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## ANNUAL REPORT

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

### Agencies Matter

It takes a village!

OASIS' 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 OASIS 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 focusses on advocacy, adaptation and case management while insuring adherence to quality assurance measures and legislative requirements.

With a community of experts in every part of Ontario, OASIS' 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 service sector. Dedicated and trained professionals ensure high quality supports and services that minimize risk and ensure full community engagement and employment of Ontario's most vulnerable citizens.

Since 2008, the Developmental Services Human Resource Strategy has worked in partnership with the Ministry of Community and Social Services (MCSS) and the Provincial Network on Developmental Services to professionalize the sector and ensure the best quality of supports for people with developmental disabilities in Ontario.

An unintended outcome of agencies implementing the legislative requirements of Pay Equity has been an alarming rate of the erosion of our infrastructures and of opportunities for our workforce.

The 2014 OASIS Operating Pressures Survey saw agencies reporting that they had 42% fewer full-time positions and 37% less management positions. Employees should not fear that their jobs are being eliminated, becoming part-time or contract, or that unqualified workers will become the standard as the sector is transformed.

Opportunities for advancement within our female-dominated workforce is threatening the foundations of an accessible, equal opportunity Ontario and our ability to attract, retain and sustain our most valuable assets.

Ontario must invest in the infrastructure of expertise provided through agencies, so that they can sustain the senior and middle-management professionals that will help facilitate the changes Ontario requires in order to achieve the directives of the Accessibility of Ontarians with Disabilities Act.



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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 ministries to work with agencies to develop integrated long-term solutions. The government recognized 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 commitments 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.

To mitigate the growing pressures of pay equity, government must work with Transfer Payment Agencies to better understand its impact and implement the recommendations contained within the Gender Wage Gap Steering Committee Final Report.

Once these changes are in place, the government must also commit to funding pay equity adjustments to completion. This will prevent the loss of 3,600 full-time positions and mitigate risk of impact to services for people with developmental disabilities and their families.



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## OASIS BOARD OF DIRECTORS 2016-2017

N. Ann Kenney, *President*

Darren Connolly, *Vice President Volunteer*

Michelle Marshall, *Vice President Executive Director*

Sherry Parsley, *Treasurer*

Norma Lamont, *Secretary*

Donna Britten, *Director at Large*

David Barber, *Past President*

Mal Coubrough, *Director*

Jason MacDonald, *Director*

Heather Bruce, *Director*

Terri Gray, *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

This has been a busy and exciting year for OASIS as we celebrated our 20th Anniversary. What started as a small collective of just six member organizations who wanted to provide a voice for agencies has grown to be a leader in developmental services, a collaborator between our 190+ member agencies, our community partners and the Government of Ontario.

OASIS continues to be active at the provincial level with participation in the Provincial Network, the Partnership Table on Developmental Disabilities and the Ontario Partnership on Aging and Developmental Disabilities (OPADD).

OASIS continues to have a very positive relationship with Government and the Ministry of Community and Social Services. On a monthly basis, we have met with Ministry staff and the Minister's office to ensure that the concerns of member agencies are being heard and addressed in a proactive manner. OASIS held its 2nd Annual Queen's Park Information Day and were able to meet with the Minister of Community and Social Services, Minister of Labour, Minister Responsible for Accessibility and Women's Issues, the Parliamentary Assistant to the Minister of Education, the PC Critic for Community and Social Services, NDP Vice Chair Standing Committee on Estimates and Critic for Children and Youth Services, as well as Senior Policy Advisors to the Office of the Premier, Office of the President of the Treasury Board and the Minister of Community and Social Services. Many opportunities were provided by the Ministry of Community and Social Services this year to provide feedback and gain knowledge regarding housing, base income pilot, performance measurement framework, and the Ombudsman's report.

In addition, OASIS updated the position paper on Offering Services and Supports to People through Individualized or Direct Funding. We have been working with Sal Marrello, Director Services and Supports, to further the work on individualized budgeting.

OASIS has been working on a solution to Pay Equity with the Government for many years and was pleased that the Gender Wage Gap Steering Committee recognized the need for resolution in its final report issued this year. Three of the recommendations embraced the changes that OASIS has been recommending to Government. For many years, Developmental Service agencies across the province have been struggling to meet the legislated requirements of Pay Equity. For some agencies, this has meant having to scale back frontline service for Ontario's most vulnerable to meet these burdensome Pay Equity obligations. What we see happening recently in the developmental services sector is the result of the cumulative and ongoing lack of support when it comes to Pay Equity. The work of the Gender Wage Gap Working Group, which held its first meeting in April 2017, is essential in developing a long term strategy to address the unintended

consequences being seen in the developmental services sector and resolving the Gender Wage Gap issue in Ontario. We are fortunate that the Developmental Services Sector will be represented by Janet Noel-Annable, Chair of the Provincial Network, as a member of the working group.

The OASIS Patron's Council continues to grow and we were pleased to welcome two new members, Mark Wafer and Kevin Costante, to the Council this year. Mark Wafer is the owner of six Tim Horton's in the Toronto area and brings an expertise in employment of individuals with disabilities. Kevin Costante is no stranger to the developmental services sector, having served twice as the Deputy Minister for Community and Social Services and brings a wealth of experience to the Council.

The Board of Directors commenced work on a new strategic plan, OASIS 2020, and are in the process of gathering the information provided by our member agencies and external stakeholders to guide us through the next three years. OASIS believes that agencies matter and OASIS 2020 will be our roadmap to the future in our support of all our members.

OASIS continues to grow since its inception in 1996 and with this growth in membership it has become exceedingly difficult to carry out the work of OASIS with only volunteers. OASIS commenced recruitment for an Executive Coordinator to assist the Board this year.

I would like to thank the members of the Board of Directors and the Supporting Executive Directors for their dedication and talent over the past year. Without their commitment and volunteering of their time, OASIS would not be the leader it is today. I would also like to thank the many member agencies who participated in our board meetings this year and added to our robust discussions. It is imperative that we represent the voice of our members. There are many challenges ahead of us as we move into the next chapter of OASIS and I look forward to the progress another 20 years will make.

Respectfully submitted,



N. Ann Kenney  
*President*

# COMMITTEE REPORTS

## OASIS LABOUR RELATIONS COMMITTEE

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 assists us in organizing the Committee's events.

When we reported on the creation of the Developmental Services Advisory Group (DSAG) a year ago, it was with the initial Terms of Reference which identified meetings being held every two months. Since the last annual report, there have in fact been 3 in-person meetings, and 1 conference call. However, two sub-committees have been doing a lot of work on preparing the RFS for the comprehensive compensation study, and also reviewing submissions and interviewing two consulting groups. As a result of this, there have also been only two Reference committee meetings held over the past year. The groups remain in place, and we anticipate being able to report on more items in the near future.

A lot of work has been accomplished with PSHSA regarding the development of the web based Health & Safety training modules. Feedback on Phase I launched last spring has been very positive. While the final versions of the modules for Phase II have been completed for a number of months, a technical challenge arose as to where and how the modules could be posted in order to function for agencies as designed. This final challenge is anticipated to be addressed in the very near future, and we appreciate the input and offers of support that we have received on this matter from the presentations at both our Information Session in January and the HR Forum in February. We would once again like to acknowledge, and express appreciation for MCSS's financial support of this project.

The survey conducted by the LR Committee has identified an almost 50 – 50 split in the sector as far as agencies that have internal LMS (Learning Management Systems) and those that do not. This in turn is raising potential options for collaboration between agencies in communities, and we look forward to being able to assist with this as able.

As noted above, the Committee hosted another sold out Information Session in January. The evaluation results, along with the presentations are posted on the OASIS website. The input from those present will be of assistance in designing the 2017 Operating Pressures Survey, intended to come out in late spring.

While there was a positive response to the recommendations outlined in the Gender Wage Gap Committee's report, and the creation of the Gender Wage Gap Working Group, unfortunately there still has not been any change made to the

requirements and pressures of the Pay Equity Act. The LR Committee is strongly supportive of Janet Noel-Annable's appointment to the Working Group, and OASIS has offered the support of both the LR Committee and the Pay Equity Committee to her, as the work of the Working Group goes forward.

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

Submitted by,

Dave Ferguson, *Chair*

## OASIS BUSINESS RESOURCE COMMITTEE (OBRC)

The OBRC has continued to focus on the following major areas:

1. Promoting Networking, information sharing and best practices within the DS sector
2. Providing information/constructive feedback to OASIS to aid with its advocacy and educational work
3. Working in partnership with the Ministry and assisting on projects that will benefit the DS sector

As part of agency networking and information sharing, OBRC continues to sponsor and engage with Developmental Services Finance Group (DSFG) which is a provincial grass roots finance and administration group for agencies in the DS sector. Christian Horizon's has continued to donate free meeting space to DSFG and OBRC. OBRC has continued to donate funds to DSFG to offset part of the DSFG meeting costs.

In return for this sponsorship and engagement, OBRC has worked with DSFG to recruit project participants to help test its project findings and receive feedback on recommendations and conclusions. OBRC, through DSFG, has 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 best practices promoted related to:

- Ongoing updates and additions to the Policy Options Manual
- Collected information from agencies through the DSFG annually to develop operating indicators. These indicators are at an aggregate level and help agencies to check their own operations against them and thereby develop consistency in reporting and improve data quality

# COMMITTEE REPORTS *cont'd...*

OBRC gathered and provided information to OASIS on the costs to agencies due to expanding CPP and upcoming changes to WSIB. This information helped OASIS in its advocacy work and its submission to the ministry for the need of additional funding.

To share information, OBRC posts meeting summaries and any information it collects or that 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 were involved in the following pilot projects for 2015-16 into 2016-17:

- Acted as an advisory group to the Ministry funded My Direct Plan initiatives and provided feedback on information that needs to be provided to the agencies and the Ministry
- Acted as an advisory group to the Ministry funded data transfer project to Christian Horizons to provide feedback on data elements requirements
- Worked with the Ministry on the funded Individualized Funding Initiatives and have developed options that will aid agencies to break out their service contract by individual.

- Through the Ministry funded financial accountability project, we have developed an educational package to be shared with the DS sector.

A joint effort between OBRC and DSFG to develop a process for supported banking was started in 2013-14 and has continued 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 and Pay Equity Maintenance where through DSFG we will facilitate feedback to the OASIS Pay Equity Group.

## COMMITTEE STRUCTURE

The list below represents the structure and members for the 2016-17 year.

## 2016-2017 BUSINESS RESOURCE COMMITTEE MEMBERS

REGION	MEMBER	AGENCY
North	Rhonda Stone	Community living Algoma
Central East	Margaret Patrowicz	New Leaf
Central West/Provincial	Angelica McKay	Christian Horizons
Eastern/Provincial	Joanne Stolte	Kinark Children's Services
Hamilton Niagara	April Papineau	Community Living Haldimand
Hamilton Niagara	Dan Rankin	Community Living Hamilton
Toronto	Flavian Pinto	Community Living Toronto
South East	Darlene Ryan (Chair)	Community Living Prince Edward
South West	Brian Sim-Little	Community Living London
OASIS Board	Sherry Parsley	Community Living Hamilton

For 2017-18 OBRC will build on its work from 2016-17 and look for new project opportunities. OBRC is developing its work plan for 2017-18 and looks forward to another year of supporting OASIS and the Developmental Services sector.

# COMMITTEE REPORTS *cont'd...*

## STRATEGIC PLANNING COMMITTEE

This year is the 20th Anniversary of OASIS and an important and exciting time to renew and refresh our organization and vision. OASIS is in the process of developing a new strategic plan to guide the Board of Directors, its committees and its membership towards 2020. OASIS believes that agencies matter. OASIS 2020 will be our roadmap to the future in our support of our member agencies in the vital work we all do.

We highly value all of the input we have received throughout this process, in particular, that from our 190 member agencies, our partners and our government colleagues. We are well into our visioning and planning process with the support of our external consultant, Doug Kerr of Kerr Consulting. Doug has guided the process and collected important information to assist us with our planning. Over the past few months we have been very active with our preparation including meeting with the OASIS Board, surveying our member agencies, collecting feedback through stakeholder consultations and the development of an issues paper. The issues paper is a thematic analysis of all consultation data that provides an overview of findings and a preliminary analysis to be used to inform our plan.

At the 20th Anniversary OASIS Conference and AGM there was further opportunity for feedback, engagement and a report back on the status of our efforts. In June the OASIS Board will make final decisions about the strategic directions for OASIS that will set the course for the next 3 years up into 2020. Stay tuned for the launch of our new plan to our membership in July.

The project is being led by a Strategic Planning Committee of the OASIS Board of Directors:

- Mal Coubrough, Director – *Woodstock & District Developmental Services (Volunteer)*
- Terri Gray, OASIS Director – *Community Living Oshawa Clarington*
- Krista Haiduk-Collier, Supporting Executive Director – *Community Living South Muskoka*
- Ann Kenney, OASIS President – *Community Living South Muskoka - Volunteer*

Respectfully Submitted,

Terri Gray, *OASIS Director, Strategic Planning Committee Chair*

## COMMUNICATIONS AND PUBLIC RELATIONS STRATEGIES

With a continued priority to build relations with government and to strengthen the voice of OASIS, the Communications and Public Relations Strategy Committee has sustained their strategic efforts through honing our messages and promoting the valuable work of agencies. Our 4 Pillars are instrumental to providing consistent and strong messages of our needs, strengths and commitments. Through our members and investments to these 4 pillars we will be able to help transform the current services and those on the horizon for tomorrow: Agencies, Employees, Sustainable Services & Collaboration Matter.

Our second annual Information Day was held at Queen's Park on November 2, 2016. Like last year this day included a number of meetings with 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.

As an organization made up of member agencies throughout the province, we see it as being extremely valuable and important to engage all of you in assisting us to carry out outreach strategies leading up to the 2018 election. Our collective advocacy has the potential to influence policy development at the grassroots level. Political party platforms have already begun to take shape for the lead up to the June 2018 election and we want to make sure that our needs are top of mind and priority.

To help reach this objective, we are currently in the process of finalizing an OASIS Advocacy Toolkit and associated "How-To" Webinar. This multi-level awareness campaign will have the first 2 phases being piloted during the early 2017 Budget year. With the assistance of approximately 7 Agencies who have well-established Public/Government Relations approaches we will concentrate our early stages of strategy in several Key Ridings. Upon completion of these first 2 phases we will receive feedback from the pilot agencies and complete final edits to the toolkit before our full-engagement of the sector.

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.



# COMMITTEE REPORTS *cont'd...*

Continuing Efforts and New to our repertoire of resources for you has been the following:

- Monthly editions of the DIGEST
- Bi-Monthly E-Blasts
- OASIS Website Review
- OASIS Branding Manual

Stay tuned for more great supports and materials during 2017-18 that will help you to 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 Past President – *Simcoe Community Services*
- Ann Kenney, OASIS President – *Community Living South Muskoka*
- Jocelyne Paul, OASIS Volunteer – *Ottawa Carleton Lifeskills Inc.*
- Roxanna Spruyt-Rocks, OASIS Volunteer – *Deaf Blind Ontario*
- Kathy Straus, OASIS Supporting Executive Director – *WDDS*
- Darren Connelly, OASIS Vice President/Volunteer – *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 Deaf, deafblind, blind, visually impaired, and hard of hearing adults and/or children.

The OASIS Sensory Partners have a direct reporting relationship to the OASIS Board of Directors and each of the partners for coordinated communication.

Highlighted below are some of the accomplishments of the OASIS Sensory Partners throughout 2016/2017:

This year the OASIS Sensory Partners focused on a communication strategy that blended with OASIS Four Pillars. Our communication activities included a revision of our key messages using the OASIS Four Pillars, updating our information package into a bright and easy to read brochure, a retractable banner, an increased presence in social media using the OASIS Twitter account, and providing the OASIS Board of Directors and the Provincial Network with regular updates. Thank you to Deafblind Ontario Services for taking the lead on our communication strategy and providing the OASIS Sensory Partners with tangible materials that promote our agencies.

Through regular case resolution discussions between the OASIS Sensory Partners we have been able to identify Deaf and Deafblind individuals who are at risk and require the specific services provided by the OASIS Sensory Partners. We have been able to provide support and direction to the individuals and their families which resulted in placements in services which might not have otherwise occurred if not for this network of specialized service providers. During our case resolution discussions, we realized that a second round of the Outreach Education and Training Project (ORETP) for the staff of the nine provincial DSOs was needed as there still seems to be some gaps in connecting people to our services. This second round started at the beginning of 2016, and as of March 2017, seven regions have received the training.

The OASIS Sensory Partners continue to monitor our linkages with community partners across the provinces and the specialized schools in London, Milton, Belleville, Brantford, and Ottawa to ensure that they are aware of our various agencies.

This year we again examined the data through DSCIS to identify the number of Deaf, deafblind, and visually impaired applicants in each region. The OASIS Sensory Partners will continue to review the data through the newer version of DSCIS when it is available.

I would like to congratulate Karen Chambers who will be taking over as the Chair of the OASIS Sensory Partners at our annual planning meeting on June 13th, 2017.

Submitted by,

Andrea Pringle, *Chair - OASIS Sensory Partners*

## OASIS SENSORY PARTNERS

Bob Rumball Associations for the Deaf  
Community Living South Muskoka  
DeafBlind Ontario Services

# COMMITTEE REPORTS *cont'd...*

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**

### **PUBLIC SECTOR LEADERSHIP INSTITUTE (PSLI) – ROTMAN SCHOOL, UNIVERSITY OF TORONTO**

Again this past year we were able to provide the program and 25 senior leaders from the sector attend. The PSLI program runs for three days every other month over the course of a year. Participants are drawn from various ministries across the Ontario Public Service and transfer-payment agencies from various sectors. The program is made possible thanks to the support of the Ministry of Community and Social Services.

### **QUEEN'S GRADUATE PROGRAM AT QUEEN'S UNIVERSITY SMITH SCHOOL OF BUSINESS**

Growing on the success of the Advanced Leadership Program a graduate level leadership curriculum was developed to meet the need of the sector. The program was offered in April with 30 participants. We are planning to offer the Graduate and Advanced Leadership programs on alternate years. We will engage the sector to ensure that the program continues to meet the needs of the sector.

Submitted by,

Brad Saunders, *Chair, OASIS Education Committee*

## **NOMINATIONS COMMITTEE REPORT**

The Nominations Committee of OASIS comprised of Brian Dunne, Judy Pryde and David Barber met at Community Living Toronto on Tuesday, March 14, 2017 and conducted interviews with prospective applicants to the OASIS Board of Directors for two positions: Volunteer and Executive Director.

We are pleased to recommend to the membership David McCoy from Reena for the Volunteer position and Brad Saunders from Community Living Toronto for the Executive Director position.

Respectfully submitted,

David Barber, *Chair*

## **ONTARIO PARTNERSHIP ON AGING AND DEVELOPMENTAL DISABILITIES (OPADD)**

OASIS is a valuable member of the Ontario Partnership on Aging and Developmental Disabilities (OPADD) and has been a long standing member of the leadership committee called the OPADD Collaborative. The leadership committee has representation of developmental services through OASIS and Reena and includes three Ministries (MOH-LTC, MCSS and the Seniors Secretariat), OACCAC is a member as well as health and long-term care provincial associations.

The OPADD Collaborative recognizes the hard work of the regional committees of which many OASIS agencies take leadership roles. OASIS encourages agencies to join their local committee and become more aware of aging initiatives in their area – more information can be found at <http://www.reena.org/work-and-learn/training/opadd/>

The OPADD Collaborative have had two areas of focus over the last year, frailty research and the Guidelines related to individuals with developmental disabilities and Long Term Care.

- The OPADD Collaborative has been aware of the need to look at an outdated document related to individuals with developmental disabilities and Long Term Care. Through the membership of both MCSS and MOH-LTC on this committee, they undertook to redevelop this document. The OPADD Collaborative has been consulting, assisting and supporting both Ministries in this work. There has also been wide stakeholder engagement. This document (Guidelines for Supporting Adults with Developmental Disabilities When Applying For, Transitioning Into And Living In A Long-Term Care Home) has been recently mentioned by the Minister in her announcement “Ontario Increasing Support for Adults with Developmental Disabilities who have Complex Needs” as well as the six month report back to the Ombudsman. We anticipate a release of this document in a few months.

- Reena and OPADD have supported the work of Drs. Lynn Martin (Chair and Associate Professor, Department of Health Sciences, Lakehead University) and H  l  ne Ouellette-Kuntz (Professor, Queen’s University) related to frailty and intellectual and developmental disabilities. Their work focuses on frailty among adults with IDD receiving home care services in Ontario (including in group home settings). More specifically, they are studying transitions in frailty status and accumulation of deficits over time, as well as the relationship between where people live and the home care services that they receive. The OPADD Collaborative have had meetings with Drs. Lynn Martin and Helene Ouellette-Kuntz discussing the issues regarding the current health assessment tool (RAI) and the need for a tool that more accurately reflects decline in individuals with a developmental disability. Recently the OPADD Collaborative participated in a review of the current data and findings.

The OPADD Collaborative is pleased to announce the success of a MCSS Modernization grant (partnership between OPADD, Reena and Mary Centre). This grant will enable the pilot testing of the frailty index through 2 agencies and the Central CCAC. We are hopeful that this will be a step to the possible use of this tool for all individuals with a developmental disability that are requesting assessment for home care services and will lead to better planning for aging supports. The modernization grant will also fund the updating and enhancing the transition guide for individuals with a developmental disability who are aging. We will be reaching out to all communities and regional OPADD communities across the province to assist in this project so that we can provide high quality relevant information about senior services and collaborative efforts cross sector.

Respectfully submitted by,

Sandy Stemp, *Co-chair* and Donna Britten, *OASIS Representative on the OPADD Collaborative*

## 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: The Ombudsman’s Report, including the Ministry’s responses on the 60 recommendations; Housing/Residential updates in regards to the Minister’s Housing Forum and the DS Housing Task Force; Passport waitlist updates; Long-term Care Guidelines; Updates for ReportON; Regional Centre Class Action – Strategic Program Investments presentation; Provincial Employment Strategy For People with Disabilities; Presentations from the Ontario Brain Institute and many others.

Submitted by,

Darren Connolly, *OASIS Representative at the Partnership Table*

## PROVINCIAL NETWORK

OASIS’ active involvement in the Provincial Network continued this past year, and the Summary Reports from each meeting have been distributed to members throughout the year and will not be duplicated here.

Of note this year however, was Michelle Palmer stepped away from her role as Chair of the Network, and was replaced by Janet Noel-Annable from Christian Horizons. All Network members were appreciative of the work and leadership from Michelle during her tenure, and she has continued to sit as a member to provide continuity and overlap.

MCSS regularly requested time to meet with the Network in order to present information on various initiatives underway within the sector. Sub-committees were also created on topics such as Quality Assurance, in order to provide the Ministry with more in-depth feedback and consultation. Presentations were also made by other Ministry’s including Health and Housing. The challenge with the Ministry updates, is how to engage the full OASIS Board with the information in order to develop an OASIS position on the various topics. This is an ongoing challenge, however we believe that we have developed a working solution. We encourage members to continue to review the Summary Reports and reach out to seek clarification and/or provide input as has been occurring.

Finally, this year the Community Networks of Specialized Care were approved to become a member of the Network.

Submitted by,

Dave Ferguson & Michelle Marshall, *OASIS Representatives at the Provincial Network*

# AWARDS

## *Annie Oliver Award*

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

- 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 over 185 members. She is a leader, who used her intelligence, organizational skills, common sense and good humour 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.

## *Member Leadership Award*

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This award is presented at the Annual Conference of OASIS. The objective of this award is to recognize and honour an OASIS member organization:

- A. that demonstrates excellence, innovation and leadership in the developmental services sector and best exemplifies the interests and mission of OASIS;
- B. that demonstrates collaboration, partnership and professionalism and in so-doing has provided an inspiration to others; and
- C. that, by a combination of perseverance, determination and positive attitude has assisted OASIS in achieving the goals inherent in its Mission Statement.

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

Congratulations to this year's Member Leadership Award winner.

# OASIS SCHOLARSHIPS

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

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 or Senior Manager for attendance/participation in a conference or educational program of their selection. The selection committee for this scholarship is the President, Vice-President Volunteer, 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 \$5000, 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 fifth annual OASIS Scholarships this year and thank you to all who applied.

**SAVE  
THE DATE**  
**OASIS CONFERENCE 2018**



# 19TH ANNUAL GENERAL MEETING

## FRIDAY, MAY 6, 2016 - SHERATON ON THE FALLS - NIAGARA FALLS, ON

### 1. WELCOME – DAVID BARBER, PRESIDENT

President David Barber called the 19th 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 77 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 8, 2015 IN RICHMOND HILL, ONTARIO – DAVID BARBER, PRESIDENT

**Moved by:** Brian Dunne; **Seconded by:** Roxanna Spruyt-Rocks  
*“that the minutes of the 18th Annual General Meeting held on May 8, 2015 in Richmond Hill, 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. OASIS Four Pillars were reviewed and the use of customizable postcards for members to use in conversations with MP’s, MPP’s, politicians, service clubs and media. David thanked all members and the Board of Directors for their support and commitment over the past year. He will serve two more years on the Board of Directors as Past President.

### 5. APPROVAL OF THE COMMITTEE REPORTS – DAVID BARBER, PRESIDENT

David asked the members to review the Committee Reports included in the 2015/16 OASIS Annual Report.

**Moved by:** Denise House; **Seconded by:** Bill Cowie  
*“that the Committee Reports included in the 2015/16 Annual Report be accepted as presented”.*  
**Carried.**

### 6. FINANCIAL REPORT AND AUDITED STATEMENT – ANN KENNEY, VICE PRESIDENT, VOLUNTEER

Ann reviewed the independent financial report and audited statements prepared by Millard, Rouse & Rosebrugh LLP, Chartered Accountants summarized on pages 13 to 17 in the 2015/16 Annual Report. It is the auditor’s opinion that the financial statements present fairly the financial position of OASIS as of March 31, 2016 and are in accordance with Canadian accounting standards for not-for-profit organizations.

**Moved by:** Ann Kenney; **Seconded by:** Brad Saunders  
*“that the Audited Financial Statements for the year ended March 31, 2016 be accepted as presented”.*  
**Carried.**

### 7. MOTION TO APPROVE APPOINTMENT OF AUDITORS FOR 2016/17 – ANN KENNEY, VICE PRESIDENT, VOLUNTEER

**Moved by:** Ann Kenney; **Seconded by:** Roxanna Spruyt-Rocks  
*“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 2015/16 – DAVID BARBER, PRESIDENT

**Moved by:** Roxanna Spruyt-Rocks; **Seconded by:** Jim Turner  
*“that the actions of the OASIS Board of Directors for 2015/16 be approved”.*  
**Carried.**

### 9. PRESENTATION OF THE BOARD OF DIRECTORS 2016/17 – DAVID BARBER, PRESIDENT

All incumbents whose two year term expires at the Annual General Meeting have agreed to stand for re-election. One Executive Director, Sally Ginter and one Volunteer, Wilma Arthurs have submitted their resignation.

On recommendation from the Nominating Committee, the Board approved the following nominations: Volunteer Position – Jason MacDonald; Executive Director Position – Terri Gray.

David asked the 2016/17 OASIS Board of Directors to stand and be recognized. They are Ann Kenney, Michelle Marshall, Darren Connolly, Sherry Parsley, Norma Lamont, Donna Britten, Mal Coubrough, Jason MacDonald, Heather Bruce, Trevor McGregor, Terri Gray, David Barber.

**Moved by:** Barb Andrews; **Seconded by:** Sarina Labonte  
*“that the 2016/17 OASIS Board of Directors be approved”.*  
**Carried.**

# 19TH ANNUAL GENERAL MEETING *cont'd...*

**10. THANK YOU TO OUTGOING PRESIDENT, DAVID BARBER – ANN KENNEY, VICE PRESIDENT, VOLUNTEER**

Ann thanked David Barber for his term as President of OASIS.

**11. THANK YOU TO THE 2016 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 present at the Annual General Meeting to stand and be recognized.

**12. PASSING OF THE TORCH TO THE 2017 CONFERENCE PLANNING COMMITTEE – ANDREW LEWIS, SARINA LABONTE**

Andrew and Sarina passed the time capsule to Michelle Marshall representing the group of agencies hosting the 2017 OASIS Conference and Annual General Meeting.

**13. MOTION TO ADJOURN**

David made a motion to adjourn the 19th Annual General Meeting of OASIS.

**Moved by:** David Barber; **Seconded by:** Sarina Labonte

*“that the 19th Annual General Meeting of OASIS be adjourned”.*

**Carried.**



## OASIS BOARD SCHEDULE 2017-2018

MEETING DATE	MEETING TYPE	LOCATION
May 2 & 5, 2017	Pre & Post AGM – Board	Westin Hotel - Ottawa
June 14 - 15, 2017	Board	Staybridge Suites - Hamilton
August 2, 2017	Board	Residence Inn Muskoka Wharf - Gravenhurst
September 6 - 7, 2017	Board	Staybridge Suites - Hamilton
October 25 - 26, 2017	Board	Staybridge Suites - Hamilton
December 6-7, 2017	Board	Staybridge Suites - Hamilton
January 17 - 18, 2018	Board	Staybridge Suites - Hamilton
February 28 – March 1, 2018	Board	Staybridge Suites - Hamilton
April 4 - 5, 2018	Board	Staybridge Suites - Hamilton
May 1 & 4, 2018	Pre & Post AGM – Board	Caesars Windsor - Windsor

# 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, 2017, 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**

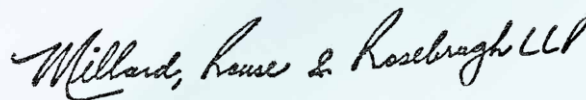
Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable 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, 2017, 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.



April 20, 2017  
Brantford, Ontario

CHARTERED PROFESSIONAL ACCOUNTANTS  
Licensed Public Accountants



# OASIS FINANCIAL REPORT

## STATEMENT OF FINANCIAL POSITION

As at March 31	2017	2016
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and short-term investments	385,978	60,818
Short-term investments	210,000	200,000
Accounts receivable	-	34,845
Prepaid expenses	113,362	54,243
	709,340	349,906
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Accounts payable	21,624	14,596
Deferred revenue (Note 4)	388,634	3,000
	410,258	17,596
<b>NET ASSETS</b>	299,082	332,310
	709,340	349,906

## STATEMENT OF CHANGES IN NET ASSETS

For the year ended March 31	Scholarship Fund	Operating Fund	2017	2016
<b>Balance - Beginning of Year</b>	50,558	281,752	332,310	312,294
<b>Excess (Deficiency) of Revenue over Expenses</b>	(21,110)	(12,118)	(33,228)	20,016
<b>Balance - End of Year</b>	29,448	269,634	299,082	332,310

# OASIS FINANCIAL REPORT

## STATEMENT OF OPERATIONS - OPERATING FUND

<b>For the year ended March 31</b>	<b>2017</b>	<b>2016</b>
<b>Revenue</b>		
Memberships	275,250	274,500
Interest and other income	5,598	38,145
	<b>280,848</b>	<b>312,645</b>
<b>Expense</b>		
Conference - net	12,976	-
Insurance	5,854	5,855
Office and miscellaneous	2,385	43,654
Purchased services	163,003	140,815
Strategic Leadership	10,000	10,000
Travel and meetings	98,748	97,113
	<b>292,966</b>	<b>297,437</b>
<b>Excess (Deficiency) of Revenue over Expense</b>	<b>(12,118)</b>	<b>15,208</b>

## STATEMENT OF OPERATIONS - SCHOLARSHIP FUND

<b>For the year ended March 31</b>	<b>2017</b>	<b>2016</b>
<b>Revenue</b>		
Conferences - net	-	12,386
<b>Expense</b>		
Scholarships	21,110	7,578
<b>Excess (Deficiency) of Revenue over Expense</b>	<b>(21,110)</b>	<b>4,808</b>

# OASIS FINANCIAL REPORT

## STATEMENT OF CASH FLOWS

<b>For the year ended March 31</b>	<b>2017</b>	<b>2016</b>
<b>Cash Flows From Operating Activities</b>		
Operating Fund - Excess (Deficiency) of revenue over expense	(12,118)	15,208
Scholarship Fund - Excess (Deficiency) of revenue over expense	(21,110)	4,808
Net change in non-cash working capital balances related to operations	358,388	(187,411)
<b>Net Increase in Cash and Bank</b>	<b>325,160</b>	<b>(167,395)</b>
<b>Opening Cash and Bank</b>	<b>60,818</b>	<b>228,213</b>
<b>Closing Cash and Bank</b>	<b>385,978</b>	<b>60,818</b>

# 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 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 the Income Tax Act, Canada.

### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit 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) Capital Assets

Capital assets are recorded as expenses in the year they are acquired.

#### (c) Revenue Recognition

Contribution 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.

#### (d) 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.

#### (e) 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. COMMITMENTS

The Organization has committed to contracts associated with the May 2017 conference for \$17,396 at year-end. These contracts are related to planner fees and speaker fees, and will be paid in May 2017.

### 4. DEFERRED REVENUE

Deferred revenue is comprised of funds for membership fees and conference revenue that has been received before March 31, 2017 that will be recognized as revenue in the following fiscal year.

### 5. COMPARATIVE FIGURES

Certain of the prior year's figures, provided for purposes of comparison, have been reclassified to conform with the current year's presentation.

# OASIS MEMBER AGENCIES

2016-2017

Access Better Living Inc/Vie Independente et Enrichie  
Aldaview Services  
Alice Saddy Association  
Alternatives Community Program Services (Peterborough) Inc.  
Anago Resources Inc.  
Aptus Treatment Centre  
Association pour L'integration sociale d'Ottawa  
Avenue II Community Program Services (Thunder Bay) Inc.  
Behaviour Management Services of York and Simcoe  
Beth Tikvah Foundation of Hamilton  
Bethesda Community Services Inc.  
Bob Rumball Associations for the Deaf  
Brampton Caledon Community Living  
Brantwood Community Services  
Brockville & District Association for Community Involvement  
Brockville and Area Community Living Association  
Bruce Peninsula Association for Community Living  
Camphill Communities  
Canadian DeafBlind Association Ontario Chapter  
Canadian Helen Keller Centre  
Career Services of Brockville  
Catulpa Community Support Services  
Central West Specialized Developmental Services  
CHOICES  
Christian Horizons  
Cochrane Temiskaming Resource Centre  
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 Highlands  
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 Kincardine & District  
Community Living Kingston & District  
Community Living Kirkland Lake  
Community Living Lanark County  
Community Living Lennox & Addington  
Community Living London  
Community Living Manitoulin  
Community Living Mattawa  
Community Living Meaford  
Community Living Mississauga  
Community Living Newmarket/Aurora District  
Community Living North Bay  
Community Living North Frontenac  
Community Living North Grenville  
Community Living North Halton  
Community Living North Perth  
Community Living Oakville  
Community Living Oshawa/Clarington  
Community Living Parry Sound  
Community Living Peterborough  
Community Living Port Colborne-Wainfleet  
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. Catharines  
Community Living St. Marys & Area  
Community Living Stormont County  
Community Living Stratford & Area  
Community Living Temiskaming South  
Community Living Thunder Bay  
Community Living Tillsonburg  
Community Living Toronto  
Community Living Upper Ottawa Valley

# OASIS MEMBER AGENCIES

2016-2017

Community Living Wallaceburg  
Community Living Welland Pelham  
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  
Kinark Child and Family Services  
K-W Habilitation Services  
Lambton County Developmental Services  
Lansdowne Children's Centre  
L'Arche Ontario  
Lions McInnes House  
Madawaska Valley Association for Community Living  
Mary Centre of the Archdiocese of Toronto  
Meta 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  
Northumberland Family Respite Services  
OCAPDD - Open Hands  
Ongwanada  
Operation Springboard  
OPTIONS Northwest  
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 House, Markham  
Participation Lodge Grey/Bruce  
Pathways to Independence  
Peterborough Communication Support Systems  
Quad County Support Services  
Quinte Vocational Support Services  
Reena  
Regional Support Associates  
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  
Sudbury Community Service Centre  
Sudbury Developmental Services  
Sunbeam Centre  
Surrey Place Centre  
Tamir Foundation  
Tayside Community Residential and Support Option  
The Salvation Army Broadview Village  
Total Communication Environment  
Valor & Solutions Professional and Community Developmental Services  
Valoris for Children & Adults of Prescott-Russell  
Vita Community Living Services & MensSana  
Woodstock and District Developmental Services  
Woodview Mental Health & Autism Services  
York Support Services Network  
YsOwlMaclure  
YWCA Hamilton



*Thank You*

**Thank you to the OASIS Member Agencies that hosted the 20th Annual OASIS Conference**

- Participation House, Durham Region
- Community Living Campbellford/Brighton
- OCAPDD & Open Hands
- Ottawa Foyers Partage
- Community Living Oshawa Clarington
- Community Living Durham North
- Ottawa-Carleton Lifeskills Inc.
- Community Living Burlington
- Aptus Treatment Centre
- Ottawa Rotary Home
- Community Living Prince Edward
- Community Living Haldimand



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)