



OASIS

focus

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PRESIDENT'S MESSAGE



In 1957 I moved in with my Uncle and Aunt and their six year old daughter Laurie and four year old daughter Lynn, in North Toronto. Laurie had an intellectual disability. Her mother stayed at home with Laurie and did her very best to raise us all. Around 1968 it became apparent that the family had lost the capacity to continue to provide for

Laurie and she was admitted to Huronia Regional Centre in Orillia. Several years later she became attached to Simcoe Community Services in Barrie, in their Supported Independent Living Program. My Uncle and Aunt retired to Elmvale, a small town just outside of Barrie on Orr Lake, where they maintained a strong relationship with Laurie. When they passed away, I was asked by our extended family because of my early involvement with Laurie and since I had other interests in Barrie, to check in on her. I did and have never looked back. Laurie subsequently moved to Calgary, Alberta to be with her sister Lynn, around 2007.

I became President of Simcoe Community Services in Barrie and from there, I became President of Community Living Ontario. I was elected to the Board of OASIS four years ago and I am pleased and proud to serve as the President. In addition, I serve as President of Ideal Child Service Group, a not-for-profit group of day care centres in Toronto. I am past President of The Independent Financial Brokers of Canada.

I have received the Ontario Medal of Citizenship and the Community Action Award from the Lieutenant Governor of Ontario and the fifteen year pin for volunteer service from the Government of Ontario.

For recreation, I serve as President of East Side Players in Toronto (a community theatre group) where I was pleased to be part of the company that received the Theatre Ontario Award for Best Comedy for *Tartuffe* in 2008 and *Laughter on the 23rd Floor* in 2009. I trained in the Martial Arts, Matsubayashi Shorin Ryu and the use of Ancient Weapons including the sword, for twenty-five years. I was privileged to spend valuable time training with Grand Master Shoshin Nagamine in Japan, in 1995.

I live in Whitby with my wife and two Tibetan Terriers, Gibson and Jake. My daughter and son-in-law live one block over from me with my two granddaughters and my son and daughter-in-law live in Edmonton with my two grandsons.

The Barber Family motto is, "We persevere, we prevail." I bring this commitment to the Developmental Disability Sector along with my extensive business experience and I am pleased to be of service.

David Barber, OASIS President

To see a video of David highlighting the OASIS election campaign click here: <https://www.youtube.com/watch?v=oMILTYacPZc&feature=youtu.be>



UPCOMING MEETINGS

Board of Directors

June 18-19, 2014 - Hamilton

Executive Committee

August 20, 2014 - Barrie

Board of Directors

September 10-11, 2014 - Ottawa

October 29-30, 2014 - Woodstock

December 3-4, 2014 - Toronto

January 14-15, 2015 - Toronto

February 18-19, 2015 - Newmarket

April 1-2, 2015 - Beamsville

Conference

May 6-8, 2015 - Richmond Hill

IDEAS & ARTICLES ARE WELCOMED

Please contact
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OASIS BOARD OF DIRECTORS

David Barber, President

Jane Joris, Past-President

Don Seymour, Vice President

Volunteer

Michelle Marshall, Vice President

Executive Director

Sally Ginter, Treasurer

Donna Britten, Secretary

Directors:

Mal Coubrough

Wilma Arthurs

Robert Mitchell

Heather Bruce

OASIS

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.

ONTARIO GENERAL ELECTION 2014 #ENDTHEWAIT

Earlier this year OASIS enlisted the services of government and public relations firm, the Devon Group, to assist in the development of an election readiness campaign. The campaign includes the development of Key Messages that will help ensure we are speaking as One Voice.

ISSUE

ESTABLISH STABILITY: INCREASE BASE FUNDING WITH CAPITAL AND ANNUALIZED FUNDING TO RELIEVE PRESSURE

Critical investments are needed to ensure that short term needs in our sector are met. The province must commit to a capital funding investment to arrest the mounting crisis situation created by consecutive years of no additional funding to sustain existing services or even annual cost of living increases. However, one-time or ad hoc funding based on crisis alone will ensure that waiting lists continue to grow, that we all fall further behind, and the burden to taxpayers continues to skyrocket. Therefore, capital investment should complement sustained, annualized funding.

SOLUTION

- ✓ **ASK** That the allocation of \$810million for developmental services over the next three years coincides with annualized investment of an additional 2% on current base budgets to Transfer Payment agencies for 2014-15.
- ✓ **ASK** That the Minister of Finance upholds the proposed application of the \$810million investment to address growing wait-lists for services is disbursed in a manner that is most impactful for Ontario's most vulnerable.

ISSUE

ADDRESS SYSTEMIC ISSUES: LEVEL PLAYING FIELD & PREDICTABILITY

Many of our member agencies have had legislated Pay Equity (PE) commitments imposed upon them. In a frozen funding environment, services must necessarily be reduced in order to meet these legal obligations. Some organizations have deferred pay equity commitments as funding has been frozen. Others have reduced staffing levels and services. All agencies that had internal comparators met their PE obligation years ago. Agencies that were mandated to compare with salaries in the health sector have years remaining before their obligation is met. This comparison to the health sector is the issue, but the legal obligation remains.

SOLUTION

- ✓ **ASK** The province must mitigate this pressure. Make changes to the Proxy Pay Equity legislation, or amend Proxy Regulation 396/93, to allow for in-sector comparators, placing a moratorium on Proxy Pay Equity liabilities until changes are put in place, and commit to funding pay equity adjustments to completion once the changes are in place. This will prevent the loss of 3,600 full-time positions and mitigate service impacts for people with developmental disabilities and their families.

Many of our member agencies deliver transfer payments on an ad hoc annual basis. An inability to plan beyond the current year means that agencies cannot ensure cost-effective service delivery with long-term stability and planning. To provide greater flexibility in planning and the use of resources and to ensure that local agencies can stretch the value of each dollar of funding they receive, at no additional cost to the government:

- ✓ **ASK** The budget process must allow for the creation of reserves. Transfer payment agencies should have four year rolling budgets for the purpose of establishing reserves to fund capital items and major repairs, and to develop innovative, cost-effective programs in a planned manner.

ISSUE

CREATIVE SOLUTIONS: THE BRIGHTER PROSPECTS DIVESTITURE DIVIDEND

In 2011, the government sold the Rideau Regional Centre site. The Huronia Regional Centre in Orillia, and other decommissioned properties, should be divested and the proceeds reinvested as capital dollars in support of sustained annualized investments.

SOLUTION

- ✓ **ASK** The government must agree to undertake a comprehensive survey and appraisal process, and sell unused properties and assets in the sector. Treated as capital dollars, the revenue generated from these divestitures must go directly into funding reserves, to be allocated as needed, such as maintaining existing properties and relieving pressure on wait-lists.

ISSUE

HOPE: LONG TERM PLANNING FOR FAMILIES

The Government of Ontario must consider how the developmental services sector can be included within an integrated strategy to address poverty and the need for accessible and affordable housing. A majority of families with disabled children incur significant out-of-pocket expenses and as primary caregivers forego employment opportunities. Non-medical costs, such as added transportation to and from appointments or therapy, are also pervasive. These costs are magnified for parents of adults once they can no longer access the public school system.

A commitment to invest in the developmental services sector would ensure that by April 1st, 2020, every person who has a developmental disability - and their family - has access to the support they need to live free from poverty, in the community. To this end, OASIS supports the service improvement recommendations outlined in the 2012 report commissioned by the Ministry of Community and Social Services, Brighter Prospects, which reviewed social assistance in Ontario.

SOLUTION

That the government immediately begins implementation of the changes recommended in Brighter Prospects. For more information about how you can get involved and take the pledge visit our website at www.oasisonline.ca

TAKE THE BRIGHTER FUTURE PLEDGE NOW!

OASIS supports the service improvement recommendations outlined in the 2012 report commissioned by the Ministry of Community and Social Services, Brighter Prospects, which reviewed social assistance in Ontario.

We recognize that the goal of ensuring that every Ontarian with a developmental disability has access to the support they need will only be achieved through the cooperation of government, partner organizations, and individual citizens. Consequently, OASIS is asking the employees, staff, and supporters of our member organizations to be the first to take the pledge and integrate this concept into their workplace cultures and everyday lives.

OASIS plans to share the list of individuals and organizations who take this pledge with Ontario legislators and their staffs as well as other sector partners and supporters.

Take the Brighter Future Pledge now by clicking here: <http://oasisonline.ca/pledge/>



OASIS CONFERENCE 2014!

May 7-9, 2014
 London Convention Centre

Congratulations to the 2014 Conference Committee on putting together a fantastic conference - what a great experience for everyone who attended.

The 2014 OASIS Conference was held at the London Convention Centre in beautiful London, Ontario and offered a balance between rejuvenate and educate. Over 400 people participated including conference delegates, speakers, exhibitors and event staff.

New this year was the Conference App, which delegates were able to download prior to the conference, as well as the OASIS Hub, which offered an opportunity to network with colleagues, get information about membership benefits and talk with Board members.



Two Pre-Conference Workshops were available this year – Ontario Fire Code Regulation 130/13, Implications and Interpretation (SOLD OUT), and Negotiating in the Real World Scaventure.



On the evening of Wednesday, May 7th we enjoyed “A Rockin’ Good Time” hosted by League of Rock and included a buffet dinner and team building activities involving music, creativity, teamwork and fun.

Thanks to the hard working conference committee and the conference planners, eighteen concurrent workshops were presented. Len Jillard, Senior Vice President and Chief People Officer of McDonald’s Restaurants Canada opened the conference by delivering a keynote on “People- The Secret Sauce at McDonalds” where he described how McDonalds has developed a high performance culture in the workplace, and why people are the most important ingredient to an organization’s success.

The Dinner and Awards Celebration was held Thursday evening and representatives of the Ministry of Community and Social Services, including Deputy Minister, Marg Rappolt, joined in congratulating the winners of the OASIS Scholarship awards and the Annie Oliver Award for Excellence.



Meg Soper

Meg Soper capped off the conference with her closing keynote “Wit, Fit & Balance – Strategies for Success” which offered a different and hilarious perspective on dealing with the everyday stresses we face and emphasizes the fact that humour and how we communicate can play an important role in helping us lead more productive and healthier lives in an ever changing environment.

Thank you to all of the organizations that participated in the Trade Show. Without the contributions of our sponsors and trade show exhibitors the OASIS conference would not be the success it is. Event sponsors were:

- Stevenson & Hunt Insurance & Risk Management
- Blewett & Associates
- Group Health Benefit Solutions
- Fillion Wakely Thorup Angeletti LLP
- Hicks Morley
- WentWorth Financial Services
- MedPro Direct
- Rexall Specialty Pharmacy
- Graham Scott Enns LLP
- Afimac
- Auxillium Group
- Bruch Consulting
- ComVida Corporation
- Remedy’s RX



Deputy Minister,
 Marg Rappolt

ANNIE OLIVER AWARD 2014 - JUDY REID



Jane Joris and Judy Reid

Judy Reid has been an active member of OASIS as a volunteer Board member since 2004. Judy took on the role of President from 2010 to 2012 and as Past President from 2012 to 2014. She has represented the OASIS membership with a number of government officials, and on a variety of committees and focus groups. For the last five years she sat as an OASIS representative at the Provincial Network table, both as a member and as Vice Chair. Judy was also the OASIS Board liaison for the OASIS Sensory Partners group.

During this timeframe she also maintained day jobs as the Manager of Labour Force Development, and more recently, the Manager of Community Projects at the Business Education Council of Niagara, a passion she retired from in 2013.

Known for her tireless dedication to the service of others, Judy served on the Boards of Niagara Training and Employment Agency and Niagara Support Services, where she remains today.

She is forward thinking and a powerful ambassador for both the education and developmental services sectors. Judy's actions are strongly linked to her values of fairness, open communication and respect. She is authentic and genuine in her actions and how she relates to others.

Judy is a leader with incredible strength and integrity as reflected in how she interacts with all individuals she speaks with. Pairing this with her wisdom and knowledge, she is a mentor to many of us. She has an undeniable strength in her ability to always acknowledge the efforts of others and to empower those around her to be the best that they can be – even if they do not think it is possible for themselves.

Judy inspires and motivates us to achieve and exceed our goals. She is committed to the highest standard of excellence and professionalism.

Congratulations Judy.

2014 OASIS SCHOLARSHIP AWARD WINNERS



Sherry Baum

Gerry Sutton Scholarship Award - Sherry Baum, Community Living Dryden-Sioux Lookout

Sherry Baum is a highly motivated learner with the capacity to leverage her learning to the benefit of others. She has the ability to take information and skills and communicate them to others at her agency, and the sector in a way that benefits her region.

In 2008, she helped carry her organization through an amalgamation during very challenging times, and has continued to be a stabilizing influence through another recent agency change.

She is currently the Executive Director Designate at her agency, which is at the point of change in the Executive Director leadership. She is an important part of the Senior Leadership Team and a mentor to her peers, middle management and staff.

The Gerry Sutton scholarship award enables Sherry to participate in the highly acclaimed OASIS – Queen's Leadership Program.

George Braithwaite Scholarship Award - Andrew Lewis, Niagara Support Services & Niagara Training and Employment Agency

Andrew Lewis has been very busy serving as Chief Executive Officer for not one, but two developmental service agencies since 2006. He participates in numerous community committees and working groups in both the adult developmental services sector, as well as the children's services field.

Over the past number of years he has been involved with the Developmental Services Human Resources Strategy as part of the Awareness and Marketing Committee, as well as the Shared Interest Committee.

He is very aware of the challenges facing our sector as many of our senior leadership move out of the workforce over the next 5-7 years, and that those who remain will be challenged to lead and mentor the next wave of talent.

The George Braithwaite scholarship award is valued up to \$5000 and will allow Andrew to participate in the National Leadership Consortium on Developmental Disabilities' week-long Leadership Institute at the University of Delaware.



*George Braithwaite and
Andrew Lewis*



Peter Sproul and Jane Joris

OASIS President's Scholarship Award - Peter Sproul, Community Living Kingston and District

Peter assumed the position of Executive Director at his agency in 2012. He was involved in the closure of facilities and institutions, including Prince Edward Heights and Rideau Regional Centre.

He has met with investigators from the office of the Ombudsman to present ideas and perspectives related to the unmet needs in his community. He has worked hard to establish a voice at a local level and become engaged provincially to raise concerns on behalf of individuals with developmental disabilities and their families.

The OASIS President's scholarship award is valued up to \$5000. Peter will use this scholarship to participate in a conference or educational program of his choice to continue his ongoing professional development to the benefit his organization, and the developmental services sector as a whole.

Congratulations to all of this year's OASIS Scholarship winners.

For more information and applications for next year's scholarships go to <http://oasionline.ca/research-resources/scholarships/>