



ANNUAL REPORT 2023



oasis

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Ontario Agencies Supporting Individuals with Special Needs (OASIS)

Annual General Meeting for the Year
2022-2023

Agenda
Thursday, 29th June 2023
10AM

1. **Welcome / Call to Order**
2. **Confirmation of Quorum**
3. **Motion to Approve the Agenda**
4. **Motion to Approve the Minutes of the Annual General Meeting held 7th September 2022**
5. **The Chair's Report**
6. **Treasurer's Report and Approved Audited Financial Statements**
7. **Motion to Appoint the Auditors for 2023-2024**
8. **Committee Reports**
9. **Motion to Elect the Following Candidates as Directors of the Corporation:**
 - i. *Brad Saunders - Extension of second term by one year*
 - ii. *Norma Lamont - Extension of second term by one year*
 - iii. *Claudine Cousins - Second term as director*
10. **Motion to Confirm the OASIS Head Office.**
11. **Thank you to Outgoing Board Members/Supporting Executive Directors**
12. **Closing Remarks**
13. **Motion to Adjourn**

CORE VALUES:

VISION

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

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.

MISSION

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

OASIS promotes the collective interests of people with special needs and their families by helping to improve and extend responsive and cost-effective supports and activities to its members effective supports and activities to its members.

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.

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

2022-2023

Chair: Brad Saunders, Community Living Toronto

Vice-Chair: Claudine Cousins, Empower Simcoe

Past-Chair: Geoff McMullen, Ongwanada (Volunteer)

Treasurer: Terri Gray, Community Living Oshawa Clarington

Secretary: Norma Lamont, Ottawa-Carleton Association for Persons with Developmental Disabilities (OCAPDD)
(Volunteer)

Directors:

Trevor McGregor, Community Living Stratford & Area

Gina St. Amour, The Ottawa Rotary Home

Eugene Versteeg, Christian Horizons

Jason Young, Regional Support Associates/Woodstock Hospital

Joel McCartney, Cochrane Temiskaming Resource Centre

Jeffrey Pilkington, Community Living Hanover and Community Living Meaford

James Janeiro, Canadian Centre for Caregiving Excellence

Sarah McGowan, Nipissing University

Katherine Loveys, Parents for Community Living KW Inc.

Ginette Denford, Ongwanada

Supporting Executive Directors

Alastair Lamb, Ongwanada

Dave Ferguson, OCAPDD & Open Hands

Bryan Keshen, REENA

Karen Bolger, Community Living Essex County

CHAIR'S REPORT



Brad Saunders, Chair, OASIS

Again, welcome to OASIS's Annual General Meeting. As you know, this has been an extremely busy time since we all last gathered for an AGM in September only 9 months ago.

Over the past few months, we continued our work to transition from a volunteer resourced and run organization to a CEO/staff resourced corporation. With the support of Joe McReynold's as a Project Manager we set up new Standing Committees and their Terms of Reference, and, importantly, worked toward the hiring of our new CEO.

The search committee for the CEO was composed of Joe, Past Chair Geoff McMullen, Vice-Chair Dr. Claudine Cousins, Paul McGown from Bethesda as well as our Executive Coordinator Jonathan Bradshaw.

Between November 2022 and January 2023, the group received over 400 Applications for our CEO Recruitment from which a short list of 7 of the strongest candidates was generated. Throughout January, Joe and Jonathan held follow up zoom conversations with the final seven candidates, which led to a recommendation of the four strongest candidates to the committee. The committee then decided on two to have additional conversations with this time with the whole committee present. All this is to say that it was a very long, thorough and detailed process. Of the two presented the committee felt strongly on recommending Dr. Robert Walsh as our CEO and this was subsequently approved by the Board of Directors. As you all know, Bob has a great deal of experience in leading small and large organisations as well as bringing together multiple groups of varying opinions.

Bob officially began in April and has truly hit the ground running with his engagement with OASIS members starting off with this year's Conference and he hasn't let up since. His actions so far have reaffirmed the Board's view that the right decision in who will led us moving forward. Again, Welcome Bob, we are so pleased to have you.

With Bob coming on that has meant Joe's time with us came to an end at the end of April. We thank Joe for all his hard work and commitment in supporting us through this significant change and we hope to continue working with him in some capacity moving forward.

Since our last AGM we have continued to engage with and advocate for our Member Agencies. We've had a number of webinars ranging from educational opportunities to updates for our membership on our transition as an organisation to better connect with all of you. We will have even more opportunities for this kind of

connection moving forward. Including soon hosting another webinar built around the latest version of our MPP Meeting Kits, where we will encourage you to again engage with your local MPP on OASIS' key priorities with the Provincial Government and we will also be hosting another Coaching Skills Development Workshop webinar in collaboration with IVEY this September.

OASIS as an organisation has continued in a variety of ways to advocate for our members, pressing on the three main sector priorities through meetings with provincial and federal representatives as well as drafting submissions and making in-person presentations during the provincial Pre-Budget drafting process. We have met with our new Minister Michael Parsa and will continue to highlight a number of the issues currently facing the sector, in particular housing and labour shortages.

A great deal of work went into planning for this year's conference in April. Thank you to all the Members of our Planning Committee, as well as from our friends at Connect Dot Inc, for all of your effort throughout 2022-2023. Because of that effort, this year's conference can be seen as huge success. 554 people attended the 2023 OASIS Conference in Niagara Falls, including 454 full-conference delegates, 41 speakers/presenters and 38 Exhibitor/Sponsor representatives. We had outstanding and engaging Keynote Speakers in Samantha Nutt and Michael Bach and variety of informative and excellent break-out sessions.

The theme of this year's conference was in the title: *Niagara Reconnection*. The intent of the Conference was to bring people back together and reconnect. In this area we were extremely effective. As was announced at the Conference, next year we will return to Caesar's Windsor for the 2024 Conference, and preliminary planning is already underway. We hope you will all be able to join us again next year!

I want to thank each member of the board, and especially the committee chairs, for their work, enthusiasm and dedication to bettering OASIS.

Thank you, thank you to all of you who continue to be an OASIS Member. Despite our need to increase our fees this past year for the first time in six years, to modernize the organization, the vast majority of organisations have decided to remain members, we've even gained a number of new members recently.

I'm honoured and humbled that so many organisations continue to see the value of OASIS. I would also like to thank the OASIS Executive and Board for all their support during my time as Chair so far. I look forward to continuing to work with all of them and all of you as well as our new CEO Dr. Walsh as we continue to move OASIS forward.



AUDITED FINANCIAL STATEMENTS

FINANCIAL STATEMENTS

ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS

FINANCIAL STATEMENTS

For the year ended March 31, 2023

**ONTARIO AGENCIES SUPPORTING
INDIVIDUALS WITH SPECIAL NEEDS**

For the year ended March 31, 2023

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INDEPENDENT AUDITORS' 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 of March 31, 2023, 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 of March 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

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

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

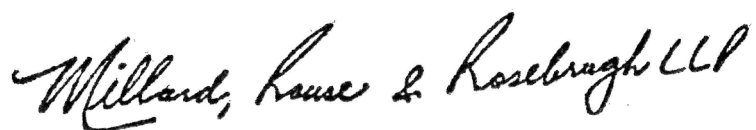
Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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



CHARTERED PROFESSIONAL ACCOUNTANTS
Licensed Public Accountants

June 21, 2023
Brantford, Ontario

ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS
STATEMENT OF FINANCIAL POSITION

As at <u>March 31</u>	2023	2022
ASSETS		
Current Assets		
Bank	785,123	718,248
Prepaid expenses	92,449	60,849
	<u>877,572</u>	<u>779,097</u>
LIABILITIES		
Current Liabilities		
Accounts <u>payable</u>	20,202	26,704
Deferred revenue (Note 3)	404,464	374,696
	<u>424,666</u>	<u>401,400</u>
NET ASSETS	<u>452,906</u>	<u>377,697</u>
	<u>877,572</u>	<u>779,097</u>



..... Director



..... Director

See accompanying notes.

ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS

STATEMENT OF CHANGES IN NET ASSETS

For the year ended March 31	2023	2022
Balance - Beginning of Year	377,697	241,594
Excess of Revenue over Expenses	75,209	136,103
Balance - End of Year	452,906	377,697

See accompanying notes.

ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS

STATEMENT OF OPERATIONS

For the year ended March 31	2023	2022
Revenue		
Memberships	366,000	373,025
Interest and other income	37,396	21,917
	403,396	394,942
Expenses		
Insurance	3,753	6,978
Office and miscellaneous	14,883	25,449
Purchased services	225,063	273,964
Strategic leadership	63,251	19,396
Travel and meetings	39,049	11,861
	345,999	337,648
Operating Income	57,397	57,294
Conference income	255,666	153,519
Conference expenses	237,854	74,710
Net Conference Income	17,812	78,809
Excess of Revenue over Expenses	75,209	136,103

See accompanying notes.

ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS

STATEMENT OF CASH FLOWS

For the year ended March 31	2023	2022
Cash Flows from Operating Activities		
Operating Fund - Excess of revenue over expenses	75,209	136,103
Net change in non-cash working capital balances related to operations:		
Prepaid expenses.	(31,600)	(13,801)
Accounts payable and accrued liabilities	(6,502)	10,190
Deferred revenue.	29,768	323,396
Net Increase in Bank	66,875	455,888
Opening Bank	718,248	262,360
Closing Bank	785,123	718,248

See accompanying notes.

ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2023

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.

(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 at cost. Contributed capital assets are recorded at fair value at the date of contribution.

(c) Contributed Services

Volunteers contribute services each year to assist the Organization in carrying out its purpose. Contributed services are not recognized in the financial statements because of the difficulty of determining their fair market value.

(d) Revenue Recognition

Contribution revenue is recognized using the deferral method.

Members' fees are set annually by the Board of Directors and are recognized as revenue proportionately over the fiscal year to which they relate.

Conferences are recognized as revenue at the time they are presented.

Interest and other income is recognized on the accrual basis.

ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2023

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(e) Financial Instruments

The Organization initially measures its financial assets and financial liabilities originated or exchanged in arm's length transactions at fair value. Financial assets and financial liabilities originated or exchanged in related party transactions, except for those that involve parties whose sole relationship with the Organization is in the capacity of management, are initially measured at cost. The cost of a financial instrument in a related party transaction depends on whether the instrument has repayment terms. The Organization subsequently measures all its financial assets and financial liabilities at amortized cost.

The financial assets subsequently measured at amortized cost include cash. The financial liabilities measured at amortized cost include the trade accounts payable and the deferred membership revenue.

3. DEFERRED REVENUE

Deferred revenue is comprised of funds for membership fees and conference revenue that has been received before March 31, 2023 that will be recognized as revenue in the following year.

	2023	2022
Deferred membership fees	123,000	234,000
Deferred conference revenue	281,464	140,696
	404,464	374,696



COMMITTEE REPORTS

GOVERNANCE COMMITTEE

Purpose of Committee

To oversee and provide direction to the Board in three areas:

- *Governance and operations of the Board*
- *Board appointments and evaluation of the governance structure and processes*
- *Board Strategy*

Goals for Past Year

1. *Developed Terms of Reference approved by the OASIS Board January 2023*
2. *Developed strategic priorities and a workplan for the Committee.*
3. *Develop onboarding process for the Chief Executive Officer, ongoing.*
4. *Develop Governance Policies and Procedures-ongoing.*

Committee Structure

The Committee shall consist of a Committee Chair (any Director), a Minimum of two elected Directors, an OASIS Agency Member, the Board Chair as ex-officio and the CEO as a non-voting participant. The term of office for members will be two years with the option of reappointment by the Board on an annual review in consultation with the Board Chair. The Board delegates the above responsibilities to the Governance Committee which is accountable to and reports to the Board. The Governance Committee shall meet at least quarterly each year, with additional meetings at the call of the Committee Chair. Quorum is 50% of the voting members with a minimum of two Board Members and approval by majority of voting members.

2022-2023 Committee Members

Member	Agency	Role
Katherine Loveys	Parents for Community Living	Chair
Brad Saunders	Community Living Toronto	Board Chair (ex-officio)
Sarah McGowan	OASIS Board	Director
Joel McCartney	Cochrane Temiskaming Resource Centre	Director
Alastair Lamb	Ongwanada	Supporting ED
Geoff McMullen	Ongwanada	Past Chair/ Director
Gary Dowe	Cochrane Temiskaming Resource Centre (Retired)	Volunteer
Jonathan Bradshaw*	OASIS Executive Coordinator	Administrative Resource

*Non-Voting members

Goals of 2023-24

1. *Complete Governance P&P Manual.*
2. *Develop and Complete Evaluation Process for CEO.*
3. *Review and update the By-laws and Incorporating Documents as per ONCA.*
4. *Develop a Board matrix tool for recruitment of new Board members.*
5. *Complete Board orientation manual for onboarding new Board members.*

Conclusion

The committee has spent much of its time drafting Governance policies and procedures as they relate to the change in the OASIS structure from one of operations to governance. Additionally, the committee focused on the onboarding of the new CEO and is actively developing an evaluation process. The committee and Board have important work to do to ensure that the OASIS incorporating documents are in line with ONCA and will update bylaws as required which will further assist in developing robust Governance policies and procedures. The committee wants to ensure that the Board composition reflects the diversity of its members and to that end will develop a Board matrix tool for use in the coming year. The onboarding process of new Board members is an important process to help new Board members understand their role. The committee will develop an orientation manual for all Board members to assist with the onboarding process.

Katherine Loveys
Governance Committee Chair

MEMBER SERVICES COMMITTEE

Purpose of Committee

The Member Services Committees was created to provide direction to the Board and oversee quality in the relationship and service of OASIS with its members.

Goals for Past Year

It has been an inaugural year for the OASIS Board of Directors and the inception of new standing committees to establish a strong and sustainable path forward. Our overarching goal is to ensure that OASIS provides a benefit to its members regarding the supports and services they provide in communities across the province. A significant amount of work has gone into designing a structure that is responsive to the challenges and needs of our sector and allows OASIS to hear what is happening on the ground in our communities. Since late Fall 2022, this committee has hosted 3 webinars for our members with updates from our sub-committees as well as information about our evolving structure. We have also updated our Welcome and Renewal Kits as well as implemented the Awards and Scholarship program for the year. We have also reviewed new applications for membership to OASIS and welcomed our new CEO Robert Walsh.

Committee Structure

The Committee shall consist of a Committee Chair (any Director), a Minimum of two elected Directors, an OASIS Agency Member, the Board Chair as ex-officio and the CEO as a non-voting participant. The term of office for members will be two years with the option of reappointment by the Board on an annual review in consultation with the Board Chair. The Board delegates responsibilities to the Committee which is accountable to and reports to the Board. The Committee shall meet at least quarterly each year, with additional meetings at the call of the Committee Chair. Quorum is 50% of the voting members with a minimum of two Board Members and approval by the majority of voting members. The Member Services Committee Consists of a number of Sub-Committees, the Chairs of which make up some of its Membership.

2022-2023 Committee Members

Member	Agency	Role
Gina St. Amour	Ottawa Rotary Home	Chair
Bryan Keshen	REENA	
Dave Ferguson	OCAPDD & Open Hands	
Jason Young	Regional Support Associates, Woodstock Hospital	
Jeffrey Pilkington	Community Living Hanover	
Trevor McGregor	Community Living Stratford	
Viji Hariharan	REENA	
Jonathan Bradshaw*	OASIS Executive Coordinator	Administrative Resource

*Non-Voting members

Goals of 2023-24

In 2023-2024, the committee will establish and implement a workplan that aligns with the strategic vision of OASIS and the current operating business plan. The sub-committees will continue their work on key initiatives. We will be revisiting our by-laws and setting directions in terms of membership with OASIS. Data analytics will also be used to guide our committee in assessing the utility of our offerings as well as how we ensure that there is “quality” in our engagement with members.

Conclusion

Our committee is excited to work alongside our new CEO to establish the path forward with our new structure and to respond to our membership over the coming year!

Gina St. Amour
Member Services Committee Chair

UPDATES FROM SUB-COMMITTEES FOLLOWS BELOW

Labour Relations

As we are all aware, this past year was dominated by the topics of COVID-19 & staffing shortages. The Committee continued to be very active on a number of topics, and I would like to express my appreciation for the ongoing efforts of its members - Judy Pryde and Eugene Versteeg.

In the continuing work regarding coordinated bargaining, the Committee held a transition meeting with outgoing ADM Gordon and incoming ADM Glass in October. A briefing was provided to the Ministry representatives, and an update given on the actions taken. The focus since the last discussion with the Ministry had been on efforts to identify an organization or individual with the unique set of skills and expertise to possibly lead such an initiative. Also, an update on this continuing work was provided at the Fall Forum in October.

The monthly calls with the three provincial unions initiated at the start of the pandemic continued throughout the year. The number of topics discussed has reduced, and not surprisingly, focused on staff shortages, conversion of TWE to PCE, and budgets.

In conjunction with the organizational changes being discussed and introduced within OASIS, the Labour Relations Committee's Terms of Reference were reviewed and updated in August. These were then tabled with the Board and approved in November. A significant change was the increase in Committee membership to 6. I am pleased to announce that Paul McGowan, Trevor McGregor & Jennifer Rose have joined the Committee. The first meeting of the expanded Committee was held in-person in March, where an outline of activities for the Committee over the next year were identified.

Respectfully Submitted,
David Ferguson
Chair, Labour Relations Committee

OASIS Housing Committee

Purpose

The Housing Committee is to advocate for increased housing, share updates on the evolution of housing efforts and support agencies in managing and developing housing initiatives. All done within the context of recognizing that a whole range of housing solutions and resources are necessary for optimal individualization of housing supports to meet this growing need.

Goals for Past Year

- advocacy contacts and meetings with federal, provincial (e.g., Premiere's Office Housing Chief of Staff and Minister Parsa) and municipal leaders to continue to press for action on expanding housing investment for people with developmental disability.
- throughout advocacy messaging underscore the ask that 10% of the National Housing Strategy in Ontario go to housing support for people with developmental disability
- gain increased understanding of progress and developments across the province on housing approaches and designs for people with DD and informing membership (e.g., OASIS conference, membership updates)
- what we are understanding more and more is that a wide range of rich and diverse methods to supported living are developing to really individualize a living experience for people supported (e.g., mixed apartment living, single dwelling, smaller group living with preferred roommates, multi-story complexes supporting a broad range of developmental disability needs with access to comprehensive set of staffing supports and technology that fosters greater independence)
- promoting the tools to support members in their advocacy efforts such as the MPP toolkit.
- completed a paper in response to Ministry consideration of increasing the Host Family Program person supported limit from 2 to 4 in one home and underscored the need for caution.
- **Big Success:** committee members participated in the ICC (Intentional Community Consortium) **Day on the Hill** event in collaboration with Reena, Community Living Toronto and Provincial Network on Developmental Disabilities to strongly message to federal politicians that deeply affordable supportive housing is so greatly needed for people with developmental disability across Ontario.

Some concerning data that fuels the need for change:

- 16 000 individuals with Developmental Disability (DD) are on the provincial waitlist for a housing placement (projected 40 year wait time if nothing changes)
- 18 to 30% of individuals using shelters have DD.
- Hundreds of people with DD are inappropriately placed in LTC facilities (Ombudsman just began provincial investigation into the number of people with DD residing in hospitals)

2022-2023 Committee Members

Member	Agency
Bryan Keshen	REENA
Deanna Finch-Smith	SALM
David Renfrew	Community Living Toronto
Joel McCartney	CTRC
Dave Petkau	Christian Horizons
Tina Williams	CL UOV
James Janeiro	Canadian Centre for Caregiving Excellence
Gary Gladstone	REENA

Goals of 2023-24

1. Keeping members informed:
 - Continue to provide key housing information on webinar and more regular and routine information via newsletter (e.g., progress of Ombudsman's investigation)
 - Use the website to share MPP toolkit, etc.
 - Revise or develop new survey to register current member concerns and interests around housing issue.
 - Offer a more holistic and bigger picture understanding of the state of housing and working systems and contexts that influence housing in the developmental disability sector.

2. Advocacy:

- Revisit MPP toolkit to make more current
- Develop a MPP meeting webinar.

Conclusion:

Housing for people with developmental disability continues to be a leading concern in the sector and requires a comprehensive response and advocacy effort to influence policy and investment. The committee will continue to place this issue front-and-centre locally, provincially and federally to represent the OASIS membership and influence change in the direction of more and better housing solutions for people with developmental disability.

Bryan Keshen
Housing Committee Chair

Education Committee

The OASIS Education Committee is comprised of Karen Bolger (CL-Essex), Andy Swan (CL-Kincardine), Gary Dowe (member at large) and chaired by Trevor McGregor (CL-Stratford). The purpose of this committee is to sponsor, explore, develop and promote educational opportunities for the OASIS Membership.

A fundamental principle that directs how the committee engages in its function is to ensure that the opportunities not only strengthen an individual's knowledge/skills and talents within the DS Sector but that these opportunities strengthen the Sector as a whole. OASIS has a proud history of working with world-renowned academic institutions such as Queen's University, The Rotman School Business at the University of Toronto and the Ivey School of Business at Western University. Through these opportunities, leaders within our Sector have gained valuable insights and skills in Leadership, Organizational Management, Human Resources and many other aspects that make OASIS agencies so impactful. The Sector has also benefited through association with such fine programs, showing the world that Developmental Service Agencies in Ontario are serious about the work done today as well as looking to innovation and building strength for tomorrow's opportunities.

Feedback, suggestions and questions are always welcome, it is from your input that direction is drawn, and future programs offered that match your training needs.

Trevor McGregor
Chair of the Education Committee

Sector Compensation Committee

There is not a community in Ontario where the financial footprint of a developmental service organization is not felt. There is also not an organization that does not feel the pressure of being responsive to the ever-increasing costs of living in such communities and those affects faced by the people within such organizations. The Sector Compensation Committee tries to understand such trends, what are the concerns or opportunities contained within those trends and then build strategies to influence such trends.

The people doing this very challenging work are Cathy Turner (CL-Grimsby), Janet Noel-Annable (Christian Horizons), Dave Ferguson (OCAPDD), Andy Swan (CL-Kincardine), Robert Bingham (CL-Dufferin), Bob Butella (CL-Haldimand) and chaired by Trevor McGregor (CL-Stratford).

Trevor McGregor
Chair of the Compensation Committee

OASIS Business Resource Committee (OBRC)

Purpose:

On behalf of OASIS, this committee will:

- Focus attention on business issues that will assist member agencies make informed decisions.
- Provide a consistent voice to Ministry to effect efficient and consistent change through better business policies and practices.
- To elevate the recognition of business practices within the sector

Primary Focus Agency Networking and Information sharing:

- Recruit and develop a resource for business practices and policy development.
- Act as a resource for agencies
- Develop collective strategies regarding management of cost pressures.
- Provide a proactive means to develop discussion papers and recommendations on current topics.
- Pressures around technology and information management and cyber security

Ministry Networking and Information Sharing:

- Consult with Ministry regarding interpretation of Ministry initiatives, policy and/or directives.
- Provide background financial data and recommendations for advocacy to government and non-government groups. Develop strategies and tools in cooperation with the government ministries and share same with member agencies.

Highlights of 2022/23

- OBRC Fall conference.
- Nov 2-3 conference at Holiday Inn, Toronto International Airport
- Very well received, hybrid model- great participation both virtual and in-person.
- Presentations from MCCSS, Pooran Law, PN group on retention and recruitment, Housing Group Oasis
- Advocacy with MCCSS and KPMG
- Working sessions with KPMG to test the modelling/data assumptions and understanding their cost driver's assumptions.
- Provided valuable feedback on their models and assumptions.
- Meetings with ministry and KPMG in advance of their sharing results with the large sector to go through results of the costing study.
- Provided input into the presentations and feedback where the study did not align with our models.
- Meeting with MCCSS
- Jody Hendry present at OBRC meetings to represent MCCSS.
- Advocate on behalf of the sector on various matters including and not limited to recruitment, compression issues due to PCE, group insurance.

2022-2023 Committee Members

Member	Agency
Viji Hariharan	REENA
John Jiang	Simcoe Community Services
Casey Pruden	Community Living Toronto
Julie LaSorda	Community Living Essex County
Thushara Mcalman	Participation House Durham
Tara Payne	KW Habilitation
Terry Smith	Parents for Community Living
Darlene Ryan	CL Prince Edward
Tiaan Wasserman	Christian Horizons
Aaron Watson	Community Living- Chatham- Kent
Steve Sicurella	Hopewell Children's Home
Jessica Lee	Community Living- North Halton
Suzanne Willett	Community Living Huntsville

Workplan for 2023/24

- Continue to advocate on the various issues to the ministry.
- Support agencies and develop collective strategies regarding management and cost pressures.
- Support the sector in the Journey to Belonging transition.
- Work with Ministry and KPMG in testing historical funding with their new costing model.

Viji Hariharan
OBRC, Chair

The OASIS Sensory Partners

Purpose

The OASIS Sensory Partners, established in 2009, is a partnership of OASIS members with a shared purpose of ensuring a consistent, comprehensive community-based service system for children, youth and adults experiencing sensory loss. The OASIS Sensory Partners have a direct reporting relationship to the OASIS Board of Directors and each of the partners for coordinated communication.

Highlights of 2022/2023

- The Sensory Partners were able to provide a third round of our Outreach and Education Training Program (OETP) to DSO agencies in each region. OETP was last offered to DSO Navigators and Assessors in 2017, this year we included all DSO agency employees who would benefit from the training. The free two-hour training can be conducted in-person or virtually. OETP provides participants with a better understanding of the support needs of people who have sensory loss, tips on how to effectively communicate with someone who is Deaf, hard of hearing or deafblind, the roles of intervenors, sign language interpreters, and Deaf interpreters and which agencies in Ontario provide services to people with sensory loss.
- In May 2022, the Sensory Partners hosted a booth at the annual OASIS Conference in Huntsville. It was wonderful to be able to have actual face to face conversations with other OASIS members and share information about sensory loss and the organizations across the province that provide these specialized services.
- On October 3, 2022, the Sensory Partners were pleased to learn that Access Intervenor Services (AIS) was officially implemented. Since 2005, many people who are deafblind, their families and service providers worked on AIS which is a single point of access to deliver Intervenor Services across the province. AIS website - <https://www.accessintervenorservices.com/>
- The Partners continue to communicate with the Ministry of Children, Community and Social Services (MCCSS) about the importance of maintaining accurate and up to date data on the numbers of people across the province who are deafblind, as well as people who are Deaf, hard of hearing and non-verbal with a developmental disability. This data is crucial to ensuring that geographical, communication and other barriers are removed for people with sensory loss seeking specialized services.
- The Sensory Partners continue to track residential placements of individuals with sensory loss as a result of our network.

We are looking forward to continuing our work in 2023/2024.

Respectfully Submitted By: Andrea Pringle, Sensory Partners Chair

The OASIS Sensory Partners

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 Services, Developmental Services Ontario (DSO) – South East Region & Ottawa-Carleton Life Skills (Affiliate).

Stakeholder Relations Committee

Purpose of the Committee

The purpose of the Stakeholders Relations Committee is to oversee and provide direction to OASIS as an Association to ensure the interests of its members are understood, considered and included in its strategies, program and services. The primary external stakeholder of OASIS is the government of Ontario but relations with all governments and other service provider associations and organizations will need to be addressed.

Goals for Past Year

- Clarify role of OASIS to membership with a more robust communication strategy
- Create a welcome kit for new and existing members.
- Develop updated MPP meeting kit highlighting new issues.
- Establish and implement an annual Stakeholder Relations Committee workplan aligning to Strategic vision of OASIS and operating business plan.
- Develop and recommend a stakeholder management plan for OASIS.
- Oversee implementation and execution of annual stakeholder management plan.
- Oversee strategies to further develop the grassroots awareness raising capability of government officials.
- Lead OASIS' efforts to communicate the awareness of the interests and requirement of member organizations serving people with developmental needs.
- Set priorities for advocacy and collaboration with the Government of Ontario. Establish objectives for political events and activities across Ontario to promote and advance the goals of the Association and its members to elected officials.
- Perform annual review of Committee performance.
- Establish future succession plan for Stakeholder Relations Committee

Highlights for Past Year

- The committee developed the Terms of Reference which were presented to the OASIS Board in March and approved.
- Workplan was developed to guide our work that aligns with the current priorities and actions of the OASIS Board
- Open and frequent communication and collaboration with the sub committees to ensure work is reflective of the priorities in the workplan and addresses our members issues and priorities.
- This plan included work by the Government Relations Committee on the updated MPP meeting kit which highlighted new and current issues for member agencies to reference to engage with their local and municipal officials and the Day at the Hill.
- The Communications Committee is focussing on a more robust communication strategy with more regular communications to the membership through the List Serves, Newsletter and social media to inform and engage with member agencies.
- We will be pulling that great work along with the future directions and strategies into the annual Stakeholder Management Plan.

Committee Structure

The sub committees of the Stakeholder Relations Committee are Government Relations, Communications and OASIS Provincial Network Representative.

2022-2023 Committee Members

Member	Agency	Role
Karen Bolger	Community Living Essex County	Chair
James Janeiro	Canadian Centre for Caregiving Excellence	
Dr. Claudine Cousins	Empower Simcoe	
Eugene Versteeg	Christian Horizons	
Karen Madho	Deaf Blind Ontario	
Gary Gladstone	REENA	
Jonathan Bradshaw*	OASIS Executive Coordinator	Administrative Resource

*Non-Voting members

Goals for 2023/24

- A major focus for the coming year will be on the development of an annual Stakeholder Management Plan (SMP)
- Further develop the grassroots awareness raising capability of OASIS members to relevant government officials
- Set priorities for advocacy and collaboration across Ontario to promote and advance the goals of the Association and our members to elected officials.
- Facilitate the collaboration of OASIS with the Provincial Network and Community Living Ontario (help set the goals and objectives for collaboration of OASIS with PN and CLO and others)
- Assess risks to OASIS and the sector in the current environment and explore opportunities and scenarios.

Conclusion

The Committee is pleased with the progress and work to date and is looking forward to continuing working toward achieving our goals in the coming year.

Karen Bolger

Stakeholder Relations Committee Chair

UPDATES FROM SUB-COMMITTEES FOLLOWS BELOW

Government Relation:

Purpose:

The purpose of the Government Relations Committee is to, as part of the Stakeholder Relations Standing Committee, support OASIS member agencies in strengthening the voice of the DS sector with government, politicians and community leaders through advocacy for a healthy and sustainable sector. The Government Relations Committee carries out this work by developing the strategic direction and tactics for political engagement, developing key messaging for use by member agencies in meetings with government officials and Meeting with Government officials as required.

Highlights For Past Year:

The Main Focus of the GR Committee's efforts over the past year has been focused on advocating for the three essential pillars of OASIS' Priorities:

1. **Staffing**, including maintaining sector workforce stability and sustainability through advocating for a fully funded sector workforce strategy including educational and salary incentives to attract more staff and to provide ongoing stability for the specialized developmental services workforce.
2. **Housing**, advocating for the Government to commit 10% of funding of the Canada-Ontario National Housing Strategy Bilateral Agreement to support the construction and rehabilitation of developmental services supportive housing; and
3. **Better collaboration**, Bridge the Developmental Services Gap Between Community Services, Education and Health Care by regularly bringing together senior officials from the Ministry of Health, Ministry of Children, Community and Social Services, Education and other key ministries to develop policy and operational protocols to improve care outcomes, bridging the gap between health and developmental services.

With the support of Counsel Public Affairs, members of the Government Relations Committee have continued throughout the past year pressing on the three main sector priorities through meetings with provincial and federal representatives as well as drafting submissions and making in-person presentations during the provincial Pre-Budget drafting process.

Along with members of the OASIS Housing Committee, GR committee members participated in the Day on the Hill in Ottawa in collaboration with the ICC (Intentional Community Consortium), Reena, Community Living Toronto, and the Provincial Network on Developmental Disabilities to help raise awareness amongst federal politicians around the need for more supportive housing for those with a developmental disability in Ontario and across Canada.

For now, the priorities listed will continue to be the focus of the GR Committee in our meetings and work with Government moving forward.

The Honourable Michael Parsa, Minister of Children, Community and Social Services attended and spoke at the 2023 OASIS Conference. Following his remarks, a meeting took place with Minister Parsa and Members of OASIS, including CEO Bob Walsh, OASIS Board Chair Brad Saunders, GR Committee Chair Gary Gladstone and OASIS Housing Chair Bryan Keshen. Also in attendance were Chris Beesley, CEO of Community Living Ontario and Michelle Brooks, Chair of the Provincial Network. The meeting was a good opportunity to connect with the Minister early in his appointment to the portfolio and highlight a number of the issues currently facing the sector, in particular housing and labour shortages.

2022-2023 Committee Members

Member	Agency	Role
Gary Gladstone	REENA	Chair
Brad Saunders	Community Living Toronto	OASIS Board Chair (ex officio)
James Janeiro	Canadian Centre for Caregiving Excellence	
Karen Bolger	Community Living Essex	
Norma Lamont	OCAPDD & Open Hands	
Petronilla Ndebele	Community Living Toronto	
Andy Swan	CL Kincardine and District	
Jonathan Bradshaw*	OASIS Executive Coordinator	Administrative Resource
Devan Sommerville*	Counsel Public Affairs	GR Support
Caroline Pinto*	Counsel Public Affairs	GR Support
Charles Beer*	Counsel Public Affairs	GR Support

*Non-Voting members

Goals for 2023/24

The OASIS Government Relations Committee is currently revising the MPP Meeting and Information Kit and will soon share them with Member Agencies in order to encourage members to meet with MPPs during the summer to continue advocating on behalf of the sector. The Kits will include everything needed for hosting a successful meeting including, briefing notes, key messages, email templates and more.

The committee is also working on another MPP meeting webinar over the summer to accompany the kits.

Gary Gladstone
Government Relations Committee Chair

Provincial Network

As is known, the pandemic and staff shortages consumed much of the energy and attention of the Provincial Network throughout the past year! As in previous years, OASIS continued to be an active participant within the Provincial Network. The approved meeting minutes are detailed and have already been distributed to members.

To highlight only a few of the working groups that the Network supported over the past year: Health Working Group; HR Committee (DS workforce initiative, recruitment strategy, cultivating community wellness); ON TRAC; CAMH studies. ADM Gordon and colleagues participated in the meetings on a regular basis until his departure last fall. ADM Glass began participating in Network meetings as of January.

The process to update the Provincial Network's Terms of Reference was finally initiated this past year. The delay in undertaking this activity was due to the ongoing limitations of the pandemic, as there was consensus to have as many Network members as possible involved in these discussions in person. The process has been facilitated by People Minded Business and is now projected to be completed by late spring 2023. There will be a process established to communicate these changes to the broader sector.

As noted last year, we would like to commend Michelle Brooks on her continued exemplary leadership of the Network through the past year.

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.

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

Communications:

Highlights for Past Year

The OASIS Communications Committee focused their activities on providing timely updates to the membership in alignment with the OASIS Strategic Goals. They used the following vehicles: Newsletters, List Serves, the OASIS Website & social media.

Given the ongoing transition of OASIS, the committee deferred an update to their Communication Strategy and workplan until this process was further along.

2022-2023 Committee Members

Member	Agency	Role
Karen Madho	Deaf Blind Ontario	Chair
Geoff McMullen	Ongwanada	Past Board Chair
Andy Swan	CL Kincardine & District	
Anna Tavernor	CL London	
Courtney Murphy	Ongwanada	
Christine Dubyk*	Participation House Durham	Administrative Resource
Patricia Sherwin*	Participation House Durham	Administrative Resource
Jonathan Bradshaw*	OASIS Executive Coordinator	Administrative Resource

*Non-Voting members

Goals for 2023/24

In addition to continuing existing activities and beginning the update to the Communication Strategy and Workplan, The Committee will continue to seek out new ways to engage OASIS members while offering value for membership through a variety of methods (i.e., member spotlights and stories about member innovations in the newsletter).

Finance & Audit Committee

Purpose of Committee

The purpose of the Finance Audit Committee is to provide support to the Board in fulfilling its responsibilities to ensure the financial viability of the organization and undertaking its fiduciary duties. This committee acts as a support to the Board of Directors and a link to the auditor.

Goals for Past Year

- Budgeting and Financial Planning
 1. Develop an annual operating budget
 2. Monitor adherence to the budget
 3. Establish long-range financial goals along with funding strategies to achieve them
- Financial Oversight
 1. Establish and implement an annual Committee Work Plan that aligns with the Strategic vision of OASIS and the current business operating plan.
 2. Provide reporting and analysis of financial statements to ensure performance against the plan and budget.
 3. Develop forecasting and develop recommendations to address challenges and unbudgeted expenditures.
 4. Lead audit process liaising between the Auditor and Board
- Transitioning Organizational Model and Systems
 1. Complete business model analysis to determine actions required to strengthen OASIS resilience.
 2. Assess existing accounting and business systems and infrastructure needed to transition from volunteer agency to staff led agency.
 3. Determine technology systems required for finance and human resources functions and lead the implementation.

Highlights for Past Year

Over the past year this committee was reimagined to align with the strategic plan and vision for OASIS. The focus of this work was to provide the financial structures and foundation needed to move OASIS forward and be successful with our transformation from a volunteer led agency to a professionally managed organization with a paid leadership role. The Finance Audit Committee formalized its new terms of reference and developed a workplan that guides our purpose to assist the Board in fulfilling its obligations and oversight responsibilities relating to financial planning, audit process, financial reporting, the system of corporate controls and risk management.

A large part of the work this past year included financial planning, budget development and business model planning to support the new organizational structure. In addition to this, the committee investigated systems and infrastructure required by this new model. Much work has been completed and we quickly moved toward implementation. We are excited that in April 2023, OASIS onboarded our first employee, Dr. Robert Walsh, our CEO, and we are implementing our new HR and payroll systems.

Committee Structure

The OASIS Treasurer acts as Chair of the Finance and Audit Committee. There is a minimum of two elected OASIS Directors on this committee and a maximum of one OASIS Agency Member representative. The Board Chair acts as an ex-officio member of the Committee and our new CEO has non-voting membership. Financial administrative support is currently contracted through a member agency and our Executive Coordinator supports and resources this team. We meet at least every other month and minimally 8 times per year.

Committee Members

Member	Agency	Role
Terri Gray	Community Living Oshawa Clarington	Treasurer / Director
Geoff McMullen	Ongwanada	Past President / Director
Ginette Denford	Ongwanada	Director
Norma Lamont	OCAPDD/Open Hands	Director
Thushara McAlman	Participation House Durham	Financial Administration
Jonathan Bradshaw	OASIS Executive Coordinator	Administrative Resource

Goals for 23/24

The focus of the upcoming year will continue to oversee the changes of our systems and processes as we transition the organization. We look forward to the onboarding of more staff positions this year. This has been a very busy and hands-on committee with an operational focus. Our CEO will be taking on the operational aspects and the committee will move to an oversight role.

Conclusion

2022/23 has been a year of transition. OASIS is developing a new structure to better support the developmental sector and our member agencies. This is an important and necessary change, and with this change, our infrastructure and systems need to be updated to keep pace. The Finance Audit Committee continues to assist the Board in fulfilling its obligations and oversight responsibilities related to financial planning, the audit process, financial reporting and the system of controls and risk management. We will continue to focus on the implementation of our new systems and processes to strengthen OASIS and support our mission, vision, and strategic direction.

Terri Gray
Finance & Audit Committee Chair



Annual General Meeting

MINUTES

September 7th, 2022

1. Welcome to the OASIS Virtual Annual General Meeting – Geoff McMullen, President

President Geoff McMullen called the Annual General Meeting to order at 10:00 a.m. and welcomed all in attendance.

Agenda displayed.

2. Call the 25th Annual General Meeting to Order – Geoff McMullen

Geoff called the meeting to order and welcomed all to the 25th Annual General Meeting.

3. QUORUM COUNT – Norma Lamont

Norma Lamont reported that quorum requires at least 20 member agencies to be present. There are greater than 40 member agencies in attendance and quorum has been met.

4. APPROVAL OF MINUTES OF THE ANNUAL GENERAL MEETING HELD VIRTUALLY ON June 25, 2021– Geoff McMullen

Moved By: Bryan Keshen

Seconded By: Terri Gray

“That the minutes of the 24th Annual General Meeting held on June 25, 2021, virtually to be approved as circulated”.

5. President’s Report – Geoff McMullen

Geoff highlighted his President’s Report, found on page 5 of the Annual Report.

Thank you all for being here with us today, as most of you know my name is Geoff McMullen and I am the current President of OASIS, soon to be the Past-President/Chair as this AGM marks the end of my time as President. On behalf of the OASIS Board of Directors I am very happy to welcome all of you to the 2022 OASIS Annual General Meeting, which is now our third virtual AGM.

I will keep my remarks brief, as I encourage you to read our Annual General Report in full, including my President’s Report, however I will say, OASIS has had a very busy year both internally and externally.

At last year’s AGM I informed you of the Board’s desire to review if its current structure as a volunteer led and driven organisation was sustainable or not. The role of our Board, the role of committees, the role of leadership, by-laws, the cost of operations and other areas were all to be reviewed. In the Autumn of 2021, OASIS engaged Sharon Brodovsky of Cathexis Consulting to formally conduct this review. The outcome of this process was that the board structure, governance, and organisational operations were not sustainable in their current forms and needed to be overhauled. It was also recommended that a permanent, paid, full-time CEO as well as full time staff should be hired to oversee operations of the organisation. These recommendations were considered by the Board, as well as a Governance Committee, and were approved.

To begin this transition, in March of this year OASIS hired a Project Manager, Joe McReynolds to facilitate the shift from a volunteer resourced organisation to a CEO/staff resourced Corporation. You will hear more detail from Joe in his update on the progress to date and we will today be discussing changes to our by-laws in order to facilitate these changes as well as bring our corporation in compliance with the Ontario Not for Profit Corporations Act (ONCA).

In my opinion, this is essential work right now, I know that Joe, as well as the Working Groups, have worked diligently to get this right, and to ensure the health of OASIS as an organisation moving forward for many years to come. We have many to thank for guiding us through this at times difficult process and getting us to this point. First, I'd like to thank Sharon Brodovsky of Cathexis Consulting for her work last year in developing and mapping out a course for OASIS as an organisation. And of course, Joe McReynolds, for his work to date and future work in helping move OASIS to its next chapter as an organisation. And to the work of the OASIS Board and working groups on their investigation, feedback and efforts over the past year.

There have been other internal structural changes over the past year, that have included a significant update to our website as well as our new logo. This is all part of moving OASIS forward to its next phase.

It was exciting to hold one of our first in-person Conferences this year since 2019. "Muskoka Renewal" was held in May at the Deerhurst Resort in Huntsville and was extremely successful, we welcomed approximately 500 participants including keynote speakers, exhibitors and guests. As this was a hybrid model, with people participating both in person and virtually, we could clearly see based on the numbers that people truly wanted to get back together in person. We will continue with our in-person Conferences again in May of 2023 when we will return to Niagara Falls. More details will be becoming soon, including exact dates and venue, so please be on the lookout for that. Thank you to all of you who were able to join us for this year's conference and a huge thank you to all of our presenters and to the incredible work done by our Conference Committee, led by Krista Haiduk Collier and Brad Horne, and of course our Conference Planners Connect Dot Management Inc.

Throughout the past year OASIS has also continued to advocate with Government on behalf of our Member Agencies. This is all reflected by examples such as Participation on the Minister's Table, Consultation on the Costing Study and meeting with a number of Minister's, Civil Servants and MPPs over the past year. As you know, the \$3/hr Wage Enhancement was something OASIS tirelessly advocated to be made permanent for DSWs for nearly two years. This has proven successful when it was announced last April that the Wage Enhancement would be made permanent. This was further reaffirmed by its inclusion and re-commitment in the Ontario Budget, 2022 following the recent General Election.

Despite this great success, the DS sector continues to face a growing and significant skills and labour shortage. We will continue our advocacy for a fully funded, multi-year sector staffing strategy, to help attract and retain creative, compassionate and highly capable frontline staff. We will continue to push for more housing for individuals living with developmental disabilities as well as establishing a Secretariat to improve care outcomes and to bridge the gap between health and developmental services.

We will continue to work in partnership with the Ontario Government in efforts to move forward on implementing *Journey to Belonging*; including supporting the work of the recently launched Costing Study. As mentioned, this is my last AGM as President. I am also the last OASIS President, as part of our changes will be to transition the Role to a Chair of the Board. With this in mind, I would like to thank the OASIS Executive and Board for all their support during my time as President. I would also like to thank Jonathan Bradshaw and Christine DUBYK for the many hours of support they have given me over the past few years.

As past Chair, I will continue to support OASIS in whatever way I can, I look forward to seeing what the future will bring, and know that despite the issues we face, OASIS can rise to the challenge, and our sector is in good hands with the exceptional leadership found in all our member agencies across the province.

I would like to remind all of you that OASIS has been consistently recognised as *the* voice for the non-profit agencies in the DS sector. We will have as many challenges ahead of us as we have behind us. Governments have consistently viewed OASIS as that voice, as well as an essential partner in the delivery of DS Services in Ontario. As active Members, we can continue to keep that voice strong.

I would like to again thank all of our Member Agencies and their staff for all the hard work and commitment during these continually rollercoaster times. Take care and thank you for participating in our annual meeting.

6. Approval of the OASIS Committee Reports - Geoff

Geoff informed members that the committee reports can be found on pages 7-17 of the Annual Report. One Amendment came from Jonathan that one report was left out of the report inadvertently and will update this for posting to the OASIS website.

Moved By: Katherine Loveys

Seconded By: Jason Young

"That the Committee Reports included in the 2021-22 Annual Report be accepted as presented".

7. Financial Report and Audited Statements – Terry Gray/Millard's (Samantha Dykstra)

Terri welcomed Samantha Dykstra of Millard, Rouse & Rosebrugh LLP who reviewed the audited financial statements prepared by Millard, Rouse & Rosebrugh LLP, Chartered accountants summarized on pages on pages 24 – 32 of the Annual Report. It is the auditor's opinion that the financial statements present fairly in all material respects, the financial position of the Entity as at March 31, 2022, 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.

Moved by: Terri Gray

Seconded by: Bryan Keshen

"That the Audited Financial Statements for the year ended March 31, 2022, be accepted as presented".

Carried

8. Motion to Approve Appointment of Auditors for 2022-2023 – Terri Gray

Moved By: Terri Gray

Seconded By: David MacCoy

"That the appointment of the firm Millard, Rouse & Rosebrugh LLP as auditors be appointed for the coming year 2022/2023".

Carried

9. Motion to Approve Actions of the Board of Directors for 2022-2023 – Geoff McMullen

Moved by: Darren Connelly Seconded by: Ginette Denford

"That the actions of the OASIS Board of Directors for 2022-2023 be approved".

Carried

10. Project Manager's Report – Joe McReynolds

Joe McReynolds Provided an update on his work as Project Manager:

I'd like to take my time today to provide you all with an update on OASIS' current progress as we move ahead with the shift that Geoff discussed earlier, from being a volunteer resourced and managed organisation to a CEO/staffed corporation.

As you are all aware, we begin our journey to transition OASIS early this year when I was brought on as Project Manager in March. After reviewing and familiarizing myself with OASIS' corporate documents and the governance work of the Board, as well as working and learning from Geoff and Jonathan I also had the great opportunity and pleasure to meet and chat with so many of you at the OASIS Conference in May. I heard loud and clear from many of you your honest feedback and views on where OASIS Needs to go during this process. Not long after that three working groups – Governance, Recruitment, and Financial Planning – were formed to further the transition work and prepare materials for the transition.

The Governance Working Group developed recommendations on the role and functions of OASIS, structural changes to the Association, a review and update consistent with ONCA of our bylaws, which were previously

shared with you and will soon be tabled for approval and have also begun the work related to the position and recruitment of a CEO for OASIS. The Recruitment Working Group undertook the responsibility for identifying and recommending new Directors of the Board. We had a great deal of interest in these positions and as you will see today, seven individuals are ready for election today.

The Working Group will now focus its effort to preparing the orientation materials for these new directors. The Financial Planning Working Group studied the financial status and staffing of several other provincial associations and developed an initial staffing approach for the CEO and staff. It reviewed the current financial situation for OASIS and determined that OASIS could move forward in a cautious manner to begin the recruitment of staff required for the transition, including the CEO.

The next steps will be to help the new Board proceed further with transition – the setting the terms of reference for the Standing Committee, getting the Committees underway, the hiring of a CEO, the review of current style and culture, and implementing further changes that will be required. It will be a slow and measured approach – ensuring that OASIS maintain its history, reputation and services while continuing to improve its support of its members.

I, and OASIS, will continue to update you as things progress. I know these actions, starting with the approval of the new by-laws, will help to ensure the health of OASIS as an organisation moving forward for many years to come.

11. Motion to Approve the By Law Resolutions for 2022 – David MacCoy

Moved By: Katherine Loveys

Seconded By: Norma Lamont

“That the Amended By-Laws, as shared with Membership on Thursday, September 1st be approved.”

Carried

12. Presentation of the Board of Directors 2022-2023 – Gina St. Amour

Gina St. Amour gave an overview on the Nominations Report, which was also included can be found on page 17 of the Annual Report.

The Nominations Committee identified diversity, finance, communications, and political acuity as skills/experience to be prioritized. A two-week call for applications occurred, ten individuals applied and each one was interviewed individually by members of the Recruitment Committee.

Recognizing 2022/23 will be a transition year for OASIS, and given the quality of the applicants, the Committee recommends:

- that for 2022/23 there be 15 Directors on the Board of Directors.
- That the following individuals who have served as Supporting EDs continue to support the Board as a non-voting member for one additional year:
 - *Alastair Lamb.*
 - *Dave Ferguson.*
 - *Bryan Keshen.*
 - *Karen Bolger.*
- The Committee recommends that in 2023/24, the Board is reduced to 13 members.
- Following discussions, and approval by the Board at the 25th of August 2022 Board Meeting, the Committee recommends the following 15 individuals as the 2022/23 Board of Directors:

➤ Remaining Directors

- *Geoff McMullen as Past Chair (B)*
- *Brad Saunders (A)*
- *Terri Gray (A)*
- *Norma Lamont (B)*
- *Gina St. Amour (A)*
- *Claudine Cousins (A)*

➤ **New Directors**

Category A - *Directors from Senior Management of Member Organizations (4)*

- *Eugene Versteeg (3-year term)*
- *Jason Young (2-year term)*
- *Joel McCartney (2-year term); and*
- *Jeffrey Pilkington (2-year term)*

Category B – *Directors or Individuals (volunteers) either from Member Organizations or community (2)*

- *James Janeiro (3-year term)*
- *Sarah McGowan (3-year term)*

Category C – *Directors who qualify in either Category A or B (3)*

- *Katherine Loveys (3-year term)*
- *Ginette Denford (3-year term); and*
- *Trevor McGregor (1-year term)*

Moved By: Darren Connolly

Seconded By: John Bedell

"That the Board of Directors for 2021-22 be approved as presented".

Carried

13. Thank you to Outgoing Board Members – Geoff McMullen

Geoff thanked the following outgoing Board Members on behalf of the OASIS Board of Directors:

- *Darren Connolly, Past President*
- *David MacCoy, Vice President Volunteer*
- *Andy Swan, Supporting ED*
- *Michelle Palmer, Supporting ED*
- *Gary Dowe, Supporting ED*
- *Kathy Straus, Volunteer*
- *Jennifer Banting, Volunteer*
- *Rochelle Collins, Volunteer*

14. Motion to Adjourn the AGM and move onto Awards & Scholarships – Geoff McMullen

Moved by: Gina St. Amour

Seconded by: Terry Gray

"To adjourn the Annual General Meeting of OASIS and move into the Awards & Scholarships presentation."

Carried

15. Awards & Scholarships- Geoff McMullen

George Braithwaite Scholarship – Dave Ferguson

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 and 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.

Congratulations to this year's George Braithwaite Scholarship winner, Tammy Wells of Community Living Bellville and Area with this year's George Braithwaite Scholarship.

President's Scholarship – Geoff McMullen

The President's Scholarship was established in recognition of the contributions of the volunteer Presidents of OASIS since its inception in 1996. The Scholarship is Issued once per year to an Executive Director or Senior Manager and has a value of up to \$5,000 value to be utilized for Executive Director or Senior Manager's attendance/participation in a conference or educational program of their selection. Funds can be utilized for travel, accommodation, meals, registration fees and materials i.e., books. Selection is made by the President.

Congratulations to this year's President's Scholarship winner, Jenny Parisi, Director of Services and Quality Enhancement at Community Living Oakville.

There were no nominations or applications submitted for any of the 'Awards' this year.

16. Closing Remarks: Geoff McMullen

Geoff thanked all members for attending the virtual AGM and Presentations of the Awards & Scholarships. Meeting adjourned at 10:40 a.m.

