



OASIS

MAY 6-8 • 2015
Richmond Hill, Ontario

Ontario Agencies Supporting Individuals with Special Needs



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www.oasionline.ca

**CONFERENCE
PROGRAM**



OUR INVITATION

*Join us in beautiful Richmond Hill, Ontario
– a small slice of heaven in the GTA!*

2015 Planning Committee

Paul Burston
Director of Government Relations
and Social Policy
Christian Horizons

Mille Chadwick
Coordinator, Volunteer Services
Reena

David Cohen
Board Member
Provincial Network on
Developmental Disabilities

Carl MacMillan
Community Leader
L'Arche Daybreak

Deepak Soni
Executive Director
Corbrook

Don Walker
Executive Director
Mary Centre

Aviva Windman
Office Administration Specialist
Reena

OASIS (Ontario Agencies Supporting Individuals with Special Needs) is pleased to invite you to participate in the **18th Conference and Annual General Meeting**, which will be held May 6-8, 2015 in beautiful, bustling Richmond Hill, one of the most multicultural communities in the Greater Toronto Area. The Conference will take place at the Sheraton Parkway North Hotel, conveniently located at Highway 7 and Leslie Street.

As Ontario's pre-eminent event for senior executives in this service sector, the OASIS Conference brings together the province's leading organizations. Approximately 350 CEOs, Executive Directors, Senior Managers and Board Members will participate in this event and Annual General Meeting.

This year's Conference is sponsored by the Faith & Culture Inclusion Network (FCIN), a coalition of organizations in the developmental sector representing service providers, self-advocates, and families of people with developmental disabilities. With member organizations throughout Ontario, FCIN supports choice and inclusion for people with developmental disabilities with regard to faith, culture, accessibility and service planning. FCIN is also committed to the promotion of progressive public policy and makes recommendations to government and provincial advisory groups..

The theme of OASIS 2015 is **R.E.S.P.E.C.T.** – a big bold word with a gentle meaning. FAITH + CULTURE + INCLUSION = R.E.S.P.E.C.T. – n'est ce pas?

We look forward to greeting you with a warm welcome at this year's Conference. Please don't hesitate – register today!

Co-Chairs:

Arlene Margolese
Manager, Faith & Cultural Services, Volunteer Services – Reena

Dwayne Milley
Director of Development & Operations – Christian Horizons Global



MAY 6-8 • 2015
Richmond Hill, Ontario



PRE-CONFERENCE OPTIONS

Wednesday, May 6 | 2015

GOLF

10:30 am
MODIFIED
SHOTGUN START

\$ 125. | per player
INCLUDES
GREEN FEES & CART
LUNCH & ROUND TRIP
TRANSPORTATION



eagles nest
GOLF • CLUB

Our 2015 Golf Tournament will take place at Eagles Nest Golf Club, located in Maple, Ontario. It is a world-class Doug Carrick designed course and ranked #1 in the GTA since 2008. Eagles Nest is a bold and dramatic course, offering a par 72 that can play as long as 7,400 yards. An exquisite balance of nature and design, this spectacular course was crafted by Canada's premiere golf-course architect and offers a truly unique link-style golf experience. The course, spread over 235 acres of breathtaking scenery, presents unexpected challenges for golfers of all levels.

To reserve your spot, please select this package on the registration form. If you have a foursome, please ensure you list all members of your foursome on the registration form. If you do not, we will assign you to a team.

For golf club rentals, please contact the course at 416-258-0151.

For more information about Eagles Nest Golf Club, visit www.eaglesnestgolf.com



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PRE-CONFERENCE OPTIONS

Wednesday, May 6 | 2015

SPA

Valid
May 6 – 8
2015

\$ 65. | Healing Mist
Package

\$ 70. | Feeling Relaxed
Package



Spa Relaxation & Indulgence

The Caesar Spa offers guests the opportunity to relax, rejuvenate and refresh in a beautifully tranquil ambiance. Conveniently located within the Sheraton Parkway Hotel, you can unwind without worry.

Delegates of the 2015 OASIS Conference can enjoy two specialty packages:

The Healing Mist Package – includes a Manicure, Pedicure and Aromatherapy Massage.

\$65. | valued at \$130

Feeling Relaxed Package – includes a 45 minute Organic Hydrotherapy Facial and 45 minute Swedish Massage.

\$70. | valued at \$140

For any spa specific questions or to book one of these treatments, please contact the spa directly at 905-882-3121

For more information about other services offered at Caesar Spa, please visit www.caesarspa.com



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HOTEL & SUITES



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PRE-CONFERENCE OPTIONS

Wednesday, May 6 | 2015

WORKSHOP

LEGAL UPDATE
2:30 – 4:00 pm

\$ 35. | per person



The session will conclude with a question and answer period with the aim of discussing emerging trends and legal concerns identified by attendees.

Legislative Changes, Leading Decisions and Emerging Trends in the Developmental Services Sector

Brendon Pooran & Cheryl Wiles Pooran

PooranLaw Professional Corporation

A host of legal changes will affect organizations in the developmental services sector in 2015. This session will provide an update on the legislative changes and compliance deadlines that will come into effect in the next twelve months and key court and tribunal decisions with special implications for the sector, together with a discussion of the legal issues about which our clients in the sector have expressed an increasing concern, including:

- Temporary and agency workers and the implications of Bill 146 – Stronger Workplaces for a Stronger Economy Act and the corresponding amendments to the Employment Standards Act, the Occupational Health & Safety Act, and the Workplace Safety and Insurance Act;
- An update on Pay Equity;
- The trend towards WSIB alternatives;
- The status of the Ontario Not-for-Profit Corporations Act and compliance deadlines;
- New compliance requirements under the Accessibility for Ontarians with Disabilities Act;
- Risks and liabilities in trainee, employment experience and work placement program; and
- Key case law decisions of the last 12 months.



RETURNING TO OASIS 2015

2015 CONFERENCE APP

The 2015 Conference information will be available on the OASIS 2015 APP that delegates will be able to download prior to the Conference.



Be sure to visit OASIS Central again this year!

This resource lounge offers:

- Free tech support
- Charging station for your electronics
- OASIS resources
- And much, much more!



CELEBRATE TOGETHER!

Wednesday, May 6 | 2015

GALA EVENT

6:30 – 9:30 pm



Dinner, Speaker & Entertainment

Justin Hines | *Entertainer*

Justin is no stranger to physical pain. Being born with Larsen Syndrome, a joint dislocation condition that keeps him in a wheelchair has helped Justin deal with the many challenges faced in life. As a progressive condition, doctors told him early on that the continuous curvature of his spine would not take much issue until later on. The timing of that diagnosis came earlier, just as he was preparing to record new songs.

Your Son Has a Half Hour to Live and Your Car is Being Towed Away – Making the Most of a Bad Day”

Judge Dan Butler | *Speaker*

Audiences all over North America have been bowled over by Judge Dan Butler’s personal and professional perspectives, his whirlwind delivery, gentle humour, and remarkable insights into the human condition. Dan Butler draws on his experiences as a father, a syndicated weekly columnist, a securities salesman, a college professor, a retail store manager and a regional director for the National Conference of Synagogue Youth. He has been a judicial law clerk, a prosecutor, a family court hearing officer and a family court mediator, successfully settling over 1,100 custody cases. How do we enhance our relationships with people and The Almighty? How can we be happy even in the face of adversity? What makes us unique? The math is simple – laughter plus tears equal inspiration. Join us for this riveting presentation!

AWARDS EVENT

6:30 pm – 12:00 am



Thursday, May 7 | 2015

Dinner & Awards Celebration

Join us for an exciting evening honouring the 2014 Award recipients including the:

- Annie Oliver Award
- President’s Scholarship
- George Braithwaite Scholarship
- Gerry Sutton Scholarship

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CONFERENCE SCHEDULE

May 6 - 8 | 2015

Wednesday
May 6

- 9:00 am – 5:30 pm Registration
- 9:30 am – 3:00 pm Golf Tournament OR Spa Treatments
OR
- 2:30 pm – 4:00 pm Workshop | **Legal Update: Legislative changes, leading decisions and emerging trends in the developmental services sector**
- 6:30 pm – 9:30 pm Gala Event & Dinner | **Judge Dan Butler – Speaker**
Justin Hines – Entertainer

Thursday
May 7

- 7:00 am – 8:30 am Registration
- 7:30 am – 8:30 am Breakfast and Exhibits
- 8:30 am – 9:00 am Opening Remarks and Greetings
- 9:00 am – 10:00 am Keynote Speaker | **Michael Gottheil – Executive Chair, Social Justice Tribunals Ontario**

Conundrums, Enigmas and Dilemmas: Reflections on the Complexity of Disability

Working with, and living with disability has its challenges - social, economic and practical. But we don't often reflect on how multi-dimensional and complex disability is on a human level. In this sometimes personal, sometimes existential presentation, Michael Gottheil, Executive Chair of Social Justice Tribunals Ontario and a person with a disability, explores a variety of issues with no easy answers, or perhaps no answers at all.

- 10:00 am – 10:45 am Refreshments and Networking
- 10:00 am – 3:45 pm Exhibits
- 10:45 am – 12:15 pm CONCURRENT SESSIONS **1A – 1F**
- 12:30 pm – 1:30 pm Lunch For Delegates
- 1:30 pm – 2:20 pm Plenary Speaker | **Erik Carter – Vanderbilt University**

Friendships, Family and Faith: Supporting People with Disabilities to Flourish

The most compelling service systems are driven by a deep commitment to enabling people with intellectual and developmental disabilities (IDD) and their families to flourish. Indeed, supporting people to live a good life - perhaps even an enviable life - is at the heart of what we are called upon to do. While much attention focuses on helping people with IDD find meaningful work and a safe place to live, we often struggle to address other dimensions of life that promote well-being. This presentation will focus on promising and practical pathways for helping people thrive in the areas of friendships, family and faith – outlining powerful principles for addressing what matters most in the lives of the individuals you support.

- 2:30 pm – 3:10 pm CONCURRENT SESSION **2A – 2F**
- 3:10 pm – 3:20 pm Stretch Break
- 3:20 pm – 4:00 pm CONCURRENT SESSION **3A – 3F**
- 5:30 pm – 6:30 pm Reception | *hosted by OASIS 2016 Conference Committee*
- 6:30 pm – 12:00 am Awards Event | *Dinner & Awards Celebration*

R.E.S.P.E.C.T.



Friday
May 8

- 8:00 am – 9:00 am Breakfast
- 9:00 am – 9:45 am OASIS Annual General Meeting
- 9:45 am – 10:45 am Keynote Speaker | **Karen Chan – Ministry of Community & Social Services**

The Ongoing Transformation of Developmental Services in Ontario

The Developmental Services sector in Ontario is continuing its transformation journey. We all have a role to play in supporting ongoing transformation of the DS system, into one that delivers person-directed supports and promotes greater inclusion and independence for individuals with developmental disabilities – through a collaborative and efficient service delivery network. We first started our transformation of the system almost ten years ago. Since then, Ontario families' lifestyles and expectations have changed considerably. Indeed, the characteristics of individuals served have also changed, with more instances of dual diagnosis and other more complex needs than was present at the outset of our transformation. We are exploring new and innovative ways in which we can work together to strengthen and modernize our system to meet the known realities of today and plan for the anticipated challenges of tomorrow. Together we will build on our sector's momentum of good work over the last six months. We will continue to explore collaboration and partnerships to problem solve, plan and implement initiatives. Karen will speak to you about how we can work to investigate new ideas and innovative thinking and together, how we will build a modern, responsive and innovative support system to provide increased levels of independence, inclusion and choice to our clients.

- 10:45 am – 11:00 am Closing Remarks



CONCURRENT SESSIONS

1A – 1F

Thursday

10:45 am – 12:15 pm

R.E.S.P.E.C.T.



Please select
ONE session
in each time
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1A The Ghosts of Mariposa

S.C. Pinney, Tom Carson | *The Arts Engine*

The Ghosts of Mariposa is a live theatre production. Set at the closing of a regional institution, the play centers on the lively world of three ex-residents who are now integrated into their small town community. Supported by a well-intentioned worker, the central character (Bob) struggles after meeting the “ghost” of a woman with cerebral palsy in the soon-to-be demolished regional center. Bob hopes to be able to fulfill his long-cherished dream of getting married, but must face societal obstacles and his own deepening alcoholism. As the day of the demolition approaches and the woman remains in the building, Bob battles with himself and those around him to achieve his goal.

The Ghosts of Mariposa invites viewers to take the tragic journey of the protagonist, moving and inspiring the audience to assess the wellbeing of disabled individuals they may know and the performance of services that aim to address their needs. Touching on themes of friendship, romantic relationship, addiction and authority, the play raises many questions: In a post-institution era, have services improved? Are people living up to their potential? Do our services meet their needs and is institutionalism limited to buildings? Can societies resist the temptation to go back to institutional models?

The play is written by Canadian playwright and DSW support worker S.C. Pinney and is produced by the Toronto-based not-for-profit theatre organization, The Arts Engine.

1B Adulthood: Policies, Practices and Procedures

Dave Hingsburger, Channele Salonia, Christa Outhwaite-Salmon |
Vita Community Living Services

With the advances of self-advocacy come the increasingly powerful voices of people with disabilities who live in service and who clearly state their wish to be treated as adults. As much as we may protest otherwise, adulthood and the risks and challenges that come with it form a complex issue for service providers. Risks, responsibilities and rights in areas as sensitive as sexuality, morality, and ‘choice’ can be tough for agencies to negotiate.

Voice for people with disabilities is relatively new, and other voices may rise in disagreement or even opposition – including the voices of parents and staff. This session will suggest the kind of policies and procedures that agencies need to think about when serving people with disabilities who have long wished for adulthood.

1C Planning for ‘Success’ion: A Talent Management and Succession Planning Guide for Agencies

Laura Hanley, Bruce Wilson, Sara Ropp | *Developmental Services Human Resource Strategy*

This session will provide the audience with an overview of a new Talent Management and Succession Planning manual for agencies and Boards developed by the Provincial Network on Developmental Services H.R. Strategy-Talent Management and Succession Planning (TMSP) Committee. The practical, user-friendly manual provides an overview of TMSP concepts, step by step procedures, best practices, policy templates, case studies and useful resource links.

1D Uncovering Bias and Leadership Blind Spots: Using the Deep Diversity Lens

Shakil Choudhury | *Anima Leadership*

What if our interactions with people of other backgrounds (e.g. race, gender, sexual orientation, etc.) are influenced by things happening below the radar of awareness, hidden even from ourselves?

In spite of good intentions and being fair-minded, research demonstrates that our unconscious mind and automatic brain processes frequently favour those most “like us,” creating blind-spots and hard-to-see discrimination that is systemic, preventing many hardworking people and groups from moving forward in society.

This presentation will suggest that in order to advance diversity and inclusion in education, leaders need to understand how the hardware of the mind fuses with the software of socialization.

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CONCURRENT SESSIONS

1A – 1F *continued*

Thursday

10:45 am – 12:15 pm

R.E.S.P.E.C.T.



Please select
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1E Models of Shared Living: Building Partnerships that Offer New Choices **Part 1 for More People**

John Guido | *L'Arche Ontario*

As services for people with intellectual disabilities are transformed, a wide range of residential options are emerging that offer choices beyond the traditional group home, Supported Independent Living, and family home options. Many people with intellectual disabilities want to live with others in warm and caring homes that promote meaningful participation in the wider community – and their families want to support them.

For 50 years, people in L'Arche communities have shared life in large homes. Today, L'Arche is exploring other options to broaden the possibilities for more people. Some families are coming together to create homes for shared living without the benefit or the regulatory burden of public funding. Families like this are seeking partnerships with human service agencies, networks of care, and knowledgeable others as they strive to develop new options for sharing life together that will be sustainable for the long term.

This presentation will bring together individuals, family members, and the partners who are working with them as they explore the joys and challenges of creating new models of shared living. How could a range of options develop that allow individuals to choose where and how they want to live? And how might these new models adapt as people's needs and dreams change? While there may be as many questions as answers, there is a growing body of experience to build upon as these new models emerge and as more organizations are invited to become active partners in their development.

Part 2 Monitoring Homes: An Individualized Model of Support

Maurice Voisin, Roy MacLeod, Marsha Ferguson | *South-East Grey Support Services*
Archie Dowker | *D.A. Applications*

South-East Grey Support Services (SEGSS) is a small, rural organization that supports adults with developmental disabilities/dual diagnosis through the monitoring model of support. This session will describe how the monitoring model works. This model has been used successfully at SEGSS for the past twenty years. Specific advantages of this model will be described in detail including information about its cost effectiveness. Real life examples will be drawn from experience in the twelve different locations where the monitoring model is currently in place. At SEGSS there are ten monitoring locations where one person is supported and two locations where two people are supported. Monitors act as 'good neighbours' and are available, when needed, by the supported individual next door.

1F Everyone has Human Rights: Policy on Competing Human Rights

Celia Chandler, Lauren Blumas | *Iler Campbell LLP*

Ontario has a robust system of human rights protection, critical for the protection of vulnerable people. At times, however, human rights collide when the protection of one set of human rights leads to the violation of another. In 2012, the Human Rights Commission of Ontario released its "Policy on Competing Human Rights". The Policy discusses a set of key human rights principles and provides a framework for organizations to analyze a competing human rights situation to find the most appropriate solution.

This talk is presented by two lawyers from a firm serving the non-profit, charitable and co-operative sector. The Policy will be introduced as a useful tool for organizations. Throughout the presentation, real-world examples will be used, generating lively debate which will encourage attendees to think/talk about the complexity of competing human rights cases.

Presenters provide legal information in a straightforward, engaging and often fun way.

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CONCURRENT SESSIONS

2A – 2F

Thursday
2:30 pm – 3:10 pm

2A Transformation in Action – Agency Experience on Individualized Funds

Flavian Pinto, Frances MacNeil | *Community Living Toronto*
John Bedell (ret.) | *Woodstock and District Developmental Services and*
Hassnane Sajan | *Darts Solutions Inc.*

Since the Ministry announced transformation a few years ago, the biggest change and challenge for agencies has been to receive and expend funds in the form of individualized funding.

Residential and non-residential funds are awarded to individuals/families on an individualized basis. In cases of residential funds, the transformation process visualizes families having the option of accepting and self-directing the expenditure of funds. In cases of passport funds, transformation visualizes families expending the funds on activities and supports available to them through agencies as one of the options.

This presentation is designed to demonstrate the individualized funding process in action from an agency perspective, and how to create a seamless continuum for families to receive residential or non-residential services once they receive funding. The presentation will focus on the following themes;

1. Developing an Individualized Budget using the provided template how to translate it to the required ministry format.
2. Various case studies will be provided and discussed.
3. How to use tools developed by the agency for the sector-activity fees/support costs – ensuring sustainability in these budgets.
4. Working with families receiving passport funds or those who opt to manage their residential funds through self-directed option – how families can track expenses using mobile apps and provide the required information to agencies.

2B Sheltered Workshops, Trainee Programs and the Minimum Wage: Providing Work Experience in the Wake of Garrie vs. Janus Joan Inc.

Cheryl Wiles Pooran | *PooranLaw Professional Corporation*

Janus Joan Inc. was a for-profit organization established by individuals with experience in the DS Sector who saw the need for work placement programs for individuals with developmental disabilities. Janus Joan paid general labourers without disabilities the minimum wage but paid Terri-Lynne Garrie, and other individuals with developmental disabilities, dubbed “trainees”, an “honorarium” of between \$1.00 and \$1.25/hr, 40 hours per week, for performing substantially similar work.

In March 2014, the Ontario Human Rights Tribunal found that Janus Joan Inc. had discriminated against Ms. Garrie and awarded her \$180,000 in damages, including 10 years of lost income (equal to the difference between what she was paid and the minimum wage she should have received during her employment) and a substantial award for injury to dignity, feelings and self-respect.

This award has very real implications for agencies, families and community partners who operate training programs, work experience opportunities and/or offer co-op placements for persons with disabilities. This session will provide an analysis of the unique circumstances of this case and its broader implications for the sector, answering such questions as:

- Who is a trainee?
- When is a trainee an employee?
- What types of remuneration are permissible, if any?
- When does an organization have to file T4s, T1s in respect of a trainee or participant?
- What are the Human Rights implications?
- What are the ODSP considerations?
- What are the risks under the Employment Standards Act?
- What are some strategies for ensuring your organization is on the right side of the law?

2C Developing Regional Capacity: Aging & Developmental Disabilities – A Training of Trainers

Stella Galloway, Susan Wavell, Tricia Morris | *The Southern Network of Specialized Care*

This presentation will highlight and detail a three year capacity development Training of Trainers project on Aging and Developmental Disabilities in the Haldimand Norfolk Region of Ontario. This project provides a long term sustainable approach to developing skills and expertise across the sectors including: Health, Mental Health, Developmental Services, Senior Support Services and Long Term Care.

R.E.S.P.E.C.T.



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CONCURRENT SESSIONS

2A – 2F *continued*

Thursday
2:30 pm – 3:10 pm

R.E.S.P.E.C.T.



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2D **There's Power in Marketing: Keeping with the Changes of Today and Tomorrow**

Antero Manninen, Alex Debold | *TYO Project Consulting and Services*

Taking another look at what “marketing” is and how to truly utilize it, can provide your management team and board of directors some needed ideas on building strategies to improve quality of services, and increase stakeholder engagement while heightening your agency’s overall brand. As marketing is one of the cornerstones of organizational success it attracts new donors, volunteers and can bring in new sources of funding. Understanding marketing also keeps your organization evolving and in pace with micro and macro-environmental changes, and is as well a crucial tool in mitigating many enterprise risks. This workshop takes its participants through an interesting session by first peering into present day examples of how sound marketing plans have created some of the most successful and enduring for-profit companies and non-profit agencies. The presenters show how great organizations understand that effective marketing means internally and externally adapting to societal and sector changes, while maintaining the ability to operate within the original visions and values. As many non-profit organizations realize that marketing strategies using new platforms (such as social media and market research) need to be built into their strategic planning, we present some practical ideas that can cross all sectors and operations.

This session keys in on simple and practical approaches to marketing, and provides a place of dialog and discussion on how to use marketing within day to day operations and within any future strategic planning. The objective is to provide each attendee with several take-aways that can help build future results with end goals of improving the quality of care and services for the clients their agency supports.

2E **Managing an Aging Workforce**

Daniel Pugen, Melissa Kennedy | *McCarthy Tetrault LLP*

The aging workforce is an emerging reality facing employers, particularly in the absence of mandatory retirement. This will have a significant impact on workplace demographics, operational priorities and the management of issues connected directly to aging employees. This presentation will address some of the concerns and unique challenges that arise in connection with aging workers, including disability and age discrimination. It will explore three key areas that employers may need to consider in the context of older workers: performance management, the duty to accommodate, termination and severance costs - and will provide practical options for management.

2F **Culinary Skill Development & Employment – A Recipe for Success**

Irene Moore | *Christian Horizons, JoAnne Nugent | Humber College*

Research indicates that people want to be included, to contribute and to belong. Due to limitations in reading, writing, and/or mathematics, individuals with developmental disabilities face barriers to fulfilling these wishes when they encounter significant barriers in social and employment connections. With help, they can develop job-related knowledge, job-success skills, employment readiness skills, as well as life-functioning knowledge/skills.

Christian Horizons in partnership with The School of Social and Community Services at Humber College has been providing basic culinary skills teaching to adults with developmental disabilities since July 2013. Together they have offered training in various formats whereby students receive culinary training in leading-edge learning labs. It initially began as a five-day program and is now offered as a three-semester certificate. Students attend classes to learn the soft skills and spend three days per week in real job placements at local businesses such as The Old Mill, The Hyatt, The Sheridan, Moxie's, Montana's, Swiss Chalet and Best Western.

The model encourages inclusion while providing real opportunities for the students to prepare for long-term employment in a culinary career. Through the creation of this accessible culinary program, adults with disabilities overcome barriers that have changed not only their lives; it has changed the broader community.

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CONCURRENT SESSIONS

3A – 3F

Thursday
3:20 pm – 4:00 pm

R.E.S.P.E.C.T.



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3A Wholly Walkamolie! – How to Build Teams Through Wellness Programs

Suzanne Willett, Erin Thomas | *DeafBlind Ontario Services*

DeafBlind Ontario Services believes that individuals who are deafblind can increase their independence on their own terms with a helping hand and supportive touch. Since 2011, DeafBlind Ontario Services has had an Employee Advisory and Resources Support (EARS) Committee to;

- promote a positive working environment
- discuss and recommend ways and means to improve its operations
- represent issues of interest held by employees
- discuss and recommend ways and means to improve locations
- assist with employee focused initiatives

The committee has administered a wellness program for the past two years and more recently, has spearheaded an organizational wide walking challenge. These endeavours have promoted health and wellness awareness to employees and provided them with a means to purchase items that will benefit their health and wellness. The organizational wide walking challenge is bringing teams together in fun and fitness while increasing health and wellness. This session will:

- review the benefits and milestones to date
- provide tools/documents to implement a wellness initiative
- show how to create a culture of wellness with little to no financial resources

3B Building Communities of Belonging: A Place that Doesn't Just Make Room for Me, But Misses Me When I'm not There

Neil Cudney | *Christian Horizons*

This session considers the idea that the need and desire to belong lies at the root of all human experience. What then is the nature of belonging and what makes it such a powerful force in our lives and in the lives of those we support? To know that "I belong" is a deeply humanizing experience which needs to be a primary part of our human services conversation. A number of concepts and themes as to what creates and maintains a sense of belonging are explored. The intention of this exploration is to expand on how we evaluate our systems, our service delivery models and professional practices of care.

The objective is to develop a deeper understanding and appreciation of belonging resulting in more intentional building of bridges for those who receive supports. Although many of these opportunities to belong already exist in families, cultural and faith communities and in places that people call home, there are still missed opportunities. A few of the topics to be explored will be creating subjects rather than objects of care, care as a dialogue, care as empowering, care providing meaning, care as presence and care as remembering.

3C Journey to Developing a Succession Plan

Brenda Clarke, Alyssa Young | *DeafBlind Ontario Services*

As a generation of Executive Directors and Senior Managers retire, leadership succession looms as a major challenge in the developmental sector. Research shows that candidates for leadership from Generation X and Y have different expectations than their predecessors. They expect their career objectives to align with the values of the organizations they serve. Preparing for this generation of new leaders calls agencies and their boards to explore new strategies for professional development of their employees.

In this session, DeafBlind Ontario Services will share its framework for leadership development where Respect, Trust, Leadership and Teamwork comprise the core organizational values. Investment in the development of employees throughout their careers is at the heart of this approach to succession planning. The retention, development, and promotion of internal candidates have become essential for the well-being of this organization that depends on the commitment of employees with highly specialized skills. Key elements of this model for leadership development (application, participant expectations, communication with employees, individual leadership planning, mentoring and coaching) will be outlined in the presentation.

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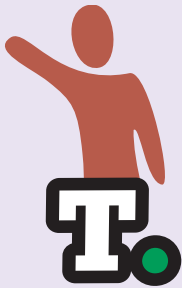


CONCURRENT SESSIONS

3A – 3F continued

Thursday
3:20 pm – 4:00 pm

R.E.S.P.E.C.T.



Please select
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3D The Corbrook Centennial College Partnership – An Innovative Approach to Service Delivery and Revenue Generation

Larissa Parriag, Paulette Cross, Vahan Palamoudian | Corbrook

This presentation will outline the experience of Corbrook in developing a partnership with Centennial College that offers people a one year certificate program in food packaging and processing. The Program is specifically designed for people with developmental disabilities and has been extremely successful over the last three years since its inception.

The presentation will also demonstrate how Corbrook leveraged the “clean room” built as a lab for the certificate program, to generate revenue through packaging their own brand of spices. The presentation will also highlight how Corbrook successfully established this part of its business from the product development to the marketing stages and how it partnered with a major retailer to sell the spices throughout the country.

3E What Types of Insurance do “Not for Profits” Really Need? – All Directors’ and Officers’ Liability Policies Are Not Created Equal – What to Look Out For

Paul Spark | HUB International HKMB Limited

This is a presentation on the necessary coverages that “Not for Profits” need to consider based on their organization’s scope of operations and risk profile. Regardless of the size of the organization, proper coverages are very important so that scarce financial resources are spent wisely and due diligence is always practiced. Not all directors’ and officers’ liability policies are created equal. This presentation will cover what to look out for so that your board members are fully protected, and how your organization can avoid commonplace and costly “surprises”. “Real world” examples will be given using clear and understandable language. A question and answer period will follow.

3F Achieving Savings and Efficiencies Through Collaborative Sourcing and Procurement

Karen Owen | OECM

In this era of continued fiscal constraints and flat funding across the Developmental Services Sector, Ontario’s agencies are striving to leverage their procurement processes to drive savings and increase efficiencies to support delivery of their local programs. Collaboration can play a key role in enhancing procurement and buying practices in order to enhance productivity, achieve savings and avoid duplication.

OECM is a dynamic Group Procurement Organization fostering collaboration, innovation and knowledge sharing. It is committed to helping Ontario’s DS sector achieve savings. In fact, several DS agencies across Ontario have already discovered the value of collaborative sourcing and procurement by buying through OECM. Over \$18M in savings have been generated for our customers.

The learning objectives for the session are:

- Collaborative procurement in the public sector. What is it? Why it matters?
- What are the business drivers of collaboration?
- How to create value through collaboration. A showcase of recent OECM collaboration projects.
- Leading practices in collaboration in the public sector that demonstrate how collective expertise can develop effective solutions to common challenges.

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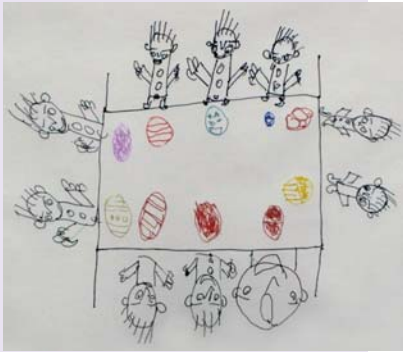
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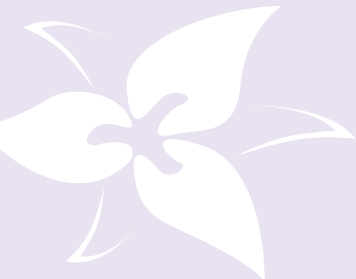


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- Full Conference fees include: Delegate kit, breakfast, lunch, dinner, refreshment breaks, exhibits, annual general meeting and educational sessions.

NOTE | *Daily registration rates and/or shared registrations are not available.*

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