



Ontario Agencies Supporting Individuals with Special Needs

2019 - 2020

ANNUAL REPORT



**Annual General Meeting Agenda
June 24, 2020**

- 1. Welcome**
- 2. Minister Todd Smith**
- 3. Call the Annual General Meeting to Order**
- 4. Quorum Count**
- 5. Approval of Minutes of the Annual General Meeting held May 10th, 2019 in London, Ontario**
- 6. President's Report**
- 7. Approval of the Committee Reports**
- 8. Financial Report and Audited Statements**
- 9. Motion to Approve Appointment of Auditors for 2020-2021**
- 10. Motion to Approve Actions of the Board of Directors for 2019-2020**
- 11. Presentation of the Board of Directors 2020-2021**
- 12. Introduction of the Executive Coordinator**
- 13. Thank you to Outgoing Board Members**
- 14. Thank you to Outgoing President**
- 15. Thank you to the 2020 Organizing Conference Committee**
- 16. Passing of the Torch to the 2021 Conference Planning Committee**
- 17. Motion to Adjourn the AGM**
- 18. Thanks Participants / Ivey Presentation**



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OASIS BOARD OF DIRECTORS 2019-2020

Darren Connolly, **President**

Ann Kenney, **Past President**

Brad Saunders, **VP, Executive Director**

Geoff McMullen, **VP, Volunteer**

David MacCoy, **Director at Large**

Michelle Marshall, **Treasurer**

Norma Lamont, **Secretary**

Kathy Straus, **Director**

Phoebe Sutherland, **Director**

Trevor McGregor, **Director**

Terri Gray, **Director**

Gina St. Amour, **Director**



VISION

Strong, viable, accountable agencies who have the resources and professional competencies to provide quality supports and services to people with special needs.

MISSION

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

CORE VALUES

Diversity & Equality

- OASIS acknowledges all members as equals, respects the autonomy and philosophical positions of members and understands that agreement may not be possible on all issues.
- OASIS offers an environment that encourages participation of its diverse membership in all matters of interest or concern.

Integrity & Transparency

- OASIS conducts itself with transparency, openness and cohesion in all aspects of its work
- OASIS interacts with government in a non-partisan manner.
- OASIS is a volunteer driven organization.

Leadership & Excellence

- OASIS engages in strategic planning and ongoing review to ensure that we meet the needs of our members.
- OASIS partners with other groups when appropriate in pursuit of its vision.
- OASIS provides information to members and government regarding best practices, emerging issues and current trends through research and other activities.
- 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.

Message from the President



As my time as President of OASIS comes to an end I am encouraged by the events of the past year. OASIS continues to be at the forefront of all things vital to the membership, and the Developmental Services sector in Ontario and I am proud to have been your President. While this last year has

certainly been one of significant change, especially with the ongoing impacts of COVID-19, we have still seen great success and made real inroads in our relationship with the Provincial Government. We now look forward to working together with the Minister and the Ministry as we move beyond the Pandemic and participate in developing a new vision for a transformed sector.

In collaboration with our sector partners, for the first six months of this fiscal year we focused on three areas;

- Preserve funding for Front-Line Services;
- Maintain the Passport Guarantee; and
- Consultation with the sector on transformation

We were successful in maintaining our stabilization funding for 2019-20, and have confirmed that it will also be sustained in 2020-21. Passport funding was maintained, and consultation with the sector will start shortly on transforming our sector post the pandemic.

With the onset of the Covid-19 Pandemic everyone's focus shifted and I know how hard everyone is working during these difficult and uncertain times. Events are evolving not over a few months or even weeks but hourly and in real time. What appeared to be government policy yesterday changes within a twenty-four-hour period and may change again a day later.

OASIS has been and continues to advocate on behalf of the sector to find the most effective solutions for people with intellectual disabilities, their families and the non-profit agen-

cies that support them.

The Government's response to Covid-19 and the support it has shown this sector is unprecedented on so many levels. The measures they have taken will significantly safeguard our agencies, staff and most importantly the people we support during this difficult time. This includes:

- A \$40 Million investment to the sector that will see an additional 4,700 children to be supported through the Special Services at Home program in 2020–21; support additional staffing; provide personal protective equipment and supplies; and cover outbreak-related costs, including additional cleaning costs, food and shelter amongst other measures;
- Invested an additional \$11 million to help deliver meals, medicines and other essentials to those in need, including those with disabilities;
- Allowed changes to eligible SSAH and Passport program expenses for the duration of the crisis that allows individuals and families to use their funding for items that will assist with staying home during the pandemic; and
- Announced further support for frontline staff during COVID-19 with pandemic pay increases pay for frontline workers, including those in the developmental services sector, by \$4 per hour on top of hourly wages.

The Provincial Network, Community Living Ontario and OASIS have worked in partnership with the Ministry on a daily basis, to identify the urgent challenges and concerns of developmental service agencies. We are continuing to raise the sector's concerns with Government every single day. We thank the Government of Ontario and Minister Todd Smith for their hard work in responding to our concerns at this extremely difficult time.

OASIS commenced weekly virtual webinars to share the developments in the sector, answer questions and provide opportunities to learn from each other with our member agencies. Two to three hundred people have participated in each of these valuable sessions. A survey is taken after each ses-

Message from the President

sion with an opportunity to identify additional training and information needs.

As we move forward with the reopening of our province, we need to continue to remind ourselves that just as we are being challenged to propose innovative and realistic solutions to our needs so is government being called upon to work with us effectively and collaboratively to find them.

Minister Smith met with sector leaders to discuss his plans for sector-wide consultations on Developmental Services transformation. The Minister outlined his objectives for this transformation – he believes in a system of supports that are responsive, person-centered and directed, and sustainable for generations to come. The Minister acknowledged that while some have achieved this, many have not, and it is time to have a principle-based discussion about where the system is today, where we want it to be in a decade, and how the sector, community and government might get there together. The engagement will be focused on the following areas for reform:

- Developing an individualized, needs-based funding approach;
- Improving the assessment process and experience for people;
- Promoting accountability for high quality services and better outcomes for people;
- Making supports person-directed, responsive and seamless; and,
- Adopting technology solutions for effective service delivery.

It is imperative that OASIS and our member agencies engage with the Ministry on this consultation process to ensure that our voices are heard.

I would like to thank each and every member of the Board of Directors, and the Supporting Executive Directors, past and present, who continue to contribute in so many ways to the work of OASIS. As a volunteer driven organization, OASIS only thrives due to the commitment of these people, and the

many other representatives from member agencies who fill out our various committees, working groups and the like. OASIS could truly not accomplish the things we do without all of these people pulling together. Sadly, this year we lost one of our past board members, Donna Britton, who was an amazing parent of a child with disabilities as well as an incredible advocate and a personal mentor to me. Donna always said to me that OASIS is about the business of agencies. But that business is about people and their families and the family perspective is so important in those conversations and the work we do. I will miss Donna greatly but I will continue to do my work remembering her words to me and the example she set. I would also like to thank Jonathan Bradshaw, Executive Coordinator, and Christine Dubyk who provides Administrative Support to the OASIS Board and membership, for the work they have done throughout the year.

I would like to close by thanking my family for their constant support. Helen, Alicia, Robert and Tyler have supported me and covered for me while I was away at one or more OASIS meetings. In September Tyler passed away. Tyler, who changed our world and taught me most of what I know about developmental disabilities and living with medical complexities. I miss him dearly but carry him in my heart and all of his lessons with me every minute of every day. Through his lessons, maybe I have helped to leave things just a tiny bit better than we found it when he came into this world 16 years ago.

I look forward to seeing what the next year will bring, and know that despite the challenges we face, our sector is in good hands with the exceptional leadership found in each of our 195 member agencies.

Stay safe friends and, above all else, be kind.

***Respectfully submitted,
Darren Connolly***

LABOUR RELATIONS COMMITTEE

This was again another active year for the Committee, and I would like to express my appreciation for the ongoing efforts of its members - Judy Pryde, Eugene Versteeg and Ursula Rehdner (who joined in the Committee in December).

We would like to thank the 110 organizations that completed the 2019 Operating Pressures Survey. Although the report was presented to the Board, due to the pandemic the release of the full report has been delayed until further notice. However, some items of note in the report include:

- Since beginning the surveys in 2013, 46,000 staffing hrs./wk. have been cut; 445 FTE's have been cut; 4,848 program hrs./wk. have been cut; and 30 programs have been permanently closed.
- In the last three years 20% of agencies have seen a turnover in their ED/CEO; another 15% will depart in the next 1-2 years; and then, another 15% will depart in 3 – 5 years.
- There was a \$6.5 M impact on budgets from Pay Equity in the past year.
- Wage range for relief / casual staff is from \$15/hr. – over \$30/hr.
- Wage range for senior direct service staff, with no supervisory responsibilities, is from \$19.50/hr. - \$37/hr.
- The wage range for the highest wage rate, for the bulk of an agency's direct support staff, is from \$15/hr - \$34.50/hr. This often represented over 50% of the employees in an agency.

The Committee hosted another sold-out Information Session on October 31st. We were very pleased that Minister Smith attended the Session to address the attendees. To our knowledge, this was the first sector-wide event that either Minister of MCCSS had attended since the 2018 election.

Clearly the pandemic has consumed the attention and energy of all over the past few months. Throughout this event, the Committee has worked to release ongoing information items,

including through an OASIS webinar in April. We would also like to acknowledge the participation of Chuck Hofley, of Hicks Morley, on that webinar.

Turnover in ED/CEO



I would specifically like to acknowledge, and thank Eugene, for his participation on behalf of the DS sector, on the daily Government Emergency Operations Centre (EOC) conference calls over the past many weeks. Eugene's input into those discussions have been very valuable for the sector, and the people we support.

Finally, we would like to acknowledge the ongoing support of the Board of Directors for the continuing operation of the LR Committee. Thank you.

***Respectfully submitted,
Dave Ferguson, Chair***

BUSINESS RESOURCE COMMITTEE (OBRC)

About the OASIS Business Resource Committee

The OASIS Business Resource Committee (OBRC) meets on a bi-monthly basis throughout the calendar year. The work of the OBRC has three major points of focus. These areas of emphasis are:

1. Networking, sharing of information and best practices within the sector relating to finance, business and administration, and engaging with DS agencies in the sector.
2. Tracking administrative and legislative initiatives and providing constructive feedback to ministries on behalf of DS agencies through OASIS.
3. Working collaboratively with the ministry and assisting in any pilot projects that will benefit the agencies and the sector.

OBRC Work in 2019/20

Significant Event or Work	Description	Date
Developmental Services Finance Group Meeting (DSFG)	This year the agenda expanded to include both finance and technology presentations. Topics ranged between assistive technology, individualized funding, upcoming legal considerations, and concerns and feedback for PassportOne.	September 2019 (2 days)
New TPA Budgeting submission tool feedback for MCCSS	The MCCSS requested user feedback to the budget tool that is being developed. The change in process included a change to how Detail Codes are used to allocate funding.	January 2020
2020 OASIS Conference Preparing 2 presentations	Preparations were being made to facilitate and deliver two presentations at the May 2020 OASIS conference. 1. Individualized Funding - Business Innovation Solutions, Service/ Practice Innovation Solutions 2. Amalgamation, Integration, Shared Services- Governance Models	February/ March 2020
Supply Chain Ontario Consultation	Supply Chain Ontario (SCO) met with OBRC to discuss new ideas on centralized purchasing and the needs of the Developmental Services sector.	February 2020
Monthly Phone Call set up with PassportOne	In response to positive feedback after the PassportOne presentation at the 2019 DSFG a monthly call occurs with PassportOne that all agencies in the sector can participate in.	April 2020 – Ongoing
Weekly Information webinar	To assist finance professionals in the sector during the COVID-19 pandemic the OBRC weekly webinar presents and discusses business problems and solutions that agencies have found.	April 2020 – Ongoing
Covid Data tracking tools and process	At the request of the Provincial Network and OASIS the OBRC created a process to collect, consolidate and display COVID-related data.	May 2020
Planning for OBRC September 2020 Conference	The next generation of the DSFG conference will be held in Toronto with more networking opportunities.	November – March 2020

In the 2019/20 fiscal year the OBRC met 6 times as a full committee. In addition to this committee members arranged multiple meetings to address specific issues and topics. Since April 2020 the OBRC meets weekly to discuss how the committee can support the sector in changing times. In addition to the work completed as outlined in this document topics at OBRC meetings included:

- New serious occurrence reporting rollout and impact on organizations
- Assistive Technology
- TBS audits and the difference in agency experiences

OBRC Meetings in 2019/20

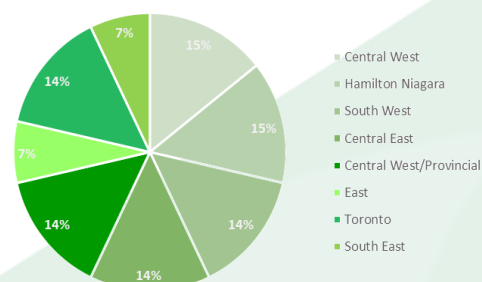
- Passport funding guidelines
- Updates to the Terms of Reference to allow for a representation from all regions, but not to limit the membership unnecessarily.

Committee Structure

The OBRC is made up of OASIS Member agencies from across the province. Membership is a voluntary contribution that each of the participating agencies make to OASIS and to the sector. In 2019/20 OBRC continued to welcome new members. An update to the Terms of Reference allows for up to 15 members, with representation from as many regions as possible.

2020-2021 Business Resource Committee Members

REGION	MEMBER	AGENCY
Central West/Provincial	Angelica DeVos (Chair)	Christian Horizons
Hamilton Niagara	April Papineau	Community Living Haldimand
South West	Brian Sim-Little	Creative Team Solutions (CTS)
Toronto	Casey Pruden	Community Living Toronto
South East	Darlene Ryan	Community Living Prince Edward
Central East	John Jiang	Empower Simcoe
Central West/Provincial	John van Dijk	Christian Horizons
South West	Julie Lasorda	Community Living Essex
Central East	Margaret Patrowicz	New Leaf
Hamilton Niagara	Paul McGowan	Bethesda
Central West	Tara Payne	KW Habilitation
Central West	Terry Smith	Parents for CL (Waterloo)
East	Thushara McAlman	Participation House Project (Durham)
Toronto	Viji Hariharan	Reena



OBRC continues to look for members who would be interested in participating on the committee, or in one-time projects as needed. If you share the committee's interest in supporting the sector through exploring and educating others about business resources that can improve support, contact the OBRC Chair, Angelica DeVos.

Conclusion

The collaboration between members and contribution from each member continues to be the strength of the OBRC. Working together with MCCSS, agencies, and other partners the OBRC will continue to provide resources and support to the sector stakeholders. If you have any questions or feedback for the OBRC, please connect with Angelica DeVos (Christian Horizons/ OBRC Chair) at adevos@christian-horizons.org.

*Respectfully submitted,
Angelica DeVos*

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 activities / accomplishments of the OASIS Sensory

Partners throughout 2019/2020:

- MCCSS announced new intervenor funding model to be implemented in July 2020, which causes challenges for service providers, originally six service bands have been expanded to 27 bands. This will be retroactive to include new individuals admitted to service after April 1, 2019. The Sensory Partners are monitoring the impact of this on member agencies and advocated to the OASIS Board regarding this issue.
- Continued to track residential placements of individuals with sensory loss as a result of our network.
- Updated the presentation for DSO's assessors and staff and will begin training in 2020/2021.
- Some offerings provided by the Partners include outreach and training, connections to the Deaf, Deafblind and blind communities/networks, specialized assessments with clinicians whose scope of practice includes deafness, etc.
- We continue to gather and analyze updated data and seek support from MCCSS and the DSOs to ensure geographical, communication and other barriers are removed for people with sensory loss seeking specialized services.
- Refreshed our information package and Awareness Paper and forwarded a copy to the Ministry.

- Developed presentation for the OADD conference, however, due to the Coronavirus Pandemic the conference was cancelled. Application to present will be resubmitted for future conferences.
- We also began working on an interactive booth for the May 2020 OASIS Conference which also was cancelled due to the pandemic but we will be continuing our preparations in anticipation of the 2021 OASIS Conference.

We would like to take this opportunity to thank Ann Kenney for ongoing her participation on the committee and the OASIS Board of Directors for their leadership and ongoing support of the work of the OASIS Sensory Partners.

OASIS SENSORY PARTNERS

Array Services (formerly Peterborough Communication Support Systems)

Bob Rumball Canadian Centre of Excellence for the Deaf

Canadian Helen Keller Centre

Community Living South Muskoka

Community Living Wallaceburg

Community Visions and Networking (Quinte)

DeafBlind Ontario Service

Developmental Services Ontario (DSO) – South East Region

Lions McInnes House

Sensity (formerly Canadian Deafblind Association)

Total Communication Environment

Ottawa-Carleton Life Skills (Affiliate)

Respectfully submitted

Karen Chambers

Chair - OASIS Sensory Partners

NOMINATIONS COMMITTEE

The notice inviting nominations was sent out on December 27, 2019 together with the necessary forms. Nominations were open until March 9, 2020. This year's nomination committee comprised of Ann Kenney, Michelle Brooks, Trevor McGregor, and Jonathan Bradshaw.

Incumbents whose terms expire at the Annual Meeting agreed to stand for re-election. They are Norma Lamont, Terri Gray, Trevor McGregor and Phoebe Sutherland. One Executive Director, Michelle Brooks, completed her 8 year term on the Board and one Volunteer, Ann Kenney, is not continuing and must be replaced.

Six nominations were received for the vacant positions. The Committee would like to thank all who expressed an interest in becoming a Board member and welcome the opportunity to work with them on OASIS projects over the next year.

Recommendations were submitted to the Board of Directors for 2020-21 and were approved at the April 9, 2020 meeting."

The successful nominees were:

Jennifer Banting – Community Living Essex County

Claudine Cousins – Empower Simcoe

2020-21 BOARD OF DIRECTORS

Volunteers

Jennifer Banting
Darren Connolly
David MacCoy
Norma Lamont
Kathy Straus
Phoebe Sutherland
Geoff McMullen

Executive Directors

Claudine Cousins
Brad Saunders
Trevor McGregor
Terri Gray
Gina St. Amour

Respectfully submitted,
N. Ann Kenney
Nominations Committee Chair

CHILDREN'S COMMITTEE

The OASIS membership has a large representation of diverse adult services across Ontario. However, many of the agencies also support children and recognize that there are distinct differences in offering children's services. Members are well aware of the changing trends and demands within their children services and acknowledge the importance of responding accordingly as children transition to the adult sector. The focus for the children's Sub-Committee for the 2019-2020 year was to embrace the fact that OASIS could be more robust if collaboration with the children's sector was stronger. The decision was made in the spring for the committee to not only expand its membership but to broaden its scope and diversity of services represented.

In the Fall, the results of the Children's Survey (which was previously circulated to its members) were collated and the results were circulated to the membership. A formal re-launch of the children's committee was undertaken with the goal of seeking representation from a variety of children's service providers. The Terms of Reference were drafted and approved, and the first meeting took place representing 12 children's services providers from across the province. The service providers involved cover a continuum of services supporting children with links to health, education, counselling, rehabilitation, case management, municipalities, respite and residential.

The objectives of the committee are as follows:

- **Education and Information Sharing:** Ensure that the OASIS members receive timely, up to date, pertinent information on services related to children's issues that may assist member agencies. The Committee will act as a resource to identify changes impacting community-based services and supports, trends, opportunities and strategies for responding optimally to the needs of children, youth and their families.
- **Advocacy:** Act on behalf of the board and member agencies by liaising with MPP's, Government Officials, Ministry

CHILDREN'S COMMITTEE

(Cont'd)

- Representatives and other Ministries such as Health and Education on matters relating to children's services and in partnership with the Government Relations Committee. We will do so by participating on provincial initiatives and/or working groups concerning children's services, and by preparing and conducting surveys on the OASIS members on topics determined to be of importance.
- Quality Improvement: Identify systems issues and act in an advisory capacity with regards to systems planning by seeking out provincial data and research that can inform policy.
- Even though the majority of the work focused on the expansion and re-launch this past year, advocacy efforts were undertaken for families waiting for Special Services At Home (SSAH) program funding and for flexibility with SSAH funding during the Covid 19 pandemic. Two key priorities identified by the committee for the upcoming year are Respite and Youth Transitioning to Adult Services. We are looking forward to enhanced dialogue and communication over the upcoming year.

CHILDREN'S COMMITTEE MEMBERS

Gina St. Amour – Ottawa Rotary Home (chair)
 Kim Andrews – Community Living Kincardine and District
 Krista Haiduk-Collier – Community Living Muskoka
 Terri Gray – Community Living Oshawa Clarington
 Sherry Groulx – ED of Kids Country Club (Cambridge/London)
 Anna Lacelle – ED of Service Coordination Supports (Ottawa)
 Tom Turner – ED of Developmental Services of Leeds Grenville (Brockville),
 Cathy Shanahan – ED of Family Respite Services (Windsor Essex)
 Susan Seaman – ED of Counselling Services of Belleville and District
 Karen Chambers – CEO of Bob Rumball (Toronto)
 John Martin – Director at KW Habilitation (Kitchener)
 Joe Persaud – Director Community Living Toronto
 Jonathan Bradshaw – Executive Coordinator Consultant.

Respectfully submitted,
Gina St. Amour

HOUSING WORK GROUP

Purpose: The mandate of the Housing Work Group is:

- To consolidate relevant data and research related to housing from within the sector.
- To be a resource and/or advocate to MCCSS in particular, the provincial government as a whole, as well as federal and municipal government in the development and implementation of their action plan on housing as part of the National Housing Strategy Bilateral Agreement.
- To identify opportunities to inform and support agencies about models and strategies in expanding housing opportunities for their constituents (not only delivery models, but communication and advocacy models).
- To promote and secure sufficient investment in DS targeted housing strategies and projects.

The committee developed a position paper that identifies the pressures and demands for the support of existing housing and to identify possible expansion of alternative housing in response to the National Housing strategy.

1. National Housing Strategy – Direct housing investments

The group has been developing a summary of experiences of applicants to the co-investment program. There are 6 members of OASIS to date who have made an application of some form and their shared experience will help inform others. The timeline is to have a document ready for distribution by the end of October. OASIS housing report and the work of the committee was shared to inform CMHC policy makers. A CMHC contact has been assigned to take the lead role in working with the sector and a team of analysts are building an understanding of the sector to help support future initiatives. DSO housing navigators are working with CMHC and enhancing data.

HOUSING WORK GROUP

(Cont'd)

2. Provincial Housing Initiatives

In review of the Provincial budget, there did not seem to be any specific strategy identified for the DS sector. The housing Minister has in his remarks recognized this population was particularly vulnerable and needed addressing.

There is concern that assets tied up with group homes and the lack of funding for repair and maintenance will erode the value and use of the assets. It was reported that \$196 million in group home repair and maintenance was submitted. This is consistent with our report, yet only \$3 million was funded. The group is working to arrange a meeting with Minister Clark to establish a shared plan to move forward based on our report. The document was reviewed with key senior staff, and in particular, the lead on social housing.

The majority of the opportunities available at this time are within municipal housing funding and planning. In reviewing local and regional experiences there is a patchwork of approaches, ranging from communities like Renfrew where this population is high priority and where a joint rent subsidy with the sector may enable a doubling of impact, in contrast to York Region which believes the issue still resides at MCCSS. Counsel Public Affairs is working with the sector to influence provincial housing.

3. Municipal/Regional Housing Initiatives

The group plans to continue to have presence at OMSSA conferences to highlight to housing managers the integrated model and profile the needs. There is hope to support the integrated data strategy that seems to be a common barrier in regional/municipal planning. The DSO housing facilitators were given the work group data and will also be presenting and attending meetings involving the 47 regional coordinators to help align housing efforts.

4. Technology and Housing

Other strategies related to housing that the group would like to see explored were identified, including the use of technology. There is intent to host a video conference on residential supports and technology for members who have started and/or created plans that reduce housing costs. Proposed content would include an intro to the work and report of the Housing work group, the work of emerging practices chaired by David McCoy and an introduction to the focus of the webinar. Innovators in the sector who are doing or working on technology supports for residential independence would be invited to present 5-minute highlights and invite questions.

HOUSING WORK GROUP MEMBERS

Bryan Keshen—Reena

Dave Petkau—Christian Horizons

Deanna Finch-Smith—Salvation Army Lawson Ministries

Gary Dowe—Cochrane Temiskaming Resource Centre

James Janeiro—CL Toronto

Phoebe Sutherland—Cochrane Temiskaming Resource Centre

Tina Williams—CL Upper Ottawa Valley

Respectfully submitted,

Bryan Keshen

PROVINCIAL NETWORK

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

During the past year, initially the Provincial Network continued to support the work of the Moving ON sub-committee. This included hosting a sector-wide forum on October 30th, to update member agencies on this work.

Additionally in September, a small group of Network members participated in a series of information gathering visits with agencies in British Columbia, and participated in a BC conference for DS sector agency Executives. This fact finding event was productive, and established a number of positive relationships with colleagues, as well as identifying resources and tools that could be beneficial going forward. Additionally, those colleagues in BC were also eager to learn from the Ontario experience.

In a shift from last year's report, it is noteworthy that representatives of MCCSS resumed their participation in meetings with the Network late in 2019.

Then in March, the pandemic was declared. Meetings of the Network were immediately increased, and have continued to date. The work of the Network has been reported regularly through weekly updates, so it will not be repeated here. Suffice it to say, the work has been cooperative amongst the provincial groups that make up the Network, and has had a positive impact on the support and information being brought to the sector by the Ministry.

As the representatives of OASIS at the Provincial Network, we receive frequent questions and feedback from member agencies. We appreciate this, and encourage you to continue to forward your thoughts and comments to us.

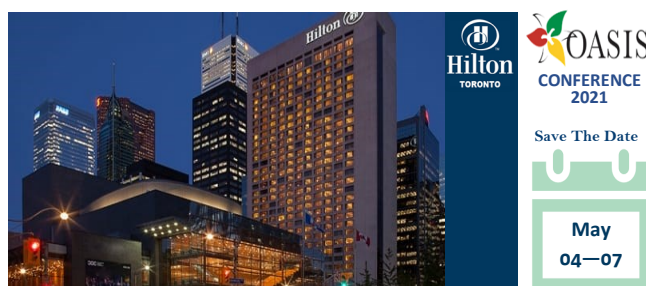
Respectfully Submitted by,
Dave Ferguson & Brad Saunders
OASIS Representatives at the Provincial Network

EDUCATION COMMITTEE

During the fall of 2019 and into the winter of 2020, the Education Committee focused its attention to developing a Middle Management development program with the Ivey School of Business of Western University. The committee was very excited about his opportunity and hope to offer a 3.5 day in class education experience in the fall of 2020. Wade Durling offered his experience and data which was collected within the sector by the Middle Management Task Force and David McCoy joined the committee to bring his wealth of knowledge in the development of top notch management training programs. It was going to be great, then that little bugger named "Coronavirus" came to town and put everything in disarray. The committee is now targeting the fall of 2020 as a possible date to welcome the initial class of the OASIS Middle Management Development program. If there are specific areas that you would like to see in this program please contact the committee and share your thoughts.

The committee has now changed its focus to developing opportunities for the present crisis and what tomorrow will bring. We hope to have some programs, likely webinars, which will provide knowledge and skills to deal with the changes presented by crisis, to enhance leadership capacities and character and to build strengthen and capacity within the Developmental Services Sector.

Respectfully submitted,
Trevor McGregor



PAY EQUITY

To say the journey of this committee is like riding a roller coaster is an understatement. The 2019/2020 committee year started off with a spirit of anticipation that a receptive ear would be found. And in some ways it was found, the committee had several meetings with Policy Advisor's to the Minister of Labour and other ranking officials. Our message was clear and direct and seemed to be well received but some concerns shared as well. Hope was sneaking into the committee's strategy, a meeting was scheduled and we were armed with all the answers to the concerns previously shared. That meeting was March 13th, needless to say the Ministry of Labour had a few other challenges presented and the meeting was postponed. That is where we sit at this time, with a well-developed strategy and thoughtful approach waiting to be launched. As most of you already know, Pay Equity has been an issue for many years and it very well may be an issue for many to come.

Respectfully submitted,
Trevor McGregor

STRATEGIC PLANNING GOALS

Strengthen and support member agencies through organizational capacity building

Create or link to existing communities of practice or mentorship opportunities for OASIS members on various management issues.

Organize learning opportunities for member agencies, including agency Boards of Directors.

Promote and strengthen OASIS's award program, including leadership awards, scholarships, and bursaries for learning for various levels of the organization including Boards

Be a Strategic-leader in the Developmental Services Sector

Showcase innovation and best practices across OASIS membership in business practices, financial models, human resources, community engagement and service delivery.

Support the establishment of more collaborative cross-sectoral tables and partnerships on policy issues impacting OASIS members.

Examine data on developmental sector services and strengthen the accessibility of data and research for the sector; this could include partnerships with academic and government partners.

Champion the value and expertise of member agencies to the benefit of Ontarians

Engage and support our members in an advocacy campaign to help unify and strengthen the voice of our sector with politicians and community leaders.

Strengthen advocacy for increases in funding from all sources for a healthy and sustainable sector.

Develop relationships with the developmental service sector across Canada including sharing best practices and provincial advocacy.

Strengthen and modernize its infrastructure and governance

Create an effective, timely and modern communications strategy, provincially and regionally that highlights the value OASIS brings to the sector.

Evaluate current governance model and strengthen engagement of lay leaderships.

Establish more formalized Board and Committee evaluations and link to Board education and development.

COMMUNICATIONS COMMITTEE

The Communication Committee began the year with operationalizing a significant change in direction from previous years followed by the reality of the pandemic world. Prior to this year the committee was known as the "Communication and Public Relations Strategies Committee". With the decision to separate the functions of Communication and Government Relations into two separate committees, time was needed to look at a redesign and identification of priorities. Our focus was to confirm we did not lose site of key functions, while at the same time, ensuring they were not duplicated by the work of the GR Committee.

The first step was to rewrite the a Terms of Reference that would focus the work of the committee and to be complimentary to the work of the Government Relations Committee. Where this was not a straight forward process, the outcome and broad focus of the Committee became:

1. Ensure timely sharing of information and Board activities to the membership
2. Engage members in topics of operations and practices
3. Champion the value and expertise of member agencies
4. Highlight and support innovation throughout our membership

With our ground work competed and ready to move forward, the reality of the new pandemic world hit us. OASIS' methods of communication changed abruptly and forced us from updating our website, enhancing our newsletter and promoting innovation to a single OASIS focus, "One of Support and Advocacy" on behalf of our members during a time of need.

Although the work of the committee was on hold, OASIS communication to the membership was most present. Updates from Darren Connolly, President were sent, a Covid-19 Information page, information detailing the Government of Ontario's Covid-19 related announcements for the DS Sector were added to the website, through our work at the Provincial Network table we agreed to provide members with a coordinated update facilitated by Chris Beesley, weekly webinars on key

COMMUNICATIONS COMMITTEE

(Cont'd)

Covid-19 topics were provided to members and support for the use of “Real Xchange” are examples of how OASIS has supported and connected to member agencies through the pandemic.

Looking forward we hope to see the time we get back to the core focus of the Committee in the environment of our new normal.

Respectfully submitted,
Geoff McMullen

GOVERNMENT RELATIONS

The Board made the decision this year to separate the previous “Communication and Public Relations Strategies Committee” into two separate committees the Communications Committee and Government Relations Committee.

The focus of the Government Relations Committee has been to, in partnership with Counsel Public Affairs, establish a good working relationship with the provincial government in order to continue to highlight the needs of the sector and achieve our key asks of continued stabilisation funding, continuing implementation of the Passport Bridge funding and that the government formally consult individuals, families, and the DS sector in a meaningful way as part of any review of Developmental Services, and to bring us to the table before decisions are made.

Over the past year we have seen continued success in meeting these goals. Following a Cabinet Shuffle in the summer of 2019, a joint meeting between the new Minister of Children, Community and Social Services the Honourable Todd Smith and representatives of OASIS, Community Living Ontario and the Provincial Network took place on 31st October 2019 at the OASIS/Provincial Network Labour Relations Information Session in Toronto. The Meeting went well, and those in attendance left with a feeling the new Minister was supportive of the sector.

The OASIS Day at the Legislature took place on Wednesday,

GOVERNMENT RELATIONS

(Cont'd)

20th November 2019 and was a great success. Formal Meetings took place between OASIS Representatives and the Ministry of Labour’s Minister’s Office, NDP Critic MPP Lisa Gretsky and Interim Liberal Leader MPP John Fraser. In total, we had 32 MPPs attend our evening reception including 13PC, 17NDP, 1 Liberal and 1 Independent. Many more staff also attended, including all of Minister Smith’s Office staff. Minister Smith, MPP Gretsky and MPP Fraser all spoke at the reception as well.

In December, an updated MPP Meeting Guide with our key messages was sent to members which emphasized our three key messages of Stabilisation Funding, Passport Bridge funding and Engaging and consulting the Sector as well as the continued Pay Equity Pressure. This led to many member agencies meeting with their MPPs and reiterating our key messages to them.

By early in 2020 we had begun to see movement in regards to our key asks to Government. In early March 2020, the Minister’s office reached out to OASIS to begin the conversation about system transformation. We met with the Minister, together with other sector representatives, on 12th March, where Minister Smith outlined his objectives for a sector-wide transformation, saying he believes in a system of supports that are responsive, person-directed, and sustainable for generations to come. He acknowledged that it is time to have a principle-based discussion about where the system is today, where we want it to be in a decade, and how the sector, community and government might get there together.

The Minister recognized that this transformation will not, and cannot, take place overnight. This will be a gradual process over 8-10 years – to ensure minimal disruption. The consultation process would include regional sessions to ensure the ministry hears from a broad range of individuals and agency partners from across the province, including Northern, rural and remote communities, and urban centres and small towns. It would also include a Reference Group that will include diverse representation and serve as a regular working

GOVERNMENT RELATIONS

(Cont'd)

table to advise the ministry on policy and implementation considerations.

Unfortunately, very soon after our discussion with the Minister regarding consultation, we had to refocus our efforts and engagement with government due to the impact of Covid-19. Together with the Provincial Network and Community Living Ontario, we continued to advocate on behalf of the sector and our members to find the most effective solutions for people with intellectual disabilities, their families and the non-profit agencies that support them. By 22nd March 2020 a Letter was sent to Minister Smith and the Premier that proposed the Developmental Services Sector COVID-19 Supplementary Emergency Assistance Program (DSEAP) for funding to assist with:

- Stabilizing our workforce through necessary measures
- Shelter needs
- Cleaning services
- Special education and training initiatives
- Urgent intake into agency supports
- Access to safe beds
- Respite care

This was answered almost immediately when on 25th March 2020, Finance Minister Rod Phillips delivered an Economic and Fiscal Update, which included significant financial support for the Developmental Services sector by providing a \$20 million dollar investment. This investment is in addition to the \$20 Million previously announced as part of the State of Emergency Funding on 17th March 2020, bringing the total investment to the sector to \$40 Million at that point. It was also at this time that we saw that we had secured stabilisation funding for agencies for the fiscal year of 2020-2021, which was included in the overall MCCSS budget.

We saw a number of additional measures taken by the government during the pandemic in order to specifically support our sector. The Government's response is unprecedented on so many levels and has helped to significantly safeguard our agencies, staff and most importantly the people we support during this difficult time. Taken together, these actions are

clear recognition by government of the unique needs of the vulnerable people we serve, and what we as agencies, along with our critical work force, do to support individuals with developmental disabilities and their families. We thank the Government of Ontario and Minister Todd Smith for their hard work in responding to our concerns at this extremely difficult time.

In addition to the Government Relations Committee's work engaging the government during the pandemic, it also supported the development of weekly webinars for member agencies focused on the impacts of COVID-19 and featuring a number of presenters. The Webinars have proven popular, with attendance ranging between 200 – 350 each week.

We have now begun the work of looking beyond the pandemic and considering what the new normal for the sector will be.

The Minister's Office has reached out to restart the conversations on moving forward with consultation on reform of the sector. Representatives from the sector had a virtual meeting with the Minister and his office in May to discuss what engagement would look like as well as timing. Given this, the Government Relations Committee is now developing and will soon be launching membership engagement sessions in order to speak directly to our member agencies on lessons learned by COVID and what our agencies would like the sector to look like moving forward. This will help us guide or inform what we go back to the Ministry with in terms of information.

We are thankful for the continued support from Counsel Public Affairs in supporting our efforts over the past year and the work they will be doing with us moving forward. We look forward to continuing to work with our member agencies and government to further support our efforts.

Respectfully,
Brad Saunders,
Chair, Government Relations Committee



**Annual General Meeting
May 10, 2019**

**1. Welcome and Recognition of the London Conference
Convention Centre – Darren Connolly**

President Darren Connolly called the 22nd Annual General Meeting to order at 9:00 a.m. and welcomed all in attendance. Darren acknowledged the work of the 2019 Conference Committee and called them to the stage and presented certificates of appreciation for their many hours of work in preparation for the conference.

2. Quorum Count – Norma Lamont

Norma Lamont reported that quorum requires at least 20 member agencies to be present. There are 78 member agencies in attendance and quorum has been met.

3. Approval of Minutes of the Annual General Meeting

HELD JUNE 14, 2018 in TORONTO, ONTARIO – Darren Connolly, President

Moved by: Roxanna Spruyt-Rocks

Seconded by: Trevor McGregor

“that the minutes of the 22nd Annual General Meeting held on June 14, 2018 in Toronto, Ontario be approved as circulated”.

Carried

4. President’s Report – Darren Connolly, President

Darren highlighted his President’s Report found on page 2 of the 2018/19 Annual Report.

A full year into my term as the President of OASIS, I am taking pause to consider the events of the past year, and to look forward to the next. Now 195 member agencies strong, OASIS continues to be at the forefront

of all things vital to the membership, and to the Developmental Services sector in Ontario. I am proud to be your President, and look forward to serving you over the next year.

It is difficult to think of anything that has had the same impact on the sector in recent memory than the change in Provincial Government of almost a year ago. At the time of their election victory, the Progressive Conservatives had not provided a clear outline of their plan for Developmental Services in Ontario. We have experienced challenges with our out-reach over the past year, but we are making slow progress with the current government. OASIS looks forward to continuing to work with the government to address the ongoing needs of the Developmental Services Sector and provide as much support to the new Minister and her staff as we can.

While many people in the bureaucracy have remained from the previous government with which we had many established ties, we have seen a change in leadership that has hindered the access to which we had become accustomed. We continue to forge relationships, and have made inroads in this area.

Of note, was the work done by the Provincial Network, in collaboration with OASIS and other provincial partners, to produce consistent pre-budget submissions from multiple provincial groups in January of 2019. Following a solicitation of our membership, we produced a submission that focused on our three areas suggested of focus for the new government; 1) Preserve Funding for Front-Line Services, 2) Maintain the Passport Guarantee, and 3) Let us help them cut red tape in Developmental Services.

Annual General Meeting (Cont'd)

Our request to let us help them identify areas to cut red tape in our sector has been met with interest by those to whom it has been presented within the new government. As a starting point for conversation, we also provided them with a “Top Ten” list of potential red tape reduction areas to consider and offered our support in this vein. We have been clear that we have not made a request for new annualized funding this year, but request that they respect the vital services currently provided by our members with consideration for the requests outlined here.

OASIS also continues to engage with Navigator with respect to our Pay Equity efforts, and thanks to Bob Butella and Donna Marcaccio for their work in heading up the Pay Equity Committee. We have also continued to work with Counsel Public Affairs on a Government Relations Strategy for OASIS, as we await the upcoming budget announcement. A communications strategy aligned with our current government’s priorities and common sector messaging is a key driver in that regard.

I would like to formally thank each and every member of the Board of Directors, and the Supporting Executive Directors who continue to contribute in so many ways to the work of OASIS. As a volunteer driven organization, OASIS only thrives due to the commitment of these people, and the many other representatives from member agencies who fill out our various committees, working groups and the like. OASIS could truly not accomplish the things we do without all of these people pulling together. I would also like to thank Andrew Lewis, Executive Coordinator Consultant, and Christine Dubyk who provides Administrative Support to the OASIS Board and membership.

A further thank you to all of our members who have participated in the various events, both those sponsored by OASIS, as well as the broader sector. We are truly stronger together. Whether it be your participation at Labour

Relations Information sessions, the Developmental Services Human Resources Strategy sessions, various sector conferences, workshops and other initiatives, each of these engagements makes us stronger as an organization, as well as a sector. Regardless of affiliation, *it’s the responsibility of all agencies* in our sector to see the common good in the common goal, which is a brighter future for the individuals and families who depend on our services and supports.

Finally, I would like to thank OASIS Past-President Ann Kenney for her tireless work on behalf of OASIS and the sector at large, as well as her support of me in my inaugural year as President. I look forward to seeing what the next year will bring, and know that despite the challenges we face, our sector is in good hands with the exceptional leadership found in each of our 195 member agencies.

As your President, an agency board member, a champion of human services, *and a parent of a young man with developmental and physical disabilities*, I would like to personally thank you all for your efforts on behalf of the sector.

5. Approval of the Committee Reports – Darren Connolly, President

Darren informed members that the committee reports can be found on pages 3 to 9 of the Annual Report.

Moved by: Norma Lamont

Seconded by: Patrick Grist

“that the Committee Reports included in the 2018/19 Annual Report be accepted as presented”.

Carried

6. Financial Report and Audited Statements – Michelle Marshall, Treasurer

Michelle reviewed the audited financial statements prepared by Millard, Rouse & Rosebrugh LLP, Chartered

Annual General Meeting (Cont'd)

accountants summarized on pages on pages 13 - 17 of the Annual Report. It is the auditor's opinion that the financial statements present fairly the financial position of OASIS as of March 31, 2019 and are in accordance with Canadian accounting standards for not-for-profit organizations.

Moved by: Patrick Grist

Seconded by: Trevor McGregor

'that the Audited Financial Statements for the year ended March 31, 2019 be accepted as presented'.

Carried

7. Motion to Approve Appointment of Auditors for 2019/20 – Michelle Marshall, Treasurer

Moved by: Roxanna Spruyt-Rocks

Seconded by: David MacCoy

'that the appointment of the firm Millard, Rouse & Rosebrugh as auditors for 2018/19 be appointed auditors for the coming year 2019/20'.

Carried

8. Motion to Approve Actions of the Board of Directors for 2017-2018 – Darren Connolly, President

Moved by: Donna Britton

Seconded by: Mal Coubrough

'that the actions of the OASIS Board of Directors for 2018/19 be approved'.

Carried

9. Presentation of the Board of Directors 2019-20 – Ann Kenney, Past President

Ann thanked former Nomination Committee members, Judy Pryde and Brian Dunne who volunteered to be part of the nominations committee for many years.

The notice inviting nominations was sent out on December 10, 2018 together with the necessary forms.

Incumbents whose terms expire at the Annual Meeting agreed to stand for re-election. They are David MacCoy,

Darren Connolly and Brad Saunders. One Executive Director position was vacated during the year and one Volunteer position is available as Mal Coubrough completed his 8 year term on the Board.

On recommendation by the Nominating Committee, the Board approved the following nominees:

Geoff McMullen – Ongawanda for the Volunteer Position
Gina St. Amour – Ottawa Rotary Home for the Executive Director Position

Seven nominations were received for the vacant positions. As required by the By Laws, the Committee had discussions with all of the nominees. The committee would like to thank all who expressed an interest in becoming a Board members and welcome the opportunity to work with them on OASIS project over the next year.

Ann requested the 2019/20 OASIS Board of Directors stand and be recognized:

Volunteers

Darren Connolly

Ann Kenney

David MacCoy

Norma Lamont

Kim Andrews

Phoebe Sutherland

Geoff McMullen

Executive Directors

Michelle Marshall

Brad Saunders

Trevor McGregor

Terri Gray

Gina St. Amour

Moved by: Patrick Grist

Seconded by: Anna Laselle

That the Board of Directors for 2019/20 be approved
Carried

Annual General Meeting (Cont'd)

10. Thank you to Outgoing Board Member, Mal Cobrough, Volunteer— Darren Connolly

Darren Connolly recognized and thanked outgoing Board member, Mal Cobrough for his commitment to the Board of Directors for the last eight years.

11. Introduction of the Executive Coordinator – Darren Connolly

Darren introduced Andrew Lewis, the Executive coordinator for OASIS who joined us in November 2018.

12. Annie Oliver Award

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

- a) who demonstrates excellence, innovation and leadership in the developmental services sector and best exemplifies the interests and mission of OASIS;
- b) who 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.

Congratulations to this year's Annie Oliver Award winner, Flavian Pinto, Community Living Toronto

Member Leadership Award

The Member Leadership Award is presented annually. 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.

Congratulations to this year's Member Leadership Award winner, Extend-A-Family, Waterloo Region

George Braithwaite Scholarship

The George Braithwaite Scholarship was established in recognition of former OASIS Board member and President, George Braithwaite for his volunteer contributions to OASIS.

Congratulations to this year's George Braithwaite Scholarship winner, Ron Trajano, Extend-A-Family, Waterloo Region

President's Scholarship

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

Congratulations to this year's President's Scholarship winner, Suzanne Willett, Community Living Huntsville

13. Passing of the Torch to the 2020 Conference Committee

Michelle Palmer introduced Krista Haiduk-Collier and Brad Horne representing the group of agencies hosting the 2020 OASIS Conference and Annual General Meeting. The conference will take place May 20-22 in Muskoka/Deerhurst, Ontario.

Motion to Adjourn

Moved by: Ann Kenney
"to adjourn the 22nd Annual General Meeting of OASIS"

INDEPENDENT AUDITOR'S REPORT

To the Directors of
Ontario Agencies Supporting Individuals with Special Needs

OPINION

We have audited the financial statements of Ontario Agencies Supporting Individuals with Special Needs (the 'Entity'), which comprise the statement of financial position as at March 31, 2020, and the statements of changes in net assets, operations and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at March 31, 2020, 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.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of Financial Statements* section of our report. We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance 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.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

June 4,
Brantford, Ontario



CHARTERED PROFESSIONAL ACCOUNTANTS
Licensed Public Accountants



P.O. Box 367, 96 Nelson Street
Brantford, Ontario N3T 5N3
Telephone: (519) 759-3511
Facsimile: (519) 759-7961

STATEMENT OF FINANCIAL POSITION

As at March 31	2020	2019
ASSETS		
Current Assets		
Bank	136,495	173,409
Prepaid expenses	102,056	137,956
	238,551	311,365
LIABILITIES		
Current Liabilities		
Accounts payable	21,053	23,336
Deferred revenue (Note 3)	38,200	107,511
	59,253	130,847
NET ASSETS	179,298	180,518
	238,551	311,365

STATEMENT OF CHANGES IN NET ASSETS

For the year ended March 31	Scholarship Fund	Operating Fund	2020	2019
Balance - Beginning of Year	2,150	178,368	180,518	150,866
Excess (Deficiency) of Revenue over Expenses	(2,000)	780	(1,220)	29,652
Transfer	(150)	150	-	-
Balance - End of Year		179,298	179,298	180,518

See accompanying notes

STATEMENT OF OPERATIONS - OPERATING FUND

For the year ended March 31	2020	2019
Revenue		
Conferences	346,113	16,789
Memberships	359,000	387,000
Interest and other income	5,313	3,009
	710,426	406,798
Expense		
Conference	343,132	60,837
Insurance	6,009	5,916
Office and miscellaneous	10,953	14,813
Purchased services	213,864	171,264
Strategic Leadership	3,301	-
Travel and meetings	132,387	106,693
	709,646	359,523
Excess of Revenue over Expense	780	47,275

STATEMENT OF OPERATIONS - SCHOLARSHIP FUND

For the year ended March 31	2020	2019
Revenue		
	8,000	-
Expense		
Scholarships	10,000	17,263
Excess of Expenses over Revenue	(2,000)	(17,263)

See accompanying notes

STATEMENT OF CASH FLOWS

For the year ended March 31	2020	2019
Cash Flows From Operating Activities		
Operating Fund - Excess (Deficiency) of revenue over expense	780	47,275
Scholarship Fund - Excess (Deficiency) of revenue over expense	(2,000)	(17,623)
Net change in non-cash working capital balances related to operations	(35,694)	(2,853)
Net Decrease in Bank	(36,914)	26,799
Opening Bank	173,409	146,610
Closing Bank	136,495	173,409

See accompanying notes

NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

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.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

(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. DEFERRED REVENUE

Deferred revenue is comprised of funds for membership fees and conference revenue that has been received before March 31, 2020. The membership fees will be recognized as revenue in the following fiscal year. However, due to the subsequent cancellation of the annual conference, deferred conference revenue has been refunded to the respective contributors.

4. COVID-19 PANDEMIC

Prior to year end, the Government of Ontario declared an emergency in response to the corona virus pandemic and prohibited organized public events of over 50 people. As a result, the Organization was required to cancel its annual conference planned for May 20-22, 2020. As of the date of issuance of these financial statements, the full impact to the Organization's financial position is not known.

OASIS MEMBER AGENCIES

- Array Services
- Alternatives Community Program Services (Peterborough) Inc.
- Aldaview Services
- Alice Saddy Association
- Anago Resources Inc.
- Aptus Treatment Centre
- Association pour L'integration sociale d'Ottawa
- Avenue II Community Program Services (Thunder Bay) Inc.
- Brampton Caledon Community Living
- Brockville & District Association for Community Involvement
- Bethesda Community Services Inc.
- Beth Tikvah Foundation of Hamilton
- Bob Rumball Canadian Centre of Excellence for the Deaf
- Brantwood Community Services
- Brockville and Area Community Living Association
- Bruce Peninsula Association for Community Living
- Camphill Communities
- Canadian Helen Keller Centre
- Career Services of Brockville
- Carebridge Community Support
- Catulpa Community Support Services
- Central West Specialized Developmental Services
- Centre Mental Health Services
- Contact Hamilton for Children's and Developmental Services
- CHOICES
- Christian Horizons
- CLH Developmental Support Services
- Community Living Atikokan
- Community Living Belleville and Area
- Community Living Lanark County
- County of Lanark (Social Services)
- Community Living Access Support Services
- Community Living Brant
- Community Living Burlington
- Community Living Cambridge
- Community Living Campbellford/Brighton
- Community Living Central Huron
- Community Living Chatham-Kent
- Community Living Dufferin
- Community Living Dundas County
- Community Living Durham North
- Community Living Elgin
- Community Living Essex County
- Community Living Espanola
- Community Living Fort Erie
- Community Living Fort Frances & District
- Community Living Georgina
- Community Living Glengarry Inc.
- Community Living Grimsby, Lincoln and West Lincoln
- Community Living Greater Sudbury
- Community Living Guelph-Wellington
- Community Living Haldimand
- Community Living Hamilton
- Community Living Huntsville
- Community Living Iroquois Falls
- Community Living Kingston & District
- Community Living Kincardine & District
- Community Living Trent Highlands
- Community Living Kirkland Lake
- Community Living London
- Community Living Lennox & Addington
- Community Living Mattawa
- Community Living Manitoulin
- Community Living Meaford
- Community Living Mississauga
- Community Living Central York
- Community Living North Bay
- Community Living North Grenville
- Community Living North Halton
- Community Living North Perth
- Community Living Oakville
- Community Living Oshawa/Clarington
- Community Living Owen Sound & District
- Community Living Port Colborne-Wainfleet
- Community Living Prince Edward
- Community Living Parry Sound
- Community Living Renfrew County South
- Community Living Stratford & Area
- Community Living St. Catharines
- Community Living South Huron
- Community Living Sarnia-Lambton
- Community Living South Muskoka
- Community Living St. Marys & Area
- Community Living Toronto
- Community Living Tillsonburg
- Community Living Thunder Bay
- Community Living Stormont County
- Community Living Quinte West
- Community Living Temiskaming South
- Community Living Upper Ottawa Valley
- Community Living Windsor
- Community Living Wallaceburg
- Community Living West Nipissing
- Community Living-West Northumberland
- Community Living Welland Pelham
- Community Living Wingham & District
- Community Living York South
- Community Living Ajax, Pickering & Whitby
- Community Living Algoma
- Community Living Association for South Simcoe
- Community Living Dryden-Sioux Lookout
- Corbrook
- Counselling Services of Belleville & District

OASIS MEMBER AGENCIES

(Cont'd)

- Counselling & Support Services of Stormont, Dundas and Glengarry
- Cochrane Temiskaming Resource Centre
- Community Visions & Networking
- Crest Support Services
- DeafBlind Ontario Services
- Developmental Services of Leeds & Grenville
- E3 Community Services
- Extend-A-Family Kingston
- Extend A Family Waterloo Region
- Family Counselling Centre of Brant, Inc.
- Family and Children's Services of Renfrew County
- Family Respite Services Windsor/Essex
- Geneva Centre for Autism
- Hands TheFamilyHelpNetwork.ca
- Harmony Centre for Community Living
- Harmony in Action
- Haldimand-Norfolk REACH
- Integration Communautaire Hearst Community Living
- Innovative Community Support Services
- Impact Residential Services of Grenville County
- Ingersoll Support Services Inc.
- Kenora Association for Community Living
- Kinark Child and Family Services
- Kerry's Place Autism Services
- K-W Habilitation Services
- L'Arche Ontario
- Lansdowne Children's Centre
- Lambton County Developmental Services
- Lions McInnes House
- Madawaska Valley Association for Community Living
- Mary Centre of the Archdiocese of Toronto
- Meta Centre
- Middlesex Community Living
- Montage Support Services
- New Leaf: Living and Learning Together Inc.
- New Frontiers Support Services London-Middlesex
- New Visions Toronto
- Niagara Training & Employment Agency Inc.
- Niagara Support Services
- Norfolk Association for Community Living
- North East Association Community Living
- Northumberland Family Respite Services
- North Hastings Community Integration Association
- OCAPDD - Open Hands
- Ottawa-Carleton Lifeskills Inc.
- Ottawa Foyers Partage
- Ottawa Rotary Home
- Ongwanada
- Operation Springboard
- OPTIONS Northwest
- Pathways to Independence
- Parents for Community Living
- Participation House Brantford
- Participation Lodge Grey/Bruce
- Participation House, Markham
- Participation House Project (Durham Region)
- Participation House Support Services - London & Area
- Participation House Toronto
- Quad County Support Services
- Reena
- Regional Support Associates
- Rygiel Supports for Community Living
- Salvation Army Lawson Ministries Hamilton
- Sensity DeafBlind and Sensory Support Network of Canada
- St. Catharine's Mainstream Non-Profit Housing Project
- Service Coordination for Persons with Special Needs
- Simcoe Community Services
- S,D & G Developmental Services Centre
- Sudbury Developmental Services
- St. Francis Advocates
- South-East Grey Support Services
- Surrey Place Centre
- Sunbeam Centre
- Sudbury Community Service Centre
- Surex Community Services
- The Salvation Army Broadview Village
- Total Communication Environment
- Tayside Community Residential and Support Option
- Tamir Foundation
- Safehaven Project for Community Living
- Valoris for Children & Adults of Prescott-Russell
- Vita Community Living Services & MensSana
- Valor & Solutions Professional and Community Developmental Services
- Victorian Order of Nurses for Canada (VON) Middlesex Elgin
- Woodstock and District Developmental Services
- Woodview Mental Health & Autism Services
- YsOwlMaclure
- York Support Services Network
- YWCA Hamilton

Thank You

2020 Conference Planning Committee

Krista Haiduk-Collier (Chair), CL South Muskoka

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