



# OASIS

ANNUAL REPORT • 2014 - 2015





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## OASIS BOARD OF DIRECTORS 2014-2015

L. David Barber, *President*

Michelle Marshall, *Vice President Executive Director*

Robert Mitchell, *Director at Large*

Mal Coubrough, *Director*

Heather Bruce, *Director*

Trevor McGregor, *Director*

Jane Joris, *Past President*

Sally Ginter, *Treasurer*

Donna Britten, *Secretary*

Wilma Arthurs, *Director*

Darren Connelly, *Director*

Allan Mills, *Director*

# OUR VISION

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

# OUR MISSION

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

# OUR VALUES

DIVERSITY

INTEGRITY

TRANSPARENCY

LEADERSHIP

EXCELLENCE

# OUR GUIDING PRINCIPLES

1. OASIS promotes an environment that encourages participation of the membership. It recognizes all members as equals, respects the autonomy and philosophical position of members, and, understands that agreement may not be possible on all issues.
2. 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.
3. OASIS is a volunteer driven organization.
4. OASIS conducts its business in an atmosphere of transparency.
5. OASIS interacts with government in a non-partisan manner.
6. OASIS partners with other groups when appropriate in pursuit of its vision.
7. OASIS provides information to members and government regarding best practices, emerging issues and current trends through research and other activities.

# MESSAGE FROM THE PRESIDENT

This has been a truly amazing and fruitful first year for me as President of OASIS. I have had the privilege and pleasure to work with a dedicated and committed Board of Directors comprised of some of the most talented and creative people in our sector. Our meetings have been substantive, chock full of informative and exciting subject material and filled to the brim with the promise of a brighter and better future. I am always astounded by the patient, practical and insightful way in which deeply troubling issues are addressed in an intelligent and composed atmosphere of perseverance and objectivity. That all of this is accomplished by volunteers who sacrifice their time and give of themselves so graciously and so continuously for lengthy intervals, is remarkable. Without this unfailing commitment to the many tasks at hand, agencies would be isolated, adrift in a sea of compromised indifference and left to their own devices.

As we enter the second and last year of my tenure, it gives me great pleasure to see new people coming forward to offer their service/support and to stand for a position on the OASIS Board. It is also with much sadness that I say goodbye to those earnest volunteers who have served their time with honour and distinction, who stepped into the fray, made their mark and now make way for the next generation of contributors. To you with failing hands we pass the torch to carry on high.

Our work never ends. The need for OASIS and our focus on agencies and their business, will continue long into the future. What we do for the people we support is of vital importance and I am proud to be a part of it.

Sincerely,

L. David Barber, *OASIS President*

# COMMITTEE REPORTS

## OASIS LABOUR RELATIONS COMMITTEE - MAY 2015

2014-15 was another active year for the Committee and I would like to express my appreciation for the ongoing efforts of the committee members. Nancy Brown joined Eugene Versteeg and Judy Pryde after Marion Graves resigned from the Committee. I would again like to express the Committee's appreciation to Miranda Heersink who so capably organizes many of the Committee's events.

Much of the focus and effort of the Committee over the past year has been on the Workforce Stability Discussions. While there are many adjectives that could be utilized to describe this process, frustrating and confusing are 2 that immediately jump out. That also includes the activities and events that arose after the Discussions had concluded. The creation of the Developmental Services Advisory Group (DSAG) will likely be much more impactful in the long term on the Sector than the allocation of the funding was.

The 3rd Operating Pressures Survey was completed and distributed in the fall. We continue to receive positive feedback on the report, and are aware that it has been utilized regularly in meetings with politicians and Ministry representatives.

The Committee met with representatives of MCSS along with the Public Services Health & Safety Association to discuss the results of the group home blitz by the Ministry of Labour in the southwest region of the province. Committee members had been invited to, and did provide training to MOL Inspectors prior to that blitz being undertaken. Additionally, the Committee supported PSHSA's proposal to MCSS to develop specialized education sessions for the Sector. This proposal was in fact approved in late February, and the LR Committee will work with PSHSA to develop and implement this project.

A meeting was held with Yasir Naqvi, Minister of Community Safety and Correctional Services to discuss concerns with, and the impact of the new Fire Code Regulations on the DS Sector.

LR Committee members continued to participate in numerous provincial sector groups previously reported on. However during the past year, LR Committee members represented OASIS members on additional groups including:

- The Pay Equity Working Committee
- The PSHSA Community and Healthcare Advisory Council representing OASIS Member Agencies

During the year, the Committee continued to provide many of its 'traditional products'. That is:

- A 'sold out' Information Session was hosted in October
- Various information items concerning Health & Safety and labour relations were circulated electronically to members

The Committee would like to acknowledge the ongoing support of the OASIS Board for the Committee's activities and initiatives.

David Ferguson, *Chair*

## OASIS BUSINESS RESOURCE COMMITTEE (OBRC)

The OBRC focused on two major areas:

1. Agency networking and information sharing and
2. Ministry Networking and providing information/constructive feedback through OASIS

As part of agency networking and information sharing, OBRC sponsored and engaged with Developmental Services Finance Group (DSFG) which is a provincial grass roots finance and administration group for agencies in the DS sector. Through Christian Horizon's generous donation of a free meeting space OBRC was again able to donate funds to DSFG to assist with meeting costs. Members were also asked to contribute \$100.00 on a volunteer basis to cover the shortfall. The DSFG provided information for OBRC projects and received feedback in return.

OBRC, through DSFG, promoted sound business practices and gathered information to provide constructive feedback to the ministry through OASIS on both finance and administrative issues.

Some of the practices promoted related to:

- Ongoing updates and additions to the Policy Options Manual
- Collected information from the DSFG to identify indicators. These indicators will be tracked on a quarterly basis to develop consistency in reporting across the sector and improve data quality

# COMMITTEE REPORTS *cont'd...*

- Development of collective strategies to manage cost pressures – The Ministry of Government Services has approved the business case to fund a resource housed at OECM for two years. This resource will work with the DS sector to develop VOR for our sector with OBRC acting as the control group. OECM is waiting for the ministry to sign the Transfer Payment Agreement.

To share information, OBRC posts information it collects and that provided by presenters at the DSFG meetings on the OASIS website on the open section under OBRC resources.

As part of networking with the ministry and providing constructive feedback, OBRC met with MCSs representatives and will be involved in the following pilot projects for 2014-15 into 2015-16:

- Providing information through a survey to the sector on the costs relating to host families (SHS)
- Providing feedback and input on the ongoing development of an approach to determining individual budgets for adults with a developmental disability

- Participating in the treasury board initiative to provide feedback on modernizing transfer funding
- Acting as an advisory group to ministry funded My direct Plan initiatives and provide feedback on information that needs to be provided to the agencies and ministry
- Acting as an advisory group to the ministry funded data elements project to CH to provide feedback on data elements requirements

A joint effort between OBRC and DSFG to develop a process for supported banking was started in 2013-14 and will continue through 2014-15.

OBRC tracks the various financial and legislative changes that apply to the DS sector and analyzes their financial and administrative impact. It then works with the ED representatives to turn this information into constructive feedback that OASIS can take to the senior ministry and government officials.

One member left the committee in October

## Committee structure

The list below represents the structure and members for the 2014-15 year.

## 2014-2015 BUSINESS RESOURCE COMMITTEE MEMBERS

North	Leanne McGill	Community living Manitoulin
Central East	Margaret Patrowicz	New Leaf
Central West/Provincial	Angelica McKay	Christian Horizons
Eastern/Provincial	Joanne Stolte	Kerry's Place Autism Services
Hamilton Niagara	April Papineau	Community Living Haldimand
Toronto	Flavian Pinto	Community Living Toronto
South East	Darlene Ryan ( <i>Chair</i> )	Community Living Prince Edward
South West	Brian Sim-Little	Community Living London
OASIS Board	Sally Ginter	Kerry's Place Autism Services

OBRC is developing its work plan for 2015-16 and looks forward to another year of supporting OASIS and the Developmental Services sector.

## COMMUNICATIONS AND PUBLIC RELATIONS STRATEGIES

With the release of the Select Committee on Developmental Services -Final Report and Provincial Budget announcement of \$810 million over the next three years, the Communications and Public Relations Committee spent the

first part of our year engaging with partners across the sector and assisting in the development of a unified post-election plan that ensured that the voices of Agencies and the Families they support were clearly heard.

Through the 13 editions of our News Digest we have provided you with regular updates on the activities of the Board of Directors, timely information, and the alignment of Key Messages. We will continue to build on our commitments to provide all of you with the information and resources you will require to build and strengthen your voice throughout the year.

# COMMITTEE REPORTS *cont'd...*

To foster the conversations and develop the resources that would be necessary in the months going forward, OASIS engaged the assistance of Edelman Canada to develop a multi-pronged Public Relations Strategy that would focus on the following Priorities;

- Direct Engagement with Government and Stakeholders,
- Active Communications that included research, media monitoring and the hosting of a social media workshop
- Establishment of a Grassroots Activation/Earned Media Strategy

The efforts of these initiatives have been present through the following activities; Establishment of Campaign Materials and Key Messages for the Provincial Election, Presentations to the Minister of Finance during the Budget Consultation Process, Submission of Concerns to Minister Hunter regarding the proposed Ontario Retirement Pension Plan, Advocacy for Engagement of Minister MacCharles to discuss concerns surrounding Pay Equity, meetings with Minister Jacek and ADM Karen Chan to name but a few.

The Communications and Public Relations Strategies Committee consisted of the following representatives of the OASIS Board of Directors and member agencies: David Barber OASIS President/Simcoe Community Services, Jane Joris OASIS Past President/Lambton County Developmental Services, Ann Kenney Community Living South Muskoka, Allan Mills Executive Director/Christian Horizons, Michelle Marshall, Chair OASIS Vice President/The Participation House Project, Durham Region, Wilma Arthurs, Community Living Sarnia-Lambton, Darren Connolly, Community Living Elgin, and Adam Smith, Vita Community Living Services, Mens Sansa Families for Mental Health.

Respectfully submitted,

Michelle Marshall, *Chair*

## OASIS SENSORY PARTNERS

The OASIS Sensory Partners, formed in May 2009, are 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 children and/or adults who have sensory losses. The OASIS Sensory Partners have a direct reporting relationship to the OASIS Board of Directors and each other for coordinated communication.

Highlighted below are some of the accomplishments of the OASIS Sensory Partners throughout 2014/2015:

In 2013/2014, the OASIS Sensory Partners submitted a proposal, to the Service Modernization Innovation Fund, called the Outreach Education and Training

Project (ORETP). This proposal focused on the need to bring awareness of services and supports that are both necessary and effective in meeting the needs of those with sensory loss to the nine provincial DSOs. Although the proposal was not successful in the selection process, the OASIS Sensory Partner's undertook the initiative and implemented the ORETP. This initiative has been completed and was a huge success; the ORETP has trained over 100 employees over the nine DSOs. Evaluations have been excellent and below are some testimonials from the DSO employees who participated in the training:

- "You did a fantastic job of highlighting the unique needs and strengths of individuals with sensory loss (es). You helped us all gain a better understanding of how we can facilitate improved services and resources for this population. The valuable information shared will assist us in being even more responsive to people calling our organization to access developmental services."
- "Enjoyed the entire presentation! Great overall content and very educational. Interaction, activities and all the communication you both presented was fantastic."
- "The first presenter was very interesting and obviously a very skilled teacher. Her presentation and examples she used helped me consider more fully how people with sensory deficits need to "experience" communication to understand it. Her message was very clear and thought provoking."
- "Having a full presentation with a person using their language of "sign" was inspiring and amazing, along with encouraging. The interpreter did a great job as well."
- "Definitions, intervenor/interpreter roles, highlighted awareness/sensitivity to people with hearing/vision impairments when we meet them."
- "The interpreter was absolutely incredible. I've never heard someone bring such nuance to an interpreted conversation (she expressed the inflection and emotion the presenter was showing on her face – wow!)"
- "Personal perspective of someone who is deaf and their experiences. Both speakers easy to listen to, interesting, knew their topic well."

In September 2014, the OASIS Sensory Partners applied to the Developmental Services Employment and Modernization Fund to take the ORETP to the next step in the development of a Systems and Process Strategy. This strategy compliments the current DSO application system and ensures that people with sensory losses in Ontario have access to services and supports in agencies with environments that have been specifically adapted to meet their needs. A working group (including DSOs and OASIS Sensory Partners) would be struck to explore the current linkages, make recommendations, and pilot a system process that allows for cross sector partnerships outside of the current DSO regional boundaries to ensure services and supports to the province's deaf and deafblind individuals while not duplicating present processes and systems. Unfortunately, in February 2015, we learned our proposal was not accepted.



# COMMITTEE REPORTS *cont'd...*

The OASIS Sensory Partners were happy to learn, this past January, our letter to the DSO Provincial Network requesting that our website be linked with the DSO website was successful.

Recently, an email was forwarded to the larger OASIS membership to see if any agencies would benefit from the OASIS Sensory Partners as we are looking to increase our membership.

A few of our members have moved on this year. Congratulations to Ann Kenney, from Community Living South Muskoka, who retired this past January and to Joan Brintell, from Lion McInnes House, who will be retiring this June. Chris Geobey, from the Bob Rumball Centre for the Deaf, has changed roles within her organization which means she will longer be part of the Sensory Partners. Thank you to all three women for your support and hard work during your membership with us.

This year the OASIS Sensory Partners were glad to hear that one of our members, Karen Belyea from Total Communication Environment, was appointed to the Housing Task Force.

The 2014/2015 year has been busy for the OASIS Sensory Partners and we look forward to another year full of accomplishments and achieving our goals.

Sincerely,

Andrea Pringle, *Chair*

OASIS Sensory Partners - March 26th, 2015

## OASIS SENSORY PARTNERS:

Bob Rumball Associations for the Deaf	Lions McInnes House
Bob Rumball Centre for the Deaf	Rotary Cheshire Homes
Community Living South Muskoka	Peterborough Communication Support Systems
DeafBlind Ontario Services	Total Communication Environment

## OASIS/QUEEN'S UNIVERSITY LEADERSHIP PROGRAM

The Queens Executive Leadership Program hosted by OASIS presented twice in 2014 and again in the spring of 2015. This was the first time that we hosted two sessions in the same fiscal year and both were well attended resulting in a reduction in the wait list of attendees. The course offered in April 2015 was unique as we

were able to open registration to participants beyond the OASIS membership. Thirty, OASIS member participants received the bursary which is supported by OASIS, our benefactor Gerry Sutton and the Ministry of Community and Social Services. By extending the registration to our partners at Community Living Ontario and MCSS, there were a group of MCSS Program Supervisors who joined the class and benefited from this education opportunity as well. Moving forward we plan to continue this partnership in an effort to meet the OASIS purpose of providing education to all professionals in the Developmental Sector.

This year Steve Finlay, the previous coordinator of the Queens program, turned over the role to Marion Graves who will be working with the Queens Staff team to continue developing the program and presenting more opportunities for professionals in the Developmental Services Sector. We would like to extend our gratitude to Gerry Sutton for his continued support of this most valuable resource.

Respectfully Submitted,

Marion Graves, *OASIS Board Member*

## NOMINATIONS COMMITTEE

**Committee Members are:** Jane Joris, Chair, Brian Dunne and Judy Pryde

The notice inviting nominations was sent out on January 20st 2015 together with the necessary forms. Nominations were open until February 27, 2015.

Incumbents whose two-year terms expire at the Annual Meeting agreed to stand for re-election. They are Wilma Arthurs, Mal Coubrough, Donna Britten, Trevor McGregor. One Executive Director, Alan Mills and one Volunteer, Jane Joris have submitted their resignations.

The following nominations were received:

### Volunteer Position:

Ann Kenney – *Community Living South Muskoka*

Daniel A. Wagner – *C.L.A.S.S.*

### Executive Director Position:

Denise Gruber – *Community Living Cambridge*

Sherry Parsley – *Community Living Hamilton*

Andy Swan -- *Community Living Kincardine and District*

As required by the By Laws, the Committee has met with all the above nominees. The members would like to thank all who expressed an interest in becoming

# COMMITTEE REPORTS *cont'd...*

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

Recommendations were submitted to the Board at its April 2th, 2015 meeting and will be submitted to the membership for approval at the Annual General meeting on May 9th, 2014.

Respectfully submitted,

Jane Joris, *Chair*

## PARTNERSHIP TABLE

The Partnership Table is comprised of representatives from different family groups, self-advocates, representatives of various umbrella associations such as OASIS, and the Ministry of Community and Social Services. The mandate of the joint Ministry/Developmental Services Sector Partnership Table is to act as a vehicle to identify and discuss issues related to the implementation of the transformation of developmental services in Ontario and to be used as a forum to provide MCSS with input, advice and expertise on the elements of the transformation. Quarterly meetings are scheduled throughout the year, with additional meetings held as required. Over the past year agenda items brought to the Partnership Table have included: Introduction of our new Minister; details of the new funding announced in 2014; Passport Guidelines; work within the Law Commission of Ontario (including RDSP's); Tri-ministry Special Needs Strategy; DS Employment and Modernization Fund; Person-directed Planning Demonstration Project and many others. The Partnership Table created a Housing Study Group in 2012. This group produced the Ending the Wait Report, leading to the initiation of the Housing Task Force by the Minister of Community and Social Services in the fall of 2014.

Respectfully submitted,

Allan Mills, *OASIS Delegate*

## PROVINCIAL NETWORK

OASIS' involvement in the Provincial Network continued this past year, but had several changes in representatives. Since last year's AGM Judy Reid, Jane Joris and Jocelyne Paul all stepped away from the Network. Dave Ferguson and Don Seymour were identified to be the OASIS rep's beginning in September. Unfortunately with Don's resignation from the Board, he was unable to participate at the Network. Jane Joris then resumed her participation. In February, Jane was replaced by Michelle Marshall.

OASIS actively contributed to the preparation, editing and distribution of the document entitled 'Social Inclusion Through Strategic Investments – Partnership and Action Plan' that was published in July. This report was intended to be a call to organizations to consider change as the sector moves forward into the future.

Clearly, the phrase 'business as usual' is no longer applicable.

The Network has been distributing a Summary report following each meeting, so the content of those will not be repeated here. Of note however, is that MCSS has been attending the Network meetings on a regular basis. While they do not attend the full meeting, Ministry representatives do provide an update on various activities and engage the Network members for discussion and feedback. Other guests who have given presentations or engaged the Network for feedback have included: Ministry of Housing; ARCH Disability Law Centre; and, the consulting team working with the DSO Network.

Respectfully submitted,

Dave Ferguson & Michelle Marshall, *OASIS Board Representatives*

## ONTARIO PARTNERSHIP ON AGING AND DEVELOPMENTAL DISABILITIES (OPADD)

OPADD (Ontario Partnership on Aging and Developmental Disabilities) Collaborative is a cross sector committee that includes MCSS, MOH-LTC, Seniors Secretariat, Provincial LTC and Senior Service Associations, OASIS and Reena. This is a long-standing committee that is focussed on working together across Ministries and sectors to provide the best quality of supports for individuals aging with a developmental disability.

The OPADD Collaborative reviewed its' terms of reference, updating the roles, responsibilities and objectives. They also reviewed membership and have included OACCAC (Ontario Association of Community Care Access Centres) as well as a local CCAC/LHIN representative. There has been active discussion on various areas and issues. Many of the issues are brought forward from the local regional OPADD committees for exploration and analysis. Currently MOH-LTC and MCSS are working together to review the current Long-Term Care Home Access Protocol for Adults with a Developmental Disability. As part of the review, the ministries will be seeking advice from OPADD. This joint document will assist both sectors to work together. More information will be available soon.

The OPADD Collaborative was active on the advisory committee of H-CARDD (Health Care Access Research in Developmental Disabilities) and participated with the aging project. OPADD as the lead for the SHKN CoP (Seniors Health Knowledge Network Aging and Developmental Disabilities Community of Practice) supported the use of the on-line platform for the Town Hall on this ground breaking research.

The OPADD Collaborative is informed about the exciting work of the regional committees. The Collaborative encourages and supports this wonderful work and the sharing of promising practices across the province. Some examples are:

# COMMITTEE REPORTS *cont'd...*

## **Toronto TPADD Committee:**

- Organized an educational workshop for managers and supervisors in the developmental services sector on the U-First! Curriculum to take place on April 24, 2015.
- Currently updating the Toronto area resources section of the OPADD Transition Guide.

## **Central OPADD Committee:**

- Organized an education event to take place on May 14, 2015 on Aging and Developmental Disabilities in collaboration with the Central West Network of Specialized Care and the Peel Dual Diagnosis Committee. This event will bring front line staff, managers and clinicians together from across sectors, around two nationally recognized expert speakers on the topic of aging and developmental disabilities.

## **Central East OPADD Committee:**

- Organized two cross-sector U-First! Training sessions in Markham and Barrie Regions for staff in developmental services, community support agencies, seniors' services and long term care homes.

## **South East OPADD Committee:**

- Developed education modules for long term care homes and CCAC case managers. Education modules are available on the OPADD website.

## **South West OPADD Committee:**

- Developed a train-the-trainer project: currently working on adding curriculum on Advance Care Planning and Palliative Care. Final version of the training to be completed by June 2015.

## **South Central OPADD Committee:**

- Created an informational video called "Community: A Place of Belonging" to assist families and caregivers in caring for seniors with developmental disabilities. The video is available on the OPADD website.

Respectfully submitted,

Donna Britten, *OASIS Board Representative on the OPADD Collaborative*

## ANNIE OLIVER AWARD

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

- a) who/which demonstrates excellence, innovation and leadership in the Developmental Services Sector and best exemplifies the interests and mission of OASIS;
- b) who/which 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.

Annie Oliver was the first President of OASIS. Annie accepted responsibility for the leadership of a new organization, the goal of which was to provide services

to and promote the interests of agencies that serve people with developmental disabilities and their families. From a base of six agencies at its inception in 1996, she helped to develop an influential organization that now has 185 members. She is a leader, who used her intelligence, organizational skills, common sense and good humor to steer the evolution of OASIS from its fledgling stage to maturity. She remains an emissary of good-will for OASIS and an example to all of us. The recipients of this award, named in her honour, follow in her footsteps, perpetuating the highest standards of integrity and dedication to enabling the best quality services and supports for people with developmental disabilities.

Congratulations to this year's Annie Oliver Award winner.

# OASIS SCHOLARSHIPS

At the 2012 Conference in Huntsville, the OASIS Board of Directors announced the establishment of three scholarships. The third scholarships are being presented at this year's Conference in Richmond Hill.

The President's Scholarship was established in recognition of the contributions of the volunteer Presidents of OASIS since its inception in 1996. The scholarship, valued at \$5,000, is to be utilized by an Executive Director for attendance/participation in a conference or educational program of their selection. The selection committee for this scholarship is the President, Vice-President Volunteer, Vice-President Executive Director of OASIS.

The George Braithwaite Scholarship was established in recognition of former OASIS Board member and President, George Braithwaite for his volunteer contributions to OASIS. George was one of the founding members of OASIS. He exemplified the mission of OASIS through his tireless efforts, strong leadership and numerous activities on behalf of people with developmental disabilities. He was a tireless advocate on behalf of the developmental services sector and the Transfer Payment Agencies and an exceptional communicator and relationship builder with the Government. George was also a strong advocate on behalf of supporting ongoing professional development opportunities for Developmental Services Sector leaders. This scholarship, valued at \$5000, is to be utilized by an Executive Director for attendance/participation in the National Leadership Consortium on Developmental Disabilities' week-long Leadership Institute at the University of Delaware. The OASIS Labour Relations Committee selects the winner of this scholarship.

The Gerry Sutton Scholarship was established in recognition of former OASIS Board member and President, Gerry Sutton for his volunteer and philanthropic contributions to OASIS. Gerry, through his connection with Queen's University and the financial support of The Oakville Foundation for Intellectually Handicapped People, was instrumental in establishing the Queen's Leadership Program which provides leadership training for OASIS Executive Directors and senior staff who are being developed to succeed them. The Program is a partnership between OASIS, The Oakville Foundation for the Intellectually Handicapped, the Ministry of Community and Social Services and the Queen's School of Business. The value of this scholarship is equal to the registration fee for the Queen's OASIS Leadership Program. The selection committee for this scholarship is the Secretary, Treasurer and Past President of OASIS.

A thorough application process is followed. Submission must include a personal commentary/request from the applicant along with three letters of reference to support the application, and a summary of the applicant's community leadership, volunteer experiences and activities. Members of the selection committees review and score the individual applications to determine who will receive the scholarships.

Congratulations to the recipients of the third annual OASIS Scholarships this year and thank you to all who applied.

*Save*  
**THE DATE**  
OASIS CONFERENCE 2016



# 17<sup>TH</sup> ANNUAL GENERAL MEETING

## FRIDAY, MAY 9, 2014 - LONDON, ON LONDON CONVENTION CENTRE

### 1. WELCOME – Jane Joris, President

President Jane Joris called the 17th Annual General Meeting to order at 9:00 a.m. Jane thanked members for attending the conference and congratulated the organizing committee on an excellent conference.

### 2. QUORUM COUNT – Donna Britten, Secretary

Donna Britten, Secretary, reported that 77 member agencies were present. Since only 20 member agencies are required for quorum it was recommended that the Annual General Meeting proceed.

### 3. APPROVAL OF MINUTES OF THE ANNUAL GENERAL MEETING HELD MAY 12, 2012 IN HUNTSVILLE, ONTARIO – Jane Joris, President

**MOVED BY: Lu-Ann Cowell;      SECONDED BY: Roxanna  
Spruyt-Rocks**

“that the minutes of the 16th Annual General Meeting held on May 10, 2013 in Ottawa, Ontario be approved as circulated”.  
**Carried.**

### 4. PRESIDENT’S REPORT – Jane Joris, President

Jane referred members to the President’s Message in the 2013/14 Annual Report. OASIS participated actively in the Provincial Network, the Partnership Table on Developmental Disabilities and the Ontario Partnership on Aging and Developmental Disabilities (OPADD). OASIS was instrumental in promoting the importance of the establishment of the Select Committee on Developmental Services, and then presented to the Committee in January, 2014.

Much work was completed with government. There was a meeting with Minister McMeekin to review pay equity. The Equity as Fairness campaign continued with advocacy and education to all relevant ministries. There were several meetings with MCSS, including one with Karen Chan to review the OASIS Operating Pressures Survey. There were also meetings with Minister Teresa Piruzza, Ministry of Children and Youth Services; pre-budget consultations with Finance Minister, Charles Sousa; work with Ministry of Labour and Public Sector Health and Safety Association in support of tools to ensure compliance with Occupational Health and Safety Act and fire codes; work with the Ministry of Consumer Affairs to promote the ONCA tool kit; and, work with the Ministry of the Attorney General on unclaimed property

OASIS met with and listened to the presentation of the Developmental Services Ontario (DSO) Provincial Network. OASIS has also started to share and collaborate with Community Living Ontario (CLO).

In addition to this work, OASIS has ensured that it will be ready for an election by hiring the Devon Group Inc. Materials and tool kits will be prepared so that coordinated messages can be delivered.

Jane’s term as Chair of the OASIS Board ends at this AGM. She thanked the Board of Directors for having confidence in her and recommending her for the position. Jane will remain on the OASIS Board as Past President.

### 5. APPROVAL OF THE COMMITTEE REPORTS – Jane Joris, President

Jane asked the members to review the Committee Reports included in the 2013/14 OASIS Annual Report.

**MOVED BY: Ann Szabo;      SECONDED BY: Heather Bruce**

“that the Committee Reports included in the 2013/14 Annual Report be accepted as presented”.  
**Carried.**

### 6. FINANCIAL REPORT AND AUDITED STATEMENT – Michelle Marshall, Treasurer

Michelle Marshall reviewed the independent financial report and audited statements prepared by Millard, Rouse & Rosebrugh LLP, Chartered Accountants summarized on pages 15 to 18 in the 2013/14 Annual Report. It is the auditor’s opinion that the financial statements present fairly the financial position of OASIS as of March 31, 2014 and are in accordance with Canadian accounting standards for not-for-profit organizations.

**MOVED BY: Michelle Marshall;      SECONDED BY: Barb Andrews**

“that the Audited Financial Statements for the year ended March 31, 2014 be accepted as presented”.  
**Carried.**

### 7. MOTION TO APPROVE APPOINTMENT OF AUDITORS FOR 2014/15 – Michelle Marshall, Treasurer

**MOVED BY: Lu-Ann Cowell;      SECONDED BY: Ann Kenney**

“that Millard, Rouse & Rosebrugh LLP, Chartered Accountants be appointed auditors for the coming year”.  
**Carried.**

### 8. MOTION TO APPROVE THE ACTIONS OF THE BOARD OF DIRECTORS FOR 2013/14 – Jane Joris, President

**MOVED BY: Roxanna Spruyt-Rocks      SECONDED BY:  
Michelle Earle**

“that the actions of the OASIS Board of Directors for 2013/14 be approved”.  
**Carried.**

### 9. PRESENTATION OF THE BOARD OF DIRECTORS 2014/15 – Judy Reid, Past President

# 17<sup>TH</sup> ANNUAL GENERAL MEETING *cont'd...*

All incumbents whose two year term expires at the Annual General Meeting have agreed to stand for re-election. Two volunteers, Bonnie Dinning and Judy Reid are retiring as their 8 year term expires. Two Executive Directors, Jocelyne Paul and Lu Ann Cowell have submitted their resignation.

On recommendation from the Nominating Committee, the Board approved the following nominations: Volunteer Positions - Robert Mitchell and Wilma Arthurs; Executive Director Positions (one year term) - Heather Bruce and Sally Ginter. Within the last week one further resignation was received, Steve Finlay. The Board will address the vacant position at the next Executive meeting.

Judy asked the 2014/15 OASIS Board of Directors to stand and be recognized, They are David Barber, Michelle Marshall, Allan Mills, Jane Joris, Donna Britten, Don Seymour, Mal Coubrough, Wilma Arthurs, Robert Mitchell, Sally Ginter, Heather Bruce.

**MOVED BY: Ann Kenney;**                      **SECONDED BY: Brian Dunne**  
 "that the 2014/15 OASIS Board of Directors be approved".  
**Carried.**

## 10. THANK YOU TO THE 2014 ORGANIZING COMMITTEE – Jane Joris, President

Jane thanked the members of the organizing committee for putting together another very successful OASIS Conference and asked the committee members present at the Annual General Meeting to stand and be recognized.

## 11. PASSING OF THE TORCH TO FAITH & CULTURE INCLUSION NETWORK – Michelle Palmer, Trevor McGregor

Michelle and Trevor passed the time capsule to Dwayne Milley and Arlene Margoese representing the group of agencies from the Faith & Culture Inclusion Network, hosts of the 2015 OASIS Conference and Annual General Meeting.

## 12. MOTION TO ADJOURN

Jane asked for a motion to adjourn the 17th Annual General Meeting of OASIS.

**MOVED BY: Barb Andrews;**                      **SECONDED BY: Jack Gillan**  
 "that the 17th Annual General Meeting of OASIS be adjourned".  
**Carried.**



## OASIS BOARD SCHEDULE 2015-2016

MEETING DATE	MEETING TYPE	LOCATION
May 5 & 8, 2015	Pre & Post AGM – Board	Parkway Sheraton Hotel – Richmond Hill
June 10-11, 2015	Board	Staybridge Suites - Hamilton
August 12, 2015	Executive	Staybridge Suites - Hamilton
September 9-10, 2015	Board	Staybridge Suites - Hamilton
October 28-29, 2015	Board	Community Living Stratford and Area - Stratford
December 2-3, 2015	Board	Staybridge Suites - Hamilton
January 13-14, 2016	Board	Staybridge Suites - Hamilton
February 10-11, 2016	Board	Staybridge Suites - Hamilton
March 30-31, 2016	Board	Staybridge Suites - Hamilton
May 3 & 6, 2016	Pre & Post AGM – Board	Sheraton on the Falls – Niagara Falls

# OASIS FINANCIAL REPORT

## INDEPENDENT AUDITORS' REPORT

To the Directors of  
**Ontario Agencies Supporting Individuals with Special Needs**

We have audited the accompanying financial statements of the Ontario Agencies Supporting Individuals with Special Needs, which comprise the statement of financial position as at March 31, 2015, and the statements of changes in net assets, operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

### **Management's Responsibility 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.

### **Auditor's Responsibility**

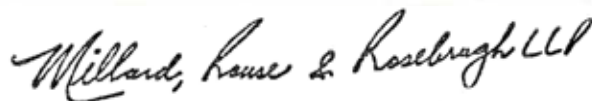
Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Opinion**

In our opinion, the financial statements present fairly, in all material respects, the financial position of Ontario Agencies Supporting Individuals with Special Needs as at March 31, 2015, 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.



April 24, 2015  
Brantford, Ontario

CHARTERED PROFESSIONAL ACCOUNTANTS  
Licensed Public Accountants

# OASIS FINANCIAL REPORT

## STATEMENT OF FINANCIAL POSITION

As at March 31	2015	2014
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and short-term investments	428,213	311,994
Prepaid expenses	36,331	5,000
	464,544	316,994
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Deferred membership revenue	152,250	1,500
<b>NET ASSETS</b>	312,294	315,494
	464,544	316,994

## STATEMENT OF CHANGES IN NET ASSETS

For the year ended March 31	Scholarship Fund	Operating Fund	2015	2014
Balance - Beginning of Year	28,931	286,563	315,494	368,031
Excess (Deficiency) of Revenue over Expenses	16,819	(20,019)	(3,200)	(52,537)
Balance - End of Year	45,750	266,544	312,294	315,494



# OASIS FINANCIAL REPORT

## STATEMENT OF OPERATIONS - OPERATING FUND

<b>For the year ended March 31</b>	<b>2015</b>	<b>2014</b>
<b>Revenue</b>		
Memberships	271,800	249,000
Interest and other income	2,705	2,018
	<b>274,505</b>	<b>251,018</b>
<b>Expense</b>		
Office and miscellaneous	6,696	5,112
Travel and meetings	117,531	130,238
Insurance	6,275	6,277
Purchased services	164,022	165,051
	<b>294,524</b>	<b>306,678</b>
<b>Excess (Deficiency) of Revenue over Expense</b>	<b>(20,019)</b>	<b>(55,660)</b>

## STATEMENT OF OPERATIONS - SCHOLARSHIP FUND

<b>For the year ended March 31</b>	<b>2015</b>	<b>2014</b>
<b>Revenue</b>		
Conferences - net	30,903	13,123
<b>Expense</b>		
Scholarships	14,084	10,000
<b>Excess (Deficiency) of Revenue over Expense</b>	<b>16,819</b>	<b>3,123</b>

# OASIS FINANCIAL REPORT

## STATEMENT OF CASH FLOWS

<b>For the year ended March 31</b>	<b>2015</b>	<b>2014</b>
<b>Cash Flows From Operating Activities</b>		
Operating Fund - Excess (Deficiency) of revenue over expense	(20,019)	(55,660)
Scholarship Fund - Excess (Deficiency) of revenue over expense	16,819	(10,000)
Net change in non-cash working capital balances related to operations	119,419	(108,014)
<b>Net Increase in Cash and Cash Equivalents</b>	<b>116,219</b>	<b>(173,674)</b>
<b>Opening Cash and Cash Equivalents</b>	<b>311,994</b>	<b>485,668</b>
<b>Closing Cash and Cash Equivalents</b>	<b>428,213</b>	<b>311,994</b>

# OASIS FINANCIAL REPORT

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2015

### 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.

#### (b) Revenue Recognition

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.

#### (c) 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.

#### (d) 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. COMPARATIVE FIGURES

Certain prior year figures, presented for the purposes of comparison, have been reclassified to conform the current year's presentation.

# OASIS MEMBER AGENCIES

## 2014-2015

Access Better Living Inc./Vie Independente et Enrichie  
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.  
Behaviour Management Services of York and Simcoe  
Beth Tikvah Foundation of Hamilton  
Bethesda Community Services Inc.  
Bob Rumball Associations for the Deaf  
Brampton Caledon Community Living  
Brantwood Community Services  
Brockville and Area Community Living Association  
Bruce Peninsula Association for Community Living  
Camphill Communities  
Canadian DeafBlind Association Ontario Chapter  
Career Services of Brockville  
Catulpa Community Support Services  
Central West Specialized Developmental Services  
CHOICES  
Christian Horizons  
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 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 Haliburton County  
Community Living Hamilton  
Community Living Huntsville  
Community Living Huronia  
Community Living Iroquois Falls  
Community Living Kawartha Lakes  
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 Newmarket/Aurora District  
Community Living North Bay  
Community Living North Frontenac  
Community Living North Grenville  
Community Living North Halton  
Community Living North Perth  
Community Living Oakville  
Community Living Oshawa/Clarington  
Community Living Parry Sound  
Community Living Peterborough  
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. Marys & Area  
Community Living Stormont County  
Community Living Stratford & Area  
Community Living Temiskaming South  
Community Living Thunder Bay  
Community Living Toronto  
Community Living Upper Ottawa Valley  
Community Living Wallaceburg  
Community Living Welland Pelham  
Community Living West Nipissing  
Community Living West Northumberland

# OASIS MEMBER AGENCIES

2014-2015

Community Living Windsor  
Community Living Wingham & District  
Community Living York South  
Community Visions & Networking  
Corbrook  
Counselling & Support Services of Stormont, Dundas and Grenville  
Counselling Services of Belleville & District  
County of Lanark (Social Services)  
Crest Support Services  
Cochrane Temiskaming Resource Centre  
DeafBlind Ontario Services  
Developmental Services of Leeds & Grenville  
E3 Community Services  
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  
Hopewell Childrens Homes  
Impact Residential Services of Grenville County  
Ingersoll Support Services Inc.  
Innovative Community Support Services  
Integration Communautaire Cochrane Community Living  
Integration Communautaire Hearst Community Living  
James Bay Association for Community Living  
Kapuskasing & District Association for Community Living  
Kenora Association for Community Living  
Kerry's Place Autism Services  
K-W Habilitation Services  
L'Arche Ontario  
Lambton County Developmental Services  
Lansdowne Children's Centre  
Madawaska Valley Association for Community Living  
Mary Centre of the Archdiocese of Toronto  
Meta Centre  
Middlesex Community Living  
Mills Community Support Corporation  
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 Hastings Community Integration Association  
OCAPDD - Open Hands  
Ongwanada  
Operation Springboard  
Options Northwest  
Ottawa Foyers Partage  
Ottawa Rotary Home  
Ottawa-Carleton Lifeskills Inc.  
Parents for Community Living  
Participation House Brantford  
Participation House Project (Durham Region)  
Participation House Support Services - London & Area  
Participation House, Markham  
Participation Lodge Grey/Bruce  
Pathways to Independence  
Peterborough Hearing Handicapped Group Home Society  
Quad County Support Services  
Reena  
Rotary Cheshire Homes Inc.  
Rygiel Supports for Community Living  
Safehaven Project for Community Living  
Salvation Army Lawson Ministries Hamilton  
Service Coordination for Persons with Special Needs  
Simcoe Community Services  
South-East Grey Support Services  
St. Catharines Mainstream Non-Profit Housing Project  
St. Francis Advocates  
St. Stephen's Residences of Ottawa  
Sudbury Community Service Centre  
Sudbury Developmental Services  
Sunbeam Residential Development Centre  
Surrey Place Centre  
Tamir Foundation  
Tayside Community Residential and Support Option  
The Lions McInnes House  
The Salvation Army Broadview Village  
Total Communication Environment  
Valoris for Children & Adults of Prescott-Russell  
Vita Community Living Services & MensSana  
Woodstock and District Developmental Services  
York Support Services Network  
YsOwlMaclure  
YWCA Hamilton



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*Thank you*

Thank you to the OASIS Member Agencies of the Faith & Culture Inclusion Network for hosting the 18<sup>th</sup> Annual OASIS Conference.





Ontario Agencies Supporting Individuals with Special Needs  
Agences ontariennes de soutien pour les personnes qui ont des besoins spéciaux

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