



# ANNUAL REPORT 2021



Ontario Agencies Supporting Individuals with Special Needs



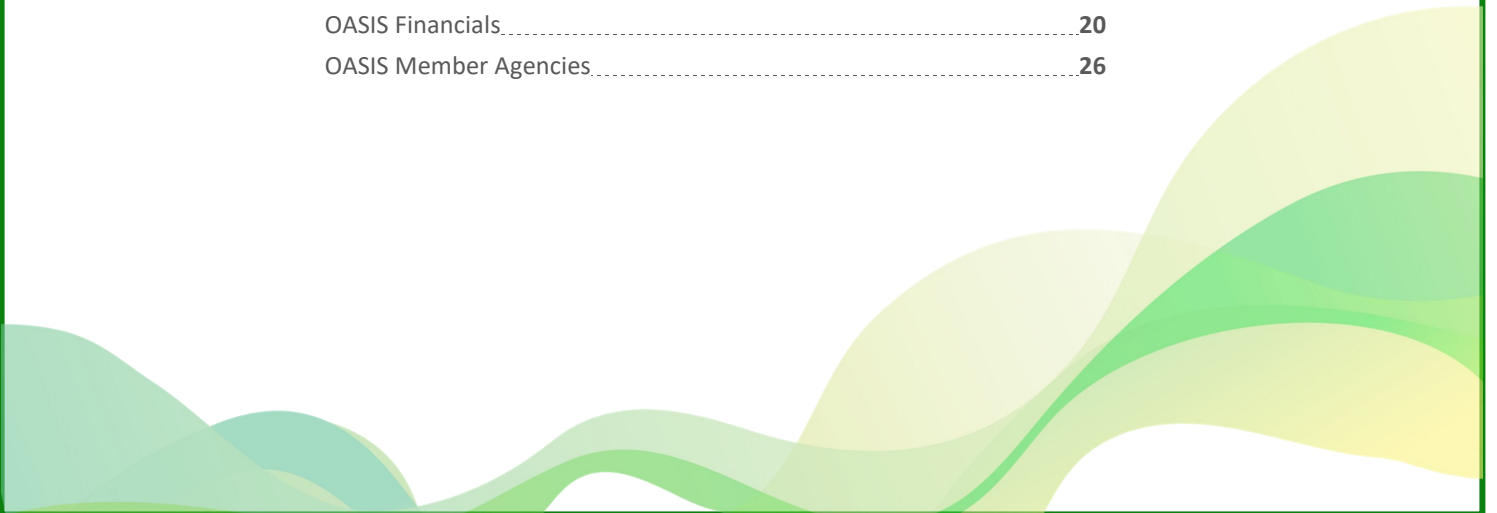
**Annual General Meeting  
Virtual  
June 25, 2021**

- 1. Welcome**
- 2. Call the Meeting to Order**
- 3. Quorum Count**
- 4. President's Report**
- 5. Approval of Minutes of the 'Virtual' Annual General Meeting held June 24<sup>th</sup>, 2020**
- 6. Approval of the Committee Reports**
- 7. Financial Report and Audited Statements**
- 8. Motion to Approve Appointment of Auditors for 2021-2022**
- 9. Motion to Approve Actions of the Board of Directors for 2021-2022**
- 10. Presentation of the Board of Directors 2021-2022**
- 11. Motion to Adjourn the AGM and move onto Awards & Scholarships**
- 12. Awards & Scholarships**
- 13. Closing Remarks**



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## 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.

## 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.



**OASIS BOARD OF DIRECTORS  
TRUSTEES & OFFICERS  
2020-2021**

**Geoff McMullen — President**

**Darren Connolly — Past President**

**Brad Saunders— VP, Executive Director**

**David MacCoy — Director at Large (Volunteer)**

**Terri Gray — Treasurer**

**Norma Lamont — Secretary**

**Phoebe Sutherland—Director (Volunteer)**

**Jennifer Banting—Director (Volunteer)**

**Kathy Straus - Director (Volunteer)**

**Trevor McGregor—Director**

**Gina St. Amour—Director**

**Claudine Cousins—Director**

## President's Message



Geoff McMullen  
President, OASIS

**W**elcome to OASIS' second virtual annual general meeting. The pandemic has brought many challenges to our personal lives and to the way we support individuals through our Agencies. We have shown impressive leadership in our Sector with many success stories working across sectors and the ability to work effectively within the sector. These initiatives have been paramount in keeping people safe, both the individuals we support and our staff who provide the supports. Thank you to all who have stepped up to the challenge. OASIS has also had a very busy year. I will touch on some of the highlights but encourage you to review all the committee reports.

During the summer of 2020 the Board of OASIS embarked on an engagement initiative to gather feedback from our membership regarding two topics. The first was feedback on experiences in responding to and managing the COVID pandemic and lessons learned. The second topic was feedback in regard to Sector Reform. The consultation results were captured in the final report "Member Engagement Report - A Path Forward" The findings of the consultation provided the foundation for our priorities, the focus of our advocacy and work over this past year. We thank all of you who participated and please stay tuned for similar consultations.

We also reached out to members through a virtual world on a number of topics. We held a series of webinars which included topics covering labour relation issues, managing through Covid, Government Relations and successful training sessions in partnership with The Ivey School of Business.

Our first ever virtual Conference "Forward Together" was held on May 6 & 7 and was extremely successful. We welcomed approximately 500 participants including keynote speakers, exhibitors and guests. Thank you to all of you who were able to join us and a huge thank you to all of our presenters, our emcee Suhana Meharchand and to the incredible work done by our Conference Committee and our Conference Planners Connect Dot Management Inc. The conference featured a number of notable speakers, thought provoking panel discussions and interesting presentations. The virtual nature of the conference also offered many lessons learned and insights that will help shape future events, not only conferences but other OASIS events hosted in the future.

The conference was followed very quickly by our first ever Virtual Advocacy Day on May 19th where OASIS continued to advocate for the maintenance of the Temporary Wage Enhancements. I am very pleased to report that it too was another great success. I participated in the Opening Session along with Minister Jill Dunlop, MPP Lisa Gretzky and MPP John Fraser. The rest of the day was also quite a success with over 15 meetings taking place between representatives of OASIS, Government Ministers and Members of Provincial Parliament from all four political parties, I also participated in meetings with a number of other

## *President's Message*

MPPs, Ministers and the Premier's Office throughout the day. We also had additional meetings in the days and weeks that followed.

With the announcement on June 11 that the Wage Enhancements will now continue until at least August 23rd, it would seem our advocacy has been listened to. We thank Minister Smith, Premier Ford and the Government of Ontario for this continued support of DSWs through this announcement. However, we still hope that the Wage Enhancements will be made permanent and we encourage all members to meet with your local MPP to make this important ask.

We have also taken time to look inwardly at how OASIS is structured, how we do our daily business and how we support our membership successfully. We have begun to review many of our day to day operations to respond to the many challenges we face. As you are aware OASIS has always been a volunteer driven organisation with very limited paid support. The role of President has always been an elected volunteer position and is reflected as such in our by-laws. In recognition of the growing workload for a volunteer, the complexity of the issues and the need for longer term continuity, the Board is reviewing if this is sustainable. The structure of our Board, the role of committees, the role of leadership, corporate by-laws, the cost of operation and other areas will all need to be addressed. However, please know that this structure work is only preliminary and continues to be a work in progress with the goal to ensure that OASIS continues to effectively support its membership. With this in mind, we have looked out to you for identifying issues and priorities in the past, we will be reaching out to the membership for your guidance, feedback, views and insights on all of these decisions moving forward. Be on the look out for communication from us on this topic over the next number of months.

In March of 2020 our past President, Darren Connolly, participated in a meeting with Minister Todd Smith at Queens Park to discuss the reform agenda for the sector. During lunch that same day a provincial lockdown was announced. Since that meeting OASIS has continued to be active through the virtual public consultations, the Consultation Table and the Minister's Advisory Table. We now have the release of the "Reform Paper," known as "*Journey to Belonging*" and the challenges of implementation are before us. The important thing to note is that this is a first step on the reform journey and we look forward to continuing to work with the Ministry of Children, Community and Social Services on key components of the Reform Paper. As with our structure changes, we are also eager to hear from our member agencies to get a better understanding of your views and your perspectives on how best to move forward. We will also be reaching out to the membership to identify opportunities and a realistic approach to reform.

In closing I would like to thank the OASIS Board for their support over the past year. I also have to thank Jonathan Bradshaw and Christine Dubyk for the many hours of support they have given me. I hope next year we will all be together for our annual conference. Take care and thank you for participating in our annual meeting.

*Respectfully Submitted by,  
Geoff McMullen*

## OASIS SENSORY PARTNERS

The OASIS Sensory Partners, have been working together for over 12 years and is made up of OASIS members 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.

With the onset of the Covid19 pandemic much of our work this past year has been stalled, however we have some highlights of note below:

- We welcomed Jennifer Banting as our new liaison to the OASIS Board of Directors and look forward to her leadership and support of the ongoing work of the Partners.
- OASIS Sensory Partners member agencies continue to participate in the development of a single point of access for Intervenor Services being mindful of potential intersect of Developmental and Intervenor Services.
- Continue to track residential placements of individuals with sensory loss as a result of our network.
- We continue to seek updated data from MCCSS and the DSOs to ensure geographical, communication and other barriers are removed for people with sensory loss seeking specialized services.
- Members participated in MCCSS stakeholder consultation on “DS Reform” to ensure support needs for people with sensory loss were included in their planning and not an afterthought.
- 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 offer our congratulations to Deafblind Ontario Services and Array as they announced their amalgamation effective April 1 2021.

Some of our future priorities include turning our minds to new and existing research and looking at how we might work with indigenous communities throughout the province. We will also continue our education and outreach training to interested parties.

This is my last report as Chair of the OASIS Sensory Partners. It has once again been an honour to lead the important work of this committee for the past 4 years. Our new chair will be announced in the coming weeks.

*Respectfully submitted*  
**Karen Chambers**  
 Chair - 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)

## BUSINESS RESOURCE COMMITTEE (OBRC)

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:

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

### OBRC Meetings in 2020/21

| Significant Event or Work                  | Description   | Date                  |
|--|---|-----------------------|
| Monthly Phone Call set up with PassportOne | April Papineau organized and led a weekly phone call with PassportOne. Calls would consistently have more than 100 participants on the line. Questions and concerns were addressed during the call, as well as opportunities for PassportOne to outline new initiatives or rules.   | April 2020 -- Ongoing |
| Weekly Information webinar                 | In the spring of 2020, the OBRC assisted finance professionals in the developmental services sector. The webinars presented and discussed business problems and solutions that agencies encountered during the early stages of the pandemic.  | 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. This data was collated and presented for the sector, and individual agencies, on the RealXChange site.  | May 2020 – March 2021 |
| 2021 OBRC Conference (Online)              | <p>The OBRC Conference was moved online and included presentations about:</p> <ul style="list-style-type: none"> <li>• Cybersecurity – Cybersecurity Ontario (MGCS)</li> <li>• WFH Tax Implications - Jenifer Buchanan And Jim Frederick from Graham Scott Enns</li> <li>• TPON – MCCSS</li> </ul> <p>The online conference also included breakout sessions where agencies shared about work-from-home (WFH) experiences and lessons-learned.</p> | November 2020         |

In the 2020/21 fiscal year the OBRC met over 27 times as a full committee. In addition to the weekly meetings between April and September 2020, the OBRC provided regular webinars and training to other agencies within the developmental services sector. Many of the OBRC members also participated in additional-committee meetings to do work on data gathering, Passport Funding, budgets, and more.

Some additional discussion topics that were not outlined in the **Significant Events** table above.

- Starting in March 2020, Jody Hendry, Director at Developmental and Supportive Services Branch (MCCSS) joined the OBRC meetings regularly to discuss questions and advocacy that the OBRC brings forward and provide updates from MCCSS.



## BUSINESS RESOURCE COMMITTEE (OBRC) (cont'd)

- Discussions on CCRF, Insurance Costs, Pandemic Pay, and other financial considerations for agencies.
- Pandemic related direction and consideration for the sector including PPE (and ordering through OACS), Vacation Accruals, and TPON.

### Committee Structure

This 2021 year saw the retirement of a long-term and valued OBRC Members. April Papineau from Community Living Hal-dimand retired in April of 2021

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 2020/21 OBRC continued to welcome new members. An update to the Terms Of Reference in 2020 allows for up to 15 members, with representation from as many regions as possible.

### 2021-2022 Business Resource Committee Members

| REGION                  | MEMBER                 | AGENCY                                  |
|-------------------------|------------------------|---|
| Central West/Provincial | Angelica DeVos (Chair) | Christian Horizons                      |
| Toronto                 | Casey Pruden           | Community Living Toronto                |
| South East              | Darlene Ryan           | Community Living Prince Edward          |
| North                   | John Jiang             | Simcoe Community Services               |
| 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 Community Living (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

2020/21 was a turbulent year. The OBRC Members went above-and-beyond their regular expectations to support the developmental services sector, partner agencies, government stakeholders, and people who receive services. The OBRC's work continues to be directed by the needs that arise. If you have any questions or feedback for the OBRC, please connect with Angelica DeVos (Christian Horizons/ OBRC Chair) at [adevos@christian-horizons.org](mailto:adevos@christian-horizons.org)

## LABOUR RELATIONS COMMITTEE

**A**lthough this was a year like no other, it 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.

For obvious reasons we did not host an Information Session this past year. Based on input from the survey of OASIS members in the summer of 2020, the Board of Directors has asked the Committee to explore the concept of coordinated / central bargaining. It is likely that this will be a component of the next Information Session, which will hopefully be organized for the fall of 2021.

Throughout the pandemic, the Committee has been active in obtaining and circulating information to members. This has included a legal opinion on additional wage increases and Bill 124; a legal opinion on mandatory vaccinations; and, a template for a vaccination policy. The Committee has also been having monthly discussions with CUPE, OPSEU & SEIU. The topics in those discussions have included PPE, infection prevention, mental health of employees, vacation leave, temporary wage increases, outbreak management, DSAG and many other items.

While it may have been overlooked due to the pandemic, the 2019 Operating Pressures Report was released. The highlights of the report were noted in last year's annual report. We have received positive feedback on the report, and its usage by many others in discussions with elected officials and Ministry representatives.

In November 2020, the Committee received the final report from WSIB's independent operational review. This report included 25 recommendations regarding 'operational, legislative and regulatory changes to help it maintain its financial sustainability and better support and protect workers, their families and Ontario businesses'. This review was conducted after a Private Members Bill was tabled in July. Bill 194, 'An Act to amend the Workplace Safety and Insurance Act, 1997'. Recommendation #7, suggested that 'WSIB and

the government should extend mandatory coverage to developmental support workers and

those working in residential care facilities', consistent with the intention of Bill 194. The Committee has been working with member agencies to gather information on the potential impact of such a requirement on the DS sector, and sharing this information with elected officials, and representatives of both MCCSS and MLTSD.

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 by,  
Dave Ferguson, Chair*

## PROVINCIAL NETWORK

**C**learly, the pandemic consumed the energy and attention of the Provincial Network throughout the past year! OASIS' active involvement in the Provincial Network continued, and the discussion notes and minutes from the past year have already been distributed to members so will not be duplicated here.

To highlight only a few items of note, activities hosted by the Network included multiple webinars on a variety of topics concerning COVID-19. Meetings and discussions too numerous to count, were held daily, weekly and monthly. These discussions regularly involved senior Ministry representatives. Support of, and linkage with the Real Xchange was a key factor in the flow of supportive information to the sector.

Additionally, the Ministry contacted the Network to engage in a discussion regarding QAM, and items arising from the Auditor General's report in December.

Commendations must be given to Michelle Brook's exemplary leadership of the Network through the past year. Addition-

## PROVINCIAL NETWORK (Cont'd)

ally, thanks must also be given to Christine Dubyk who managed the barrage of competing priorities and information flow in order to keep the Network functioning during an incredibly challenging year. THANK YOU TO BOTH!!!

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***

### THE PROVINCIAL NETWORK MEMBERS

- Community Living Ontario
- Community Networks of Specialized Care of Ontario (CNSC-O)
- Christian Horizons
- Developmental Services Ontario (DSO)
- Faith and Culture Inclusion Network
- Great Lakes Society (GLS)
- Ontario Association on Developmental Disabilities (OADD)
- Ontario Agencies Supporting Individuals with Special Needs (OASIS)
- Provincial Executive Directors Group (PEDG)
- the Provincial Network Human Resources Committee and Toronto Developmental Services Alliance (TDSA)

## SECTOR COMPENSATION COMMITTEE

The Sector Compensation Committee grew out of the Pay Equity Committee this past year when the mandate expanded to include all aspects of compensation perspectives within the Developmental Services Sector. Pay Equity is still a priority concern, especially with the recent Appeals Court ruling regarding maintenance of PE plans, but the expansion of scope will now have the committee looking at the wage gap within the sector and how and why this came about. It will also be considering the impacts of such gaps and making recommendations to the OASIS Board on strategic direction.

To support the work of the Sector Compensation Committee, the OASIS Board approved the allocation of resources to hire a Compensation Specialist to complete a compensation review within the sector. Surveys went out to all OASIS members and with the support of CL Ontario and the Provincial Network, the survey went out to approximately 75 additional agencies. 122 agencies participated in completing the survey that is now being compiled into a report that should be available in September. The committee extends its appreciation to all agencies who participated. We know it was sent out at a busy time and recognize the efforts it takes to complete. The committee welcomes any thoughts or perspectives from the membership and thanks the OASIS Board and Members for their support.

***Respectfully Submitted by,  
Trevor McGregor***

### MEMBERS

|                        |                               |
|------------------------|-------------------------------|
| <b>Donna Marcaccio</b> | - Rygiel Support Services     |
| <b>Janet Noel</b>      | - Christian Horizons          |
| <b>Hillary Adams</b>   | - Community Living Toronto    |
| <b>Robert Bingham</b>  | - Community Living Dufferin   |
| <b>Andy Swan</b>       | - Community Living Kincardine |
| <b>Dave Ferguson</b>   | - OCAPDD                      |
| <b>Trevor McGregor</b> | - Community Living Stratford  |

## CHILDREN'S COMMITTEE

Even though the OASIS Children's Committee of members have yet to meet in person, they are a committed group of individuals who continue to seek opportunities to share knowledge, collaborate and improve services for children across this province. The pandemic has placed a pause on many things, but it has not slowed down the work of this committee.

Over the course of the year, there were many moments where agencies were pivoting to meet demands while following current public health and safety measures. The year was fraught with constant change for many of our families; in-classroom education to remote learning, no respite to certain types of respite (and only in certain areas), childcare support to no support, small play groups to no playgroups and on and on. Families had many difficult decisions to make and through it all, our agencies adapted to support families to the best of their availability. Agencies adapted by creating virtual platforms, doing "wellness checks", porch deliveries, offering endless phone support and communicating/advocating at levels we hadn't seen before. In terms of what was accomplished over the year, below is a summary of our efforts.

**Education and Information Sharing:** Committee members worked collaboratively to share information and ideas across the province in terms of what was working and what challenges were existing in their areas. In addition to many of the regular system challenges around PPE, IPAC and staffing, the topic of most concern revolved around respite for families. The committee moved quickly on identifying the need for respite and respite funding to be more flexible and responsive to individual family need. Several communities have launched "respite initiatives" to address how to build community capacity.

**Advocacy:** Committee members identified as early as April, that the pandemic was offering an opportunity to engage the broader community in learning about and understanding the challenges faced by children with special needs. Collaborative initiatives happened all over the province with municipalities,

public health, school boards, hospitals, private companies to address the needs. OASIS successfully advocated at all levels of government for flexibility in how families spent their respite dollars and in how agencies could use their funding to support children and families. We will continue to advocate for timely reimbursement of respite funds to families.

**Quality Improvement:** Areas that have been identified for ongoing discussion are prevention of family breakdown (related to the pandemic), Transition Aged Youth from Child Welfare, linkages with OHT's to represent the child's voice and training needs of respite workers.

I would like to acknowledge the hard work of all the agencies across the province that continued to not only represent the needs of special needs children and their families but acted authentically, every day of the pandemic, to help our families stay strong and healthy.

***Respectfully submitted,  
Gina St. Amour***

## EDUCATION COMMITTEE

**D**espite the challenges of COVID 19, the Education Committee was able to provide a variety of educational opportunities for OASIS members. The sessions offered were in large part thanks to the generous donation of \$25 000 from the Frank Cowan Company and the direction of the OASIS Board. The committee worked with CAMH to provide mental health and wellness sessions for all staff of member agencies, had David Chalmers of Nexus Human Capital deliver a session on Leadership, hosted some inspirational talks with the “amazing Tracy” and finished off the year with “Hercules meets Buddha” presented by Martha Maznevski a Professor with the Ivey School of Business. The feedback from all sessions was very positive and more importantly people said it was relevant to their jobs.

The Education Committee is always looking at opportunities that can strengthen the skills and talents within our sector’s human resources that in turn will build stronger agencies. If you have an idea or know of a gap, please let us know. If you are looking to get more involved, the committee will be seeking new members in the fall so please give this opportunity some consideration.

*Respectfully submitted by,  
Trevor McGregor*

### COMMITTEE MEMBERS

David McCoy  
Gary Dowe  
Andy Swan  
Jonathan Bradshaw  
Trevor McGregor

## COMMUNICATIONS COMMITTEE

**O**ver the past year, the OASIS Communications Committee realigned the focus of their activities by creating a Communications Strategy and work plan. The plan identified communications objectives in alignment with OASIS’ Strategic Goals. These objectives include:

- Provide accurate, timely updates to OASIS member agencies following Board meetings, using appropriate communication vehicles (i.e. newsletter, social media, website, ListSrvs, etc.)
- Align and unify consistent high-level messaging across the sector to provide a unified voice to government (in coordination with the Government Relations Committee)

The committee also confirmed the key audiences for communication (leadership at member agencies) as well as a work plan that included a redeveloped bi-monthly newsletter and creation of social media plan. All communication activities are geared to demonstrating value to the OASIS membership, further engaging members and unifying the voice for the development services sector.

*Respectfully submitted by,  
Karen Madho*

### COMMITTEE MEMBERS

Karen Madho  
Geoff McMullen  
Kathy Strauss  
Christine Dubyk  
Jonathan Bradshaw

## GOVERNMENT RELATIONS COMMITTEE

### OVERVIEW—A YEAR IN REVIEW

- OASIS and the GR Committee have effectively helped lay the foundation for recognition of the DS sector’s needs.
- It was with the appointment of Todd Smith as Minister of Children, Community and Social Services in June 2019 this strategy began to achieve meaningful results;
- Minister Smith demonstrated empathy early on: committed to understanding the sector, had an open mind and recognized the need for certainty and clarity in the funding and regulation of the sector;
  - Recognized the value and expertise of OASIS members, of the importance of the sector and, most importantly, the needs of the individuals it serves;
  - Positioned OASIS as a trusted advisor through participation in consultation tables, direct contact with members and OASIS representatives, ground rules for sector reform;
  - Proven champion at the Cabinet table for the sector.
- Furthermore, the COVID-19 pandemic changed the context of the government’s DS sector reform mandate, and demonstrated the significant risks facing individuals living with developmental disabilities, as well as critical importance of DS agencies & staff and the services they provide.
- Now, with the release of MCCSS’ DS sector reform vision paper, *Journey to Belonging* we have a broad idea of the key elements of the reform process moving forward with an 8 to 10-year roadmap to substantive sector reform.
- We look forward to continuing to work with Minister Smith and the government to build on the key elements outlined. And, as with the Engagement Sessions, we will also continue engage with our Member Agencies on views of the reform paper and how best to move forward.

### KEY ACTIVITIES OVER THE PAST TWELVE MONTHS:

#### June — October (2020)

- Developed and launched 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 and as part of sector reform.
- The findings of the membership engagement sessions led to a report which has helped to guide and shape our advocacy to the Ministry over the past year.
- Some of the key takeaways from this process was that the sector cannot go back to operating in any form of pre-COVID-19 state, and that in the short term, agency budgets need to be maintained, including the temporary wage enhancements that have been introduced.
- Developed and submitted a Pre-Budget Submission for the Autumn 2020 Budget based on the findings of the engagement sessions.

#### November — February (2020 - 2021)

- Formally helped to draft and make a submission on behalf of OASIS to the Government of Ontario’s “Making Developmental Services Better in Ontario” Online Consultation Survey
- Developed and submitted a Pre-Budget Submission for the Spring 2021 Budget based on the findings of the engagement sessions.
- Hosted a Government Relations Committee Webinar for Member Agencies to discuss and answer questions about the OASIS Pre-Budget Submission, what was hoped for in the budget and how the GR Committee continues advocating on behalf of the sector.

#### March — June (2021)

- Researched and developed a detailed wage enhancement policy paper for MCCSS that highlighted the positive impact of the wage enhancements on DS staff across the province.
- Hosted the highly successful first-ever OASIS Virtual Ad-



## GOVERNMENT RELATIONS COMMITTEE (Cont'd)

vocacy Day, which featured opening comments from the Hon. Jill Dunlop (Associate Minister of Children and Women's Issues), NDP Critic MPP Lisa Gretsky and Interim Liberal Leader MPP John Fraser, and launched campaign to engage with members of all parties to highlight the importance of making the wage enhancement permanent, including an all-party keynote session and meetings with 19+ Ministers, MPPs and the Premier's Office

- As part of the advocacy day, an updated MPP Meeting Guide was developed that focused on our key ask of maintaining the wage enhancement. These were sent out to member agencies and they were encouraged to arrange their own meetings with their MPPs and reiterating our key message to them.

### SECTOR GAINS AT A GLANCE

Following the immediate supports the DS sector saw from the Government at the start of the pandemic, we have continued to see significant progress over the past 12 months.

- In its response to the COVID-19 pandemic, the Ontario Government recognized that DS agencies and staff provide essential services to support individuals living with developmental disabilities and their families.
- OASIS, led by the GR Committee, undertook ongoing engagement with key Minister's Offices, particularly MCCSS and Municipal Affairs & Housing, and participated extensively and maintained consistent key messages/asks throughout various government engagements including reform meetings, budget presentations, submission to WSIB consultations, and Minister's town halls.

These gains include:

- COVID-19 Emergency Orders were responsive to sector recommendations to do things better, smarter, while keeping staff & people OASIS member agencies serve safe
  - ⇒ Flexibility on how agency and Passport funds can be spent
  - ⇒ Fast-tracking of technology as a tool for supports & services

⇒ Acknowledgement that DS workers are critical, much as PSWs and other front-line staff in health and long-term care

- \$361 million in new 2021-22 DS sector funding announced in the Fall 2020 Budget
- Inclusion of DSWs in pandemic pay and the subsequent temporary wage enhancement programs, the latter of which has continued to be extended.
- There are also indications that the long-term plan in the reform paper has been informed by significant OASIS participation in the Ministry Reform Table and Minister's Table, as well as GR Committee-led submissions & survey responses as it includes initiatives that OASIS has long advocated for, including:
  - ⇒ Greater recruitment and retention efforts for DS workers;
  - ⇒ Allowing more flexibility in administrative processes;
  - ⇒ Greater use of technology; and
  - ⇒ More creative housing solutions.
- These reflect many of OASIS near- and long-term priorities and a clear commitment for extensive ongoing, consultation with the sector.

*Respectfully Submitted by,  
Brad Saunders*

#### MEMBERS

|                   |  |
|-------------------|--|
| Gary Gladstone    | - Reena  |
| James Janeiro     | - Community Living Toronto   |
| Karen Bolger      | - Community Living Essex   |
| Andy Swan         | - Community Living Kincardine  |
| Norma Lamont      | - Ottawa-Carleton Association for Persons with Developmental Disabilities (OCAPDD) |
| Jonathan Bradshaw | - OASIS Executive Coordinator  |
| Caroline Pinto    | - Counsel Public Affairs   |
| Charles Beer      | - Counsel Public Affairs   |
| Devan Sommerville | - Counsel Public Affairs   |
| Brad Saunders     | - Community Living Toronto   |



## Annual General Meeting Minutes June 24<sup>th</sup>, 2020

### 1. Welcome to the OASIS Virtual Annual General Meeting – Darren Connolly, President

President Darren Connolly called the 23<sup>rd</sup> Annual General Meeting to order at 12:30 p.m. and welcomed all in attendance. Darren acknowledged the unprecedented times we are all working through with the pandemic and holding the first ‘virtual’ AGM.

### 2. Welcome Minister Smith - Darren Connolly, President

Minister Todd Smith was welcomed and shared a few insightful remarks.

### 3. Quorum Count – Norma Lamont

Norma Lamont reported that quorum requires at least 20 member agencies to be present. There are 83 member agencies in attendance and quorum has been met.

### 4. Approval of Minutes of the Annual General Meeting – Darren C, President

HELD ‘VIRTUALLY’, JUNE 24, 2020

Moved by: Trevor McGregor    Seconded by: Michelle Brooks  
“that the minutes of the 24<sup>th</sup> Annual General Meeting held on June 24, 2020, virtually to be approved as circulated”.

Carried

### 5. President’s Report – Darren Connolly, President

Darren highlighted his President’s Report found on page 5 of the Annual 2019/20 Annual Report.

As my term of 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 agencies 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



## Annual General Meeting Minutes (Cont'd)

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 session 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.

### 6. Approval of the Committee Reports – Darren Connolly, President

Darren informed members that the committee reports can be found on pages 7 to 17 of the Annual Report.

Moved by: Phoebe Sutherland Seconded by: Janet Noel-Annable  
“that the Committee Reports included in the 2019-20 Annual Report be accepted as presented”.

Carried

### 7. Financial Report and Audited Statements – Michelle Brooks, Treasurer

Michelle reviewed the audited financial statements prepared by Millard, Rouse & Rosebrugh LLP, Chartered accountants summarized on pages on pages 24 - 27 of the Annual Report. It is the auditor's opinion that the financial statements present fairly and the financial position of OASIS as of March 31, 2020 and are in accordance with Canadian accounting standards for not-for-profit organizations.

## Annual General Meeting Minutes (Cont'd)

Moved by: Melody Cook                      Seconded by: Karen Chambers  
‘that the Audited Financial Statements for the year ended March 31, 2020 be accepted as presented’.

Carried

In closing and with this being Michelle Brooks’ final opportunity to address the membership as a Director of OASIS she would like to take this opportunity to thank everyone for providing her the opportunity to serve on their behalf and to the OASIS Board of Directors, thank you for the tireless efforts and dedication that you demonstrate on behalf of the Membership, families and people with developmental disabilities. Together you are all making a difference.

### **8. Motion to Approve Appointment of Auditors for 2020/21 – Michelle Brooks, Treasurer**

Moved by: Michelle Brooks                      Seconded by: David MacCoy  
‘that the appointment of the firm Millard, Rouse & Rosebrugh as auditors be appointed for the coming year 2019/20’.

Carried

### **9. Motion to Approve Actions of the Board of Directors for 2020-21 – Darren Connolly, President**

Moved by: Depak Soni                      Seconded by: Don Walker  
‘that the actions of the OASIS Board of Directors for 2019/20 be approved’.

Carried

### **10. Presentation of the Board of Directors 2020-21 – Ann Kenney, Past President**

Ann thanked the Nomination Committee members, Michelle Brooks, Trevor McGregor and Jonathan Bradshaw.

The notice inviting nominations was sent out on December 27, 2019 together with the necessary forms. 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 position is available as Michelle Brooks has completed her 8-year term and one Volunteer position is available as Ann Kenney, is not continuing and must be replaced.

Six 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 member and welcome the opportunity to work with them on OASIS projects over the next year.

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

Jennifer Banting – Community Living Essex County for the Volunteer Position

Claudine Cousins – Empower Simcoe for the Executive Director Position

Recommendations were submitted to the Board of Directors and were approved at the April 9, 2020 OASIS Board meeting.

Ann introduced the 2020/21 OASIS Board of Directors:

#### Volunteers

Darren Connolly

Geoff McMullen

David MacCoy

Norma Lamont

Kathy Straus

Phoebe Sutherland

Jennifer Banting

#### Executive Directors

Claudine Cousins

Brad Saunders

Trevor McGregor

Terri Gray

Gina St. Amour

Moved by: Ann Kenney                      Seconded by: Brad Saunders

‘That the Board of Directors for 2020-21 be approved as presented’

Carried

### **11. Introduction of Executive Coordinator- Darren Connolly, President**

Darren introduced Jonathan Bradshaw, the Executive Coordinator for OASIS who joined the OASIS Board in June 2019.

### **12. Thank you to Outgoing Board Members, Michelle Brooks and Ann Kenney – Darren Connolly**

Darren Connolly recognized and thanked outgoing Board members, Michelle Brooks and Ann Kenney for their commitment to the Board of Directors for the past several years. Dave Ferguson, OASIS Supporting Executive Director shared a few words

## Annual General Meeting Minutes (Cont'd)

on behalf of the OASIS Board of Directors and thanked Ann Kenney for her dedication and support to OASIS and its' membership agencies.

### 13. Thank you to Outgoing President, Darren Connolly- Geoff McMullen

Geoff recognized the work done by Darren Connolly over the past 2 years and thanked him for his service as OASIS President.

### 14. Thank you to the 2020 Conference Planning and Organizing Committee- Darren Connolly, President

Darren thanked the 2020 Conference Organizing Committee for their hard work in organizing the 'Deerhurst' conference, however due to the Pandemic, the conference did not get underway. The committee has agreed to host the 2022 Conference.

#### THANK YOU:

**Krista Haiduk-Collier** - Community Living South Muskoka  
**Brad Horne** - Community Living Parry Sound  
**Sylvie Bélanger** - Community Living West Nipissing  
**Colleen Kelly-Berrichi** - Community Living South Muskoka  
**Emma Munk** - Community Living Parry Sound  
**Aleisha Burta** - Community Living South Muskoka  
**Cathy Meyer** - Community Living South Muskoka  
**David Spencer** - Community Living South Mattawa  
**Dawn Decaire** - Community Living South Muskoka  
**Declan Ormsby** - Community Living South Muskoka  
**Jo-Anne Demick** - Community Living Parry Sound

### 15. Passing of the Torch to the 2021 Conference Planning Committee – Darren Connolly, President

Darren introduced Krista Haiduk-Collier to pass the torch to Brad Saunders representing the group of agencies hosting the 2021 OASIS Conference and Annual General Meeting. The conference will take place May 4-7 in Toronto, Ontario.

### 16. Motion to Adjourn the AGM– Darren Connolly, President

Due to the Pandemic, OASIS decided to defer the Annie Oliver Award, Member Leadership Award and Scholarships and to provide people an opportunity to nominate someone when they have time to focus on this initiative

Moved by: Bryan Keshen

Seconded by: Michelle Brooks

“to adjourn the 23<sup>rd</sup> Annual General Meeting of OASIS”

**Jason Bourgeault** - Community Living North Bay  
**Kerry Carnevale** - Almaguin Highlands Community Living  
**Kelly Cleland** - Community Living South Muskoka  
**Lori Vogels** - Community Living South Muskoka  
**Lynn Dennys** - Community Living South Muskoka  
**Phoebe Sutherland**  
**Suzanne Willett** - Community Living Huntsville  
**Chantal Vezina** - Community Living Nipissing  
**Lauren Ryckman** - Almaguin Highlands Community Living  
**Tammy Raney** - Almaguin Highlands Community Living

## 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, 2021, 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, 2021, 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 per-

form 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 15, 2021  
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             | 2021    | 2020    |
|----------------------------|---------|---------|
| <b>ASSETS</b>              |         |         |
| <b>Current Assets</b>      |         |         |
| Bank                       | 262,360 | 136,495 |
| Prepaid expenses           | 47,048  | 102,056 |
|                            | 309,408 | 238,551 |
| <b>LIABILITIES</b>         |         |         |
| <b>Current Liabilities</b> |         |         |
| Accounts payable           | 16,514  | 21,053  |
| Deferred revenue (Note 3)  | 51,300  | 38,200  |
|                            | 67,814  | 59,253  |
| <b>NET ASSETS</b>          | 241,594 | 179,298 |
|                            | 309,408 | 238,551 |

## STATEMENT OF CHANGES IN NET ASSETS

| For the year ended March 31                  | 2021    | 2020    |
|--|---------|---------|
| Balance - Beginning of Year                  | 179,298 | 180,518 |
| Excess (Deficiency) of Revenue over Expenses | 62,296  | (1,220) |
| Balance - End of Year                        | 241,594 | 179,298 |

See accompanying notes

## STATEMENT OF OPERATIONS - OPERATING FUND

| For the year ended March 31           | 2021    | 2020    |
|---------------------------------------|---------|---------|
| <b>Revenue</b>                        |         |         |
| Conferences                           | -       | 346,113 |
| Memberships                           | 370,620 | 359,000 |
| Interest and other income             | 26,403  | 5,313   |
|                                       | 397,023 | 710,426 |
| <b>Expense</b>                        |         |         |
| Conference                            | 34,780  | 343,132 |
| Insurance                             | 6,183   | 6,009   |
| Office and miscellaneous              | 31,471  | 10,953  |
| Purchased services                    | 225,862 | 213,864 |
| Strategic Leadership                  | -       | 3,301   |
| Travel and meetings                   | 36,431  | 132,387 |
|                                       | 334,727 | 709,646 |
| <b>Excess of Revenue over Expense</b> | 62,296  | 780     |

## STATEMENT OF OPERATIONS - SCHOLARSHIP FUND

| For the year ended March 31            | 2021 | 2020    |
|--|------|---------|
| <b>Revenue</b>                         |      |         |
|  | -    | 8,000   |
| <b>Expense</b>                         |      |         |
| Scholarships                           | -    | 10,000  |
| <b>Excess of Expenses over Revenue</b> | -    | (2,000) |

See accompanying notes

## STATEMENT OF CASH FLOWS

| For the year ended March 31   | 2021    | 2020     |
|---|---------|----------|
| <b>Cash Flows From Operating Activities</b>                           |         |          |
| Operating Fund - Excess (Deficiency) of revenue over expense          | 62,296  | 780      |
| Scholarship Fund - Excess (Deficiency) of revenue over expense        | -       | (2,000)  |
|   | 62,296  | (1,220)  |
| Net change in non-cash working capital balances related to operations |         |          |
| Prepaid expenses  | 55,008  | 35,900   |
| Accounts payable and accrued liabilities                              | (4,539) | (2,283)  |
| Deferred revenue  | 13,100  | (69,311) |
| <b>Net Decrease in Bank</b>   | 125,865 | (36,914) |
| <b>Opening Bank</b>   | 136,495 | 173,409  |
| <b>Closing Bank</b>   | 262,360 | 136,495  |

See accompanying notes

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

**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 as a not-for-profit organization 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.



## NOTES TO THE FINANCIAL STATEMENTS

### For the year ended March 31, 2021

- a) **Use of Estimates:** The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of financial statements and the reported amounts of revenue and expenses during the year. Actual results could differ from those estimates.
- b) **Capital Assets:** Capital assets are recorded as expenses in the year they are acquired.
- c) **Scholarship Funds:** 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) **Revenue Recognition:** 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. This fund has been dissolved in the prior year and is no longer in use.
- 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. CONTINGENCY

The Organization is negotiating the terms of some prepaid conference expenses to be used towards the 2022 conference, as these costs were initially intended for the 2020 conference and the initial contracts have expired. It is uncertain if the vendors will fulfill these contracts at this time.

### 4. DEFERRED REVENUE

Deferred revenue is comprised of funds for membership fees and conference revenue that has been received before March 31, 2021 that will be recognized as revenue in the following year.

### 5. COVID-19 PANDEMIC

In March 2020, the Government of Ontario declared an emergency in response to the coronavirus 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 of the pandemic to the Organization's financial position is not known.

## OASIS MEMBER AGENCIES

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

## OASIS MEMBER AGENCIES

(Cont'd)

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

THANK YOU  
To All OASIS Member Agencies

[www.OASISonline.ca](http://www.OASISonline.ca)

