

2022

ANNUAL REPORT





**Annual General Meeting
Agenda**

September 7th, 2022

- 1. Welcome**
- 2. Call the Meeting to Order**
- 3. Quorum Count**
- 4. Approval of Minutes of the 'Virtual' Annual General Meeting held June 25th, 2021**
- 5. President's Report**
- 6. Approval of the Committee Reports**
- 7. Financial Report and Audited Statements**
- 8. Motion to Approve Appointment of Auditors for 2022-2023**
- 9. Motion to Approve Actions of the Board of Directors for 2021-2022**
- 10. Project Manager's Report**
- 11. Motion to Approve the By Law Resolutions for 2022**
- 12. Presentation of the Board of Directors 2022-2023**
- 13. Thank you to Outgoing Board Members**
- 14. Motion to Adjourn the AGM and move onto Awards & Scholarships**
- 15. Awards & Scholarships**
- 16. Closing Remarks**



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VISION

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

MISSION

OASIS provides leadership through sharing ideas, information and knowledge, and interacts with government and other organizations on issues affecting its members. OASIS promotes the collective interests of people with special needs and their families by helping to improve and extend responsive and cost-effective supports and activities to its members effective supports and activities to its members.

CORE VALUES

Diversity & Equality

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

Integrity & Transparency

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

Leadership & Excellence

- OASIS engages in strategic planning and ongoing review to ensure that we meet the needs of our members.
- OASIS partners with other groups when appropriate in pursuit of its vision.
- OASIS provides information to members and government regarding best practices, emerging issues and current trends through research and other activities.
- OASIS promotes the collective interests of people with special needs and their families by helping to improve and extend responsive and cost-effective supports and activities to its members.



OASIS BOARD OF DIRECTORS TRUSTEES & OFFICERS 2021-2022

GEOFF MCMULLEN, PRESIDENT
DARREN CONNOLLY, PAST PRESIDENT
BRAD SAUNDERS, VP, EXECUTIVE DIRECTOR
DAVID MACCOY, VP, VOLUNTEER
TERRI GRAY, TREASURER
NORMA LAMONT, SECRETARY

ROCHELLE COLLINS, DIRECTOR, VOLUNTEER
JENNIFER BANTING, DIRECTOR VOLUNTEER
KATHY STRAUS, DIRECTOR, VOUNTEER
TREVOR MCGREGOR, DIRECTOR
GINA ST. AMOUR, DIRECTOR
CLAUDINE COUSINS, DIRECTOR



Geoff McMullen, President, OASIS

PRESIDENT'S MESSAGE

Welcome to OASIS's third virtual Annual General Meeting. A year ago, 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 operation 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 and run 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 in order 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 time's 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. 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 (*CONTINUED ON NEXT PAGE*).

PRESIDENT'S MESSAGE

(CONTINUED FROM PREVIOUS PAGE) It was also exciting this year to return to our first in-person Conference 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 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 order to move forward on implementing *Journey to Belonging*. Including supporting the work of 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 also have 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, I know that OASIS can rise to the challenge and that 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 has constantly 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 also like to again thank all of our Member Agencies and their staff for all of their hard work and commitment during these continually rollercoaster times.

Take care and thank you for participating in our annual meeting

*Respectfully Submitted by,
Geoff McMullen*



COMMITTEE REPORTS

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.

Over the past two years, some of our projects were temporarily put on hold as each of our agencies continued to maneuver through the COVID-19 pandemic. However, we were able to focus on parts of our work and we would like to share our highlights during 2021/2022:

- In July 2021, Karen Chambers, former Chair and one of the founding members of the OASIS Sensory Partners, retired as CEO from the Bob Rumball Canadian Centre of Excellence for the Deaf (BRCCED). Karen was a strong advocate for the specialized service needs of individuals with sensory losses and is missed by her Sensory Partner colleagues.
- The OASIS Sensory Partners welcomed Monte Hardy, new member and CEO of BRCCED this year.
- Andrea Pringle, Director of Growth and Operations at DeafBlind Ontario Services, began her role as the Chair in 2021/2022.
- The Sensory Partners continue to track residential placements of individuals with sensory loss as a result of our network.
- Our Awareness Paper, Key Messages, Terms of Reference and Glossary of Terms were refreshed and updated with the rebranded OASIS logo for the new OASIS website.
- The Partners continue to provide our free Outreach and Education Training Program (OETP). This training gives participants 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.
- We continue to seek updated data from Ministry of Children, Community and Social Services (MCCSS) as well as each Developmental Services Ontario (DSO) region to ensure geographical, communication and other barriers are removed for people with sensory loss seeking specialized services.

As the province begins to open up, we are looking forward to continuing our work in 2022/2023.

Respectfully Submitted By:

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)**

OASIS Business Resource Committee (OBRC)

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

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

<u>OBRC Work in 2021/22</u>		
Significant Event or Work	Description	Date
Monthly Phone Call set up with PassportONE	April Papineau has retired from the committee and Tara Payne is now taking a lead on the weekly phone call with PassportONE. Calls are consistently have more than 100 participants on the line. Questions and concerns were addressed during the call, as well as opportunities for PassportONE to outline new initiatives or rules.	April 2020 -- Ongoing
MCCSS calls	Jody Hendry from the ministry participates in OBRC meetings for a part of it, emerging issues were discussed- some topics include- Temporary Wage Enhancements, Insurance, mandatory vaccination policy, PPE and procurement etc.	
KPMG Costing Study	OBRC took over the Individualized/Direct Funding work that CLT was originally doing. A working group was struck with <ul style="list-style-type: none"> • Angelica DeVos • John Jiang • Thushara McAlman • Casey Pruden • Brian from Windsor (not currently a member of OBRC) • Terry Smith These members were selected as they have lots of experience with the Individualized Funding models. Angelica and Viji also met with KPMG to help understand how OBRC can support rolling out of the survey. Both Christian Horizons and Reena participated in the Beta Testing Group, valuable feedback was provided to KPMG on the survey and how to make this palatable to the organizations	
2022 OBRC Conference (Online)	The OBRC Conference was online again this year and included presentations about: <ul style="list-style-type: none"> • Cyber Risk Insurance- Gallagher • DS Sector Legal update- Pooran Law • Cyber Security solutions- Telus • Future of Work- Hybrid Office- Telus • Journey To Belonging- MCCSS 	October 2021

BUSINESS RESOURCE COMMITTEE (OBRC)

(cont'd)

OBRC Meetings in 2021/22

In the 2020/21 fiscal year the OBRC met over 6 times as a full committee. In addition to the above work, OBRC was also involved in investigating a group insurance plan for the DS agencies along with Ontario Association for Residences Training Youth and OACAS – the reason behind the exploring was the rising insurance costs and some agencies getting rejected by insurance for cyber security. The initiative threw light on the burning issues that organizations were facing but did not end up in a positive solution for the sector.

Committee Structure

This 2022 year saw the retirement of a long-term and valued OBRC chair. Angelica DeVos retired in Feb 2022 after many years of being on the committee and the chair. She has graciously agreed to still participate with the Individualized funding initiative and the KPMG costing study and support OBRC from the outside. Viji Hariharan is the new Chair of OBRC.

The terms of reference were also updated and now the committee is on the lookout for members that will have expertise in other fields including IT, Procurement etc. The OBRC is made up of OASIS Member agencies from across the province. Membership is a voluntary contribution that each of the participating agencies make to OASIS and to the sector. In 2021/22 OBRC continued to welcome new members.

2022-2023 Business Resource Committee Members

REGION	MEMBER	AGENCY
Toronto	Casey Pruden	Community Living Toronto
North	John Jiang	Simcoe Community Services
South West	Julie Lasorda	Community Living Essex
Central East	Margaret Patrowicz	New Leaf
Hamilton Niagara	Paul McGowan	Bethesda
Central West	Tara Payne	KW Habilitation
Central West	Tiaan Wasserman	Christian Horizons
Central West	Terry Smith	Parents for Community Living (Waterloo)
East	Thushara McAlman	Participation House Project (Durham)
Toronto	Viji Hariharan (Chair)	Reena

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

Conclusion

2021/22 continues to be a challenging year. The OBRC Members continues to support the developmental services sector, partner agencies, government stakeholders, and people who receive services. The OBRC's work continues to be directed by the needs that arise. If you have any questions or feedback for the OBRC, please connect with Viji Hariharan, CFO Reena at vhariharan@reena.org

*Respectfully Submitted by,
Viji Hariharan*

LABOUR RELATIONS COMMITTEE

As we are all aware, this past year continued to be dominated by the topic of COVID-19. However, 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, Eugene Versteeg and Ursula Rehdner. Unfortunately, Ursula left the Committee in March upon her retirement from Aptus.

As noted in last year's report, a Private Member's Bill had been tabled in November 2020 that included a requirement for DS agencies to be covered by WSIB. The Committee actively participated in consultations hosted by WSIB, and outlined the potential consequences for the sector should this occur. Additionally, the Committee hosted a webinar regarding this topic in May 2021, to ensure that senior management of OASIS members agencies were informed of this matter, and provided suggestions with respect to advocacy that they could be involved in regarding it. That Bill did not proceed, and due to the election in June it has now died.

During the past year, with the implementation of the Temporary Wage Enhancement in the LTC sector, the Government passed legislation to create the Ministry of Health's 'Health and Supportive Care Oversight Authority'. The Committee participated in the confidential consultation sessions hosted by MOH, and provided both verbal and written input to MOH and MCCSS with respect to this. The recommendation was for the Government to extend the Authority's mandate into the DS sector as well.

While this recommendation has not been implemented, the potential exists for this to occur at a future date. It has been a topic of discussion at several provincial organization meetings.

During the year, the Committee was invited to participate in discussions with MCCSS and Treasury Board regarding coordinated bargaining. Two meetings occurred to discuss the topic. As an initial action, Committee representatives outlined those discussions during the Provincial Network's Fall Forum in November, along with the background to this topic (which has been discussed for more than 20 years). At their March meeting, the OASIS Board of Directors formally motioned for the Committee to proceed with exploring this topic further. A facilitated discussion with a small group of sector leaders and legal counsel was held in April with possible actions being identified. Further discussions with Ministry representatives will be a key next step.

Throughout the pandemic, the Committee has been conducting regular discussions with three provincial unions regarding a wide range of topics. These topics were outlined at the Fall Forum presentation and included: PPE; TWE; H&S issues; Emergency Orders; staff deaths; mental health concerns & resources; staffing shortages; single employer restrictions; and, many other matters.

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

*Respectfully Submitted by,
Dave Ferguson, Chair*

PROVINCIAL NETWORK

To state the obvious, the pandemic continued to consume most 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. The Network also met with representatives of KPMG to discuss the planned costing study. Throughout the year senior Ministry representatives also participated in the meetings on a regular basis, other than during the writ period.

One item outside of the reported activities to note however, is that the Network has begun a process to revisit their Terms of Reference. This process is being facilitated, and will likely be completed by early fall 2022.

Commendations must continue to be given to Michelle Brook's continued exemplary leadership of the Network through the past year. Additionally, thanks must also be given to Christine Dubyk who continued to professionally manage the competing priorities, information flow and conflicting schedules, even after her retirement! THANK YOU AGAIN TO EACH OF YOU!!!

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

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

THE PROVINCIAL NETWORK MEMBERS

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

SECTOR COMPENSATION COMMITTEE

It was quite a year for the compensation committee, a year with unprecedented investments into frontline wages and looming decisions that will affect compensation strategies within all OASIS member organisations.

Let us celebrate the positive – the \$3.00 per hour wage enhancement was made a permanent increase for many frontline developmental support professionals. This is a 10 -15% increase for many and represents the value of the work being done within organizations. Thank you to our current government for recognizing this value and the essential need for quality supports that make a difference in the quality of life for many people.

The unintended consequence of this increase, “compression”, is something that the sector compensation committee is looking at closely. Service providers will have to address that management/non-frontline staff did not receive any funded increases and find innovative ways to retain and recruit those staff. Needed staff that contribute equally to the quality of supports and services organizations provide but who are now feeling under valued and unrecognized from the outstanding contributions the entire sector delivers.

The committee is also focused on the pay equity ruling from the Ontario Court of Appeals. In October 2021, the Supreme Court of Canada declined to hear the appeal and it is now up to the Pay Equity Commission to define the ongoing maintenance obligations of employers. That office has been very quiet to date but it is just a matter of time before something is released, something that all pay equity plans will have to address. The committee has done some and is planning more advocacy work to influence potential changes in an effort to mitigate the impact of maintenance obligations.

If you would like to share your thoughts, ask any questions or participate in some of the work of this committee, I welcome your call. Thank you to all the member organizations for sharing information when asked and for the support provided through local initiatives.

*Respectfully Submitted by,
Trevor McGregor, Chair*

CHILDREN'S COMMITTEE

This was another unique year for children service providers across the province. Covid 19 and its variants required that providers continue to pivot to respond to the changing needs of families, children, the education system, and health system. Member agencies worked diligently to find innovative and creative solutions for respite, funding challenges and technology barriers.

Aside from the daily operational challenges, committee members were highly active in the various provincial strategies that were underway during this period. Members represented provincial, regional, and local concerns through participation at various tables, community consultations and in meetings with ministry representatives.

The key strategies that were underway where our members were most active include:

- Coordinated Service Planning (CSP) and the leadership role CSP Provincial Network undertook.
- Ontario Autism Program both at the Urgent Response Mechanism level (Proposal and implementation phase) and the Independent Intake Organization design.
- MCCSS Redesign Priorities which include the Regional Hub Models, Complex Special Needs Review as well as the Child Welfare Redesign Consultations regarding the intersection between child protection and developmental services.
- Strengthening Early Years and Child Care in Ontario in relation to Special Needs resources.
- DS “Journey to Belonging” as it relates to children and children developmental services

We would like to thank the following members who have departed from their role on the committee this year but provided invaluable support during their term: Karen Chambers, Joe Persaud, Karen Niman, Sherry Groulx, Susan Seaman. If your agency is interested in becoming a member of the committee, please reach out.

*Respectfully Submitted by,
Gina St. Amour, Chair*

CHILDREN'S COMMITTEE MEMBERS

Gina St. Amour - Ottawa Rotary Home
Krista Haiduk-Collier – Community Living Muskoka
Terry Gray – Community Living Oshawa Clarington
Kim Andrews – Community Living Kincardine and District
Catharine Shanahan – Family Respite Services (Windsor Essex)
John Martin – KW Habilitation
Tom Turner –Developmental Services of Leeds Grenville
Joe Passaretti – Community Living Toronto

EDUCATION COMMITTEE

The Education Committee was able to offer a number of educational opportunities for OASIS Member Agencies throughout 2021-2022.

These include:

- *Two separate Webinar Series in Partnership with Ivey Business School. The First in 2021, Leading in Complexity, was done with the support of the Frank Cowan Company and looked at two different Leadership Archetypes.*
- *The second Ivey Series, in 2022, was a workshop webinar which explored how to integrate more coaching into everyday leadership.*
- *Another Webinar was hosted by Olympian Mark Tewksbury and Olympic Coach Debbie Muir and looked at creating a winning Mindset in uncertain times.*

Looking ahead, and given the changing nature of OASIS, The Education Committee will continue to look for more educational webinars and sessions that can further strengthen the skills and talents within our membership agencies that will in turn will build stronger agencies. If you have an idea or know of a gap, please let us know. If you are looking to get more involved, the committee is always seeking new members, so please give this opportunity some consideration.

*Respectfully submitted by,
Trevor McGregor*

EDUCATION COMMITTEE MEMBERS

- **David McCoy**
- **Gary Dowe**
- **Andy Swan**
- **Jonathan Bradshaw**
- **Trevor McGregor**

Communications Committee

Over the 2021-2022 year, the OASIS Communications Committee continued to strengthen their Communications Strategy and work plan with the goal of demonstrating value and new ways to engage the OASIS membership through effective, timely communications:

- Updated the OASIS communication vehicles to include new content using new approaches (new website, Listserv's and newsletter)
- Requested additional feedback through a social media survey which they used to tailor communication efforts through the various social media channels
- Recruited additional committee members from across Ontario to include additional perspectives (i.e., north and west regions)

The committee is committed to helping facilitate timely, relevant information to support the needs of the OASIS membership. Communication activities focus on unifying the voice of the development services sector.

*Respectfully submitted by,
Karen Madho*

Communications Committee Members:

- **Karen Madho**
- **Geoff McMullen**
- **Kathy Strauss**
- **Andy Swan**
- **Christine Dubyk**
- **Jonathan Bradshaw**
- **Anna Tavernor**
- **Courtney Murphey**

GOVERNMENT RELATIONS

The Main Focus of the GR Committees efforts over the past year, as in previous years, has been advocating for the maintenance of the \$3 Wage Enhancement. This was ultimately successful this past April with the announcement that the Wage Enhancement had been made permanent. This was further reaffirmed by its inclusion and re-commitment in the Ontario Budget, 2022.

It is important not to lose sight of the significant impact of this investment, how important and monumental this achievement is, including the recognition of our sector and staff, and be truly thankful and grateful for it.

There was however concern that it might not be maintained during this past June's Ontario General Election. Which was why, the GR Committee, in collaboration with Counsel Public Affairs, drafted for our Member Agencies a Candidate Meeting and Information Kit.

The Kits included everything needed for hosting a successful meeting including, briefing notes, key messages, email templates and more.

OASIS Government Relations Committee and Counsel Public Affairs hosted an hour-long webinar where the kits were further discussed and questions were answered in regards to advocating on behalf of the sector during the Election.

We are grateful to all of the Member Agencies who took the time to meet with their local candidates of all political parties.

Member agencies played an important role in engaging directly with candidates to further highlight our sector's priorities from a local perspective and ultimately ensuring that the Wage Enhancement was maintained.

In addition to the Wage Enhancement, the Kits also focused on three essential pillars of OASIS' Priorities:

1. **Staffing**, including a full staffing strategy;
2. **Housing**, including committing 10% of the next phase of the National Housing Strategy to funding housing for individuals living with developmental disabilities; and
3. **Better collaboration with health care**, including establishing a Secretariat to improve care outcomes and to bridge the gap between health and developmental services.

With the Election behind us and the Government in place, we will continue our advocacy on OASIS Member Agencies behalf. The priorities listed will continue to be the focus of the GR Committee and OASIS in our meetings and work with Government moving forward.

In its work with government, The GR Committee and OASIS will continue to support *Journey to Belonging* and true reform to the section, including the Costing Study, which is a key part in the development of a new DS Funding model in Ontario.

Respectfully submitted

HOUSING

Purpose: The mandate of the Housing Work Group is:

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

Over the last year the focus of the work group was to profile the issue among members to increase awareness of the challenges and opportunities.

- This included the survey which identified that the sector is struggling with various perspectives, actions, needs and demands, and how to move forward to help people find housing. The subcommittee recommendations include:
 - Engage Ministry to develop strategies to encompass a variety of models to reinvest in supportive housing opportunities;
 - Develop resources that will assist agencies to engage with municipal housing providers;
 - Produce a report detailing opportunities and challenges to having a separate housing entity, and;
 - Advocate for flexible use of existing and new funding to maintain sustainable properties and/or supportive housing options.
- A presentation at the most recent Provincial Network forum indicated that a 6-month review of priorities showed that Housing had risen to the third most important item to be worked on for the sector.
- Work continues with the OASIS Government Relations committee profiling to the provincial government the benefit of implementing a 10% housing target for resources provided to the province to be used for the DS sector.

In review of the most recent Provincial budget, there were no specific strategies identified for the DS sector. In his remarks, the Housing Minister has recognized that this population was particularly vulnerable and needed addressing. The 10% investment would, if implemented, support not only new development, but repairs and maintenance as well.

The majority of the opportunities available at this time are within municipal housing funding.

HOUSING WORKING GROUP MEMBERS:

Bryan Keshen, Dave Petkau, Deanna Finch-Smith, Gary Dowe, Gary Gladstone, Frances MacNeil, Tina Williams

NOMINATIONS COMMITTEE

The Nominations Committee was made up of members of the Recruitment Working Group. A skills/experience matrix was completed with Current Members of the Board of Directors who were eligible and would remain on the Board. The Committee identified diversity, finance, communications and political acuity as skills/experience that needed to be prioritized for new members of the Board.

- A two-week call for applications occurred;
- Ten individuals applied and each one was interviewed individually by members of the Recruitment Working Group;
- Recognizing 2022/23 will be a transition year for OASIS, and given the quality of the applicants, the Committee recommended 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; and*
 - *Karen Bolger*
- The Committee recommended that in 2023/24, the Board should be reduced to 13 members;
- Following discussions, the Committee recommended the following 15 individuals as the 2022/23 Board of Directors, and were approved by the Board at the 25th August Board Meeting.

➤ **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)
- Jeffrey Pilkington (2-year term)

Category B - Directors who individual (volunteers) either from Member Organizations or community (4)

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

Category C – Directors who qualify either in either Category A or B (4)

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



**Annual General Meeting Minutes
June 25th, 2021**

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

President Geoff McMullen called the 24th Annual General Meeting to order at 10:00 a.m. and welcomed all in attendance.

2. Quorum Count – Norma Lamont

Norma Lamont reported that quorum requires at least 20 member agencies to be present. There are 55 member agencies in attendance and quorum has been met.

3. President’s Report – Geoff McMullen, President

Geoff highlighted his President’s Report found on page 5 & 6 of the Annual 2020/21 Annual Report.

Welcome to OASIS’ second virtual Annual General Meeting. The pandemic has brought many challenges to our personal lives and to the way we support individuals through our Agencies. We have shown impressive leadership in our Sector, many success stories working across sectors and the ability to work effectively within the sector. These initiatives have been paramount in keeping people safe, the individuals we support and our staff who provide the supports. Thank you to all who have stepped up to the challenge.

OASIS has also had a very busy year, and I will touch on some of the highlights, however, encourage you to review the committee reports that will elaborate further. During the summer of 2020 the Board of OASIS embarked on an engagement initiative to gather feedback from our membership regarding two topics. The first was feedback on experiences in responding to and managing the COVID pandemic and lessons learned. The second topic was feedback in regard to Sector Reform. The consultation results were captured in the final report “Member Engagement Report - A Path Forward” The findings of the consultation provided the foundation for our priorities and work over this past year. We thank all of you who participated and please stay tuned for similar consultations.

We also reached out to members through a virtual world on a number of topics. Our first virtual Conference “Forward Together” was well attended and a great success. Other

examples of webinars included topics covering labour relation issues, managing through Covid, Government Relations and a successful training session from Ivey. Earlier this month we held our “Virtual Advocacy Day at the Legislature”. The day opened with presentations by representatives from the Conservative, New Democratic and Liberal parties followed by a number of one-to-one meetings with MPPs. The OASIS “MPP Meeting Tool Kit Virtual Advocacy Campaign” has been sent to our members. We encourage if you have not already, to please meet with your local MPP in the very near future.

As we have looked to you for identifying issues and priorities, we also took time to look inwardly at how OASIS is structured, how we do our daily business and how we support our membership successfully. We have started to update many of our day-to-day operations to respond to the many challenges. As you are aware OASIS has been a volunteer driven organization with very limited paid support. The role of President has always been an elected volunteer position and is reflected as such in our bylaws. In recognition of the growing workload for a volunteer, the complexity of the issues and the need for longer term continuity, the Board is reviewing the options for paid leadership. The structure of our Board, the role of committees, the role of paid leadership, corporate bylaws, the cost of operations and membership fees are all areas we will need to address over the next number of months. In regard to the membership fees, we have been at a flat rate over the past several years and are considering the option of membership fees linked to agency budgets. The structure around this work is a work in progress with the goal to ensure OASIS continues to effectively support its membership. We will be reaching out to the membership for your guidance and feedback in the near future

In March of 2020 our past President Darren Connolly participated in a meeting with Minister Todd Smith at Queens Park to discuss the reform agenda for the sector. During lunch that same day a provincial lockdown was announced. Since that meeting, OASIS continued to be active through the public consultations, the Consultation Table and the Minister’s Advisory Table. We now have the release of the “Reform Paper” and the challenges of implementation are before us. OASIS is committed to working with the Government along this journey. As with our structure changes we will be reaching out to the membership to identify opportunities and a realistic approach to reform.

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

4. Approval of Minutes of the Annual General Meeting – Geoff McMullen, President

HELD ‘VIRTUALLY’, JUNE 24, 2020

Moved by: Gina St. Amour Seconded by: Nick Solanis

“That the minutes of the 24th Annual General Meeting held on June 24, 2020, virtually to be approved as circulated”.

Carried

5. Approval of the Committee Reports – Geoff McMullen, President

Geoff informed members that the committee reports can be found on pages 7 to 15 of the Annual Report.

Moved by: Karen Madho Seconded by: Melody Cook

“That the Committee Reports included in the 2020-21 Annual Report be accepted as presented”.

Carried

6. Financial Report and Audited Statements – Terri Gray, Treasurer & Samantha Dykstra of Millard, Rouse & Rosebrugh

Terri welcomed Samantha Dykstra of Millard, Rouse & Rosebrugh who reviewed the audited financial statements prepared by Millard, Rouse & Rosebrugh LLP, Chartered accountants summarized on pages on pages 20 – 25 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, 2021, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Moved by: Christine Valis Seconded by: Judy Pryde

“That the Audited Financial Statements for the year ended March 31, 2021 be accepted as presented”.

Carried

7. Motion to Approve Appointment of Auditors for 2021/22 – Terri Gray, Treasurer

Moved by: David MacCoy Seconded by: Brad Saunders
‘That the appointment of the firm Millard, Rouse & Rosebrugh as auditors be appointed for the coming year 2021/2022’.

Carried

8. Motion to Approve Actions of the Board of Directors for 2020-21 – Geoff McMullen, President

Moved by: Don Walker Seconded by: Collen Sakour
‘That the actions of the OASIS Board of Directors for 2020/21 be approved’.

Carried

9. Presentation of the Board of Directors 2020-21 – Darren Connolly, Past President

Darren thanked fellow Nomination Committee members, Trevor McGregor, Jonathan Bradshaw and Geoff McMullen.

There were no terms of expiry for Incumbents. One Volunteer position was vacated part way through the year and is replaced by Rochelle Collins, Cochrane Temiskaming Resource Centre.

As required by the By Laws, the Committee had discussions with all nominees. Recommendations were submitted to the Board of Directors and approved.

Darren introduced the 2021/22 OASIS Board of Directors:

Volunteers

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

Executive Directors

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

Rochelle Collins

Moved by: Angelica Devos

Seconded by: Ann Bilodeau

“That the Board of Directors for 2021-22 be approved as presented”

Carried.

10. Thank you to Outgoing Board Member, Phoebe Sutherland– Darren Connolly

Darren recognized and thanked outgoing Board Member, Phoebe Sutherland on behalf of the OASIS Board of Directors.

11. Motion to Adjourn the AGM and move to Awards & Scholarships Presentation– Geoff McMullen, President

Moved by: Collen Sakour

Seconded by: Nick Solaris

“To adjourn the 24th Annual General Meeting of OASIS and move into the Awards & Scholarships presentation.”

Carried.

12. George Braithwaite Scholarship – Geoff McMullen, President

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, Margot Sane, Community Living Burlington.

13. President’s Scholarship – Geoff McMullen, President

Due to a lack of nominations for the President's Scholarship, OASIS will be using the funding (up to \$5,000) this year to fund other Educational Opportunities for Member Agencies as a whole.

14. Member Leadership Award – Brad Saunders

The Member Leadership Award is to recognize and honour an OASIS member organization that:

- a) demonstrates excellence, innovation and leadership in the developmental services sector and best exemplifies the interests and mission of OASIS;
 - b) demonstrates collaboration, partnership and professionalism and in so doing has provided an inspiration to others; and
 - c) that, by a combination of perseverance, determination and positive attitude has assisted OASIS in achieving the goals inherent in its Mission Statement.
- This year OASIS would like to recognize The SafeHaven Project for Community Living.

15. Annie Oliver Award – Brad Saunders

The Annie Oliver Award is to recognize and honour an individual that:

- a) demonstrates excellence, innovation and leadership in the developmental services sector and best exemplifies the interests and mission of OASIS;
- b) demonstrates the highest administrative competence and professionalism and in so doing has provided an inspiration to others; and
- c) by a combination of perseverance, determination and positive attitude has assisted OASIS in achieving the goals inherent in its Mission Statement.

This year we would like to recognize Lauri Cox from the Ottawa Rotary Home.

16. Closing Remarks – Geoff McMullen

Geoff thanked all members for attending the virtual AGM and Presentations of the Awards & Scholarships.

Meeting adjourned at 10:39 a.m.

INDEPENDENT AUDITOR'S REPORT

To the Directors of
Ontario Agencies Supporting Individuals with Special Needs

Opinion

We have audited the financial statements of Ontario Agencies Supporting Individuals with Special Needs (the 'Entity'), which comprise the statement of financial position as at March 31, 2022, and the statements of changes in net assets, operations and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies. In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at March 31, 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.

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 scepticism 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.

INDEPENDENT AUDITOR'S REPORT (cont'd)

- 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.

Millard, House & Rosebrugh LLP

CHARTERED PROFESSIONAL ACCOUNTANTS
Licensed Public Accountants

July 20, 2022 Brantford, Ontario

 **Millards**
Chartered Professional Accountants



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ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS

STATEMENT OF FINANCIAL POSITION

As at March 31	2022	2021
ASSETS		
Current Assets		
Bank	718,248	262,360
Prepaid expenses	60,849	47,048
	779,097	309,408
LIABILITIES		
Current Liabilities		
Accounts payable	26,704	16,514
Deferred revenue (Note 3)	374,696	51,300
	401,400	67,814
NET ASSETS	377,697	241,594
	779,097	309,408

ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS

STATEMENT OF CHANGES IN NET ASSETS

For the year ended March 31	2022	2021
Balance - Beginning of Year	241,594	179,298
Excess of Revenue over Expenses	136,103	62,296
Balance - End of Year	377,697	241,594

ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS

STATEMENT OF OPERATIONS - OPERATING FUND

For the year ended March 31	2022	2021
Revenue		
Memberships	373,025	370,620
Interest and other income	21,917	26,403
	394,942	397,023
Expenses		
Insurance	6,978	6,183
Office and miscellaneous	25,449	8,741
Purchased services	273,964	225,862
Strategic leadership	19,396	17,012
Travel and meetings	11,861	42,149
	337,648	299,947
Operating Income	57,294	97,076
Conference income	153,519	-
Conference expenses	74,710	34,780
Net Conference Income	78,809	(34,780)
Excess of Revenue over Expenses	136,103	62,296

ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS

STATEMENT OF CASH FLOWS

For the year ended March 31	2022	2021
Cash Flows <u>From</u> Operating Activities		
Operating Fund - Excess of revenue over expenses	136,103	62,296
Net change in non-cash working capital balances related to operations:		
Prepaid expenses	(13,801)	55,008
Accounts payable and accrued liabilities	10,190	(4,539)
Deferred revenue	323,396	13,100
Net Increase (Decrease) in Bank	455,888	125,865
Opening Bank	262,360	136,495
Closing Bank	718,248	262,360

ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2022

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 as expenses in the year they are acquired.

(c) **Revenue Recognition**

Contribution revenue is recognized using the deferral method.

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

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

Interest and other income is recognized on the accrual basis.

(d) **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, and short-term investments. The financial liabilities measured at amortized cost include the trade accounts payable and the deferred membership revenue.

ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS

NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2022

3. DEFERRED REVENUE

Deferred revenue is comprised of funds for membership fees and conference revenue that has been received before March 31, 2022 that will be recognized as revenue in the following year.

	2022	2021
Deferred membership fees	234,000	30,000
Deferred conference revenue	140,696	21,300
	374,696	51,300

4. COMPARATIVE FIGURES

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

5. COVID-19 PANDEMIC

During and subsequent to year end, the Organization has been impacted by the effects of the world-wide coronavirus pandemic. The Organization is closely monitoring its operations, liquidity, and capital resources and is actively working to minimize the current and future impacts of this unprecedented situation.

As of the date of issuance of these financial statements, the full impact of the pandemic to the Organization's financial position is not known.

**THANK YOU TO ALL OASIS MEMBER
AGENCIES!**

**A Full List of Our Member Agencies Can be
Found by Following This [Link](#).**

www.oasionline.ca

Join Us For The OASIS Conference May 2023 NIAGARA FALLS

MORE DETAILS COMING SOON!

