

Taking Action - Next Steps in Transformation

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Message

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OASIS Board
2006 - 07

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Award Winner

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Wilson

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The Honorable Minister Madame Meilleur, Minister of Community and Social Services, described OASIS as the pulse of the Ministry in her address to the 2006 OASIS conference in Grand Bend. The Minister acknowledged that with an amazing level of support from OASIS and its member agencies, the Ministry has been able to accomplish a great deal. In expressing her thanks for the work that is carried out by member agencies, she recognized that her Ministry would not otherwise be able to support individuals with a developmental disability.

In addition, in highlighting recent budgetary announcements by the Ministry, the Minister noted that since 2004, 2180 new residential spaces have been created. Of these, one thousand spaces are for individuals who had previously lived in a facility, including 470 spaces previously reported. The Ministry is further committed to building stronger community networks, including community based coordination opportunities with an emphasis on easier access. Likewise there will be more funding for staff training and grants for young people to enroll in courses that will train them to work in the field. In addition, there will be special services for those with high care needs.

The Minister also highlighted the just released "Opportunities and Action Report" about transforming support in Ontario for people who have a developmental disability.



*The Honorable Minister Madame Meilleur
Minister of Community and Social Services*

The Ministry will host roundtable discussions to seek feedback on the report prior to June 30, 2006. The Minister emphasized the importance of hearing from people and organizations.

The Minister's message to OASIS was further echoed by Kevin Costante, Deputy Minister, Ministry of Community and Social Services. Costante noted that the Ministry is committed to working hard to make the words in the transformation document come true and to make it possible for the dreams of individuals with developmental disabilities to also come true.

The Deputy Minister noted that the Ministry did not want to stand still during the planning process of transformation but wanted to take action at the same time as consulting.

Upcoming OASIS
Board meetingsJune 14-15
*Barrie*Sept. 20-21
*Windsor*Nov. 15-16
*Sudbury (TBC)*Jan. 17-18
*Greater Toronto
area (TBC)*March 14-15
*Oshawa (TBC)*May 9
*Muskoka,
Cleveland House,
Minett*Executive
MeetingsJuly 13
Oct. 19
Dec. 21
Feb. 15
April 19*All meetings held
at Community
Living Oakville*2007 OASIS
Conference and
General Meeting
May 9, 10, 11
Muskoka
Cleveland House
Minett

President's Message

The past two years have been extremely busy ones for OASIS and the coming year will be no different. The ongoing pressure on the government regarding salaries in our sector will be maintained. A number of labour agreements come up for renewal in 2007 and we can expect some hard bargaining on the part of the unions. Our labour relations seminar later this year should be well attended. Allied to this is the problem of attracting more young people to take courses leading to careers in our agencies. We want to find out how big the problem is and if it is as critical as we have been led to believe take steps to improve the situation.

Our membership has continued to grow steadily and now numbers 116. We would like to have more members and will be undertaking a mail campaign. The more members we have the greater our strength and the greater the respect in which we are held by the Government.

Transformation by MCSS is now under way and the Ministry is seeking feedback on 7 major aspects. We have therefore organized a meeting on June 14th at the Holiday Inn Select, Airport Road, Toronto, to discuss these matters and develop an OASIS response.

An ad hoc committee on communications, under the chair of Sherry Kerr, is reviewing our whole communications program and has already solicited comments from members via a questionnaire. Brian Young has taken over from me as Chair of Operational Supports and Agnes Samler, who is retiring, has promised to find a replacement for her as the regional representative for the Toronto Region.



*Gerald Sutton
President, OASIS*

Two issues that have arisen recently have to be addressed. The Municipal Property Assessment Corporation has been challenging the tax exempt status of buildings owned by our agencies on the grounds that they are not being used for the benefit of "poor people". The second problem, which showed up in Brockville, is that an insurance company has refused to insure a landlord who was renting rooms to non related people, something that is a regular occurrence for many of the people our agencies support. Insurance has not been obtained from other companies. This could affect all landlords who rent out rooms, such as to university students as well as to individuals with disabilities (see page 3).

As always we will attempt to keep you posted on developments as they arise.

Sincerely,
Gerry Sutton
President, OASIS

Through Gerry Sutton's long and dedicated involvement with Community Living Oakville and other service agencies; he has become sensitive to the needs of all people who have a developmental disability.

Gerry has been married to Margaret for fifty-seven years and they have four children, a number of grand children and great grand children. Their son Brian is supported both in a day program and a residential setting with Community Living Oakville.

Meet Gerry Sutton, the New OASIS President

Gerry's involvement as a volunteer in the developmental sector has been extensive. He served as President of the Montreal Association, the Quebec Association and served as Director for the Canadian Association, (chaired the meeting in Winnipeg that organized it). He was the President of the Child Guidance Centre, Island of Montreal, a Director for Community Living Oakville from 1990 -1993, President from 1991 -1993 and again from 1997 - 2001. Gerry was also the interim Executive Director of the agency for an eighteen month period in 1991-1992.

Gerry has been an active member of the Peel, Halton, Dufferin Regional Council of Community Living Ontario, a volunteer representative on the Halton Developmental Services Planning Group and a family representative on the Halton Critical Services Committee.

Gerry is also Chairman of the Board of Framfield Oil and Gas Ltd. He is formerly a Director of Unican Security Systems Ltd., Brigadier Energy Inc, Continental Manufacturers Limited, Bay Mills Limited and Mortgage Insurance Company of Canada. Gerry was Chair of the Executive Committee of Unican which was a worldwide company acquired by a Swiss group for one billion dollars in 2002. He is currently Chair of Caribou Resources Inc.

Gerry joined the OASIS Board of Directors in 2004, and was part of the Executive as a Director at Large. In 2005, Gerry was elected Vice President. Gerry looks forward to your support as President of OASIS.

Introducing the 2006 - 07 OASIS Board of Directors

President – Gerald Sutton
 Past President – George Braithwaite
 Vice President Volunteer – Brian Young
 Vice President ED – Sherry Kerr
 Treasurer – John Bedell
 Secretary – Ann Kenney
 Director at Large – Judy Reid
 Director – Brian Dunne
 Director – Michael Humes
 Director – Denis McClelland
 Director – Bonnie Dinning
 Director – Jane Joris
 Director – Molly Croke
 Director – Doug Anderson

Key Issues: MPAC and Insurance

OASIS has asked the following individuals to take a lead with two key issues:

MPAC - Denis McClelland (519.773.2402)
 denismccllland@hotmail.com
Rosemary George (519.539.7447)
 rgeorge@wdds.ca

Insurance for rental accomodation for non related individuals -

Michael Humes (613.342.2953)
 bacla@ripnet.com

We encourage you to contact the applicable individuals if you can assist OASIS in any way with these two emerging issues.

The **Annie Oliver Award** is designed to honour an individual or organization that demonstrates excellence, innovation and leadership in the developmental services sector; an example to others through outstanding administrative processes; and through a combination of perseverance, determination and positive attitude, has assisted OASIS in meeting its mission statement.

Past recipients of the Annie Oliver Award

Gordon Anton
(2004)

Helen Havlik
(2005)

2006 Annie Oliver Award Recipient

This year's recipient of the Annie Oliver Award is **David Ferguson**. As Chair of the Labour Relations Committee and in his



*David Ferguson
2006 Annie Oliver Award Recipient*

role of supporting Executive Director to OASIS President, George Braithwaite, Dave has been an integral part of developing and promoting a complex and sophisticated OASIS agenda.

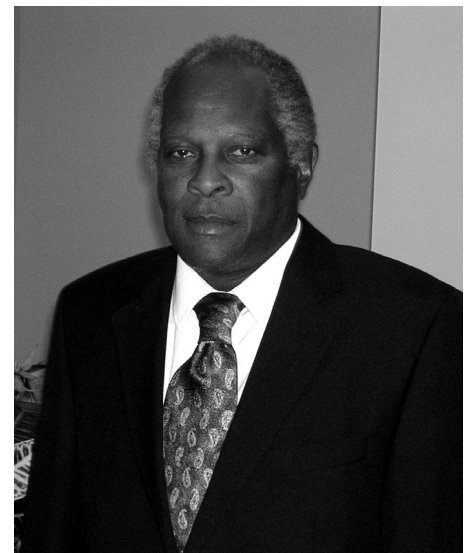
He has helped to foster and maintain exceptional relationships with all levels of government. He has facilitated numerous discussions and sessions relevant to the needs of OASIS member agencies such as Pay Equity, WSIB and the wage issue to name only a few.

On each and every issue that confronts OASIS, Dave is well informed and incredibly generous in sharing his information and expertise to the benefit of us all. He is a tremendously, hard working individual who is passionate about OASIS and its mission. Dave helps to fill our organization with a sense of purpose and direction.

As many of you know, Annie Oliver was the first president of OASIS and helped create OASIS through a shared vision. David Ferguson has exemplified the essence of this award in his work with OASIS.

Wilson Receives Ontario Volunteer Award

At the recent 20th Annual Ontario Volunteer Service Awards Ceremony on April 20, 2006, Paul Wilson was presented with an Ontario Volunteer Service Award which is sponsored by the Ministry of Citizenship and Immigration. This award acknowledges Paul for his continuous years of commitment and dedication as a volunteer to the lives of individuals with a developmental disability.



Pictured above is Paul Wilson

In addition to his invaluable involvement with Community Living Brant, Paul recently served as a Board member and President of OASIS; had previously served as a Board member of Community Living Ontario, and was an active participant with Ontario Special Olympics at the local level for many years.

The Ministry will look at individualized funding in the Passport program and provide additional funds to wipe out the waiting lists in the Special Services At Home program.

There is a need to make a case for why longer funding commitments are needed; a tighter partnership is needed in this area.

The Ministry recognizes the need for guidance in Board composition, appropriate Board training and the role of MCSS during a crisis.

The 2006 OASIS Bear Pit

In a long standing OASIS tradition, MCSS Deputy Minister Kevin Costante responded to questions from OASIS member agencies in attendance at the 2006 OASIS conference.

In his opening comments, Costante noted that recent announcements of funding increases will be distributed in two batches; \$19 million or a 2% across the board increase to all Transfer Payment agencies, and \$11 million to be targeted to some lower paying agencies through a review of the information found in the revitalization survey. The Ministry expects any legal obligations, including Pay Equity, to be paid out of this additional funding.

In addition, it was noted that the Ministry will look at individualized funding in the Passport program and provide additional funds to eliminate the waiting lists in the Special Services At Home program.

In responding to individual questions by member agencies, Costante noted the following:

1. *Desire for Multi-Year Funding Commitments*

- There is a need to make a case for why longer commitments are needed; a tighter partnership is needed in this area. It was noted that it is challenging to make a case for additional funding for service needs and salaries at the same time.

2. *Process for Individualized Support Through the Passport program*

- The process will be similar to the SSAH process and individuals will need a plan. The Ministry will be looking for economies of scale.

3. *Individualized Funding Accountability*

- There will be strict guidelines with a common application. There will be funding bands that will be connected to need. Individuals will have the opportunity to identify whether they will access funds through a transfer payment agency or on their own. A formal agreement will outline how the funds will be used and spot audits will ensure that the funds are being spent as agreed to in the fund agreement.
- Note: In Alberta only 236 individuals use individual funding while in Australia only 15% use this approach.

4. *Board Governance and Board Training*

- Other sectors have guidelines in legislation; the Developmental Services Act to be revised and Board governance and accountability to be considered in legislation at that time.
- Recognize the need for guidance in composition, appropriate training and the role of MCSS during a crisis.

5. *Challenges in Recruitment of Staff*

- Bursaries have been made available for professionals to practise in the field.
- Recognize the need for salaries to be higher to attract people to the field.
- In sector training also important.

In what has been an OASIS tradition, Costante was forthcoming and affable in responding to the questions of conference registrants. The partnership between OASIS and its member agencies and the Ministry can only be strengthened by exchanges such as this that are both dynamic and invaluable.

Governance for Non-Profit Organizations - On-line Training

Governance training for members of non-profit boards has been recognized by the Provincial Network and the Ministry as an ongoing need.

With the support of MCSS Innovation funding, OASIS, through ABCetc., has created a new online tool that is accessible 24 hours a day; meets MCSS guidelines for accountability while assisting Boards to fulfill their roles and responsibilities on an ongoing basis.

Governance training for members of non-profit boards was recognized by the Provincial Network as an ongoing need. The proposed solution was to investigate the possibility of an on-line training module that would be cost effective and accessible. The Provincial Network agreed OASIS would assume the responsibility for the project.

In consultation with ABCetc (Adult-based and Continuing Education and Training Corporation), a non-profit training organization specializing in the development of on-line training, OASIS made the decision to apply for MCSS innovation funding. The official launch of the programme took place at the 2006 OASIS Conference in Grand Bend.

Governance and accountability are key elements of the Transformation of Developmental Services. The purpose of this resource is to assist Board of Directors of community agencies funded by MCSS in fulfilling their roles and responsibilities. In fact, a resource for Board of Directors of ministry-funded community agencies, 'Consider This (2004)', helped inform the development of the on-line tool.

MCSS noted in their introduction to the tool at the OASIS conference that the intended outcome is for all community agencies funded by MCSS to have the Board and management structures in place that contribute to good governance and accountability, resulting in high quality service delivery. MCSS noted that they intend to work with Regional Offices to promote this resource to agencies throughout the province.



*Nora Campbell
ABCetc.*

The on-line programme is designed as an introduction to governance for new members of your board of directors and as a refresher for more experienced members of your board. The major areas covered include: Legal and Compliance Responsibilities; Strategic Planning; Accountability and Transparency; and Performance Measures. The programme allows individual agencies to reflect on their board's performance by answering a series of questions with regard to their particular board. This information will be tabulated on-line for an agency to review and discuss.

At the completion of the training participants are awarded a certificate of completion. An on-line record is maintained for the agency of those participants who have been awarded a certificate.

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On-line Training

(continued from page 6)

As the transformation of developmental services proceeds, accountability and assuring a level of quality across the sector are important issues for the Ministry.

An accompanying policy on governance, including references to the type of governance model that each agency Board is employing, your commitment to orientation and learning for Board members and a commitment to yearly Board assessment may also be helpful.

The programme is user friendly and could provide the basis for an orientation workshop for new Board members. Likewise, different modules in the programme could be completed during Board meetings throughout the year, with discussion to follow. One valuable suggestion is to carry-out this secondary process a few months after a new Board member joins a Board to provide them with the time to gain Board experience. Even if a Board member has previous Board experience, a review of roles and responsibilities, legislation and other valuable modules may assist the Board in continuing to perform at the highest possible level.

A sample of the on-line module can be viewed at www.abcetc.ca by clicking on Governance for Non-Profit Organizations. The programme is available on the internet 24 hours per day seven days a week by clicking www.abcgovernance.ca. Any agency interested in purchasing the programme may order it on-line at www.abcetc.ca or email Nora Campbell at ncampbel@abcetc.ca.

You will require one license per individual who wishes to take the course. The cost per license is \$15.00 plus gst. The license gives the participant 24 hour access to the programme for one year. Participants may use any computer that is connected to the internet in order to access the programme.

It is our hope that agencies across the province will take advantage of this programme to support their board members.

ABCetc would like to acknowledge the support of OASIS and the Ministry of Community and Social Services in the development of this programme.

Ontario to Streamline Human Rights System

Ontario's Attorney General is introducing legislation to remodel the province's human rights system to make it more accessible.

In the system that we have been familiar with, the Human Rights Commission conducts some public education and research but it's main role has been to receive, investigate and settle human rights complaints. Those complaints it cannot settle are referred to the Human Rights Tribunal of Ontario.

Under the new model the Human Rights Commission would focus on advancing human rights and preventing discrimination by employing more proactive measures, such as public education, research and monitoring to combat systemic discrimination. In addition, the government would establish an anti-racism secretariat within the Commission to make recommendations and give advice to the Chief Commissioner on research and policies to fight racism.

The Commission would no longer receive complaints from individuals or groups alleging discrimination. These would go directly to the Tribunal. For more information, go to www.attorneygeneral.jus.gov.on.ca.

Check Us Out

OASIS website
www.oasisonline.ca
OASIS email
oasis@oasisonline.ca

OASIS mission:

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.

FOCUS is published quarterly by Ontario Agencies Supporting Individuals with Special Needs

Ideas and articles are welcomed for FOCUS. Contact the Editorial Committee.

Look for the next issue of FOCUS in the fall of 2006.

2006 Federal Budget Changes

The 2006 Federal Budget includes complete capital gains relief for gifts of publicly listed securities to charitable organizations and public foundations.

Prior to the 2006 Budget, the usual capital gains inclusion rate was 50% with the result that the capital gains inclusion rate for gifts of publicly listed securities (defined broadly to include such investment products as mutual funds) to charitable organizations or public foundations was 25%.

The same provision has not yet been extended to private foundations. The federal government is interested in making the same provisions for private foundations if guidelines can be established to prevent inappropriate self-dealing transactions.

Here is a sample of the impact of the change when a donor donates \$25,000 of appreciated securities to a charitable organization:

Market Value of Securities	\$ 25,000
Original Cost of Securities	\$ 5,000
Capital Gain	\$ 20,000

As of May 2006

Taxable portion of capital gain	\$ 0
Capital Gain Tax Liability	\$ 0
Tax credit from donation	\$ 11,250*
Net tax credit	\$ 11,250

Prior to May 2006

Taxable portion of capital gain	\$ 5,000 (25%)
Capital Gain Tax Liability	- \$ 2,300 (46%)
Tax credit from donation	\$ 11,250*
Net tax credit	\$ 8,950

*a tax credit for donations is valued at 45% of income, for the portion in excess of the \$200 threshold

References: Adapted from "2006 Federal Budget Changes For Charities", May 2006, by Robert Hayhoe, Miller Thomson Charities and Non-Profit Newsletter in addition to information provided by the Ivey School of Business.

Group Home Bylaw Resources

Mississippi Mills considers their community to be a natural place to grow. Recent conflict regarding group homes in this community might seem otherwise.



Terry Kirkpatrick, Executive Director, The Mills Community Support Organization, recently highlighted his voyage through this minefield at the 2006 OASIS conference. A

Terry Kirkpatrick
Executive Director
The Mills Community
Support Organization

municipal study reaffirmed that the control and regulation of group homes falls into specific legislation at the provincial level. Municipal governments only have control over municipal registration and annual renewals of fees for registration.

A survey was completed by citizens to test the premise that group home bylaws need to be controlled via bylaws. The study demonstrated that attitudes expressing NIMBY are often the basis of bylaw control. Courts, including OMB, typically rule that these actions are discriminatory and in some cases illegal. US legislation has been created to stop municipalities from invoking restrictive zoning bylaws.

Consider the following resources:

- The Fair Housing Officials Guide (1group_homes.pdf) available at www.bazelon.org/cpfha/grouphomes.html
- www.nlihc.org/nimby
- www.onpha.on.ca
- info@ohrc.ca