



Association
of Registered
Interior Designers
of Ontario

2018

Annual Report



Caitlin Turner, ARIDO; Danielle Leon, ARIDO. HOK.

“

This moment is not only historic for ARIDO, but for the greater profession of Interior Design.



It's hard to believe a year has passed; I feel like only months ago I was visiting Ottawa and accepting my new role as President. It has truly been an experience and honour to serve as ARIDO's President for the past twelve months and within a time of historic and positive change for our profession.

Although professionalization has been our focus for the past two years, the organization did not forget the many other pillars of our strategic plan and our daily operations that continue to sustain us. Our communications team and committee worked on both internal and external communications to ensure our members and the public were informed, while the professional development committee worked to address the needs of members and intricacies of learning.

A 13% increase in membership attests to the hard work of the membership committee, board, and staff to address the needs of Registered members, students and Interns. The Intern Task Force responded to the concerns of Intern members, who vocalized a need for mentorship, and the importance of valuable work experience in a competitive market. Many Registered members have graciously offered to donate their time to mentor an intern, demonstrating our strong commitment to our profession.

Our year could not be summed up without mentioning the achievements we have made toward professionalization, including the historic vote on June 18th. Before the vote, the Board of Management and ARIDO staff engaged members through a variety of tools and media. The resolution in favour of professionalization demonstrated our dedication to years of legislative work, a passion for our chosen profession, and mindfulness for change.

This moment is not only historic for ARIDO, but for the greater profession of Interior Design. At the 2018 CIDQ conference, we answered many questions on the partnership and regulation within the Architects Act with our OAA counterparts, which demonstrated that ARIDO is influencing the future of Interior Design throughout North America.

I want to thank the ARIDO members for their support, passion, and engagement this year, and for making my presidency one of the most memorable professional achievements of my career. I am proud to have influenced Interior Design history and to have worked alongside many dedicated volunteers on the Board and Committees. My time has strengthened my belief in ARIDO, and its importance in the viability of my career. As an active and long-standing volunteer in the design community, there is no other role I can take on that will equal my time as President.

I thank my colleagues on the ARIDO Board of Management for their support, focus and dedication, and my staff at SLC designs, and now X-Design for their understanding and patience during my year as President. In addition, I want to thank ARIDO Executive Director Sharon Portelli. To be alongside such a strong woman in business, who has passion for a profession that she doesn't practice but supports wholeheartedly, has been an honour.

Sheri Crawford

2018/2019 ARIDO President

PRESIDENT'S MESSAGE



ARIDO will be just as responsible for ensuring the protection and promotion of public interest by fulfilling our role within this regulatory model.



It has been an exciting time to rejoin the ARIDO Board of Management, in particular in the role as President-elect. I enjoyed my past involvement on the ARIDO Board during 2011-2013 and at this time in ARIDO's history I feel honoured to have joined my colleagues to help shape the future of the profession.

As work between ARIDO and the OAA continued in 2018, the ARIDO Board and staff have worked hard to represent the profession in Ontario at the joint table. Representing your competencies, training and qualifications as specialists in interior environments has been relevant in our discussions on protecting and defining the important scope of work you are qualified to carry out.

2018 brought a very important Special Meeting vote by the membership in June. Following the recommendation and declaration of support by the Attorney General to move regulation of the profession forward, we the membership found ourselves coming together to determine our future as a collective group of professionals. The ARIDO Board and staff were encouraged to see many members across the province engage with us on this particular initiative; and witnessing the majority of support to move the vote forward in the Direct Regulation Model was truly an inspiring and historic moment.

Following the 2018 Special Meeting vote and taking direction from the membership, the Board continued negotiations on behalf of the membership to implement the OAA Direct Regulation Model. This remained a priority for the 2018 operational year and upon entering the President-elect role in spring 2018, I took my place at the ARIDO/OAA Joint Task Force table.

Over the past year, both organizations have met with the new Attorney General to keep the Ministry apprised and updated on progress. ARIDO and the OAA have been working diligently to develop a package for presentation to the current Attorney General with a goal of presenting this by early spring 2019. The package will focus on relaying the intent of the model, as ratified by our collective organizations, and ensure the Attorney General is aware of the intricate model our organizations have designed jointly.

Once the Attorney General reviews and signs off, the real work begins. Next steps will focus on working with the OAA and Ontario government to begin drafting the required amendments to the Architects Act in order to implement the model in Ontario. ARIDO and the OAA are encouraged at the possibility of seeing these amendments to the Architect's Act reviewed and put through by the government within the 2019 operational year. Once amendments to the Act pass, our transition into the new regulatory model will begin. We remain committed to keeping the membership informed as the process continues.

Alongside this work, the ARIDO Board of Management and staff will also need to define and build the vision for ARIDO within this new regulatory framework. ARIDO's current role related to qualifying the profession remains a core focus for our organization within the model moving forward. At the forefront of that focus will be public interest and ensuring that interior designers who obtain a licence to practice the newly restricted scope within regulated buildings in Ontario have met the qualifications for Registered membership with ARIDO.

In order for ARIDO to have a successful partnership with the OAA within this model, our focus and organizational strategy will need to embody that of a regulatory body. Although in this model the majority of enforcement and compliance activities will fall under the OAA's role via the Architect's Act, ARIDO will be just as responsible for ensuring the protection and promotion of public interest by fulfilling our role within this regulatory model.

Within the new 2019/2020 Strategic Plan, ARIDO has identified a new Pillar, Provincial Advocacy. Promotion of public interest will include a greater provincial voice for interior design in Ontario. With the implementation of this new regulatory model, changes to the Architect's Act will impact one's ability to promote the offering of interior design services publicly, the actual practice of interior design in regulated buildings, and a seal issued by the OAA will be the stamp required within Ontario for permit for large and complex buildings.

While ARIDO soft launched a province-wide public education and awareness campaign in fall 2018, our work in delineating between qualified interior designers and those who are no longer able to practice in a regulated building will be a major public awareness undertaking for both ARIDO and the OAA. Our work in this area will also require a strong campaign to assist the public in understanding what is encompassed in the newly regulated scope of work, and the paramount value and competencies that only the qualified profession provides to the construction and design industry.

While we move forward with our next steps in 2019, I encourage all ARIDO members to get involved. It is such an exciting time to be part of the organization. Join your colleagues in moving our profession forward, share first hand knowledge of all that ARIDO does for you, and be part of shaping your future and that of the industry.

Lucia De Biasio
2019/2020 ARIDO President



The ARIDO staff remain committed to our mandate of supporting the organization as it moves forward over the next year.



Since joining ARIDO in 2011, it has been exciting to see ARIDO grow throughout the years. Upon my arrival, ARIDO had two dedicated full time staff: myself and the Manager, Membership. Serving the largest province of Interior Designers, roughly 55% percent of the profession in Canada, our capacity to support the membership while fulfilling our regulatory duties was a challenge. Today, after several years of growth, ARIDO now has seven employees to support the organization and carry out daily operations. This increased staff complement has enabled us to build various new tools for our membership, including the Best Practices Tool Series which includes free interior design contracts, a primer on practitioner rights related to WSIB, and support on mitigating risk management through professional liability insurance. In March 2019, a new Construction Lien Act and Prompt Payment primer will be released to assist members navigating through their rights and best practices related to existing and evolving legislation.

The 2018/2019 Strategic Plan included a focus on increased public education and awareness as a priority for ARIDO. In order to support this priority, ARIDO hired a communications staff lead to support both our internal and external communications. Executing improved monthly newsletters, emails, social media, and maintaining the ARIDO website for streamlined communications now has a dedicated individual to keep the membership informed. This new resource also supports our external facing initiatives such as updating BLOG//ARIDO by showcasing member projects, design of public facing ads through various publications, working directly with our external communications consultant RAMP, and re-launching the ARIDO brand's presence within the public realm to rebuild awareness of qualified interior designers in Ontario.

With a regulatory future in mind, in 2017 we identified a need to structure our internal resources in a way that clearly separated operations that support the profession from those protecting the public interest. Separating these functions internally ensured that supporting the profession and helping members maintain their compliance is not in conflict with the primary focus of regulating the profession in the public's interest. This internal and operational shift has helped ARIDO prepare for the next steps with the Direct Regulation Model.

This operational strategy ensured that regulatory functions such Professional Development compliance, complaints and discipline, and enforcement of our Titles Act, Bill Pr6, are led by staff who are not involved with member support functions such as recommending PD activities for compliance, membership retention and recruitment strategies, ARIDO Chapter support, NCIDQ Exam support, and student scholarships, to name a few.

As work progresses with the ARIDO/OAA Direct Regulation Model, next steps will be the development of ARIDO's role within that model. The operational functions and daily duties carried out by staff will need to support ARIDO's role in the model as we continue to be the lead for qualifying individuals for Registered membership, and soon, for licensing requirements in Ontario. Over the next year, the Board of Management will develop this vision for ARIDO in the future and its expanding role within the new regulatory model.

We anticipate that further growth of staffing will be required in order to meet an increase of new membership applicants who will now need to become licensed in order to practice within the soon-to-be regulated scope of interior design. In order to fulfill our role effectively, ARIDO will need to ensure that our operational capacity is capable of responding in a timely manner to new applicants as well as to the OAA. The model will see an increased partnership and collaboration between ARIDO and the OAA as it relates to ensuring that the public is protected throughout the qualifying of competent practitioners.

The ARIDO staff remains committed to our mandate of supporting the organization as it moves forward over the next year. We are constantly inspired by the professionalism and technical speciality the interior design profession and ARIDO members embody. We look forward to continuing to support ARIDO members and fulfilling the organization's regulatory responsibilities throughout the year to come.

Executive Director and Registrar

Sharon Portelli, CAE

ARIDO STAFF

Executive Assistant

Irma Kemp

Membership Coordinator

Maya Vnukovsky

Regulatory Coordinator

Jose Tanabe

Communications Coordinator

Ali Moenck

Manager, Accounting

Harrison Zhang

Manager, Membership

TBA

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ARIDO STRATEGIC PLAN AND PRIORITIES

In March 2018, ARIDO released an updated strategic plan that prioritized continuity, building the ARIDO membership, and advocating strongly on behalf of the interior design profession in Ontario.

The Strategic Plan served as the road-map for the ARIDO Board and staff, and provided staff clear direction on goals and targets for the year. The ARIDO Board of Management presents its report on the organization's success in meeting the targets outlined in the 2018/2019 plan.

Within the Strategic Plan, there are four key pillars:

1. Communications,
2. Membership,
3. Professional Development, and
4. Professionalization.



1. COMMUNICATIONS PILLAR

Strategic goal: To maintain an effective, ongoing communication program so that internal and external stakeholders understand why ARIDO exists and the value it offers.

2018 ACCOMPLISHMENTS:

ARIDO maintained engagement of the Communications Committee, which continues to advise Ramp, our Communication Specialist, the ARIDO Board, and Communications Coordinator on staff regarding communication initiatives.

As part of ARIDO's Strategic Plan, we are committed to building public awareness in Ontario on behalf of the profession. ARIDO developed and launched [BLOG//ARIDO](#) as a public facing platform that would showcase the latest work by members in order to educate the public on the scope of interior design. Showcasing member projects helps ARIDO to distinguish the full competency, scope of work and technical skill set that can only be offered by qualified interior designers.

In an effort to improve ARIDO's brand exposure in the public realm, ARIDO launched a [public awareness campaign](#) starting with ads in Metrolinx's ONtheGO monthly magazine, the most read commuter magazine in Canada. The ad was published in 120,000 copies of the magazine with an expected reach of 324,000 readers. The campaign was also visible throughout Toronto's PATH network, at screens in Richmond Adelaide Centre, Toronto Exchange Tower, First Canadian Place, RBC Plaza, with 11,160 impressions, as well as 82 screens at International newsstands for 50 locations in the PATH and 32 screens in major GTA malls.

ARIDO continued the campaign with ads in RENO&DECOR's December/January and February/March issues, as well as the annual Ontario Design Trade Sourcebook, both published by Homes Publishing Group. A newly struck partnership with Homes Publishing Group provided access to this ad space on a regular basis.

In September, ARIDO used a new platform to design and create email communications, in order to send provincial communications with an updated look and feel. ARIDO sent 167 email newsletters to members in 2018, which includes provincial and chapter communications. Social media, via Facebook, Twitter and Instagram, was employed more often as another method of keeping in contact with members, showcasing their work, and reminding them about the benefits of membership.

A specific Instagram account was created to complement the blog posts and boost the profile of BLOG//ARIDO, which has steadily gained followers during the last quarter of 2018.



2. MEMBERSHIP PILLAR

Strategic goal: To have an ongoing membership recruitment and retention program that engages current and prospective members, leading to a net 2.5% growth by March 31, 2019.

2018 ACCOMPLISHMENTS

In 2018 ARIDO continued to offer and develop value-added member programs. ARIDO began building its next series of Best Practices tools in late 2018. Slated for release in early 2019, the Construction Lien Act Tool will help ARIDO members understand their rights and navigate through new legislative amendments.

ARIDO continued to leverage its chapters and support their work to connect ARIDO members in their local regions. Moreover, the 2018 ARIDO AGM took place in Ottawa, and engaged the local Eastern Ontario Chapter of members.

In Fall 2018, ARIDO's Intern Committee launched the ARIDO Mentorship Program in concert with staff, which focuses on connecting Interns with Registered members for mentorship and career guidance.

ARIDO launched the province-wide Career Express Student Committee with a focus on offering events to help students and recent grads from all recognized schools across Ontario build skills to help them stand out to potential employers. These events include portfolio preparation and review events, networking, and panel discussions. ARIDO continued to offer its Norma Ruth Ridley and CTI Scholarships as support for ARIDO student members. \$5,600 was raised for the CTI Scholarship in 2018. ARIDO also launched a new scholarship, the Gary Hewson Scholarship in memoriam of a Past ARIDO President, which awards students from each of the recognized schools a ticket to the ARIDO Awards Gala.

ARIDO continued its school visits in spring and fall 2018 where it connects and engages with its student members from all over Ontario.

ARIDO entered into a provincial partnership with PROLINK Insurance to offer all members access to insurance plans, such as Professional Liability, Home, and Auto Group Insurance.

COMPLAINTS AND DISCIPLINE

In 2018, ARIDO had no active disciplinary complaints.

INTERN COMPETENCIES REVIEW SYSTEM (ICRS)

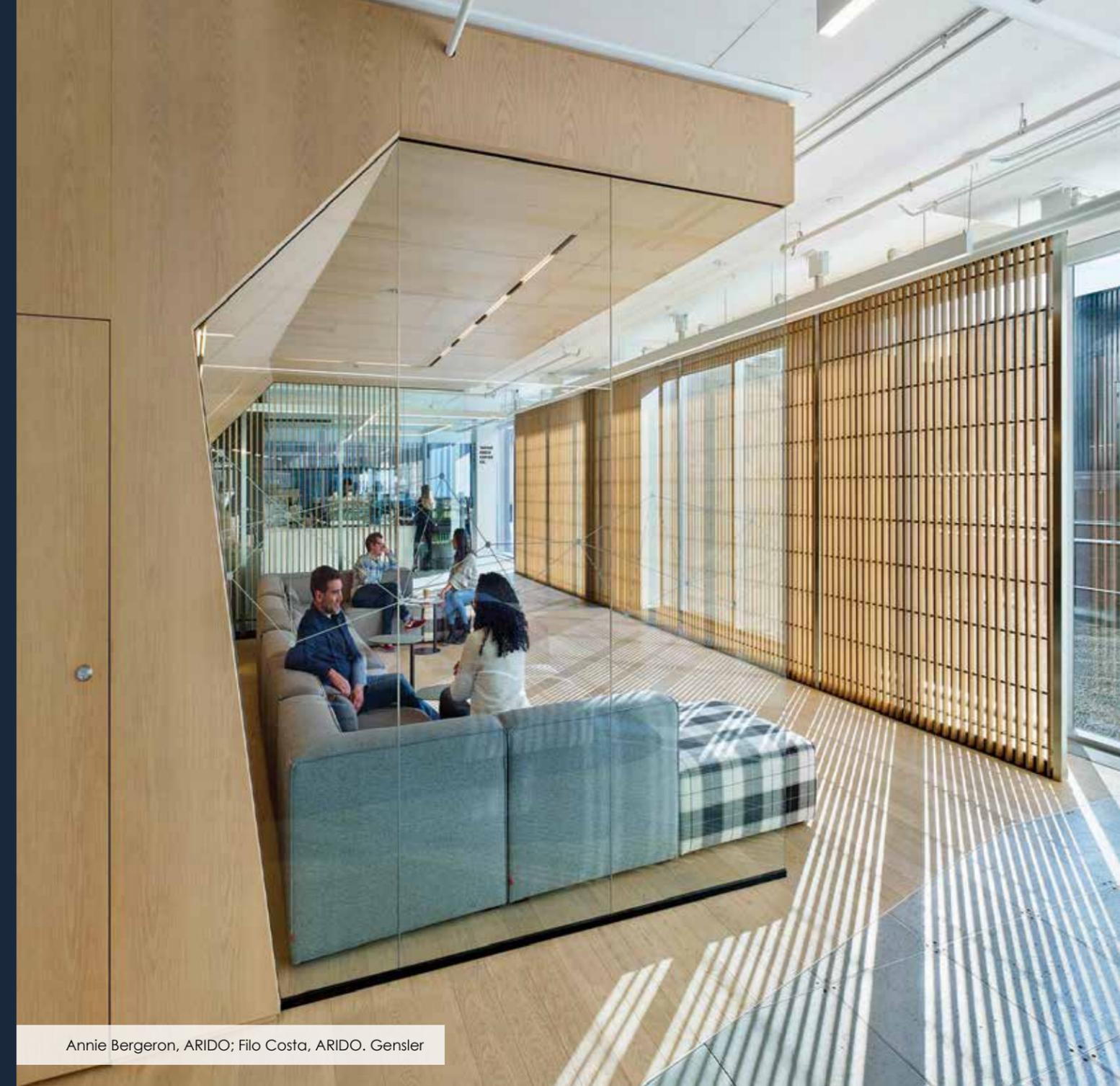
During the 2018 year, ARIDO had 180 individuals inquire about the ICRS process and how to join as an Intern. ICRS provides non-traditional and foreign-trained interior design practitioners a competency assessment option for those individuals who do not meet the minimum education requirement for Intern Membership.

In 2018, 21 applicants were assessed as follows:

- 15 applicants received "Competencies Fully Met"
- 3 applicants received "Competencies Partially Met"
- 3 applicants received "Competencies Not Met"

TYPE OF APPLICATION

- 68% of applicants were foreign-trained or internationally-educated
- 32% of applicants had taken some other form of non-accredited education



Annie Bergeron, ARIDO; Filo Costa, ARIDO. Gensler

EDUCATION COMPLETED

- 42% of applicants had a Bachelor's degree (3 or 4 year)
- 16% of applicants had completed an Interior Design education program
- 32% of applicants had completed education programs in Canada

RELEVANT WORK EXPERIENCE

- 84% of applicants had 2 or more years of relevant work experience
- 58% of applicants had 5 or more years of relevant work experience

This demonstrates ICRS continues to be an important pathway to membership for foreign trained and non-traditional interior design practitioners.

3. PROFESSIONAL DEVELOPMENT PILLAR

Strategic goal: By June 30, 2019, have a successful and effective Professional Development program where ARIDO members are compliant with their PD requirements as a result of ensuring members understand the requirement, are supported, and have the tools for reporting.

2018 ACCOMPLISHMENTS:

ARIDO supported its chapters and their CEU opportunities in all regions across Ontario. Connecting our chapters with CEU providers and providing members with opportunities for learning through our current Industry Partner offerings increased for 2018.

ARIDO also worked with Industry Partners to ensure any education offered to the membership was quality content, which members had identified was relevant to them.

In October 2018, ARIDO, in consultation with IDC and IDCEC, lifted the requirement for ARIDO members to mandatorily report their Professional Development activities in the IDCEC system. After intensive deliberations, the ARIDO Board made the difficult decision to not be part of the IDCEC reporting system after being informed that Ontario/ARIDO would now have to pay dues to IDCEC. This information came to light in the fall of 2018, while ARIDO's fiscal year is January 1 to December 31. As in past years, at ARIDO's AGM held on March 29, 2018 ARIDO members voted in favor of the 2018 budget presented during the meeting. Unfortunately, this expense was not known or anticipated at that time and therefore was not included in our 2018 budget.

As a result, ARIDO did not pay these new dues to IDCEC which resulted in ARIDO losing access to this mechanism of monitoring member's transcripts or compliance. The two year Professional Development cycle, and requirements for the July 1, 2017 to June 30, 2019 cycle remain a requirement for members to maintain their membership. ARIDO will audit a random percentage of our members to ensure their compliance with the current PD requirements at the end of the cycle in June 2019. Those members who are randomly selected for an audit will be contacted and provided instructions on how to furnish proof of their compliance directly to ARIDO.

In order to provide members with a reporting platform and to ensure ARIDO has full access to members' compliance, ARIDO is working towards a new reporting platform for the next PD reporting cycle slated to begin July 1, 2019, at which point all ARIDO members will have access for reporting purposes.



4. PROFESSIONALIZATION PILLAR

Strategic goal: That Professionalization of the profession of Interior Design results in recognition and standing of Interior Design in Ontario, the Scope of Practice is recognized for its important role in the construction and design industry and that those who are qualified and committed to professionalism can practice the scope of work in the province.

2018 ACCOMPLISHMENTS:

Following the November 2017 Professionalization poll that was issued to membership, the ARIDO Board continued its efforts with the OAA as proposed by the provincial government. 92.1% of members who responded found the member meetings useful in understanding the proposed models, and the overall response agreed that ARIDO should continue discussions with the Ontario Association of Architects.

Therefore, ARIDO maintained its participation on the ARIDO/OAA Joint Task Force, continuing the collaborative work with the OAA. The Task Force continued to be counselled by Pathways Group, an Ontario Building Code Consultant, and a legal professional. ARIDO also maintained a Professionalization Task Force that was mandated at the 2017 ARIDO AGM and they continued to be an advisory group to the ARIDO Representatives on the Joint Task Force.

In January 2018, two proposed models were presented to the Attorney General in an effort to gauge direction and feedback from government. In March 2018, the Attorney General responded in writing to both ARIDO and the OAA to advise on its support for the Direct Regulation Model.

The ARIDO Board released several joint communications between ARIDO and the OAA on the progress of the discussions to keep the ARIDO membership informed. Following direction from the Attorney General, a Special Meeting of Members was scheduled for June 18, 2018 to provide members with an opportunity to indicate their position on the model selected. Leading up to the member meeting, ARIDO and the OAA released a Joint Discussion document outlining the model selected by the Attorney General. Staff led several Round Table meetings in regions across Ontario and webinars to ensure members were informed of the details of the model.

Resources were created and released to the membership including an infographic on the proposed regulated scope of interior design and a Joint ARIDO/OAA video panel presentation.

On June 18, 2018, a motion was presented to the membership requesting approval for ARIDO to negotiate an agreement with the OAA wherein the scope of practice for interior design is protected and regulated within the Architect's Act consistent with Model #1. The Special Members Meeting carried an affirmative vote for the motion as presented.

On June 20, 2018, the OAA took the vote for the Direct Regulation Model to the OAA Council and received an affirmative vote to move the Model forward.

Throughout fall 2018, the ARIDO/OAA Joint Task Force continued its work to define the Direct Regulation Model in greater detail, in order to move forward with government.

In November 2018, ARIDO and the OAA were asked to speak at the annual Council for Interior Design Qualification conference in Nashville, TN on the Direct Regulation Model currently being pursued in Ontario.





Annie Bergeron, ARIDO; Jessica Baird, ARIDO. Gensler.

ADVOCATING ON BEHALF OF THE PROFESSION

RFPs EXCLUDING ARIDO MEMBERS



In 2018, ARIDO responded to 5 RFPs that mandated an Architect as Prime Consultant. These RFPs excluded the profession from the opportunity to bid on those projects in Ontario.

103 CEASE AND DESIST LETTERS



ARIDO sent 103 Cease and Desist letters in 2018. A full-time staff member is in place as a dedicated resource for title protection. The challenge that ARIDO is facing currently, is identifying mailing addresses for individuals who have misused the title Interior Designer.

With online channels and social media as the primary marketing tools for businesses today, it is becoming increasingly difficult to track down mailing addresses for the legal delivery of Cease and Desist letters.

PROTECTING THE TITLE INTERIOR DESIGNER



In 2017, the Canadian Decorators' Association or CDECA legally changed its name to Decorators and Designers Association of Canada (DDA).

This change blurs the lines between the distinct scopes of work for both decorating and interior design. In 2018, ARIDO continued to engage its legal counsel to assess the risks and impact it will have on the profession in Ontario. Counsel also worked on relaying proposed changes to the DDA to ensure the protected title "Interior Designer" was not misused.

In 2018, ARIDO released a new Strategic Plan to serve as direction for the Board and staff related to priorities. The Strategic Plan enabled us to carve out a path for operations, revenue targets and expenses moving forward.

In order to meet the goals of that plan, the Board appointed a Finance Committee to work closely with the VP, Finance in matters related to financial objectives.

OPERATIONAL EFFICIENCIES

One of the first tasks undertaken by the Finance Committee was a thorough review of the existing volunteer and staff expense policy. Providing additional structure and clarity around eligible expenses will allow ARIDO to better manage its finances while ensuring that volunteers and staff are not out-of-pocket for necessary expenses related to their association work.

INVESTMENT STRATEGY AND SUSTAINABILITY

The Association's Financial Planner has been working with the Finance Committee on the creation of a new investment policy that meets the needs of the organization's immediate, short, and long-term needs which will be sufficiently diversified to limit volatility and risk exposure within the portfolio.

In December 2018, ARIDO experienced a drop in market at 30% of the book value of investments. This was not a unique situation to ARIDO but impacted many not-for-profits in Ontario. We are hopeful that a rebound in the marketplace, coupled with our new policy will see greater returns on investment in future.

ARIDO STAFFING & RESOURCES

As ARIDO continues to grow the offerings of services and benefits for the membership, the ARIDO Board of Management approved a slight increase in dues for additional resources to assist in the execution of the Strategic Plan. An Executive Assistant is now in place to support the administrative needs of the Board of Management. A Communications Coordinator was also hired in August 2018 to ensure resources were in place as we expanded ARIDO's mandate to educate and build public awareness around the qualified profession in Ontario.

COMMUNICATIONS

Listening to our members continued feedback for the need to increase public awareness in Ontario, ARIDO continued to expand the organization's work under the Communications Pillar. This meant the continued engagement of our Communications Consultant Ramp as an external strategist to support the Communications Committee and staff. You may have seen ARIDO's public awareness campaign launch in fall 2018 which included several print and digital opportunities throughout the GTA.

We also launched [BLOG//ARIDO](#), an online platform that showcases work by members and educates the public on competencies of qualified interior designers. While these campaigns resulted in an increase in expenses which were dedicated to these initiatives, we're confident that our members and the public will find value in these long overdue resources.

2018 SPONSORSHIP

ARIDO continued to have another successful year in securing sponsorship funding for our two main events: the Ontario Summit and Annual General Meeting, and the Awards Gala.



To address growing concern from our membership throughout Ontario that many ARIDO events are GTA-centric, the Board made the decision to hold the Ontario Summit/AGM in Ottawa this past year. While it was a successful event, we did see a slight reduction in sponsorship levels over previous years.

However, in 2018, ARIDO saw another expansion of the Awards Gala with our highest number of attendees ever at 900. We continue to be grateful for the continued support of the design industry who supported our non-regulatory events in both a sponsorship capacity and through ticket sales.

2018 AUDITED FINANCIAL STATEMENTS - AMORTIZATION

Many members are aware that ARIDO purchased our current office in the 2010 fiscal year at a cost of \$2,509,297. The 2018 audited financial statements reflect the office at its net book value of \$1,672,867 (original cost of \$2,509,297 less amortization to date of \$836,430).

Please note when an asset is purchased, Canadian accounting policies require that the asset be amortized as an expense on the statement of income. The concept is based on the assumption that the asset has a declining value. In addition, Canadian accounting policies do not allow an asset to be reflected on the financial statements at its fair market value.

In past years the effect of these two items is that ARIDO has shown a loss from general operations for the year end. For 2018, this factor contributes in our statements sitting at a deficit of \$216,706 with amortization. Although the amortization is a book entry on ARIDO's financial statements, it is not a cash entry. If you remove the amortization amount of \$103,165, the actual deficit in operations for 2018 is \$113,541.

The table below shows the effect of not recording amortization (since the value of ARIDO's office is not actually declining). To demonstrate a more real-life scenario, in this table, we are reflecting an average 8% assumed increase in value of the real estate.

ARIDO Building Summary (\$)	Total	2018	2017	2016	2015	2014	2013	2012	2011	2010
General Fund Net surplus (loss)	-664,949	-216,706	63,612	-63,253	-83,793	12,694	-85,058	-65,273	-55,771	-173,401
Building amortization expense included in General Fund Net Surplus (loss)	836,431	100,372	100,372	100,372	100,372	100,371	100,372	100,371	100,372	33,457
Allocation to building fund included in General Fund Net Surplus (loss)	74,417	8,115	11,572	11,195	11,312	11,048	10,977	10,190	0	0
Estimated increase in building value @8%	2,135,237	344,040	318,555	294,958	273,110	252,879	234,148	216,803	200,744	0
Revised General Fund Net Surplus (loss)	2,381,136	235,821	494,111	343,272	303,001	376,992	260,439	262,099	245,345	-139,944



I will take this moment to reinforce the commitment from the Board and staff to always strive to operate at or below the confines of our approved annual budget.

I will take this moment to reinforce the commitment from the Board and staff to always strive to operate at or below the confines of our approved annual budget. In 2018, ARIDO experienced several increases from an expense perspective. Our tenant, IDC, moved out of the ARIDO spaces in March 2018, shortly after the Board approved the 2018 budget. This left a deficit in rental income for the year in the amount of \$34,582. Equipment leasing and maintenance costs, along with other office costs such as the telephone system and internet were no longer shared between the two organizations. As such, ARIDO is now covering all these costs at an increase of \$21,406.

On June 18, 2018, ARIDO held a Special Meeting of Members to bring the ARIDO/OAA Direct Regulation Model to a vote by the ARIDO membership. This meeting was not anticipated at the time of approving the 2018 budget and therefore, the organization incurred an expense of \$15,000 to hold the meeting with no source of sponsorship revenue to support it.

Lastly, the increase in gala attendees from 800 to 900 guests, along with an unexpected increase in food and beverage costs across all Toronto venues was an increase that ARIDO had not budgeted for in 2018.

The dip in the market that resulted in a 30% decrease of book value investments identified above under Investment Strategy, resulted in a decrease in the amount of \$47,493 funds for ARIDO.

The Statement of Financial Position provides a high-level overview of ARIDO's total net assets, which are sitting at \$3,168,474. As a result, ARIDO remains in a strong financial position and has the assets to cover what is required to carry on with operations, and continue to grow the organization.

Daniel Long
VP, Finance

AUDITED FINANCIAL STATEMENTS

\$2,917,923 Total Net Assets for 2018

STATEMENT OF OPERATIONS, GENERAL FUND REVENUE HIGHLIGHTS



\$679,559

Membership Fees Revenue
(\$16,439 increase from 2018 budget)



\$100,000

IDEX Sale Proceeds



\$193,859

Awards & Honours (\$24,859 increase from 2017)



\$87,667

Sponsorship Revenue
(\$12,667 increase from 2017)

\$1,137,307

Total Revenue (\$19,028 increase above the 2018 budgeted revenue)

OPERATING EXPENSES HIGHLIGHTS

\$419,751

Wages, benefits and training.
(\$25,749 less than 2018 budgeted amount)

\$16,024

Legal/Professional Fees (costs related to DDA name change and OAA discussions)

\$216,706

ARIDO is at a deficit for 2018 (including amortization)

\$113,541

ARIDO's actual deficit in operations minus \$103,165 in amortization

\$1,354,013

Total operating expenses

STATEMENT OF OPERATIONS – RESTRICTED NEW ASSETS - REGULATORY FUND

\$72,139

Regulation discussions with the OAA

NET ASSETS

\$8,115

was contributed to the Building Fund

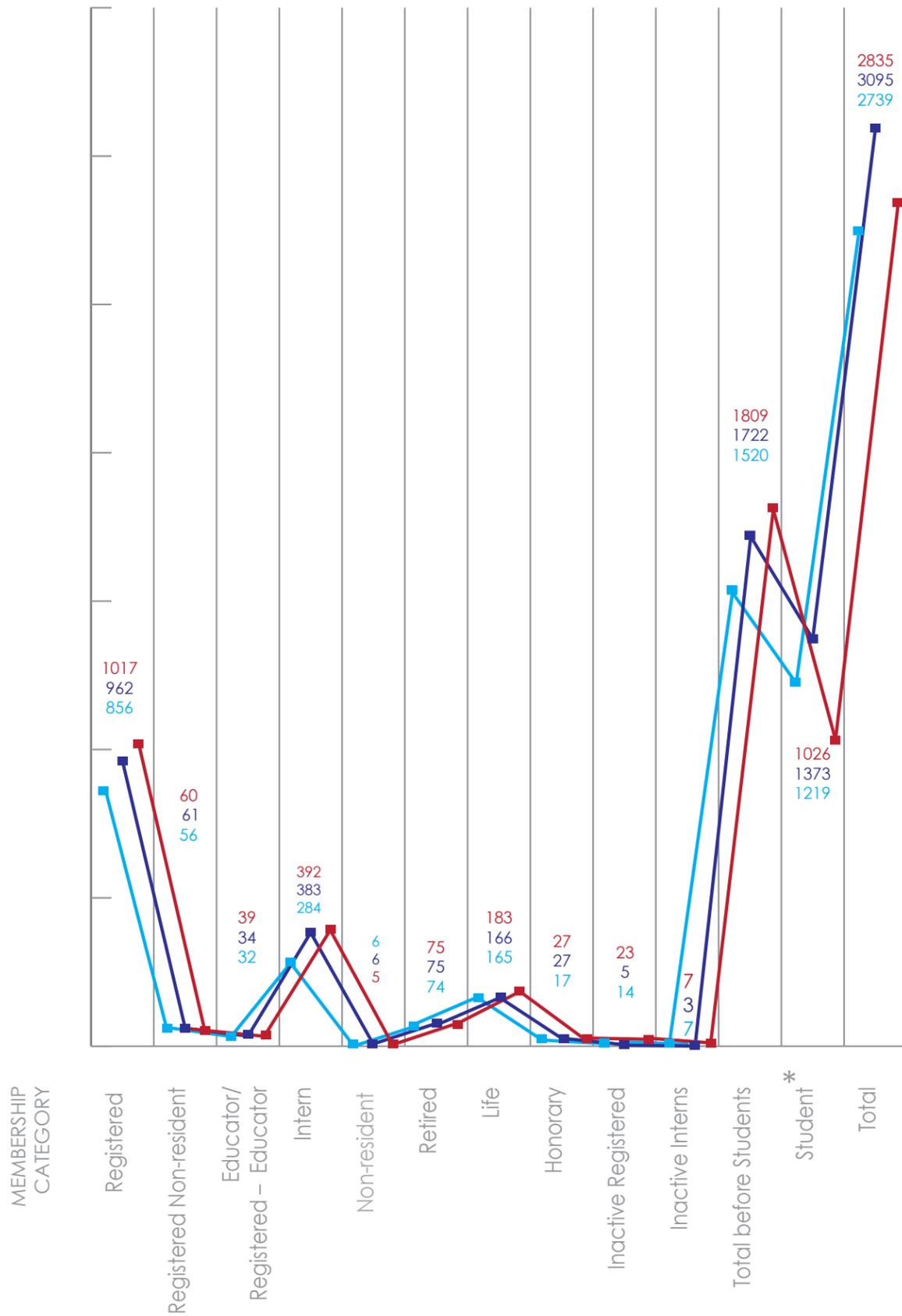
\$174,417

Current balance of the ARIDO Building Fund

[READ THE COMPLETE AUDITED FINANCIAL STATEMENTS](#)

MEMBERSHIP STATISTICS

2016 2017 2018



*The two year free Student membership expired for many graduating students in 2018. Therefore, their free Student membership with ARIDO expired.



Peter Heys, ARIDO. B+H Architects.

2018 ROI PROJECT

Since its launch in 2013, the 'ROI: What's on the Inside?' project has assisted organizations and charities by improving their interior environments where essential support and services are offered to Ontarians.

In summer 2018, ARIDO selected **BridgeNorth** as the recipient, a registered charity in York Region that supports victims of human trafficking and sexual exploitation by helping them leave and transition from the sex industry.

BridgeNorth's specific needs were addressed through the provision of a custom-designed space. This was unlike any other ROI, as the design team had to balance the creation of a secure environment for clients attempting to exit a trafficked situation with creating a space that felt safe and restored self confidence to the clients of BridgeNorth. Details as minute as the wallpaper patterning were carefully considered in order to prevent triggering any clients during their use of the space. The design team added a shower where incoming clients could bathe in a dignified and secure environment, something victims of human trafficking are denied on a daily basis.

The work of the fifth edition of the ROI Project has left a lasting impact upon ARIDO, its members, and industry partners, and led the organization to revise the ROI project's objective from improving an interior environment for a charitable organization, to creating greater social impact by way of the Interior Design community.

The Interior Design community is now focusing its efforts on leveraging their resources and network to provide a platform for the voices of the rising population of trafficked Ontarians in an attempt to raise awareness of this growing crime.

DESIGN TEAM

Lucia De Biasio, LDB Design
Sakshi Kapoor, LDB Design
Leah Watling, LDB Design
Sojung Yoo, LDB Design
Paul Da Cunha, Paul Da Cunha Architects

FUNDRAISING AND DONATION PROCUREMENT TEAM

Mahesh Babooram, Office Source
Dayna Bradley, Brigholme
Lisa Gushue, Mohawk
Chelsea Powell, Flat Iron
Susan Quinn, Mohawk

PROJECT AND CONSTRUCTION MANAGEMENT

Carolyn Brown, DPI Construction Management
Elvio Di Simone, DPI Construction Management
Kevin Minnes, DPI Construction Management

PRE-PROGRAMMING

Donna Dolan, Kearns Mancini Architects
Jordan Fang, ARIDO Intern Director
Karin Karak, K2 Designworks

BRIDGENORTH 





AWARDS OF DISTINCTION

ARIDO FELLOW MEMBERS

Fellow Memberships are the highest honour ARIDO can bestow on an individual and are reserved for those who have truly excelled in their contributions to the profession and/or the association.

ARIDO is pleased to award two exceptional members with Fellow Membership:

Dee Chenier, DCA Design
Anne Carlyle, Carlyle Design Associates

2018 LIFE MEMBERS

18 ARIDO Members have been awarded Life Membership from January to December 2018. Life Members have been part of this Association for over 30 years and are now retired from the profession.

Jesse Agnew
Lucy Jablonski Stanley
Laurienne Jenkins
Alicia Keywan
Herbert Klassen
Chris Kyranis
Louise Lusted
Brent McAllister
Michael McKee
Rae Milberg
Wesley Morris
John Nott
Mimi Paige
Judith Parker
Robin Purcell
Robbie Sprules
Karen Stidwill
Cindy Ward-Jozefiak

NEWEST REGISTERED MEMBERS

Between January and December 2018, 59 individuals joined ARIDO as Registered Members. ARIDO is pleased to welcome our newest Registered Members to the organization.

Renee Adamkowski
Wing Sze Rowena Au Yeung
Darryl Balaski
Susan Brewster
Luca Campacci
Pia Concepcion
Sara Dagovic
Melina Davari
Christopher David
Tara Den Boer
Julie Desrochers
Mairead Enright
Yasmien Fadl
Sabrina Giacometti
Ingrid Grant
Danielle Greene
Qin Gu
Cori Halpern
Jessy Helmer
Elizabeth Holl
Lise Hyatt
Charlene Isaacs
Kristina Kamenar
Jennifer King
Abigail Knopf
Tiffany Lee
Noelle Lekkas
Bonita Leung
Erika MacKay
Valerie Marshall
Michelle Mawby

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 Kelly McKay
 Kimberly McNally
 Joanna Nardangeli
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 Daniel Norwood
 Mara Payne
 Janine Pot
 Jessica Prescott
 Kourtney Rapp
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 Jim Sandik
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 Shannon Todd
 Sarah Townson
 Melanie Tracey
 Nicole Veenema
 Anna Westlund
 Vanessa Wilk
 Natalia Witherell

DECEASED MEMBERS

ARIDO would like to remember the following members who passed away in 2018/2019 and are no longer with us:

Gordon Forrest, Toronto, ON
 Audrey Mason, Toronto, ON
 Diana Wright, Toronto, ON

Our deepest sympathies go out to their family, friends and colleagues.

2019 SCHOLARSHIP AWARDS

ARIDO is pleased to announce this year's winners of the ARIDO Scholarship Awards Program.

CTI Annual Scholarship

Funds for CTI's Scholarship are raised from the annual Signatures Event, which sees Interior Designers unleash their inner Picasso by painting ceramic dishware for auction. The 2018 CTI Working Environments Scholarship Award recipients:

Courtney Clarke, Algonquin College
 Janny Do, Yorkville University
 Tara Kenney, Fanshawe College
 James Knapton, Algonquin College
 Kathryn Lawrence, Sheridan College

In 2018, the Signatures Auction raised \$5,600 for the 2019 Scholarship.

Norma Ruth Ridley Scholarship

The Norma Ruth Ridley Scholarship, previously the ARIDO Provincial Scholarship, honours interior design students who display impeccable professionalism and ethics, and who understand the importance of good business practices and professional standards.

The 2018 Norma Ruth Ridley Scholarship is awarded to Courtney Clarke of Algonquin College.

Gary Hewson Memorial Award

The Gary Hewson Memorial Award was created in memory of an individual who touched many lives in Ontario's interior design community. The award will be presented each fall to one interior design student from each of ARIDO's recognized interior design programs who has shown exemplary peer mentorship, leadership, and volunteerism in their community. The winners receive a ticket to the ARIDO Awards Gala.

2018 Award Recipients:
 Taylor Wintle - Conestoga College
 Lily Donald - Humber College
 Tara Kenney - Fanshawe College
 Lauren Flynn - RCC Institute
 James Knapton - Algonquin College
 Tracee Allison Jia - OCADU
 Zoya Yahya - Sheridan College



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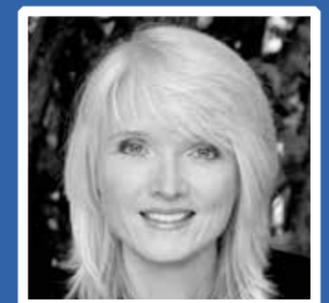
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