

annual report

2019



Association
of Registered
Interior Designers
of Ontario

Table of Contents

Message from the President	4
Message from the President-elect	6
Message from the Executive Director	8
Communications	10
Membership	12
Professional Development	14
Professionalization	16
Provincial Advocacy	18
Financial Report	22
Audited Financial Statements	26
ROI Project	28
Registered Members	30
ARIDO Fellows & Life Members	31
2019 Scholarship Recipients	32
ARIDO Committees	33
Sponsors	38



Message from THE PRESIDENT

Last year, Sheri Crawford had said her year as President went quickly, and she was right! It was just a year ago that I stepped into the President position and here we are again, preparing for the next change in leadership after a truly interesting year. As part of the Board Executive 8 years ago, my experience was enjoyable and eye-opening. My understanding of what ARIDO carries out on a daily basis for members grew significantly, from the broad scope of regulating the field, to the daily promotion of our work, and protection of our title. My second term on the Board Executive has reaffirmed that there is no better place to engage with all the issues at play than from 'this' side of the table.

2019 included several interruptions in our progress on moving the Direct Regulation Model forward. The provincial government executed several challenges of its own. The Premier made significant changes to resources, priorities, and strategies which included a cabinet shuffle in June 2019. This left ARIDO and other Ontario industry stakeholders with a sense of uncertainty on the government's move forward. Many high-level Ministers were

shuffled, along with staffing changes in several key Ministries, leaving several areas of the provincial government in a place of restructuring in order to align themselves with a new strategy from the leadership. For ARIDO, this meant a pause in our efforts while we waited for the newly appointed Attorney General to get his bearings. In early 2020, additional changes occurred on the government staff side which further held up our efforts as we waited to hear who our new contacts would be. Throughout 2019, we became aware of several organizations that opposed the Direct Regulation Model and were actively reaching out to government to express their concerns. ARIDO previously held several stakeholder meetings in order to educate these individuals and companies on the facts of the model and remind them of the opportunities that currently exist to provide a path into membership for individuals with the appropriate qualifications and training.

This group of stakeholders includes individuals with a limited scope of practice due to their qualifications and training, as well as individuals who have a direct financial interest or whose business model differs from the typical design firm. These stakeholders are currently offering services to the public within the regulated building environment, but are not necessarily practitioners, while others will need to requalify for ARIDO Registered membership. While our efforts to move the Direct Regulation Model forward were placed on hold, ARIDO and the OAA remain committed to this partnership and to further the work completed to date.

On the Advocacy front, ARIDO focused heavily on advocating for the rights of the profession during 2019, particularly the response to the Ministry of Municipal Affairs and Housing (MMAH) proposal in Fall 2019. Their proposal for the creation of a third party Administrative Authority to administer

Building Code services such as code interpretation and permit review, and enforce a new certification program similar to one that exists in British Columbia (BC). The Ministry proposal would have added more layers to the permits process causing further delays, increased confusion of your scope of practice and code interpretation inconsistency. The proposed model would have also attempted to streamline the prime consultant role like the existing BC model.

ARIDO participated in Ministry and stakeholder consultations, consulted with our BC practitioner counterparts and with other industry stakeholders such as the OAA and the OBOA. As a Board, we reviewed the proposal and responded against the proposal. We believe the overall results of this new model would have a direct and negative impact on the profession of Interior Design and your ability to practice. During the months of October and November, the ARIDO Board and staff prioritized this matter relaying major concerns with the model proposed to MMAH. While we are encouraged to know that all other industry stakeholders have also expressed a lack of support for the proposed model, we will continue to push discussions with our partners and the Ministry to discuss alternative opportunities, and continue to advocate for your right to practice.

ARIDO received feedback from the 2018 ARIDO membership survey that our members would like to see ARIDO and IDC work more collaboratively and closely together. In October 2019, ARIDO and the other provincial bodies met with IDC during our Annual Provincial President's meeting in Winnipeg, Manitoba. We discussed, as a country, how the provincial bodies can work more cooperatively with IDC and what issues require the most work. While the ARIDO Board of Management is committed to working more closely with IDC, as the largest

province in Canada representing the largest population of Interior Designers, ARIDO is committed to consistent collaboration across the country.

Lastly, I had the great fortune of participating and leading the design team for the 2019 ROI Project, BridgeNorth, which has been a humbling and rewarding experience. While the ROI Project itself is a rewarding volunteer opportunity that brings ARIDO members and the design community together to lend our expertise and services for a charitable organization, this ROI has had a lasting impact. Shedding light on such a sensitive matter and standing shoulder to shoulder as a community to amplify the voices of human trafficking survivors has brought us closer together as a community, has strengthened our relationships with the industry, and as an organization. This project has provided another opportunity to demonstrate our expertise as a profession by designing and building a space that supports the exit and recovery of Ontario victims.

I encourage every member to think about what you can do for your Association, from organizing at your local Chapter, participating on a committee, to serving on the Board of Management. Join in and get involved. I know all too well how busy work and life can get, as we attempt to balance it all. This has been a great year as President and I have enjoyed working with fantastic people, all for the greater good of the profession and the organization. I look forward to staying involved with ARIDO and supporting the next President David Gibbons. Next year, when nominations come around, I encourage you to step up and get involved. It's worth it.

Lucia De Biasio, ARIDO
ARIDO Board of Management President, 2019/20



Message from the PRESIDENT-ELECT

As my second term as President-elect comes to an end and I step into the role as President, I believe that my point of view is unique - because I get to see things as they really are.

I'm appreciative of my past volunteer experience which is diverse. I have served as the ARIDO EOC President, ARIDO President, IDC President and on other profession-related committees. This past involvement, in various different roles and levels, has kept me informed of all that occurs within the organi-

zation and industry. It has allowed me to truly understand all the critical work that is carried out on behalf of the profession. From my vantage point, I really appreciate how committed this profession is and how hard all of the ARIDO staff work for our community. They are dedicated to our members and the future of our association

With the growth of ARIDO over the past few years and the monumental task of keeping us on track, our Executive Director Sharon Portelli stepped up and continues on course on this long and winding journey to Regulation. She leaves no stone unturned and keeps the board mindful of our direction and path. I also must thank our outgoing President Lucia De Biasio for her level-headed leadership over the past year.

Our work ahead begins with the release of an updated, annual Strategic Plan for 2020/21. While we have maintained four of the five pillars, one of our priorities is to focus on furthering the professionalization of the profession. We created a Provincial Advocacy Pillar to advance the understanding of the Interior Design profession in Ontario, among the public and the industry that surrounds our profession. Under the Membership Pillar, we are working to sustain the growth of a robust membership that finds value in ARIDO. I invite every member to review this Strategic Plan and keep up to date on the Association's activities.

While we have had some intermittent mo-

ments in 2019 with the Ontario government - progress was slow due to changes in their strategy and direction - professionalization and the Direct Regulation model continue to be our priorities moving forward into 2020. We remain optimistic in achieving the Government's support.

Earlier this winter, with the government ramping up again, we were able to meet with the new Policy Advisor to the Attorney General. We had a productive meeting, filled with some great questions.

We will also continue to educate the public and other industry partners on the qualifications and competencies that interior designers must possess and we will help to raise awareness on the value that the profession brings to Ontario. This education will be even more important when the Direct Regulation Model moves forward.

ARIDO will need to launch a more intensive campaign around changes to legislation, actively targeting seasoned designers in Ontario to advise them of changes to the scope of practice in the province for regulated buildings, and to transition them into the new licensing model for regulated buildings. The transition, at the time of implementation of the Direct Regulation Model, will require an increase in operational capacity for ARIDO. A temporary transitional period of time will exist for those not already members of ARIDO, these new members then can be assessed for their competencies (through the

ICRS) or enter into the Association through the standard path.

We will persevere in advocating on the profession's behalf and continue to be your voice in the province by staying on top of the Ministry of Municipal Affairs and Housing (MMAH) proposal to transfer Building Code services including the administration and enforcement of the Building Code Identification Number (BCIN) to a new third party Administrative Authority.

We will be steadfast in reminding the Ministry of the issues our members have faced, as BCIN holders, where permits are denied and members are mandated to engage an architect when it is not necessarily required.

ARIDO's collaboration with other industry stakeholders and partners such as building officials, architects and builders will be more important than ever. It is an all-in approach. My experiences over the past five years on the ARIDO board and my involvement with the Professionalization Task Force has influenced my decision to get more involved and take on greater responsibilities with our evolving association.

I look forward to continuing to work with our incredible staff and Executive Director as well as our dedicated board members, both new and returning.

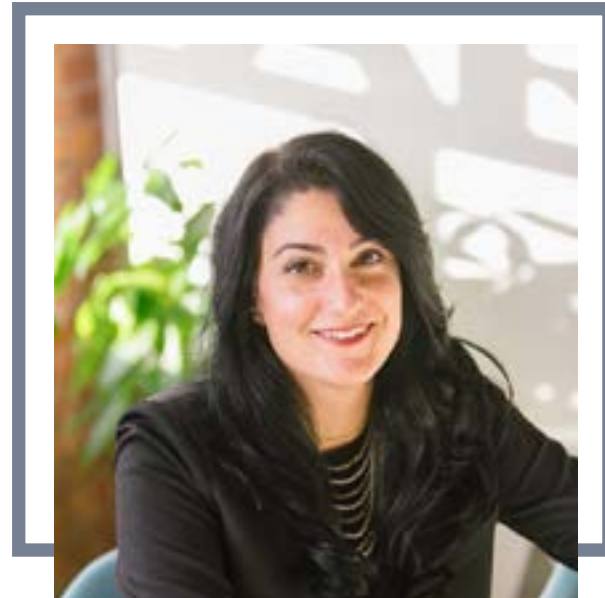
David Gibbons, ARIDO
Board of Management President-Elect
2019/20

Message from the EXECUTIVE DIRECTOR

As we begin a new year and decade, I find myself reflecting on my years at ARIDO since joining the organization in 2011. Coming to the organization from the financial sector, I had much learning ahead of me in order to fully understand, respect, and support the profession of interior design. It was a time of restructuring amongst the provinces and national body, and a vision of how the organization would move forward with an enhanced regulatory focus.

At the time of restructuring, ARIDO's team was small and nimble, with an Executive Director; Manager, Membership; and Manager, Accounting. It was a limit on organizational capacity and resources, but focused our efforts on the daily management of the organization. ARIDO's team has since evolved and grown, enhancing our ability to fulfill the needs of our growing membership and expand our offerings of programming and support to the profession in Ontario.

As the Executive Director, my role focuses on leading daily operations and providing leadership to the organization on executing the association's Strategic Plan. In my dual role, operating as Registrar requires me to provide regulatory leadership to ensure that the association's policies align to that of a regulatory body in the making. This includes oversight of all membership policies related to professional qualifications and compliance, staff lead to the ARIDO-OAA Direct Regulation model, and working relationships with the other stakeholders such as the Ontario Building Officials, Professional Engineers of Ontario, Construction and Design Alliance of Ontario, to name a few.



ARIDO has built its communication resource capacity since 2018 with the hire of Ali Moenck, Communications Coordinator. Ali's focus is the creation and management of all our communication efforts, from website, monthly newsletter, social media channels, email communications, and all other communications such as our annual report and media releases. Ali is the staff lead to the ARIDO Communications Committee as they work together on developing strategies and communication methods on our various channels and tactics. Ali also works with the ARIDO Chapters on their local events and communications. Our Regulatory Coordinator, Jose Tanabe, focuses on the enforcement of the protected title "Interior Designer", administration of the Intern Competencies Review System (ICRS) and professional development compliance. With a full time resource in place, ARIDO can respond quickly to reports related to unauthorized use of the protected title "Interior Designer". These reports are fully investigated to determine if enough evidence exists to pursue the matter with a Cease and Desist letter. This enables ARIDO to consistently and continually monitor the provincial landscape for titles

infractions, protecting the hard-earned title of Interior Designer.

The membership department consists of Maya Vnukovsky, Membership Coordinator and Sandra Noble, Manager, Membership. Maya and Sandra manage the daily needs of the membership whether it is providing guidance in next steps along the membership path, information details on member programming and benefits such as Career Xpress Programming, scholarships or membership compliance requirements such as Errors and Omissions Insurance, and the Mentorship Program. Sandra works directly with the Membership, Intern, Career Xpress and Scholarship Committees with a focus of membership programming and benefits. Many of you will be familiar with Irma Kemp who returned to ARIDO in 2018 as Executive Assistant and as a dedicated resource to the Board of Management. Irma keeps us all on track with Board meetings, Board briefing documents, our Annual Meeting and the Nominations process, to name a few. In addition to working directly with me and the Board of Management daily, she also works with the Board of Governors and the Nominations Committee.

Finally, Harrison Zhang is our Manager, Accounting and manages everything financial from our accounts payable and receivables, and all financial reconciliations. Harrison works directly with the Treasurer, Finance Committee, and our financial auditor. The ARIDO team is your support for everything ARIDO and membership related. If you haven't already had an opportunity to get to know the team, I encourage you to do so at our next event or during your next visit to the ARIDO Offices. We look forward to connecting with you.

Sharon Portelli, CAE
ARIDO Executive Director



IRMA KEMP
Executive Assistant



ALI MOENCK
Communications
Coordinator



MAYA VNUKOVSKY
Membership Coordinator



SANDRA NOBLE
Manager, Membership



JOSE TANABE
Regulatory Coordinator



HARRISON ZHANG
Manager, Accounting

Strategic Pillar 1 Communications

In 2019, ARIDO maintained engagement of the Communications Committee, which continued to advise Ramp, our Communications Specialist, the ARIDO Board and Communications Coordinator regarding initiatives.

The beginning of the year focused on boosting Registered member's use of BLOG//ARIDO as a platform to promote their work. Dedicated emails were sent in spring 2019 to remind Registered members who hadn't yet completed their profiles about that task, as well as promotion at a Chapter level of local leaders with active BLOG//ARIDO profiles

Video versions of the monthly member updates were piloted launched in July of 2019 and have garnered a total of 512 views. Updates are between 4 and 5 minutes and length and cover the same content as the written monthly updates, in video form. The



Communications Coordinator Ali Moenck in the July Update.

Communications Committee has decided to continue using this format in the monthly ARIDO Updates to members.

ARIDO has also been working to inform members about events, initiatives and other communications via the three ARIDO social media accounts, which have a total 5,025 followers.



The Communications Committee also worked with Ramp and staff to develop a new design for the ARIDO website and member portal. The Committee reviewed the design several times during the development process, providing recommendations, guidance, and advice on the way members want to use the ARIDO website and resources and tools they need. The committee also reviewed the tone and voice of ARIDO communications, to ensure communications are drafted to engage the most members possible.

The new ARIDO website (pictured, left) will provide a more streamlined experience for members and incorporate features members have requested for some time. It will launch in spring 2020.

2,175
Instagram Followers

1,690
Facebook Followers

1,160
Twitter Followers

5,025
Total Followers

Strategic Pillar 2

Membership

ARIDO has been working with its' Committees to develop and implement value added programs and campaigns to support growth and retention of membership.

In 2019, we released a Construction Act (formerly the Construction Lien Act) primer to further assist our members understand what rights they have under the legislation. The launch of this tool in Spring 2019 was imperative as legislation had changed recently.

The Best Practices Tool series were developed out of the organizations desire to be member's source for tools that only ARIDO membership can provide. The launch in 2017 included refreshed interior design contracts, a primer on understanding the design exemption for WSIB, your intellectual design rights which are protected under Copyright Law and a risk management guide. These initial tools were identified as the top requests from members as areas of support needed to help build and sustain your practice.

From sole proprietors to large design firms,

these tools serve all members in all sectors and sizes.

The ARIDO Career Xpress Committee continued their work supporting Student and Intern members with the Portfolio Prep and Portfolio review events. In January 2019, a Portfolio Review event and NCIDQ panel was also offered at the Interior Design Show in Toronto, in addition to the regularly scheduled events in fall and spring.

The ARIDO Membership Committee developed a new student presentation which included creating an ARIDO handout and student member pin (pictured) as a token take away, as well as a short video feature on a Student member to inspire them to join. The school campaign exceeded expectations and engaged 469 new students to join as ARIDO members throughout fall 2019. Students were later welcomed to the organization by a message from the President in December.

Along with its' Scholarship Committees, ARIDO continued to promote and support the

Norma Ruth Ridley Scholarship, the CTI Working Environments Scholarship, the Gary Hewson Memorial Award and the ARIDO Art Appreciation Scholarship in partnership with Doner Turrin Inc. with active participation from students across Ontario.

Overall, ARIDO experienced an impressive paid membership growth of 14.5% by year end, well above the targeted 5% objective set for 2019, resulting from membership recruitment and retention campaigns initiated throughout the year.

Throughout 2019, the ARIDO Intern Committee researched and tested an intuitive online Mentorship program to provide career support for Intern and Student members. Mentorcity is a software program that will facilitate an interactive mentorship experience with user friendly functions and capabilities to enhance the mentorship experience for members. It will launch in 2020.

The Intern Committee is developing a comprehensive Career Guide for Intern members which is full of career tips and information to support Intern members as they work towards Registered membership status, and is also scheduled to launch in 2020.

Student Pin Campaign



Membership Statistics as of December 31, 2019

Registered	1072
Registered Non-Resident	55
Educator / Registered Educator	33
Intern	517
Intern Non-Resident	7
Retired	56
Life Member	203
Honorary	27
Inactive Registered	12
Inactive Interns	5
Total before Students	1987
Students	785
Total Membership	2772

Strategic Pillar 3

Professional Development

The 2017-2019 PD cycle ended on June 30, 2019, the requirements were a total of 12 hours, out of the 12 hours at least 4 Health and Safety and up to 8 General Education. ARIDO conducted a compliance audit by randomly selecting 10% of members who were required to complete PD. Compliance was recorded, at 97%.

A new 2-year cycle was launched July 1, 2019, and will run until June 30, 2021. The required amount of credits is the same as the previous cycle.

Along with the new cycle, ARIDO launched its own PD reporting platform in July 2019, for members to report their PD hours throughout the cycle. The reporting platform is part of the ARIDO website, accessed via the Membership Gateway, and no additional membership is required. ARIDO has full access to what members submit, and we are able to provide technical support if needed. When the next PD cycle closes, ARIDO will

easily be able to see what has been submitted by members who use the reporting platform.

Other PROVINCES

ARIDO is providing assistance to New Brunswick and Manitoba with their alternative pathways to provincial membership.

New Brunswick's applicants are enrolling through ARIDO's database. We process and review their books of evidence.

Manitoba is handling their applicants' enrollments and ARIDO is processing and reviewing their books of evidence.

24 applicants are currently in the process of completing their book of evidence.

Intern Competency Review System (ICRS)

The ICRS was launched in 2017 to provide an alternative path to applicants who don't meet the current educational requirements of a 4 year Bachelor's degree from a CIDA accredited institution. Applicants may include those that are internationally trained, former grads with a diploma, non-CIDA accredited degrees, and other professions.

204 individuals requested ICRS' information in 2019. Based on their request for information we were able to classify their education and training at the time of inquiring about the ICRS:

46 Canadian Applicants

20 had an Interior Design diploma

17 Architects and/or Architect Technologists

3 Interior Decorators

3 not specified

115 Foreign Trained

48 Interior Designers

43 Architects

9 had an Interior Design diploma

15 not specified

43 Not Specified

43 not specified at the time

Strategic Pillar 4

Professionalization

While ARIDO and the OAA remained committed to furthering their joint efforts on the Direct Regulation Model, the organizations experienced several intermitting moments with Ontario government in 2019.

The Joint Task Force worked in early 2019 to prepare a briefing package for the Attorney General outlining the details of the Direct Regulation mode. This briefing package was submitted to the then Attorney General, Hon. Caroline Mulroney in early April 2019. While waiting to receive feedback from the Minister, Premier Doug Ford launched a major cabinet shuffle on June 19, 2019, displacing several high-profile Ministers, including Caroline Mulroney, the Attorney General at the time. As a result, a new Attorney General was appointed, Hon. Doug Downey, leaving the organizations to pause while the Minister stepped into his new position.

In July 2019, the organizations wrote Minister Downey congratulating him on his new appointment and expressing interest in meeting

to brief him on the work of the two organizations and to present the Direct Regulation Model. In August 2019, the original briefing package submitted in April 2019 to the Ministry was resubmitted with a request for a meeting and feedback from the Minister.

Shortly after the June cabinet shuffle, new mandates were handed down to all newly appointed Ministers by Premier Doug Ford. As a result, those ministries impacted, including the Attorney General's office, spent the fall months reorganizing priorities, staffing, and internal structures to align with the leadership's new mandate. This ultimately resulted in work on this initiative progressing less rapidly than the both associations desired.

On October 30, 2019, a meeting was held with the Hon. Doug Downey to discuss the intent of the model and obtain feedback on whether the proposed model meets government expectations. As a result of that meeting, feedback was received from the Attorney General and the Joint Task Force worked

on additional submission during the late Fall.

Feedback received did not result in any proposed changes to the intent of the model as presented to both organizations in June 2018. Rather, government requested additional information to better understand how the proposed Direct Regulation model aligns with government mandates and priorities.

A meeting to present this additional information was secured December 17, 2019 but was postponed to February 24, 2020.

In addition to our government lobbying in 2019, ARIDO and the OAA also conducted stakeholder meetings with the Designers and Decorators Association (DDA) to educate the DDA on the proposed model and protected scope. These meetings allowed the organizations to emphasize the restricted scope for large buildings as defined within the Architect's Act and leave small commercial buildings and single family dwellings, regulated under the Ontario Building Code, as open scope.

Strategic Pillar 4

Provincial Advocacy

Provincial advocacy efforts in Ontario have consisted of two primary focus areas: 1) advocating on behalf of the profession's right to practice and carry out the scope of practice and 2) educating the public and industry partners on the qualifications of Registered members, and the building awareness around the protected title "Interior Designer".

ADVOCATING on behalf of the PROFESSION

Over the past year, incidents of RFPs issued mandating an Architect for the scope of interior design, continued to occur for many projects across Ontario. Many clients and third-party issuers of those RFPs continue to fail to understand the full breadth of the profession's scope, and as a result mandate an architect as project lead as a fail safe.

Some members continued to face permit denial, which is also connected to the increased confusion around the scope of practice. Members continued to raise these incidents with ARIDO, enabling the association to work on the profession's behalf to correct this. Staff also armed members with correct verbiage to educate municipalities and plans examiners of the scope in which the profes-

sion specializes, facilitating a quick response to our members' ability to submit for permit. While the BCIN is intended to streamline this for active BCIN holders, the registration system managed through Municipal Affairs and Housing (MMAH) falls short in some cases.

The changes to the 2012 Ontario Building Code continued to exacerbate this confusion as a result of the Ministry eliminating the exemption to architecture from section 2.2.2.1, within the administrative section of the Code. This has fueled misinterpretation by many that the interior design specialty and scope had somehow changed, and that an architect or engineer was now required for design review.

While these incidents have left members, the Board, and the staff frustrated, ARIDO con-

tinues to advocate on behalf of the profession to protect its right to practice. We rely on members keeping us abreast of the activities occurring and engaging the association, as needed, to intervene and work towards industry change.

In October 2019, the Ministry of Municipal Affairs and Housing (MMAH) released the *Transforming and Modernizing the Delivery of Ontario's Building Code Services* proposal wherein government was recommending a third party Administrative Authority be formed to transform the delivery of a suite of new and enhanced services to support the building sector. It was the Ministry's belief that the creation of a new Administrative Authority would facilitate more consistent Ontario Building Code interpretation along with greater enforcement of the Code. ARIDO representatives attended all stakeholder consultations to represent the profession of interior design.

The ARIDO Executive Committee also submitted a formal written submission, on behalf of the profession, outlining the organization's position and reminding government of the inefficiencies and duplication of a qualifications process that currently exist under the Building Code Identification Number (BCIN). Prior to ARIDO's response, the Executive Committee consulted with the Ontario Building Officials Association (OBOA) and the Ontario Association of Architects (OAA) as our primary allies on this file.

74

Cease and Desist Letters Sent

74 cease and desist letters were mailed from a total of 181 reported infractions that resulted in Title Enforcement investigations. We routinely search online channels and social media, follow possible leads from the public, and ARIDO members for unauthorized users of the title Interior Designer and the designation ARIDO.

The trend of not disclosing a mailing address continues and has increased in the past year, making it particularly challenging to officially deliver cease and desist letters by registered mail.

Provincial Advocacy

Public

AWARENESS

The public awareness piece of the Provincial Advocacy pillar started with a bang at the Interior Design Show in Toronto in January 2019. Members of the Residential Practice Advisory Committee designed a booth and secured several suppliers to create a modern, professional booth presence. During the public days of the show, Registered members provided design consultations for the public, which were well attended, and allowed members to meet

ARIDO's 2019 IDS Booth



Design by Michelle Mawby and Melissa Tossell

face to face with an engaged audience to demonstrate their expertise and illustrate its importance in the public's daily lives. BLOG//ARIDO continued to be a focus during the year, building up the blog's presence on social media and posting projects on member's behalf, or working with design firms to post their projects. 102 posts were created on the blog in 2019, on a range of subjects from Interior Design sectors. 72 of those posts were attributed to members with live profiles on the blog.

The ARIDO Awards continued to be hugely popular in the design and construction community, with a record number of submissions to the Awards for a second year in a row, and the judges awarding 29 projects with Awards of Merit, and 4 with Awards of Excellence. The Awards Gala welcomed 900 guests and attendees from across the industry celebrated the winning projects, as well as the completion of the ARIDO ROI project for BridgeNorth. The photos of the completed space were unveiled at the Awards Gala, and BridgeNorth's Executive Director Casandra Diamond gave a moving speech about the impact of this renewed space. The project was also featured in Canadian Interiors' November Issue, providing an example of

Registered Members work and ARIDO's influence to the public.

ARIDO's partnership with Homes Publishing Group continued in 2019, and ARIDO secured an ad in the 2020 version of the Ontario Design Trade Sourcebook, printed and distributed by Homes Publishing Group.

ARIDO also had a booth at the Toronto ARCHITECT@WORK trade show in April which assembles suppliers from around the world and hosts sessions for attendees on emerging topics in the field. Attendees were professionals from many sectors of the design and construction field, and there were several opportunities to re-educate colleagues about Interior Designers and their work.

Working with experts in the mortgage, wellness and financial sector ARIDO also presented a popular panel at the Toronto Fall Home show on Co-Living, an emerging trend in home buying, with each panelist offering guidance on their field. ARIDO also worked with the Home + Style Studio Tour to offer design consultations with Registered Interior Designers at the Fall Home Show.

In November, ARIDO also worked with BILD GTA to offer a joint session to Interior Designers and contractors to discuss Material Selections and the ways Interior Designers and Contractors can work best together.

Fall Home Show Co-Living Panel



Fall Home Show Booth Space



Design by Melissa Tossell

@BLOG//ARIDO Accounts

765

Instagram Followers

90

Facebook Followers

24

Twitter Followers

Financial REPORT

Under the direction of our Strategic Plan for 2019, ARIDO's financial resources have been carefully monitored and utilized with an emphasis on future success.

In order to meet the financial goals of that plan, the VP, Finance works closely with the Finance Committee, staff, the auditor and the organization's financial advisor in matters related to our economic objectives.

Investment OVERVIEW

In the spring of 2019, the Finance Committee worked with our financial advisor to develop a new investment policy which would act as the framework for diversification of the associations investment portfolio moving forward. This coupled with improved market conditions has led to a prosperous year for the association. This new policy will be reviewed annually by the Board to ensure it remains viable and relevant.

Under the policy, ARIDO's investments are broken down into three primary portfolios:

- General Fund Investment Portfolio;
- Regulatory Fund Investment Portfolio; and
- Building Fund Investment Portfolio

General Fund Investment Portfolio

The General Fund was established as a shorter-term investment portfolio that the organization can draw from for any imminent financial needs related to the current operations of the organization.

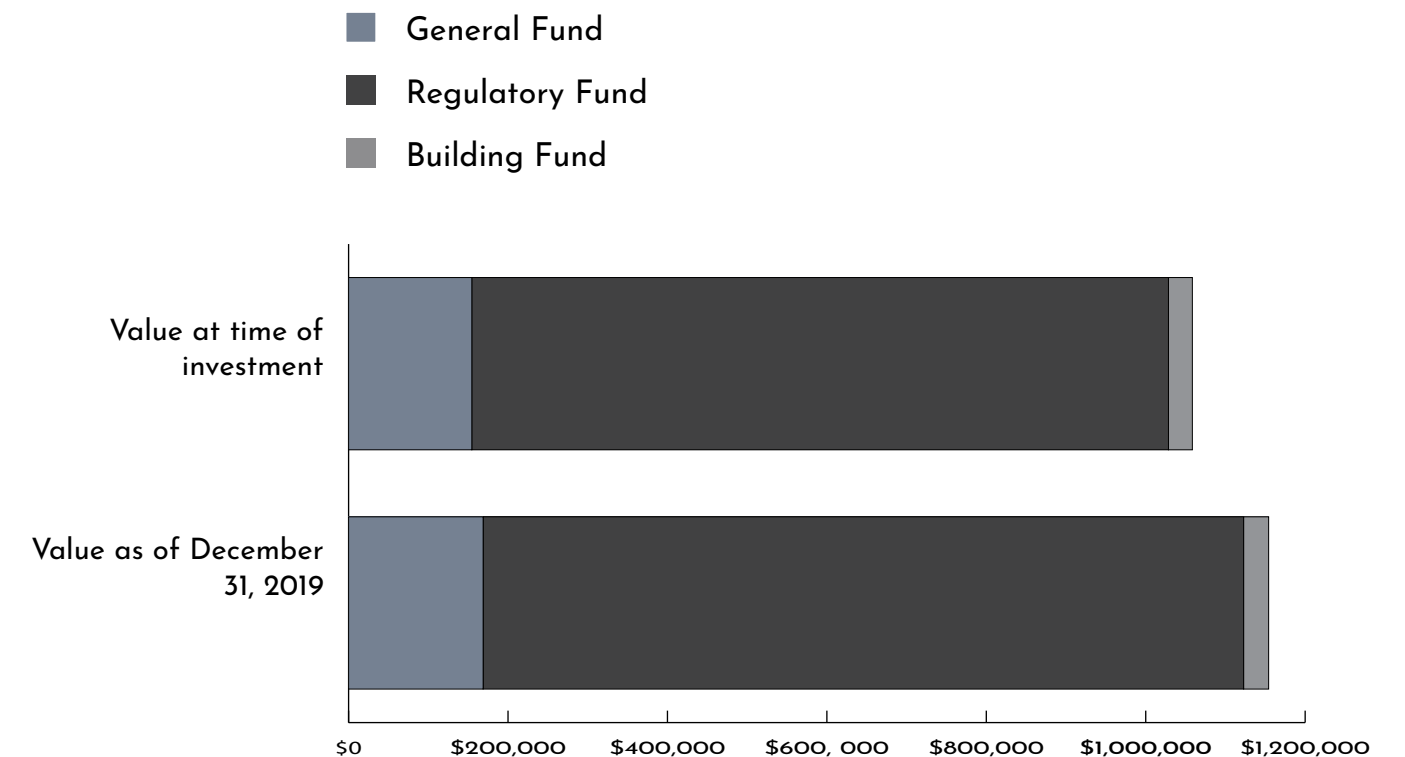
Regulatory Fund Investment Portfolio

The Regulatory Fund was established as a long-term investment portfolio intended to grow the association's investments. This portfolio is intended for use towards any regulatory functions and infrastructure that will need to be implemented when the Direct Regulation Model with the OAA takes effect.

Building Fund Investment Portfolio

The Building Fund was established in the 2011 fiscal year for the purpose of funding future expenses related to maintaining and enhancing the Association's property. 10% of rental income is transferred to the Building Fund each year. The investment strategy for this portfolio is intended for moderate growth of the fund to support any future costs related to maintaining the association's property.

Investment Summary		
Portfolio	Value at time of investment	Value at December 31, 2019
General Fund	\$154, 550.02	\$168, 770.87
Regulatory Fund	\$873, 963.19	\$954,009.01
Building Fund	\$30, 000	\$31, 414.05
Total	\$1,058,513.21	\$1,154,194.03
Change in Value		\$95,680.82 (9.18%)



Space Rental REVENUE

Since 2011, ARIDO has been in a lease agreement with our current tenant ThreeH. This lease was renegotiated in August of 2019 for a one-year term at a slight increase.

In spring of 2020, ARIDO will begin the search for a new tenant at current market rates, which will allow the organization to realize an increase in rental income to support the operational needs of the association outside of membership dues and sponsorship revenue. Under the guidance of our broker and with the considerable revitalization within the Liberty Village neighbourhood, we are confident we will have no trouble securing a new tenancy quickly.

ARIDO Office ENHANCEMENTS

After 10 years operating within the current offices, there was an immediate need to replace some failing light fixtures and teleconferencing infrastructure, and improve acoustics within the two boardrooms.

A Property Committee was formed to oversee enhancements to the space and the Building Fund Reserve was used to cover the costs of these property enhancements which are nearing completion.

The enhanced space now allows for video teleconference capabilities, enabling the ARIDO Board and its committees to meet virtually more often while cutting travel and meeting expenses. This will also enable ARIDO to rent out the two Boardrooms to external organizations more often, increasing its rental income.

The total expenditure for the property enhancements totaled \$104,811.70. The remaining Building Fund Reserve after the upgrades is available for future needs, and is shown within the Investment Summary on page 5 of the audited statements. We will continue to grow this fund again through future rental income.

ENHANCING Regulatory Frameworks

Through the work of the ARIDO/OAA Joint Task Force meetings, it was identified that while the current requirements for Registered Membership would be adopted, an enhancement to the supervised work experience requirement was needed. The Competency Mapping for Interior Design Experience Requirements (CMIDER) project was launched in April 2019, under the management of a competency consultant.

The project team also included ARIDO's Executive Director/Registrar and a psychometrician. The hiring of external consultants aligns with the work previously developed for the Intern Competencies Review System (ICRS) to ensure that any development followed a competencies-based approach. The project development costs total \$295,000; \$155,000 incurred in the 2019 fiscal year and \$140,000 will be incurred in the 2020 fiscal year.

ARIDO filed for a federal grant under the Foreign Credential Recognition Program (FCRP) to assist in funding this project. With the federal elections in fall 2019, our application for funding was put on hold. We have since been in touch with the government branch responsible for this grant and have been advised that our grant application is still up for review and slated for spring 2020. The 2019 budget included the revenue of a \$75,000 grant to cover development. Due to the status of our grant, this lack of funding is reflected in our deficit for the 2019 year. We will continue to pursue the grant for funding in the 2020 fiscal year.

2019 AUDITED Financial Statements - AMORTIZATION

As you are aware, ARIDO purchased their current office in the 2010 at a cost of \$2,509,297. The 2019 audited financial statements reflect the office at its net book value of \$1,657,190 (original cost less amortization to date).

When an asset is purchased, Canadian Accounting policies require that the asset be amortized as an expense on the statement of income for a 25-year period. 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. Although the amortization amount is listed as a book entry on ARIDO's financial statements, it is not a cash entry.

In past years the effect of this is that ARIDO has shown a loss from general operations for the year end. For 2019, this factor contributes in our statements sitting at a deficit of \$161, 535 with amortization. This deficit represents two operational items for 2019:

- 1) As mentioned above, ARIDO applied for a \$75,000 Federal Grant to support the CMIDER development work. ARIDO has not yet received this grant, impacting the 2019 revenue stream;
- 2) We did not meet our targets on several revenue streams that we had budgeted for the 2019. These revenue streams included sponsorship and advertising opportunities.
- 3) In 2019 we saw a significant increase in the employee benefits program at 25%. This was not isolated or unique to the plan that ARIDO is in, and other companies have experienced the same increase.
- 4) ARIDO launched a new PD reporting system located within your Membership Gateway and incurred some minor development costs related to it.

SUMMARY

2019 has been an exciting year at ARIDO with a strong focus on investing in our future as an organization. By upgrading aging office infrastructure, we can make virtual meetings more seamless which will better engage our membership and volunteers across Ontario. By attracting top-notch tenancies, we can increase our revenue, and by eliminating existing inefficiencies, we can better utilize that revenue for the programs that matter most.

In our pursuit of regulation, we also acknowledge that there is a large pool of talented individuals providing design services to the public who may be eligible to join ARIDO and we are prepared to evaluate those individuals when the time is here.

On behalf of the Board of Management, I wish you a prosperous year ahead and look forward to celebrating our success together for another year.

Daniel Long,
VP, Finance



ROI Project 2018-19

Renew
Originate
Implement



Photo by Yianni Tong



Photo by Yianni Tong

ARIDO chose BridgeNorth as our charity partner for the 2018-19 ROI Project. BridgeNorth exists to address and prevent the unique problems faced by victims of sexual exploitation and human trafficking.

Human trafficking is unfortunately widespread in Canada, with Ontario acting as a hub for the rest of the country, where two-thirds of human trafficking violations taking place here. The average age of young women who are lured and groomed into the industry is 13 years old and 93% of victims are Canadians.

This project focused on the improvement and refresh of the head office located in York Region. This project was hugely moving and inspiring for the association and every person involved.

Details as minute as the furniture selection and placement were carefully considered by the design team, to try and prevent the triggering of clients. New lockers let clients and staff feel agency and ownership of the space, as well as security of their belongings.

ROI Supporters

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PowerOp Electrical Contractors
Shoreway Flooring
Spec Furniture
POI Business Interiors
Steelcase
Ultimate Decor Ltd

Registered Members

From January to December 2019, 62 individuals have joined ARIDO as Registered Members. ARIDO is pleased to welcome these newest members to the Association.

Ruth Lynch
Iris Kwok-Biley
Nawleen Kaur
Sidney Tan
Victoria (Tor) McGlade
Gabrielle Lemaire
Amanda Kavanaugh
Trina Clarke
Jennifer Babin
Jennifer Warren
Ania Onichuk
Siavash Mahdieh
Tamara Poyato-Rooks
Rebecca Mayburry
Vanessa Bray
Jodi Duncan
Mackenzie Howson
Adriana Pietropaolo
Deidre Small
Camille Ganuelas
Rachel Cyr
Kseniya Filippova
Kaitlin McElroy
Carmen Huynh
Masooma Naqvi
Nichola Chan
Michelle Haber
Catherine Farrell
Martha Del Junco
Melinda Main
Felicia Wiatr
Riley Short
Candice Wei

Meagan Buchanan
Tsvetelina Rabashki
Kiera Lamont
Irene Jackiw
Danielle Vincer
Alyssa Cavanagh
Stephanie (Stevie) Holyoke
Jude Kamal
Heather Sarna
Jeremiah Gammond
Mahsa Saeedi
Jenna Walsh
Kayley Mullings
Preethi Sreedhara
Jayme Rideout
Patricia Tack
Sabine Grimes
Shane Morris
Alison Hanvey
Sara Almassi
Long Zhao
William Gray
Erin Storey
Madeline Kurpeikis
Jennifer Fata
Janice Bielarczyk
Maria Jenina Garcia
Lauren McPherson
Hamideh Saeidi

ARIDO Fellows

A Fellow is one who is presently or was previously a Registered Member and who, through distinguished service, has directly or indirectly contributed to the greater recognition or betterment of the Association, the interior design profession or the applied arts. ARIDO is grateful for their contribution and continued support of the profession.

Joseph Bigio
Arlene Dougall

Life Members

Life Members have been members of ARIDO for 30 years or more and are now retired from the profession.

Madeleine Bertrand
Erik Heppner
Diane Varacalli

2019 Scholarship Recipients

ARIDO is pleased to announce the recipients of the 2019 Scholarships.

CTI Working Environments Scholarship

Funds for the CTI Working Environments scholarship are raised from the annual Signatures Event, where interior designers unleash their inner artist by painting ceramic dishware for auction.

Michelle Lan, Ryerson University **Christine Belanger**, Fanshawe College
Grace Bergstrom, Algonquin College

Norma Ruth Ridley Scholarship

The Norma Ruth Ridley Scholarship, previously the ARIDO Provincial Scholarship, honors interior design students who display impeccable professionalism and ethics and who understand the importance of good business practices and professional standards. Program Chairs from each ARIDO-recognized school may submit the name of one student to be considered for the \$2,000 scholarship, presented each year at the ARIDO's Annual General Meeting.

Tara Kenney, Fanshawe College

ARIDO Art Appreciation Scholarship with Doner Turrin Inc.

The ARIDO Art Appreciation Scholarship in partnership with Doner-Turrin Inc awards \$500 to a first year student in an ARIDO recognized Interior Design program. Open to all first year interior design students, students apply by submitting an application about a piece of art of their choice and its placement in a specific space.

Bailey Marinovich, Humber College

Gary Hewson Memorial Award

The Gary Hewson Memorial Award was created in memory of an individual who touched the lives of many in Ontario's interior design community. The award is 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.

Christine Belanger, Fanshawe College **Leah Lorentz**, Conestoga College
Haneih Ahani, Yorkville University **Noor Omar Saleh**, Sheridan College
Wyman, Algonquin College

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Johnson Chou, Jonson Chou
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Michelle Mawby, Lucid Interior Architecture & Design
Robert Reid, This is Reid.

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