



News Digest

December 2015, Issue No. 31

Season's Greetings from the OASIS Board of Directors and Best Wishes to ALL for a Happy and Healthy New Year!

Message from the President

We had the pleasure of hosting MCSS ADM Karen Chan at our recent OASIS Board meeting and subsequent dinner engagement. We had a series of questions that the Board had prepared prior to the meeting but as you will well imagine, the hot topic of the day was the matter concerning community employment for people with an intellectual disability. We shared with ADM Chan the amazing work being done in the USA by The Association of People Supporting Employment First (<http://apse.org/>), their recent conference having been attended by OASIS VP Michelle Marshall, Christian Horizons Area Manager Irene Moore and Ontario Disability Employment Network (<http://odenetwork.com/>) Executive Director Joe Dale, all of whom were significantly impressed with the progress being made by APSE in over 35 states. It was felt that they were perhaps a little farther along in this area than we are here in Ontario but we are fast gaining ground. That being said, MCSS is not insensitive to the needs of local communities where the potential for home-grown employment does not exist nor is there a specific time table wherein they are committed to ending other options outside of employment. Their investigations in this area span all of Canada from B.C. to Newfoundland, as to how other jurisdictions are dealing with this matter and in the fullness of time, they will craft a policy that is Ontario made and that meets the needs of our communities.

Mergers and amalgamations managed to be squeezed into our discussions from the list of previously prepared questions and ADM Chan indicated that there was no formal policy in place regarding this matter and no specific direction to actively pursue this course of action. However, where a Board of Directors believes that there may be some advantage to considering these options, MCSS will offer whatever assistance they are able, to facilitate change.

MCSS is aware that up to 100 contracts are coming up for renewal with our two main unions in 2016 and at this point in time, there is no specific plan for MCSS to be directly involved in negotiations. However, that does not mean that the unions may not try to involve them in one way or another. Bottom line is that all of the money available for wage increments from within the \$810M three year commitment to the sector, has been allocated.

As the time appointed for our meeting was limited and mostly consumed by the matter of the employment question, the last question that could be asked from our list was with

respect to continuing to strengthen agencies. Parents who are now 80 to 90 years of age finding themselves no longer able to care for their children, do not want them to be placed inappropriately in Long Term Care facilities and are fearful that there are no plans for MCSS to make allowances for their loved ones and ensure that they are placed with an agency that can facilitate accommodation and suitable supports. ADM Chan acknowledged that MCSS was aware of this pressing issue and that they would deal with the matter on a case by case basis.

The OASIS Board of Directors extends their sincere appreciation to MCSS ADM Chan for attending our meeting and being prepared to respond to our questions in a forthright, honest and direct manner.

The next meeting of the OASIS Board of Directors will take place on January 13-14, 2016 in Hamilton. As always, members are welcome to attend Board meetings. We welcome you to join us or contact me prior to the meeting to share your ideas and concerns. I can be reached by email at president@oasisonline.ca or by phone at 1-800-961-9144.

Sincerely,
L. David Barber
President, OASIS

OASIS Patrons Council

The Board of Directors of OASIS is pleased to announce that we have created an OASIS Patrons Council. The Terms of Reference for the activities of the OASIS Patrons Council have been approved by the OASIS Board of Directors. It is with great pleasure and honour that I announce that the founding member of the OASIS Patrons Council is the newly appointed Ontario Ombudsman for Patient Health and a Chief Member of the Select Committee on Disability, Ms. Christine Elliott. Congratulations Christine. We look forward to seeing you at our 2016 OASIS AGM/Conference in Niagara Falls.

OASIS Board Meeting Highlights – October 28-29, 2015 – Stratford, ON Minister's Forum on Integrated Planning for Community Hubs

On November 30, 2015 approximately 100 people from the GTA representing many agencies, ministries and communities attended the Minister's Forum on Integrated Planning for Community Hubs. The morning opened with talks from Minister of Municipal Affairs and Housing, Ted McMeekin, and also Karen Petrie, the Premier's Special Advisor on Community Hubs. OASIS will continue to participate and stay involved in the development of Community Hubs in the province by participating in regional consultations and keeping up to date with the developments of the Community Hubs Planning Group.

Pay Equity Survey – Labour Relations Information Session

Thank you to everyone who took the time to complete the latest Pay Equity survey. The results are being compiled and will be presented at the Labour Relations Information Session on January 20, 2016 at the Holiday Inn, Toronto Airport. For more information and the

Session registration form, go to: <http://oasisonline.ca/top-stories/oasis-labour-relations-information-session/>

OASIS Queen's Enhanced Leadership Program

Dr. Salman Mufti, Executive Director, Queen's Executive Education, and Associate Dean, Smith School of Business joined the Board meeting to share the results of a questionnaire recently completed by OASIS member agencies for a potential Enhanced Queen's Leadership Program for those who have already completed the Advanced Program. Thank you to all who completed the questionnaire, look for further information in the coming weeks.

Host Family Policy Directives Working Groups

The first meeting of all three Working Groups took place on the morning November 23, 2015 followed by separate breakout sessions later in the day for the three different groups. The next meetings will take place in January, 2016.

International Day of Disabilities

OASIS acknowledged UN International Day of Persons with Disabilities and issued the following media release: <http://oasisonline.ca/top-stories/oasis-member-agencies-acknowledge-un-international-day-of-persons-with-disabilities/>

OASIS Board of Directors – Call for Nominations

In January 2016 OASIS will issue a Call for Nominations for the Board of Directors. Look for details in the next News Digest and on the OASIS email listserves.

Educational Component

Who will be 2016's OASIS Scholarship Recipients?

Who will be our Award Recipients for the 4th Annual OASIS Scholarship Awards for 2016? These are the ***Gerry Sutton Scholarship***; the ***George Braithwaite Scholarship***, and the ***President's Scholarship***.

We encourage Executive Directors and/or senior staff to submit their application for any one of these scholarships. Information can be found at <http://oasisonline.ca/research-resources/scholarships/>. Applications can be submitted at any time throughout the year, however, applications must be received by end of March 2016 to be considered for next year's scholarships.

Congratulations to the three winners of the 2015 Scholarships. We look forward to hearing about your scholarship experiences at the 2016 conference in Niagara Falls.

Governance Webinar Series

OASIS, in partnership with the Provincial Network, is pleased to announce a new professional development webinar series, The Board: A Winning Team™. This four part workshop webinar series will focus on developing a high-performance board of directors, how to have productive and enjoyable meetings and the unique, challenging and rewarding role of the Board Chairperson.

The series is facilitated by Gay Douglas, a Niagara-based board governance consultant with more than 25 years of experience as a volunteer serving on boards and as an Executive Director reporting to boards. Her practical, hands-on knowledge of how effective boards work will provide you with handy tips, tools and techniques you can apply in your organization. Her energetic facilitation style will keep the sessions lively and interactive.

Workshop Session 1 – Board Basics: Developing a High Performing Team

Wednesday, January 27th 2016 11:00 AM – 1:00 PM

Workshop Session 2 – Choosing & Designing Your Board’s Governance Style

Wednesday, February 17th 2016 11:00 AM – 1:00 PM

Workshop Session 3 –Call to Order™: Strategies and Tools for Productive Board Meetings

Wednesday, March 23rd 2016 11:00 AM – 1:00 PM

Workshop Session 4 – The Art of Chairing™: Leading for Results

Wednesday, April 27th 2016 11:00 AM – 1:00 PM

Bonus Session – A Delicate Balance: How Board Members and Executive Directors can Support each other for Strong, Effective Leadership

To be held at the OASIS conference in May, TBD

Registration information:

All sessions will be facilitated through an interactive webinar. To register, please email matthew.beck@edelman.com and provide the following:

Name(s) of everyone who will be participating from your agency.

Name of Agency:

Mailing address:

Dates of sessions you wish to attend:

Log in detailed will be sent out to participants one week prior to each session.

Cost: The sessions are free for MCSS funded Developmental Transfer Payment Agencies who have registered through OASIS.

Books: Agencies who register will receive a set of three books: The Board - A Winning Team™, Call to Order™ and the Art of Chairing™. One set of books will be provided to each agency registered.

Space is limited to 100 spots per session.

Rotman School of Management

The Ministry approved another course at the Rotman School of Management which commenced on October 19th. This is the 3rd session for which the registration fee of \$12,500 has been covered by the Ministry of Community and Social Services. We are most grateful to the Ministry for their support of this valuable education opportunity. Those who have attended the sessions are:

Session 1

April Cleugh - Christian Horizons
Denise House - Community Living Elgin
Jerry Knight - Lambton County Developmental Services
Cheryl LaPointe - Open Hands/OCAPDD
Michelle Marshall - Participation House Durham Region
Trevor McGregor - Community Living Stratford & Area
Brigitte Oneill - Woodstock & District Developmental Services
Jocelyne Paul - Ottawa-Carleton Lifeskills
Brad Saunders - Community Living Toronto
Christina Shea - Choices
Kim Stephens - Simcoe Community Services
Mark Woodhouse - Kerry's Place Autism Services

Session 2

Fran Doodeman - Community Living Hamilton
Barb Fabius - Community Living Lennox/Addington
Kim Gallant - Ottawa Foyers Partage
Terri Grey - Community Living Oshawa/Clarington
Krista Haiduk-Collier - Community Living South Muskoka
Debbie Irish - Geneva Centre for Autism
Teresa Jordan - Community Living Haliburton County
Monica Prymack - Madawaska Valley Association for Community Living
Ursula Rehdner - Community Living York South
Gina St. Amour - The Ottawa Rotary Home
Sharon Wright - Community Living Belleville and Area
Maria Zegarac - Rygiel Supports for Community Living

Session 3

Angela Bradley - Community Living Toronto
Melodie Cook - Community Living Windsor
Maria de Boer - Extend-A-Family Waterloo Region
Jo-Anne Link - Brantwood Community Services
Leslie Monger - Community Living Welland Pelham
Brenda Quinlan - Community Living South Simcoe
Sandy Stemp - Reena
Carmell Tait - Participation House Support Services London & Area

