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## PUPATELLO HIGHLIGHTS CHALLENGES

The Honourable Sandra Pupatello highlighted the 2004 OASIS conference in an open and frank discussion with OASIS conference participants.

Accompanied by MCSS Deputy Minister, Kevin Costante, the 'fireside chat' was based on Pupatello's keynote address in which she noted that every single transfer dollar spent needs to have results. In particular it was noted that there will be struggles ahead due to the deficit.

Pupatello committed to 'ask' for advice from OASIS member agencies in order to ensure that the strategies being identified by Queen's Park

are consistent with the identified needs of transfer payment agencies and individuals requiring support and service.

Moreover, Pupatello noted that there will be a continued commitment to protect the most vulnerable.

The Minister highlighted many of the same concerns of OASIS member agencies. Pupatello highlighted her understanding of the issues by referencing two personal stories about the transition from high school and the worry of seniors about the future of the children with developmental challenges.

## PRESIDENT'S MESSAGE

The act of starting my first message to you is humbling and serves to remind me of the trust you have bestowed in your Board and the energy required of all of us, if we are to achieve our goals.

Permit me first to express my appreciation to Paul Wilson for his hard work and leadership over many years but most particularly over his term as President. He has served this sector well. On your behalf, I thank him.

(Continued on page 2)



**GEORGE BRAITHWAITE,  
 PRESIDENT, OASIS**

**PRESIDENT'S MESSAGE (CONTINUED FROM PAGE 1)**

Secondly, let us all reflect upon the highly successful AGM in North Bay. Those of you, who were able to attend, were no doubt impressed with the excellent organization of the conference and interesting variety of good speakers and presentations. Your investment in time and money was amply rewarded. Every AGM organization committee is faced with at least three challenges; to achieve success, to leave an impression of substance and somehow be different and "outdo" the last "crew". From my perspective North Bay and its partners achieved great success. These are talented folks! Many thanks.

Your Board of Directors has three new members; namely Ann Kenney ED, from Community Living South Muskoka, Gerald Sutton, CL Oakville and Brian Young, Simcoe Community Services, Barrie. They bring experience, ideas and the freshening influence of their energy and determination to move the "yard sticks" forward.

What about OASIS and its future? I expect OASIS will continue to do what it does best, i.e. supporting member agencies in their struggle to provide quality services for people with intellectual disabilities. You can be sure that OASIS will be persistent in keeping Government and the Ministry focused upon the effects of inflation and rising costs upon agency base budgets, the dilution of our workforce from the effects of uncompetitive salaries and inadequate training and, our chronic inability to serve the people who vainly await services that are out of reach until a family crisis strikes. We will collaborate with our partners in an effort to ensure Ontario meets its responsibilities to our people.

There is much more that preoccupies my thoughts. I am honoured to be elected as the President of OASIS and grateful for the confidence you have placed in your Board of Directors.

George Braithwaite, President

Upcoming  
OASIS Board  
Meetings

June 24, 25  
Cambridge

Sept. 23, 24  
Collingwood

Dec. 2, 3  
Toronto

Feb. 24, 25  
Ottawa

May 4  
pre-AGM  
Oakville

**2004/2005 OASIS BOARD OF DIRECTORS  
(AND OFFICERS)**

PRESIDENT	George Braithwaite	OCAPDD
PAST-PRESIDENT	Paul Wilson	Community Living Brant
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Director	Denis McClelland	Elgin Association for Community Living
Director	Brian Young	Simcoe Community Services

## 2004 OASIS CONFERENCE & AGM

### *CATCH THE DREAM CARRY THE VISION*

From the moment that the opening ceremonies began, the 2004 OASIS conference hosted by North Bay inspired participants to “*catch the dream, carry the vision*”.

And what a beginning! Combining the rich heritage of the Nipissing area with the inspiration and commitment of OASIS forefathers, participants were awestruck by a dramatic monologue that highlighted the natural link between the dream of the area’s earliest settlers and OASIS.



*Actors Jeffrey Reynolds, Jeremy Cormier, Lindsay Cote and OASIS Past Presidents Annie Oliver, Sue Dolan and Paul Wilson.*

Here’s an excerpt from the opening drama created by Laura Pierce, Mattawa Association for Community Living and directed by Jose Touzin ---

“We had a community of agencies....people of like minds that wanted to accomplish something.

We had unity....we all agreed we needed each other ---

We had endurance and a willingness to commit ourselves to the long haul...sometimes this was a huge task ---

The 2005 OASIS Conference will be hosted by member agencies in Halton.

“Working Together” has been chosen as the 2005 conference theme.

Mark your calendars now for May 4-6, 2005.

The conference committee will include OASIS members CL North Halton, CL Oakville and Burlington Association for the Intellectually Handicapped and Oaklands.

Our dream, was for a provincial organization that recognized and valued the diversity of its members....”



Capped off by the young children dressed as early settlers handing a ‘dream catcher’ to each and every participant that had

been personally made by Beatrice Nahwegabow, the program inspired from beginning to end with participants carrying the vision on their journey home.

### VIC FEDELI PROVIDES 2004 KEYNOTE

Vic Fedeli is truly an inspiration. The 2004 OASIS conference organizing committee sought out just the right person to not only welcome all the delegates to North Bay but to also provide an all inspiring keynote address for the conference.

Fedeli described his life journey in seeking a 20/20 vision on life’s issues. Delegates were encouraged to reframe issues and to look for solutions using out of the box thinking. This life theory can be applied to our careers and the issues faced each and every day.

## MCSS FIRESIDE CHAT



OASIS inquired about an increase in the ODSP.

At the conference no assurances were given although it was indicated that an increase was being given active consideration.

Since that time the Ontario budget has been announced.

An increase in the ODSP of 3% was part of the budget announced on May 18th, 2004.

Hosted by Keith Hudson, the annual OASIS conference fireside chat was once again a conference highlight. The Honourable Sandra Pupatello, Minister of Community and Social Services was accompanied by MCSS Deputy Minister Kevin Costante.

The following is a synopsis of the questions posed and the responses:

1. Capital funding distributions pitted organization against each other. Would MCSS be open to local suggestions of other methods to determine fund distributions?

The Minister noted that the process has to be fair and equitable. The advice of OASIS would be helpful in hearing of ways to determine distributions.

2. There has been no increase in base budgets in 14 years. Will your government commit to an increase?

The Minister noted that the money is not there to be able to support an increase to base budgets.

3. MCSS has committed to the process of deinstitutionalization? Is MCSS looking at maintaining smaller centres?

The Minister noted that MCSS is looking at the concept of keeping small centres open for high needs individuals however there is a need to have a plan going forward.

4. Will OASIS agency members be able to count on year 4 of the 5 year commitment for revitalization?

The Minister noted that there is need to work on how the money is best spent in year 4 as there is no firm plan to date.

5. Transportation for individuals to access services is an issue especially in smaller communities. In addition funding for transportation has been removed from budgets. Are you looking at this issue?

The Minister noted that there needs to be dialogue with Municipal Affairs. MCSS can commit to building awareness of this issue and linking to other Ministries.

Annie Oliver  
Award's  
Namesake

Annie Oliver was the first President of OASIS. Annie took the leadership position of a new, fledgling organization.

She helped create, from 6 organizations, an organization of 92 members in less than six years.

She is a lady who had a vision, and used her intelligence, organizational skills and humour to steer OASIS's development. She is an example to all of us and an ambassador of good will for OASIS.

## ANNIE OLIVER AWARD

### GORDON ANTON - 1ST RECIPIENT

The 2004 recipient of the Annie Oliver Award, Gordon Anton, came to Collingwood Community Living, now known as E3 Community Services Inc., in 1987.

Gordon's strong leadership has been the basis of continuous growth and development, for E3 in particular, and for the developmental service sector.

Gordon and his board drafted a discussion paper called "Federation in Conflict" in 1994 that was instrumental in the formation of OASIS. Gordon also provided invaluable leadership for OASIS. In addition, Gord led OASIS into the high tech world to ensure continued communication between members.

The Annie Oliver Award is designed to honour an individual or organization that demonstrates excellence, innovation and leadership in the developmental services sector; an example to others through high administrative processes; and, through a combination of perseverance, determination and positive attitude, has assisted OASIS in meeting its Mission Statement.

In announcing Gordon Anton as the 1st recipient of the award, Annie Oliver noted that she "could not think of anyone more deserving of recognition for his efforts on behalf of OASIS and the Developmental Services field in general".



*Gordon Anton, 1st Recipient of the Annie Oliver Award*

## HUDSON HONOURED BY THE HONORABLE SANDRA PUPATELLO AT OASIS CONFERENCE

The Honourable Sandra Pupatello, Minister of Community and Social Services



presented Keith Hudson with a special citation from the Premier of Ontario, Dalton McGuinty, in honour of Keith's leadership and service to the field of developmental services during his career and in recognition of his impending retirement after 35 years in this sector.

In presenting the citation to Keith, the Minister highlighted Keith's commitment, understanding and knowledge of the issues in the field and noted that Keith had always presented important issues to the Ministry in a fair and diligent manner.

## Try Us On!

For those member agencies who were not represented at the conference, resources will be made available for you.

Thanks are extended to Norfolk Association for Community Living for guidance and administration of the project; and to Cambridge Association for the Mentally Handicapped for providing the video locations and individuals who spoke about the excitement of their career.

Thanks is also extended to HRDC for funding the project.

**TRY US ON RECRUITMENT TOOLS**

**D**uring the past year, OASIS has provided the leadership, through their workplan, for an HRDC funded project aimed at exploring recruitment and retention issues for member agencies.

The 2004 OASIS conference provided the opportunity to discuss the findings of the project as well as the opportunity to unveil the tools that were developed for OASIS member agencies.

The research completed by the project team of Jane Neath and Andy Newbery noted that in times of greater uncertainty in economic conditions, people are looking for the sure thing in a job. This is important because our field can offer relative stability.

Further the research noted that students do not have an understanding of the necessary qualifications to enter our field. This provides member agencies with an opportunity to influence occupational choice by informing people about the qualifications and skills needed.

In addition, it was determined that we need to communicate the excitement and challenge of a career in developmental services. We can and should target this message in our communications.

An analysis of student choices in colleges and universities in Ontario noted that there are adequate potential candidates enrolled in related courses. However the number enrolled in the north and east exceed expectations while in the west, the potential candidates are less than expectations. Therefore promotional initiatives will be of particular value in the western part of the province.



Which leads to the need for tools to assist OASIS member agencies and hence the development of *TRY US ON!*

*Try Us On* is the theme for a short CD that can be distributed by member agencies to describe the excitement and challenge of a career in our field in addition to the skills and qualifications needed. The CD will also be available through the OASIS website. A poster and bookmark has also been produced for distribution by member agencies.

The project has produced a best practices booklet entitled *Finders Keepers* which outlines the research findings, data concerning post secondary choices, labour market gaps, and best practices used in member agencies or elsewhere.

Some ideas identified as ways to use the materials included guidance offices, community, college and university career offices; college prep programs; summer and HRDC employment offices; libraries; community service TV and day care centres. Most important - *TRY US ON!*

## LET'S TALK ABOUT MONEY

Paul Barton has worked in the financial services industry since 1977. He is the author of the book "Let's Talk...about Money" and co-author of "Let's Talk...about Mastermind Teams."

Paul has appeared on phone-in radio programs, and was recently a guest on T.V.

Ontario's program Planet Parent. Paul writes a weekly column for the North Bay newspaper on the topic of the role money plays in our life.

**P**aul Barton created a very interactive session concerning whether money controls an individual or whether as an individual you control money?



Some of Barton's insights included whether the quality of life has more to do with what one removes than what one adds? He noted that a lot of energy is drained in our efforts to keep everyone happy and in our efforts to be everything to everybody. Barton told a personal story to illustrate this point. Rather than adding a new opportunity for community service to the other obligations that he had, he looked at all of his commitments and prioritized the most important, removing those of least importance at that time in his life.

Participants at the 2004 OASIS conference took part in Barton's exercises concerning stress and thinking outside the box. For instance participants were asked to consider "I feel stress when ---". For many participants there seemed to be relief just in telling someone else about situations that were stressful.

Barton also noted that 'Out of the Box' thinking helps people reframe situations and to consider new opportunities. Working in groups, participants were asked to list as many ways as possible that a computer mouse pad could be used. The most unusual use - a mat for practicing golf strokes? The purpose of this exercise was to reframe one's thoughts if in a stressful situation.

Last but not least Barton asked participants to consider their passion and what you could do to turn your passion into money. What a mixture - from travel to writing the ideas for turning one's passion into profit were endless. Most importantly, Barton created a connection with participants and the session was very lively.

## Barton's Keys to Prosperity

1. Begin with an 'attitude of gratitude'.
2. Make a decision that you are deserving of money, prosperity and abundance.
3. Forgive yourself for past financial mistakes or indiscretions.
4. Forgive others who have wronged you financially.
5. Be impeccable in your financial affairs.
6. Put money in its proper perspective.
7. Communicate with your partner and family about money.
8. Write down your dreams, goals, and objectives.
9. Commit to learning and following basic financial principles.
10. Develop daily money routines.
11. Have adequate insurance.
12. Meet with a licensed financial planner.

Barton's observations -- it does not matter if you do not take action, the dream alone will help you in your journey. However, if you can dream about it, you can do it!

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Paul Barton can be contacted at [www.talkaboutmoney.com](http://www.talkaboutmoney.com)

## ACCREDITATION IDENTIFIES SERVICE QUALITY, EFFICIENCIES AND ACCOUNTABILITY

**H**osted by Don Seymour, the 2004 OASIS conference session on accreditation provided participants with an overview of the process and personal experiences of how accreditation had impacted agencies.

Bill Allerton, Executive Director of Accreditation Ontario was joined by Brian Davies and Jennifer Kielty of FOCUS on Accreditation and Catherine Davidson of CARF for the panel discussion.



Allerton outlined types of personal outcome measures used to assess service quality for people of all ages through **Accreditation Ontario**.

In addition to the desire to improve the quality of services, Allerton noted that the accreditation process can also be effective in identifying organizational effectiveness. Further, organization survival, a statement of organizational competency and a way to demonstrate agency accountability to funders and/or government.

Brian Davies and Jennifer Kielty note that **FOCUS on Accreditation** is a new accreditation organization that has been developed in Ontario, with input from people in the developmental services sector. The goal was to provide another choice for accreditation in the developmental services sector, by developing an accreditation system that recognizes quality agencies support outcomes for individuals, organizational performance and community development.

FOCUS has developed an accreditation system that is tailored to the unique needs of Ontarians. The accreditation process FOCUS employs can be tailored to agencies of all sizes and budgets, and addresses common barriers organizations face when preparing for accreditation. It has been established to assist organizations to improve services and to provide external validation on the quality of services being offered.



**CARF Canada** is a private, not-for-profit international standards setting and accrediting body. Catherine Davidson

notes that "CARF's success is due greatly to the employment of the "person-centric approach" which focuses on the consumer and is the nucleus of accreditation values."

Davidson notes that CARF's standards strengthen business practices and service delivery at the front line, and they focus an organization's attention on the measurement of outcomes. The organization's outcomes are those which it defines itself, because they are meaningful within their particular context. CARF accreditation does not involve assessing the quality of the outcomes.

The panel provided a 'wealth' of information on accreditation for participants and their organizations.

*References: Accreditation Ontario's publications; CARF and FOCUS information.*

Check Us Out

OASIS website  
www.oasisonline.ca  
OASIS e mail  
oasis@oasisonline.ca

OASIS mission:

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.

FOCUS is published quarterly by Ontario Agencies Supporting Individuals with Special Needs

Ideas and articles are welcomed for FOCUS. Contact the Editorial Committee.

Look for the next issue of FOCUS in the fall of 2004