</b>		
Office and miscellaneous	\$ 21,315	\$ 6,201
Travel and meetings	102,710	116,282
Insurance	6,435	6,383
Purchased services	78,666	53,532
Government consultation	—	32,919
	<b>\$209,126</b>	<b>\$215,317</b>
<b>Excess of Revenue Over Expense</b>	<b>\$ 39,321</b>	<b>\$ 59,389</b>

## **NOTES TO THE FINANCIAL STATEMENTS**

### **1. PURPOSE OF THE ORGANIZATION**

Ontario Agencies Supporting Individuals with Special Needs (OASIS) was incorporated without share 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 section 149(1)(1) of the Income Tax Act, Canada.

### **2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

#### **(a) Measurement**

Financial statements are based on representations that may require estimates to be made in anticipation of future

transactions and events and include measurements that may, by their nature, be approximations.

#### **(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.

Presentation income relates to a special project entered into during the year.

Interest and other income is recognized on the accrual basis.

# OASIS Financial Report

## 3. FINANCIAL INSTRUMENTS

The organization's financial instruments consist of cash, accounts receivable, accounts payable and accrued liabilities. The fair values of these financial instruments approximate their carrying values, unless otherwise stated. It is management's opinion that the organization is not exposed to significant interest rate risks arising from these financial instruments.

### Recognition and Measurement

All financial instruments are initially recorded on the statement of financial position at fair value. They are subsequently valued at fair value or amortized cost depending on the classification selected for the financial instrument. Financial assets are classified as either "held-for-trading", "held-to-maturity", "available-for-sale" or "loans and receivables" and financial liabilities are classified as either "held-for-trading" or "other liabilities".

Financial assets and liabilities classified as held-for-trading are measured at fair value with changes in fair value recorded in the statement of operations.

Financial assets classified as held-to-maturity or loans and receivables and financial liabilities classified as other liabilities are subsequently measured at amortized cost using the effective interest method.

Available-for-sale financial assets that have a quoted price in an active market are measured at fair value with changes in fair value recorded in changes in net assets/deferred contributions if the investment is externally restricted and in changes in net assets if the investment is not externally restricted.

Such gains or losses are reclassified to the statement of operations when the related financial asset is disposed of or when the decline in value is considered to be other-than-temporary.

The corporation has classified its financial instruments as follows:

- Cash and cash equivalents are classified as held-for-trading.
- Accounts receivable and prepaid expenses are classified as loans and receivables.
- Accounts payable and accrued liabilities and deferred revenue are classified as other liabilities.

## 4. CAPITAL MANAGEMENT

The Association's capital consists of its net assets. The Association's objective when managing this capital is to safeguard the Association's ability to facilitate the sharing of ideas, resources, systems and information, liaise with Government on behalf of the member organizations with the goal of improving the development of cost effective quality supports for individuals with developmental disabilities.

## 5. FUTURE ACCOUNTING CHANGES

In December 2012, the Accounting Standard Board ("AcSB") issued Part III of the CICA Handbook – Accounting to provide Canadian private sector not-for-profit organizations with a new financial reporting framework for fiscal years beginning on or after January 1, 2012. Early adoption is permitted. Ontario Agencies Supporting Individuals with Special Needs is planning on adopting Part III of the CICA Handbook for the year ending March 31, 2013.

# OASIS Member Agencies 2011-2012

Access Better Living Inc/Vie Independente et Enrichie  
Aldaview Services  
Almaguin Highlands Community Living  
Alternatives Community Program Services  
(Peterborough) Inc.  
Anago Resources Inc.  
Association pour L'integration sociale d'Ottawa  
Avenue II Community Program Services (Thunder Bay) Inc.  
Behaviour Management Services of York and Simcoe  
Bethesda Community Services of Niagara Inc.  
Bob Rumball Associations for the Deaf  
Brantwood Centre  
Brockville and Area Community Living Association  
Camphill Communities  
Career Services of Brockville  
Catulpa Community Support Services  
Central West Specialized Developmental Services  
CHOICES  
Christian Horizons  
Community Living Access Support Services  
Community Living Ajax, Pickering & Whitby  
Community Living Algoma  
Community Living Association for South Simcoe  
Community Living Atikokan  
Community Living Belleville and Area  
Community Living Brant  
Community Living Burlington  
Community Living Cambridge  
Community Living Campbellford/Brighton  
Community Living Central Huron  
Community Living Chatham-Kent  
Community Living Dryden-Sioux Lookout  
Community Living Dufferin  
Community Living Dundas County  
Community Living Durham North  
Community Living Elgin  
Community Living Espanola  
Community Living Essex County  
Community Living Fort Erie  
Community Living Fort Frances & District  
Community Living Georgina  
Community Living Glengarry Inc.  
Community Living Greater Sudbury  
Community Living Grimsby, Lincoln and West Lincoln  
Community Living Guelph-Wellington  
Community Living Haldimand  
Community Living Hamilton  
Community Living Huntsville  
Community Living Huronia  
Community Living Iroquois Falls  
Community Living Kawartha Lakes  
Community Living Kincardine & District  
Community Living Kingston  
Community Living Kirkland Lake  
Community Living Lanark County  
Community Living Lennox & Addington

# OASIS Member Agencies 2011-2012

Community Living London  
Community Living Mattawa  
Community Living Newmarket/Aurora District  
Community Living North Bay  
Community Living North Frontenac  
Community Living North Grenville  
Community Living North Halton  
Community Living Oakville  
Community Living Oshawa/Clarington  
Community Living Parry Sound  
Community Living Peterborough  
Community Living Prince Edward  
Community Living Quinte West  
Community Living Renfrew County South  
Community Living Sarnia-Lambton  
Community Living South Huron  
Community Living South Muskoka  
Community Living St. Marys & Area  
Community Living Stormont County  
Community Living Stratford & Area  
Community Living Temiskaming South  
Community Living Thunder Bay  
Community Living Toronto  
Community Living Wallaceburg  
Community Living Welland Pelham  
Community Living West Nipissing  
Community Living West Northumberland  
Community Living Windsor  
Community Living York South

Corbrook  
Counselling Services of Belleville & District  
County of Lanark (Social Services)  
Crest Support Services  
DeafBlind Ontario Services  
Developmental Services of Leeds & Grenville  
Durham Association for Family Respite Services  
E3 Community Services  
Elmira and District Association for Community Living  
Extend A Family Waterloo Region  
Geneva Centre for Autism  
Haldimand-Norfolk REACH  
Hands TheFamilyHelpNetwork.ca  
Harmony Centre for Community Living  
Hopewell Childrens Homes  
Impact Residential Services of Grenville County  
Ingersoll Support Services Inc.  
Innovative Community Support Services  
James Bay Association for Community Living  
K-W Habilitation Services  
Kapuskasung & District Association for Community Living  
Kenora Association for Community Living  
Kerry's Place Autism 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  
Meta Centre for the Developmentally Disabled

# OASIS Member Agencies 2011-2012

Middlesex Community Living  
Mills Community Support Corporation  
Montage Support Services  
MukiBaum Treatment Centres  
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  
Ottawa Carleton Association for Persons with  
Developmental Disabilities (OCAPDD)  
Ottawa Foyers Partage  
Ottawa Rotary Home  
Ottawa-Carleton Lifeskills Inc.  
Parents for Community Living  
Participation House Brantford  
Participation House Project (Durham Region)  
Participation House Support Services - London & Area  
Participation Lodge Grey/Bruce  
Personal Attendant Care Inc  
Peterborough Communication Support Systems  
Reena Foundation  
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 Services Centre  
Sudbury Developmental Services  
Surrey Place Centre  
Tamir Foundation  
Tayside Community Residential and Support Option  
The Canadian DeafBlind and Rubella Association (Ontario  
Chapter) Inc  
The Lions McInnes House  
Therapeutic and Educational Learning Centres, Inc.  
Total Communication Environment  
Vita Community Living Services of Toronto Inc.  
Wingham & District Community Living Association  
Woodstock and District Developmental Services  
York Support Services Network  
YsOwlMaclure





## OASIS Meeting Schedule 2012-2013

MEETING DATE	MEETING TYPE	MEETING LOCATION	HOST AGENCY
June 13-14, 2012	Board	Peterborough	Community Living Peterborough
August 23, 2012	Executive	To Be Determined	To Be Determined
September 12-13, 2012	Board	Sudbury	Sudbury Developmental Services
November 7-8, 2012	Board	Hamilton	Community Living Hamilton
December 12-13, 2012	Board	Barrie	Simcoe Community Services
January 16-17, 2013	Board	Toronto (airport)	
February 20-21, 2013	Board	Kitchener	K-W Habilitation Services
April 10-11, 2013	Board	Windsor	Community Living Windsor
May 7 & 10, 2013	Board (Pre & Post AGM)	Ottawa	OASIS Conference 2013

# What's happening is **SENSEational!**

OASIS Conference 2012



**MAY 9-11, 2012**  
Deerhurst Resort, Muskoka



Thank you to the OASIS Sensory Partners for hosting the 15th Annual OASIS Conference.



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

[www.OASISonline.ca](http://www.OASISonline.ca)