2015 ANNUAL REPORT
Enhancing lives...
Board of Directors

Executive Committee

Ruth Wilcock
Executive Director of OBIA
Barbara Claiman
President of the Board, Ex-Officio of all Committees
Sabrina Chagani
Vice-President, Human Resources Committee, Quality Improvement Planning Committee
Brad Borkwood
Treasurer, Finance Committee
Dr. Debby Vigoda
Corporate Secretary, Finance Committee

Directors

Alice Bellavance
Human Resources Committee, Quality Improvement Planning Committee
Dr. Sheila Bennett
Government Relations Committee
Wendy Charbonneau
OBIA Advisory Council Co-Chair, Nominating Committee
Mary Lou Dalaire
OBIA Advisory Council Representative, Nominating Committee
Maria Hundeck
Government Relations Committee, Nominating Committee, Quality Improvement Planning Committee
Nancy Nicholson
Finance Committee, Government Relations Committee
Veronica Pepper
Nominating Committee, Quality Improvement Planning Committee
Tim Slykhuis
OBIA Advisory Council Representative, Quality Improvement Planning Committee
Dr. Mary-Ellen Thompson
OBIA Advisory Council Co-Chair, Government Relations Committee
Hazel Wood
Fund Development Committee

The 2014-2015 year has been another very positive one for OBIA and the Board of Directors with continued success in the achievement of our mission and strategic goals.

The OBIA Board of Directors, as a governance board, sets policy direction and oversees the overall operations of OBIA. The Board, comprised of fourteen members, all bring various and unique perspectives. The compilation of the Board includes professionals whose background is in rehabilitation, finance, health services and those with lived experience of ABI. Each board representative brings their own unique perspective and provides a wide knowledge base for decision making.

I am pleased to share with you some of the highlights of the Board activities of the past year. In November 2014, the Board elected its Executive with Barbara Claiman (President), Sabrina Chagani (Vice-President), Brad Borkwood (Treasurer) and Dr. Debby Vigoda (Secretary).

Numerous board committees such as the Finance Committee, Quality Improvement Planning Committee, Nominating Committee and Human Resources Committee amongst others, were very active and met throughout the year. For example, in March and April, three new board members were recruited, interviewed and selected by the Nominating Committee. Specifics regarding the new board members will be presented as part of the Nominating Committee Report. Additionally, a subcommittee was formed by the Board to review the first concussion journal, Current Research: Concussion. Upon the committee’s recommendation OBIA is now officially recognized as a supporting organization of the journal. The first two issues of the journal have been distributed to OBIA’s membership.

From a financial perspective, the Multi-Sector Service Accountability Agreement was signed by the Board between the LHIN and OBIA, assuring OBIA of its funding for the Peer Support Program through 2017. The 2014-2015 year end financials were reviewed by the Board of Directors and I am pleased to share that it was once again in the black. An audit was also performed by Grant Thornton LLP in April 2015 in preparation for this AGM.

As part of the Board’s due diligence, several Board Policies were reviewed and amended; as an example, Board Code of Conduct, Conflict of Interest, etc. Additionally, By-Laws were reviewed and amended for approval at the AGM.

The Board’s relationship to the Executive Director of the organization is crucial as the Executive Director is the primary link between the Board and the rest of the organization, but also carries out important governance functions in partnership with the Board. The Executive Director’s Performance Appraisal was carried out with excellent results. Thank you to the Human Resources Committee, particularly Sabrina Chagani for disseminating and summarizing the input of the board members regarding the Executive Director’s Performance Appraisal. Eighty percent of the board members responded to the questionnaire and the results indicated a very high level of satisfaction with Ruth Wilcock’s performance in her role as Executive Director. All were in agreement that Ruth is a strong leader who is highly collaborative and an extremely effective community partner. She is trusted and respected in the ABI community and viewed as the “face of OBIA.” Certainly, over her years as Executive Director she has raised OBIA’s profile provincially and with her team has developed and delivered numerous new initiatives, programs and services.

As you know, OBIA maintains an ongoing commitment to continuous quality improvement and facilitating the development of an organization-wide culture of quality, by systematically assessing and evaluating the quality of programs and services for efficiency, effectiveness and stakeholder satisfaction. To that end information is collected, analyzed and summarized on a Balanced Scorecard that has been developed and approved by the Board of Directors for use throughout the organization. The Balanced Scorecard will be in full use by the end of March 2016.

It has truly been a privilege and honour for me to serve as President of OBIA. I want to thank every member of the Board of Directors who continuously give of their time and knowledge, participating in making OBIA such an active and meaningful organization. It goes without saying that I also want to express my deep appreciation and thanks to Ruth Wilcock, our Executive Director and all the OBIA staff for their exceptional hard work and dedication that make OBIA the vibrant and exemplary provincial association that it is.

Respectfully submitted,
Barbara Claiman
President

BARRA CLAICIAN
BOARD PRESIDENT
As an organization, OBIA continues to grow and flourish and I count it a privilege to be part of. It is almost two years since our strategic plan was developed and it continues to propel us forward in carrying out our mission of enhancing the lives of those living with acquired brain injury (ABI) through education, awareness and support. I will give a brief overview of our work this year, however, further details can be found throughout this report.

Education
OBIA continues to be a leader in providing education to professionals working in home and community-based rehabilitation. Our post-secondary training programs held in collaboration with Brock University continue to be in high demand, with almost 200 people attending our courses this year alone. Additionally, numerous Brain Basics Training Programs were held with 289 healthcare workers and caregivers being educated about ABI. We are also pleased that an additional 140 people took our Brain Basics eLearning Training Program. However, our educational component is not limited to our training programs. We had the opportunity to educate nurses, social workers, teachers, long-term care workers and case managers on brain injury at various conferences and in-service presentations.

This past year we also collaborated with some new partners in providing education through various conferences, including: Thomson Rogers, Back to School Conference: Emerging Technology and Its Impact on Rehab; AssessMed Conference: Neuropsychological Validity Testing and MRI Appointments; Brain Injury Diagnostics: What’s New and What You Need to Know.

The underpinning principle is genuine compassion and caring which fuels all the work that OBIA engages in. This is where our strength lies. One could argue this should be a given in any organization whose goal is to support people. Unfortunately, this is not always the case. Neither an organization, nor its staff, can make an impact on the people we serve unless we genuinely continue to foster and develop a culture of care and compassion. It is through this lens of caring and compassion that enables OBIA to continually make a difference in the lives of those living with brain injury.

In addition to training programs and conferences, OBIA also produced educational materials on concussions in response to numerous requests for information on this specific issue.

We now have two concussion booklets, one for adults and one for children and youth which are available in hardcopy or electronic format.

Awareness
In June, OBIA and its affiliated community brain injury associations continued to promote the D.O.N.T. - Drive Only Never Text public awareness campaign to alert people to the dangers of texting and driving. We were pleased to have the Ministry of Transportation as one of our sponsors. The campaign was aimed at all drivers regardless of age. Close to 350 public service announcements were aired in 5 different areas of the province. Additionally, the campaign’s promotional item was a thumb ring with the inscription D.O.N.T. to remind people to stop and think before they pick up the phone to text while driving.

Direct support to individuals and families with lived experience remains at the heart of our organization. This year OBIA launched two new initiatives in the area of support.

OBIA continues to engage and participate in activities and committees that bring awareness to the needs of those living with brain injury. Some examples included: Strategic Team Grant in Applied Injury Research (STAIR) Community Advisory Committee, Task Force Committee (Parachute Canada), the Law Commission of Ontario, Expert Consensus Panel on Clinical Practice Guidelines for the Rehabilitation of Adults with Moderate to Severe Brain Injury, Home and Community Care Review Expert Group, Caregiver Coalition and PAAC on SEAC.

In conclusion, I want to convey that all of the great work that is being accomplished at OBIA is a result of a strong team effort. I am very fortunate to work with such a wonderful staff team and want to express my appreciation to all of the staff for their hard work, loyalty and dedication to OBIA and those we serve. A special thanks to Tammy Dumas (Associate Director), Gail Coupland (Financial Controller-retired), Ad Lewis (Financial Controller) Terry Bartol (Administrative Services Coordinator) Kimberly Butcher (Communications and Program Assistant), Diane Dakiv (Training and Administrative Assistant), Tanya Jewell (CEO Advocacy Specialist), Katie Muihrhead (Advocacy Specialist), Jennifer Norquay (Special Projects Assistant), Steve Noyes (T.I. Consultant) Carla Thoms (Support Services Specialist) for all of their expertise, compassion and caring.

I would also like to thank the Board of Directors for their dedication, passion and expertise they bring to the organization. The Board truly functions as a cohesive team and I am privileged to work with them.

Respectfully submitted,
Ruth Wilcock
Executive Director.

Continuing our advocacy efforts, OBIA continues to work on building a strong provincial network with our 21 affiliated community brain injury associations and I am pleased to report that we have disseminated over $231,000 to those associations who participated in various events and programs. Additionally, OBIA offers assistance with board governance, strategic planning and general support as needed.

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Respectfully submitted,
Ruth Wilcock
Executive Director.
QUALITY IMPROVEMENT PLANNING COMMITTEE REPORT

Committee members: Alice Bellavance, Sabrina Chagani, Barbara Claiman, Maria Hundeck

The Quality Improvement Planning (QIP) committee held its inaugural meeting on March 11, 2015. The QIP committee was developed to meet the requirements of the Hamilton Niagara Haldimand Brant Local Health Integration Network (HNHB LHIN). The Terms of Reference (TOR) were drafted at the meeting and approved at the OBIA Board of Directors meeting held May 3, 2015. A draft of the 2015-2016 Quality Plan was also drafted at the initial meeting and approved at the May 3, 2015 Board of Directors meeting.

As per the TOR, the duties and responsibilities of the QIP committee is to monitor the progress of OBIA’s strategic plan through continuous monitoring of performance and outcomes. Other responsibilities can be identified and mandated by the Board of Directors. The 2015-2016 Quality Plan identifies the primary objectives and includes:

- Increasing the effectiveness of the services that OBIA delivers
- Expanding access to OBIA's programs and services
- Ensuring that all OBIA support services are delivered within a risk managed, person centred framework

The 2015-2016 Plan also specifically identifies the 2015-2016 Peer Support Program Quality Plan as it is funded by the HNHB LHIN and subsequently will adhere to the quality measurements according to the Ontario Health Quality Council and the Accountability Agreement between OBIA and the HNHB LHIN. Subsequent objectives will be set at the first meeting following OBIA’s Annual General Meeting.

Moving forward the QIP Committee will meet consistently to continue to monitor the 2015-2016 Quality Improvement Plan.

Respectfully submitted,

Veronica Pepper
Committee Chair

NOMINATING COMMITTEE REPORT

Committee members: Barbara Claiman, Wendy Charbonneau, Mary Lou Dalaine, Maria Hundeck, Veronica Pepper, Ruth Wilcock

The maximum number of Board members as determined by the By-Laws is 22, including OAC members. At this time, the Board of Directors has 14 members and four (4) of those members are non-voting OAC members. Each year the Nominating Committee reviews the compilation of the board. The Nominating Committee found that a few significant geographic areas of Ontario were left unrepresented and OBIA’s mandate requires that we have Board representatives from across the province. As well, the committee observed that there were some gaps in the Board’s areas of expertise; such as legal, public relations and advocacy.

Advertising, recruitment, interviewing and selection took place during the months of March and April 2015. We were very fortunate to recruit three new board candidates, Suzanne Amodeo, Roger Foisy and Jane Grech.

Suzanne Amodeo
- Case manager for 27 years, served on the National Case Management Network
- Paralegal student graduating September 2016
- Received the OBIA Fellowship Award in 2010 for her dedication to the organization including promotion of the Brain Basics Training Program and various fund development activities

Roger Foisy
- Lawyer practicing personal injury law for the past 15 years with focus on mild and moderate brain injuries
- Served on various Board committees and assisted with various legal issues
- Participated in lifelong learning opportunities regarding ABI through education and networking, which includes completing all 5 OBIA training programs

Jane Grech
- Has 20 years working with people with ABI
- Has experience as the manager of a case management organization

We’re confident that their contributions to the Board will be invaluable, offering a broad perspective with a wealth of knowledge on many issues. In addition, the Board Executive elected to have Alice Bellavance return to the Board of Directors after a five year absence. Her return ensures that not only is Northern Ontario well represented but also that the Board and OBIA are able to once again benefit from her extensive knowledge, expertise and leadership. Again, I would like to thank the Board Nominating Committee for their careful deliberation on the skill sets required of a new board member and to the recruitment and selection of several new Directors.

Respectfully submitted,

Barbara Claiman
Committee Chair
The OBIA Advisory Council (OAC) is comprised of two representatives from each of the 21 community brain injury associations across the province. The Executive Committee represents members of the OAC as non-voting members on the OBIA Board of Directors.

The OAC met 5 times this year. Under the affiliation agreements signed by the individual associations and OBIA, all associations are to have representation at each of the meetings either in person or by webcast. As networking is key to sharing, we encourage attendance in person whenever possible.

We were fortunate to have guest speakers at three of the meetings. Special thanks to the following:

- Kaitlyn MacDonell, a lawyer from Howie Sacks and Henry and OAC representative for BIA Peterborough Region spoke on: “Using Social Media: Risk Management”
- Barbara Baptiste, Rehabilitation Management Inc. spoke on: “Life Care Planning: The Value of Provincial ABI Data”
- Linda Marshall, Marshall Connects facilitated a workshop on the “25 Fundraising Habits of Successful Boards”

Members of the OAC were also asked to serve on committees for the Provincial Conference being held in November 2015 as well as the Brain Injury Awareness Month Committee.

In January, Rob Gilmour and Jared Kaminsky from Student CarShare facilitated a valuable workshop for the OAC on “Key Messaging” for Brain Injury Awareness Month 2015 and the importance of a uniform message across the province. The OAC agreed with the BIAM Committee that OBIA would take the lead in preparing materials and media releases with respect to Brain Injury Awareness Month 2015.

Caring and sharing can only bring awareness to the need for services for ABI survivors, their families and caregivers. On behalf of the OAC Executive Committee I would like to thank the membership for their support and look forward to working with you in the coming year.

Respectfully submitted,
Wendy Charbonneau
OAC Co-Chair

Committee members:
Wendy Charbonneau
Mary Lou Dalaire
Tim Slykhuis
Dr. Mary-Ellen Thompson
Ruth Wilcock

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Respectfully submitted,
Wendy Charbonneau
OAC Co-Chair

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Respectfully submitted,
Wendy Charbonneau
OAC Co-Chair
DELIVERING ABI EDUCATION

OBIA offered the following training programs in brain injury and community-based rehabilitation. These programs were offered in class and online during the 2014-2015 fiscal year:

- Neurorehabilitation: Assisting Recovery in Everyday Life Following Brain Injury (Level 1)
- Children and Youth with Acquired Brain Injury (Level 1)
- Neurobehavioural Disorders: Their Origin, Nature and Rehabilitation (Level 2)
- Community-Based Brain Basics Training Program
- eLearning Brain Basics Training Program

606 ATTENDED OBIA TRAINING PROGRAMS
While much of 2014 was spent planning our 2015 Provincial Acquired Brain Injury Conference, we also had the opportunity to participate in and collaborate on the following educational workshops:

**Brain Injury Diagnostics: What’s New & What You Need to Know.**
In June and October, we hosted conferences in collaboration with MRI Appointments and 2 affiliated community brain injury associations (Brain Injury Association of London Region and Brain Injury Association of Peel-Halton). Guest speakers included Dr. Yin-Hui Siow and Dr. Donald Lee.

**Neuropsychological Validity Testing**
In September we partnered with AssessMed on a workshop covering neuropsychological testing, concussion and legal issues. Guest speakers included Dr. Kurzman and Dr. Young.

**Back to School: Emerging Technology & Its Impact on Rehabilitation**
At the Thomson Rogers annual Back to School conference in September we launched the Inaugural Awards of Excellence in Brain Injury Rehabilitation. Featured speakers included Dr. Mikulis, Dr. Jha, Dr. Edwards, Deidre Sperry, Dr. Velikonja and Dr. Rumney along with a panel discussion on Technology & The Digital World with rehabilitation providers across the ABI spectrum participating.

We are grateful to MRI Appointments, AssessMed and Thomson Rogers for their generosity and leadership in ABI education.

In response to the growing need for information about concussion, OBIA developed these Adult and Children and Youth concussion booklets which are now being distributed across the province.

The OBIA Parent Advocacy Infographic was created to help educate and empower parents to advocate for their children's success in school.

**NEW RESOURCES**

**CONSCUSSION BOOKLETS**

**PARENT ADVOCACY INFOGRAPHIC**

**EDUCATION**

**AWARENESS**

**SUPPORT**

**OVER 350 PEOPLE TRAINED IN ABI**
In line with OBIA’s strategic priorities to heighten awareness of acquired brain injury and to develop a unified provincial voice for ABI, OBIA takes a very active role in community initiatives, events and provincial committees.

Some of the activities we participated in throughout the year:

- Strategic Team Grant in Applied Injury Research (STAIR) Community Advisory Committee
- Provincial Parent Association Advisory Committee on Special Education Advisory Committees (PAAC on SEAC)
- Law Commission of Ontario: RDSP Consent and Capacity Focus Group
- Expert Consensus Panel for Clinical Practice Guidelines for the Rehabilitation of Adults with Moderate to Severe Brain Injury: A project of ONF and the Institute for Excellence in Quebec
- The Caregiver Coalition
- Home and Community Care Review Expert
- Scholastic Reintegration Project: Ontario Neurotrauma Foundation
- International Concussion Summit
- CAST Canada Grounding Trauma Conference
- Parachute Canada Task Force Committee

In 2014, OBIA and participating Community Brain Injury Associations continued to promote the D.O.N.T. campaign for Brain Injury Awareness Month to help reduce brain injuries caused by automobile collisions as the result of distracted driving. The campaign ran from June to September and featured print and digital media ads, local community events and a radio campaign with a 30 second public service announcement that ran in markets across Ontario.

In our efforts to represent the best interests of people who live with the effects of brain injury, ongoing community engagement plays a significant role. This year, through the rapid growth of our online (digital) communities (Facebook, Twitter) and the creation of a new YouTube account, we continue to expand our reach within Ontario and beyond.

OBIA is pleased to have launched a new initiative this year to ensure that families have timely access to information and support. We are grateful for the opportunity to partner with Dayla Maisey B.Sc and Dr. David Y. Hwang MD in the dissemination of this new guide to trauma centres in Ontario.

Drivers aged 30 - 39 are most likely to be distracted by cell phones prior to crashes.
CAPACITY BUILDING & AFFILIATE SUPPORT

We are continually inspired by the work done in communities across the province by our 21 affiliated community brain injury associations.

Helping community brain injury associations to continue their work of supporting people living with brain injuries in their communities, is an important strategic priority for OBIA. This year, through shared activities and joint provincial programs, we are pleased to have been able to disseminate over $231,000 to our affiliated community brain injury associations. Capacity building and affiliate support activities included:

- OBIA Advisory Council (OAC) meetings and workshops
- Board governance training and support
- Strategic planning workshops
- Participation in locally organized conferences and events
- Coordination and administration of the provincial Brain Injury Awareness Month campaign

Every year OBIA offers scholarships to staff, board members and volunteers of affiliated community brain injury associations. The purpose of the scholarship program is to build capacity within our affiliates. In 2014, over $7,300 in scholarships were granted by OBIA to affiliated community brain injury associations.

OBIA’s Jane Hayman Scholarship Program

Over 2500 hours of support delivered

88% increase in quality of life for Partners

100% of both Mentors and Partners said they would refer the Peer Support Program to others

93% increase in acquired brain injury knowledge for Mentors

PEER SUPPORT PROGRAM

This year saw the continued growth of our provincial Peer Support Program. With two additional affiliated community brain injury associations joining us to deliver the program in their communities (Brain Injury Association of Niagara and Brain Injury Association of North Bay and Area) the program is now being offered through 14 brain injury associations in Ontario, resulting in an 18% increase in program participants.

“One of the most satisfying and rewarding volunteer programs that I have been involved with. It has afforded me the opportunity to provide support to caregivers, who like myself have struggled through the many faces of brain injury.”
~ 2014 Mentor

“My experience has been eye opening and invaluable. After years of trying to figure it out on my own, it has been invaluable to speak with someone regularly who understands what I am going through, and I can talk openly with.”
~ 2014 Partner

“With great pleasure that the BIAPR celebrates six successive years of membership on the OAC. As the Four Counties Brain Injury Association had been a strong partner in OAC establishment, BIAPR picked up a new role. We have appreciated the forum to share, to learn and to grow as a province-wide voice advocating for individuals with ABI and their care partners. We sincerely look forward to ongoing collaborations.”
Brain Injury Association of Peterborough Region - Executive Director

“It is with great pleasure that the BIAPR celebrates six successive years of membership on the OAC. Their workshops on Governance and Strategic Planning have been informative, enlightening and energizing.”
Brain Injury Association of York Region - Board Chair

EDUCATION

AWARENESS

SUPPORT
As a mother of five I did not know that OBIA existed or what it was prior to May 2011. Until this time I was not familiar with the words Acquired Brain Injury. After events that changed my family’s life, the word OBIA is now a familiar and normal household word. This organization has been a place I turn to for support and advice, information about various medical supports and advocacy in the school. Someone is always there to offer suggestions and help our family understand what is happening to one of my children. Last but not least they support, inspire and encourage my child to keep going and be the best he can be with new tools and new supports in his changed life.

~ Debbie, a mother and caregiver whose son sustained a brain injury at the age of 12

Close to 1600 hours in advocacy and support services were provided to individuals and families who contacted OBIA on the toll free Support Line.

“I first contacted OBIA for help and support in 2010. I am still confident knowing that I can call the OBIA support line for information and support and they will respond to me with patience. They take the time to listen to me and to help me... they help put my disorder into order.”

~ Tim

For over twenty years OBIA has been collecting data on people living with ABI in Ontario. In order to accurately reflect what ABI looks like in Ontario, we moved the OBIA Research Questionnaire online to increase participation in our research project.

In 2014-2015, over 73% of first time OBIA Research Questionnaire respondents requested to complete the questionnaire online.

This year, we deeply acknowledge the passing of Paula Cassin, one of Headway Homes earliest champions and advocates. Paula, the Executive Director of ABI Possibilities (Toronto) worked tirelessly alongside Jean Vandenberg and others toward the development of a residential facility in Niagara for individuals in a slow to recover state. While the facility did not come to be, Paula’s legacy to individuals living with acquired brain injury remains strong in the Headway Homes Endowment Fund of the Niagara Community Foundation.

It is our sincere pleasure to manage this fund every year and to be involved with families trying to improve the quality of life of their loved ones living with brain injury.

In response to needs recognized by OBIA and identified by the community, OBIA announced the expansion of our Support Services into North Eastern Ontario this year.

Through a two-year pilot project, based out of North Bay, OBIA is now able to provide enhanced advocacy and support services to people living with the effects of acquired brain injury in North Eastern Ontario.

We are delighted to welcome Tanya Jewell of North Bay to our team and to the role of North Eastern Ontario Advocacy Specialist. We look forward to reporting on the successful impact of this program at the end of 2015.

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## Statement of Financial Position

### Assets

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<thead>
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### Liabilities

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### Net Assets

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<td>Net Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted net assets</td>
<td>$94,899</td>
<td>$98,352</td>
</tr>
<tr>
<td>Net assets invested in capital</td>
<td>779,856</td>
<td>745,588</td>
</tr>
<tr>
<td>Internally restricted funds (Schedule 1)</td>
<td>874,755</td>
<td>844,635</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td>$1,284,138</td>
<td>$1,173,532</td>
</tr>
</tbody>
</table>

## Revenues

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants, one source projects</td>
<td>$328,214</td>
<td>$328,781</td>
</tr>
<tr>
<td>Fee for service</td>
<td>263,137</td>
<td>263,137</td>
</tr>
<tr>
<td>Other grants</td>
<td>2,593</td>
<td>2,770</td>
</tr>
<tr>
<td>Donations and events</td>
<td>193,871</td>
<td>484,678</td>
</tr>
<tr>
<td>Memberships</td>
<td>43,230</td>
<td>41,020</td>
</tr>
<tr>
<td>Training programs</td>
<td>215,046</td>
<td>273,150</td>
</tr>
<tr>
<td>Fundraising - break open ticket lotteries (Schedule 2)</td>
<td>83,942</td>
<td>101,296</td>
</tr>
<tr>
<td>OBIA Review</td>
<td>72,150</td>
<td>69,075</td>
</tr>
<tr>
<td>Sales</td>
<td>4,953</td>
<td>2,029</td>
</tr>
<tr>
<td>Investment and miscellaneous</td>
<td>47,588</td>
<td>40,385</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td>$1,254,724</td>
<td>$1,606,321</td>
</tr>
</tbody>
</table>

## Expenses

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages and benefits</td>
<td>486,378</td>
<td>488,277</td>
</tr>
<tr>
<td>Consulting</td>
<td>13,332</td>
<td>21,995</td>
</tr>
<tr>
<td>Fund development activities</td>
<td>112,838</td>
<td>360,068</td>
</tr>
<tr>
<td>Travel</td>
<td>21,144</td>
<td>10,629</td>
</tr>
<tr>
<td>Public education and promotion</td>
<td>15,560</td>
<td>1,069</td>
</tr>
<tr>
<td>Training programs</td>
<td>90,328</td>
<td>159,438</td>
</tr>
<tr>
<td>OBIA Review</td>
<td>31,505</td>
<td>36,780</td>
</tr>
<tr>
<td>One source projects</td>
<td>328,215</td>
<td>328,781</td>
</tr>
<tr>
<td>Communications</td>
<td>3,562</td>
<td>3,745</td>
</tr>
<tr>
<td>Occupancy</td>
<td>46,681</td>
<td>46,048</td>
</tr>
<tr>
<td>Office</td>
<td>21,614</td>
<td>31,549</td>
</tr>
<tr>
<td>Professional fees</td>
<td>6,667</td>
<td>6,538</td>
</tr>
<tr>
<td>Support of organizations</td>
<td>40,566</td>
<td>36,506</td>
</tr>
<tr>
<td>Resource sales</td>
<td>2,200</td>
<td>2,049</td>
</tr>
<tr>
<td>Amortization of discount on accrued pay equity</td>
<td>3,319</td>
<td>3,391</td>
</tr>
<tr>
<td>Amortization</td>
<td>695</td>
<td>174</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$1,224,604</td>
<td>$1,537,037</td>
</tr>
</tbody>
</table>

### Excess of Revenues over Expenses for the Year

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excess of revenues over expenses for the year</td>
<td>$30,120</td>
<td>$69,284</td>
</tr>
</tbody>
</table>

**NOTE:** The financial information has been extracted from the 2014-2015 Audited Financial Statement completed by Grant Thornton LLP. Complete details of the Auditor's Report are available upon request.
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- Mary Anderson
- Rush Arcon
- Joan Armstrong
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- Guloo Austin
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- Lauren Kooistra
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- Hitam Lad
- Ollyod Larn
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- Heath Simlar
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- Josio’s
- Richmond Hill
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- Acelor Mittal Dofasco
A very special thank you to all of the individuals who so generously donated their time, compassion and expertise to OBIA this year. We simply couldn’t do it without you.

Thank you to the following organizations for generously donating the proceeds of their 2014 conferences to OBIA.

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DMA Rehabilitation