



# OASIS

## focus

A PUBLICATION OF ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS · SUMMER 2012

## PRESIDENT'S MESSAGE



Greetings to our member agencies! I am pleased to serve as your President, with my term that began in Huntsville where more than 432 people from our 164 member agencies enjoyed the SENSEational 2012 OASIS Annual Conference hosted by the Sensory Partners. On behalf of our members, I wish to acknowledge the efforts of the Conference Planning Committee who put together a wonderful event for us. The Board will review the feedback

at our next meeting and will provide helpful information to the team in Ottawa who are planning our 2013 Conference "Putting Our Best Foot Forward".

I have been a member of the OASIS Board of Directors since 2006, representing Lambton County Developmental Services (LCDS), a founding member of OASIS. I worked in the sector for 10 years ending in 1996 when I left to work in Long-Term Care for the County of Lambton. I was a member of the Developmental Services Restructuring Committee in Lambton in 1997 and have just retired from the LCDS Board of Directors after serving 9 years. I have a number of family members who receive supports from Developmental Service agencies in the Province. I am also currently a member of the Board of Directors of the North Lambton Community Health Centre and past director of the Alzheimer Society Sarnia-Lambton.

Thank you to Judy Reid, our Past President, for her support during this time of transition. We welcome our newest board member Tali Nizic from REENA. The Board met in Peterborough in June. We have circulated the highlights

of the discussions and the minutes will be available on the OASIS website.

We appreciate the 134 respondents to our website development survey. The project will be completed over the course of the summer with a launch in the fall of 2012. We sincerely hope the improvements will enhance our members' experience, equipping them with the information and connections they need and value.

These continue to be lean times in the public sector in Ontario. OASIS understands the struggles our members face with financial pressures, increasing legislative requirements and uncertainty regarding the details of the provincial budget. We continue to monitor these matters and advocate on your behalf. This fall we are planning a forum where topics to be explored will include the pay equity issues many of our member agencies face, including analysis of the results of the recent survey. We will also explore together the results of the Operating Pressures Survey that recently wrapped up. Thank you to those who have participated in these surveys. We appreciate the investment our members make in completing the surveys, equipping us to collectively understand the scope of the various issues we face as developmental service providers. This is time well spent and the information will be used extensively.

I look forward to serving as your President and to the opportunity to meet our members as our Board gathers in different communities. In September the Board meets in Sudbury and we anticipate meeting our Sudbury area members then. I wish you all a wonderful summer season ahead.

Jane Joris, *OASIS President*

# ANNIE OLIVER AWARD RECIPIENT 2012



Ann Kenney, Chief Executive Officer of Community Living Muskoka, is this year's recipient of the Annie Oliver Award of Excellence.

Ann has been a member of the Board of Directors for OASIS for the past eight years, serving as a Board Member, Secretary and Vice-President Executive Director. Her knowledge and expertise have been invaluable to the Board and integral to the past two Presidents of OASIS, Brian Young and Judy Reid. Over the years, Ann has been instrumental in working with the Ministry and developing relationships that were in the best interest of OASIS. She has tirelessly taken on projects assigned by the Ministry including policy work, numerous pilot projects, and last year she led the province in Ministry detail code training through her role on the OASIS Business Resource Committee. Ann has participated and provided leadership to the OASIS Communications and Public Relations Strategies Committee and will continue to do so even though her term on the Board of Directors has ended. Ann is always well informed and readily shares her knowledge and expertise for the benefit of the Developmental Services sector. She always represents OASIS in a way that commands respect and recognition. Ann shares her knowledge freely with humility and a sense of humour.

Ann demonstrates the attributes the award was created for, "excellence, innovation and leadership in the Developmental Services sector, the highest administrative competence and professionalism, she inspires others, and, through perseverance, determination and positive attitude has assisted OASIS in achieving the goals inherent in its Mission Statement".

In addition to her work with OASIS, Ann is involved in her local community. In 2008, Ann was recognized as Muskoka's Professional of the Year and received the Muskoka Outstanding Business Women's Award. She has also served on the Board of Directors for Muskoka Parry Sound Sexual Assault Services and the Muskoka Planning Coalition for Children and Youth.

Congratulations, Ann.

## OPERATING PRESSURES SURVEY

The OASIS Labour Relations Committee coordinated a provincial sector-wide survey during the first three weeks of June. The intent of the survey was to gather information regarding increasing operating cost pressures, including those arising from recent collective bargaining settlements, and how agencies intend to, or are, managing those increasing fiscal pressures.

One hundred and thirty-nine agencies completed the online survey, and the information is now being analyzed. The Committee expects to review the preliminary results at their next meeting in July. Once the final report is complete, it will be presented to the OASIS Executive Committee in August, and then distributed more broadly later in the summer.

The Labour Relations Committee and the OASIS Board of Directors would like to thank all of the agencies that participated in this project. The results from this survey and the recent Pay Equity survey will be utilized in ongoing discussions with MPP's and senior Ministry officials. It is hoped that shifting from a traditional use of anecdotal information will be of assistance in those discussions.

### UPCOMING MEETINGS

#### Executive Committee

August 14, 2012  
Barrie

#### Board of Directors

September 12-13, 2012  
Sudbury

November 7-8, 2012  
Hamilton

December 12-13, 2012  
Barrie

IDEAS & ARTICLES ARE WELCOMED

Please contact

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### OASIS BOARD OF DIRECTORS

Jane Joris, President

Judy Reid, Past-President

David Barber,

Vice President Volunteer

Allan Mills, Vice President  
Executive Director

Lu-Ann Cowell, Treasurer

Donna Britten, Secretary

Bonnie Dinning, Director at Large

#### Directors:

Mal Coubrough

Steven Finlay

Michelle Marshall

Tali Nizic

Jocelyne Paul

### OASIS

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.

# PAY EQUITY

Proxy Pay Equity continues to create operational concerns within many social service sectors, including the Developmental Services sector.

Since September 2011, a group of agencies in the Developmental Services sector that are facing complaints made to the Pay Equity Commission, or are interested in the issue, have been meeting by telephone to try and develop province-wide strategies to address the issues. It quickly became apparent that we needed more information before we were able to start to develop strategies.

OASIS agreed to fund a survey on Pay Equity that was sent out to approximately two hundred (200) agencies across the sector – both those that used the Proxy Method and those that used in-house comparators (Job-to-Job or Proportional Value). The response rate was very good with one hundred fifty three (153) agencies representing more than twenty three thousand (23,000) employees completing the survey.

Some of the findings include:

- All of the non-proxy agencies have achieved pay equity. All of these agencies are paying employees at a rate higher than the target rate;

- Twenty five proxy agencies believe they have achieved pay equity;
- Highest reported Original Target rate for Non Proxy Agencies for full time support worker: \$16.22;
- Highest reported Original Target rate for Proxy Agencies for full time support worker: \$31.95;
- Highest reported current rate for Non Proxy Agencies for full time support worker: \$24.27;
- Highest reported current rate for Proxy Agencies for full time support worker: \$31.44;
- Sixty five per cent (65%) of the reporting Proxy agencies have made at least partial payment towards Pay Equity obligation since the last time government provided a base funding increase (2009/2010).

The Committee is using the information gathered from the survey to draft a work plan. Once completed, the work plan will be shared with the Provincial Network to receive endorsement. We plan to keep OASIS members updated as the committee work continues.



## OASIS SENSEATIONAL CONFERENCE!



Fireside chat with Deputy Minister Marg Rappolt and Assistant Deputy Ministers David Zuccato and David Carter-Whitney.



Keynote Dr. Peter Jensen.

The 2012 OASIS Conference was held at the scenic Deerhurst Resort on Peninsula Lake in Muskoka. This year's conference attracted 442 participants including conference delegates, speakers, exhibitors and event staff. The majority of the attendees reported that the conference met or exceeded their expectations in the survey completed following the conference.

Thanks to the hard working conference committee and the conference planners eighteen concurrent sessions were presented. As well, the Deputy Minister and Assistant Deputy Ministers presented information to participants during the Fireside Chat. Dr. Peter Jensen opened the event delivering a keynote on "Performance Coaching". He provided insightful information that could be utilized in every organization and reminded delegates that as leaders we need to be prepared to listen and not just be speaking or getting ready to speak. Jelica Nuccio, the second keynote speaker, inspired us with her ability to overcome any obstacles and utilize her gifts. It provided us with an insight into the meaning of language for those with sensory losses and how important the ability to network with others is. Paul Huschilt closed the conference with a standing ovation and reminded us that stress can be managed through attitude and humour.

Forty-three (43) organizations participated in the Trade Show. Without the contributions of our sponsors and trade show exhibitors the OASIS conference would not be the success it is. The feedback from exhibitors was that they liked the location, were pleased to see the number of participants that visited their booths and the broad spectrum that was represented. They enjoy the opportunity to interact with members on a face to face basis.



**Event sponsors were as follows:**

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While this year’s conference did try a new format for meals to encourage more participation at the trade show, participants quickly let us know that our members like to sit to have their meals.

OASIS once again proved that we have some dedicated golfers who will play in any kind of weather. While the rain did not dampen the enthusiasm, only four teams finished the entire course. Most players enjoyed the course and the fun contests on a couple of holes. Thanks to the Deerhurst Lakeside Golf Course for offering free rounds to all the players due to the rainy weather.

# OASIS SCHOLARSHIPS ANNOUNCED

The OASIS Board of Directors wants to give back to OASIS member agencies and is pleased to announce the establishment of three annual scholarships:

- President's Scholarship
- George Braithwaite Scholarship
- Gerry Sutton Scholarship

The first scholarships will be presented at the OASIS Conference in May 2013.

Submissions for any of the OASIS Scholarships must be made by the individual seeking the Scholarship. An individual may only receive one Scholarship per year. The submission deadline date for the first Scholarships is **February 28, 2013**.

## Submissions must include:

- Personal Commentary/Rationale/Request
- Three (3) Letters of Reference in support of the application (one must be from the applicant's agency i.e. Board Chair or Executive Director)

- Summary of community leadership/volunteer experiences/activities

## Submissions will be scored as follows:

- Personal Commentary/Rationale/Request – 30%
- Letters of Reference – 30%
- Summary of community/sector leadership experiences/activities – 40%.

Each scholarship will have an independent selection panel. Selection Committee members must exclude themselves from scoring where a conflict of interest exists or could be perceived to exist. In such a circumstance, the OASIS Board of Directors would appoint an alternate to sit on the selection committee. The selection panel will review the submissions and the application with the highest average score will be selected.

Outlined below are the specific details for each scholarship.

## PRESIDENT'S SCHOLARSHIP:

The President's Scholarship was established in recognition of the contributions of the volunteer Presidents of OASIS since its inception in 1996.

### Scholarship Details:

- Issued once per year to an Executive Director
- Presented at OASIS Annual Conference
- Up to \$5,000 value

- Can be utilized for Executive Director's attendance/participation in a conference or educational program of their selection
- Funds can be utilized for travel, accommodation, meals, registration fees and materials i.e. books
- Selection made by the President, Vice-President Volunteer, Vice-President Executive Director of OASIS
- Submission deadline end of February

## GEORGE BRAITHWAITE SCHOLARSHIP:



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. George exemplified the mission of OASIS through his tireless efforts, strong leadership and numerous activities on behalf of people with developmental disabilities. He was a determined 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 for the ongoing professional development opportunities for Developmental Services Sector leaders.

### Scholarship Details:

- Issued once per year to an Executive Director
- Presented at OASIS Annual Conference
- Up to \$5,000 value
- Utilized for Executive Director's attendance/participation in the National Leadership Consortium on Developmental Disabilities' week-long Leadership Institute at the University of Delaware
- Funds to be utilized for travel, accommodation, meals & registration fees
- Selection made by the OASIS Labour Relations Committee
- Submission deadline end of February

## GERRY SUTTON 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 Intellectually Handicapped People, the Ministry of Community and Social Services and the Queen's School of Business.

### Scholarship Details:

- Issued once per year to an Executive Director or Senior Manager
- Presented at OASIS Annual Conference
- Amount to be equal to the Queen's/ OASIS Leadership session registration fee
- Utilized for Executive Director/Senior Manager attendance/participation in the OASIS - Queen's Leadership Program
- No funds provided – OASIS to pay registration fee
- Selection made by the Secretary, Treasurer, and Past-President of OASIS
- Submission deadline end of February