



# OASIS focus

A PUBLICATION OF ONTARIO AGENCIES SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS • SUMMER 2011

## PRESIDENT'S MESSAGE



On behalf of the OASIS membership I would like to congratulate Community Living Toronto, Community Living Oshawa-Clarington, Vita, New Leaf, New Visions Toronto, Mary Centre, Reena, and Surrey Place Centre on the excellent conference they organized. The topics were relevant to the transformation of the developmental services sector and highlighted many of the innovations occurring in our sector.

OASIS had the opportunity this month to make a submission on The Green Paper: Funding Ontario's Workplace Safety and Insurance System. The Funding Review asked for feedback on six key issues related to the WSIB financial situation: funding, premium rates, rate groups, employer incentives, occupational disease claims, and benefit indexation. OASIS' recommendations were as follows:

- WSIB adopt a model that requires benefit plan coverages be exhausted prior to WSIB providing payments instead of the reverse model that is currently in effect;
- WSIB should provide wage replacement and health care benefits for injured workers who have no alternative coverage;
- WSIB should not be reimbursing the Government about \$45 million for doctors' services provided to injured workers through OHIP nor pay the estimated \$100 million in hospital and other medical expenses for

injured workers that would have otherwise been covered by OHIP if their injuries had been sustained off the job rather than on;

- Eliminate the three employer incentive programs and utilize an experience rate group to save an additional \$66 million in premiums;
- Remain with the current rate structure until the UFL is eliminated and then reduce the rates at that time;
- After the UFL is funded, establish premium bands based on risk experience in the sector;
- A special fund should be created for Occupational Disease claims;
- There should only be benefit indexation if the fund is in a surplus position;
- Indexation should mirror other disability programs such as ODSP and CPP;
- Employers retain the option to opt out of WSIB.

I am also pleased to share with OASIS members that the Ministry of Transportation will be piloting Ontario Photo Cards that individuals with a developmental disability will be able to obtain without a driver's license as a form of photo ID. Gerry Sutton began working on this initiative during his tenure as President of OASIS and continued to represent OASIS while this initiative was being developed.

Deputy Minister Marg Rappolt and Assistant Deputy Minister David Carter-Whitney attended the OASIS board meeting this month in Kitchener. Member concerns regarding pay equity, base funding increases, waiting lists and the need for the 0.38% funding provided last year to continue >>

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## UPCOMING MEETINGS

### Executive Committee

August 10  
Niagara Falls

### Board of Directors

September 14-15, 2011  
Campbellford/Brighton

November 2-3, 2011  
Newmarket

December 7-8, 2011  
Toronto

IDEAS & ARTICLES ARE WELCOMED

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## OASIS BOARD OF DIRECTORS

Judy Reid, President  
Brian Young, Past President  
Jane Joris, Vice President  
Volunteer  
Ann Kenney, Vice President  
Executive Director  
Lu-Ann Cowell, Treasurer  
Donna Britten, Secretary  
Bonnie Dinning, Director at Large  
Directors:  
L. David Barber  
Mal Coubrough  
Steven Finlay  
Allan Mills  
Jocelyne Paul

## 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.

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the implementation of quality assurance measures and core competencies were highlighted.

Work is continuing on the Election Campaign Strategy with Navigator and will be released at the end of the month. I encourage OASIS members to take an active role in raising awareness during this election. OASIS will

focus on two key issues: 2% base funding increase for agencies to address pay equity and other pressures and \$60 Million to address waitlist pressures that are not urgent or crisis response.

Wishing all of you an enjoyable and safe summer.

**Judy Reid, OASIS President**

## OASIS ELECTION STRATEGY

As a community of support workers, OASIS faces a particularly timely challenge: we must ensure that Ontario's next government is both more aware of and sensitive to, the unique requirements of people with special needs. To accomplish this OASIS, with the assistance of NAVIGATOR, is launching a province-wide campaign leading up to the next provincial election.

The objectives of our campaign are simple: to raise awareness of OASIS agencies as core frontline service providers in Ontario, and to identify and bring together individuals who support a better service environment and greater opportunities for Ontarians with special needs.

Our ask is simple. OASIS is depending on Ontario's next government to invest \$60 million, along with a 2% increase to our base budget, to support program enhancement across the province. Such an investment could see 5,000 Ontarians taken off service waiting lists and ensure the best-trained staff are providing the highest quality of service.

We need your help. As part of the campaign, OASIS agencies will be asked to help bring our community of supporters together. We will be launching a campaign that uses a combination of online, social media, and traditional media tools to give voice to our issues.

As an OASIS member you will be asked to help us navigate individuals who use our services, their friends, family members, and supporters to a custom designed campaign website. Here, supporters will be able to learn more about the work our agencies do.

More importantly, through the click of a button, they can join our campaign by sharing their stories and sending a direct message to Ontario's political leaders. The site will function as a supporter-grabbing machine; encouraging visitors to take action

from the first click. Our site will act as the hub of online outreach efforts.

Supporters will be able to send pre-written letters to MPPs and editors of local newspapers. The site will include a plain language explanation of how the Ministry of Community and Social Services interfaces with the services provided by OASIS, and a "Quick Facts/Did You Know?" section through which key messages can be driven.

By using electronic media to bring our supporters together we can:

- Provide evidence to the public that OASIS is a vital community service;
- Provide evidence to government that votes can be lost if they fail to support our position;
- Work directly to distribute our message at the individual level; and
- Generate a sense of momentum in our favour.

In the days and months ahead, as we build the group of our supporters we will be asking you to join us in this online conversation. Using our custom website, Facebook page, and Twitter account OASIS will provide a variety of means for individuals who are interested in the campaign to participate and make their views known.

A special blog will be featured on the campaign website. This will serve as an opportunity to engage local agencies and supporters as creators of fresh content for visitors to our site.

Join us in our campaign. By working together, we can engage Ontarians in a meaningful conversation, expand our presence, and mobilize enthusiasm for the work that we do. Together, let's transform the way we deliver services to Ontario.



# 14TH ANNUAL OASIS CONFERENCE

The 2011 OASIS Conference was held May 11-13, 2011 at the Delta Chelsea Hotel in downtown Toronto. Hosted by Community Living Toronto, in partnership with Community Living Oshawa-Clarington, Mary Centre, New Leaf Living & Learning Together, New Visions Toronto, Reena, Surrey Place Centre, and Vita Community Living Services, the event was a culmination of more than 18 months of planning.

Wednesday kicked off with the annual golf social at the Royal Woodbine Golf Club where golfers enjoyed some of the best weather seen in recent years. Others chose the Elmwood Spa for an afternoon of relaxation, while some simply enjoyed the sights and shopping of Toronto.

After dinner on Wednesday, delegates listened to Ian Brown, Globe & Mail feature writer and author of "The Boy in the Moon", a story about his struggle to care for and understand his son Walker who was born with a rare and complex genetic disorder.



Minister Meilleur and OASIS  
President Judy Reid

Thursday's speakers included the Hon. Madeleine Meilleur, Minister of Community and Social Services who spoke about her government's commitment to our sector and her appreciation for our work. The day had started with John Agosta, Ph.D., Vice President, Human Services Research Institute talking on "Seeking a Next Generation of Support

Systems for People with Developmental Disabilities and their Families". After supper, Cindy Blackstock, Executive Director of the First Nations Child and Family Caring Society, talked about the issues of disadvantaged Aboriginal children and ended by calling on conference participants to support Jordan's Principle, a private member's bill that defines the governments' obligation to meet the needs of the child before its own funding interests.

David K. Foot, Professor Emeritus of Economics the University of Toronto, and author of Boom Bust & Echo: How to Profit from the Coming Demographic Shift and the updated paperback, Boom Bust & Echo: Profiting from the Demographic Shift in the 21st Century presented the keynote address on Friday morning, "Future Trends, Challenges and Opportunities....Change Can't be Avoided, But It Can Be Planned For and Managed". His books are based on his research on the economic impacts of demographic change and the resulting implications for both private and public policies.



The Symphonic Passion Chorus

Michael Enright (CBC Radio host) graciously acted as Master of Ceremonies on both Wednesday and Thursday evening. Entertainment included The Symphonic Passion Chorus and the option of a Movie Night featuring three short films that highlighted the accomplishments of some of the individuals supported by OASIS member agencies.

On Thursday and Friday, delegates had the opportunity to participate in more than 20 workshops covering a range of topics including: autism, person directed planning, dual diagnosis, aging, client aggression, innovative residential options, diversity, supporting individuals with sensory loss, and building community capacity to name a few. A governance stream focused on a Board's role, responsibilities and liabilities and offered a chance to talk about common issues and concerns.

In addition, over 40 sponsors and vendors, offering a wide range of services, exhibited at the tradeshow. Many have been long-time supporters of the annual conference and some were participating for the first time.



Audience Photo

# 2011 ANNIE OLIVER AWARD RECIPIENTS

## LYNN PRICE



The Award was presented posthumously to Lynn Price. Lynn worked tirelessly in the developmental sector throughout her career. She left the Ministry of Community & Social Services in 1994 to become the Chief Executive Officer of Simcoe Community Services, one of the largest organizations in Ontario providing support and services to people with special needs. Lynn provided strong leadership to Simcoe Community Services both at the services and the staffing level and always put the needs of the people supported at the forefront of all of her efforts. Lynn was seen as a leader in the field, and was often called upon to provide advice and direction to others in leadership roles across the province. She readily provided consultation and staffing resources to assist other “not for profit” agencies within Simcoe County requiring labour, management, administrative and other expertise.

## OAKVILLE FOUNDATION FOR INTELLECTUALLY HANDICAPPED PEOPLE



Since 2008, OASIS has collaborated with the Queen's School of Business to provide executive leadership training to current and potential Executive Director's from across the province. In total there have been 170 participants during the four successful programs. This Program was initiated by former OASIS President, Gerry Sutton and initial startup funds were provided from the Oakville Foundation for Intellectually Handicapped People. Not only did the Foundation contribute funds to get the first program initiated, but it has continued the funding support for all four leadership programs. Additional sponsorship and collaboration on course content was strengthened through partnering with the Ministry of Community and Social Services and OASIS. The Oakville Foundation for Intellectually Handicapped People set the course in 2008 with their support of the Queen's Leadership Program and strengthened the OASIS vision of strong, viable, accountable agencies that have the resources and professional competencies to provide quality supports and services to people with special needs.

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## BOARD MEMBER PROFILE



In this issue we are profiling OASIS Vice President Executive Director Ann Kenney who resides in Bracebridge and is the Chief Executive Officer of Community Living South Muskoka and the Bala Learning Centre. Ann is a Certified Management Accountant. Ann has been employed with Community Living South

Muskoka for twenty-one years, the first seven as Comptroller and the remaining fourteen years as Chief Executive Officer. Ann also has a child with developmental disabilities so has the perspective of service both as a provider and user.

Ann was elected to the OASIS Board of Directors in 2004. She served 4 years as Secretary and is in her 4th year as Vice President Executive Director. Ann is also the Board liaison to the OASIS Business Resource Committee and Sensory Partners and is the Chair of the Communication and Public Relations Strategies Committee.

The Developmental Services Sector is at an important and critical juncture point. Ann believes that agencies must prepare themselves for transformation and can no longer deliver services that are based on the current way we do business. We must listen to the individuals and their families and offer services based on what they want and need. We must become customer focused and provide quality services that families will want to purchase in the future. We must work with the Ministry to create flexible, sustainable, accountable agencies.



# INNOVATIONS

## KW HABILITATION SERVICES DEVELOPS NEW POSITION TO HELP SUPPORT PEOPLE WHEN MOVING TO LONG TERM CARE



At the OASIS Conference in May, the Ontario Partnership on Aging and Developmental Disabilities (OPADD) led a session entitled Aging & Developmental Disabilities: From Local Models to Provincial Strategies. The presentation was facilitated by OASIS members Terry Elliott (Mary Centre) and Sandy Stemp (Reena) along with Sandra Bricker (Toronto Network of Specialized Care), Lorrain Jelly (Coleman Care Centre & Elizabeth Lusk (Seniors Health Research Transfer Network).

There are many seniors with a developmental disability whose support needs have increased due to issues related to aging. Agencies face the option of increased cost of supports, often in absence of health-funded services onsite, or transitioning the person, sometimes unsuccessfully, to a long term care facility.

Kitchener-Waterloo Habilitation Services (KWHS) is one agency that has taken the initiative to create a local model to facilitate successful transitions to long term care.

In the fall of 2009, KWHS developed the Long Term Care Liaison (LTCL) position by adapting the mandate of one of their full-time Supported Independent Living Counsellors. The liaison visits people who may need to move to a long term care facility, before the time of the move. The supported person visits long term care facilities with the LTCL to introduce the concept and to aide in the eventual transition. The transition can begin more slowly to avoid the shock of a sudden move faced by many seniors.

The LTCL continues to visit the person after their move to help them understand and explore their new environment. In addition they assist the employees at the long term care facility to better understand and support the person, recognizing their strengths, uniqueness, and methods of communication.

To further ease the transition, the LTCL will support the person's existing community involvement such as day supports to assist in maintaining their level of activity in the community and to problem solve as challenges arise.

The transition can be stressful for families as well, so the LTCL supports the family in dealing with government



Matthew (centre) continues to maintain old friendships after his move to long term care. John (left), Bob (KWHS ) in the back, John (right)

agencies, health care providers and other services.

Recognizing the importance of aligning resources strategically with our aging population, KWHS Executive Director, Ann Bilodeau responded, "KWHS is excited to continue supporting the people we know and to simultaneously realize the goal of increased capacity."

OASIS Board member, Donna Britten, has recently accepted the role of OPADD representative, ensuring that your board remains actively engaged in the important issues related to continuity of appropriate supports for aging adults with developmental disabilities.



# EMPLOYEE BENEFIT PLANS

FOR NOT-FOR-PROFIT COMMUNITY BASED ORGANIZATIONS

## AFFORDABLE BENEFITS WITH YOU IN MIND.

OASSIS is an association plan and has been providing Employee Benefit Plans across Canada since 1990 with an exceptional history of stable rates and excellent customer services for our members.

OASSIS helps you attract and retain qualified employees, creating a secure work environment.

We offer benefits to not-for-profit organizations of all sizes and to full time, part time, and contract employees.

OASSIS is a not-for-profit organization and serves the not-for-profit community exclusively.

We set our rates to cover claims and administrative costs only. At the end of the year, any surplus that we have goes right back into the plan. We are not a broker and do not charge commissions, resulting in greater savings for you.

Our Industry Specialists are: Green Shield for health & dental, SSQ for life insurance, short and long term disability, Shepell fgi for EAP.

Our Associations and Partners are: OCSA, In Kind Canada, OACAO, Volunteer Alberta, and Capacity Builders.

## OASSIS Employee Benefits

*New Plan Designs available as of June 1, 2011*

We would like to tell you that we can now offer greater choice and flexibility on our employee benefit plans.

- Optional Short & Long Term Disability Modules
- Optional Employee Assistance Program (EAP)
- Health & Dental Plans available to suit all types of organizations from 70% to 100% coverage
- New Enhanced Plus Plan has 100% prescription coverage

As a Not-for-Profit organization ourselves, OASSIS is committed to providing access to affordable, comprehensive employee benefits for community-based organizations.

If you would like to hear more about our;

- affordable range of plans,
- services,
- stable rate history, and
- how you can obtain a free quote, visit our website [www.oassisplan.com](http://www.oassisplan.com)

Please contact me, at **1-888-233-5580 ext 4** or email at **[fdemintich@oassisplan.com](mailto:fdemintich@oassisplan.com)**

Thank you for your interest in OASSIS.

Kindest regards,

Flora de Mintich  
Director of Sales & Marketing

Request a free on-line quote  
**[www.oassisplan.com](http://www.oassisplan.com)**

I encourage you to compare and save.