



Association of Registered Interior Designers of Ontario

2017 annual report

President's Message

It has been an honour to serve as ARIDO's president for the past 18 months, time which has proved to be momentous and extremely busy for me, personally, and for ARIDO. As I look back on my time as President of the Board of Management, I am proud to have been a part of it. The 2017 membership year was a year of focus and clear direction for ARIDO, the Board of Management, and staff.

Over the last several years, ARIDO members identified several areas of concern with our association. Hearing those concerns, the ARIDO Board and staff made a commitment to bettering the organization in several ways. First, we conducted a membership satisfaction survey in late 2016 in order to check the pulse of the membership as a whole, to validate many of the concerns raised by our members, and to capture any additional concerns.

The unprecedented participation and feedback set the path for change and a revitalized ARIDO. The ARIDO Board took the concerns of members very seriously and recognized our obligation to restore the value of ARIDO membership and recognition of the profession.

In February 2017, the ARIDO Board built a strategic plan informed by the concerns identified by our members to move ARIDO forward. With a plan in hand, we assessed our current operations and team to ensure we were able to best utilize existing staff and acquire any additional resources we needed in order to advocate on behalf of the profession and execute the strategic plan for the coming year.

We allocated funds within the 2017 budget in order to support implementation of the strategic plan. With all this work, I am very pleased to report that we increased our capacity from a resource standpoint, stayed within our 2017 budget, and most importantly, ended the financial year with a surplus.

The strategic plan served as our roadmap to guide ARIDO to its next destination as a vibrant, rejuvenated, membership-based, professional organization for the 2017/2018 operational year.



As my term as president comes to an end, I will remember this past year as a truly inspiring and fulfilling experience. I am proud to have witnessed and engaged in a progressive and successful transformation of our association. The ongoing work of the volunteers and staff has ensured our ability to continue ARIDO's important work in the coming year and beyond.

As an active and long-standing volunteer in the design community, I cannot emphasize enough how important and rewarding it is to have been to be involved at this level with ARIDO and at this important time in its history.

I thank my colleagues on the ARIDO Board of Management for their support, focus and dedication. I would also like to thank my partners and staff at LWG for their amazing support during my year as President. I look forward to watching ARIDO's future continue to evolve and flourish over the years to come.

David Gibbons 2017/2018 ARIDO President

President Elect's Message



Over the past year as President-elect, I have enjoyed my role on the Executive Committee, as Chair of the Professionalization Task Force and representative on the ARIDO/OAA Joint Task Force. This year has allowed me time to reflect on the profession of Interior Design and its meaning: to me, my colleagues, and the public.

The discussions with OAA and an opportunity to realize some legislative goals were a major focus for ARIDO in 2017. This initiative stemmed from decades of legislative pursuit, our discussions and direction from the Attorney General, and the professionalization pillar within our strategic plan.

In the early months of 2017, we formed the ARIDO/OAA Joint Task Force and met frequently to explore the potential synergies between our two professions. As I reflect on our meetings, it is apparent that architects believe in interior designers as major stakeholders in the built environment and support this synergy as well.

At the onset of our joint meetings, it was apparent that the two organizations were unified and agreed that our discussion focus would lie within 3 primary founding principles: the identity of the Interior Design profession must be maintained; any model discussed must reflect a partnership; and ARIDO must have meaningful participation in the governance of the profession.

These guiding principles set the foundation of a year of collaboration between the two professions.

At the 2017 AGM, a motion was passed on the floor that mandated a task force be formed to serve as an advisory group to the OAA discussions and to assist in researching viable paths for the profession. Our task force conducted research that formulated much of the information presented to our membership this past year and they continue to contribute to our effort.

Presidents before us created a foundation for our profession and fought on our behalf. Because of their efforts, ARIDO became the face of professionalism for interior design in Ontario, grew in numbers, and began to sustain itself as the association fighting for the profession and protecting the public. Over the years, we have seen the Board's diligence, their ability to create change and instill pivotal moments in history like the introduction of our draft Bill in 2006. Although for years we shuffled the blocks in search of a viable solution, in late 2016 we were given direction by government to build outward and upward, understanding that this approach creates a stronger foundation through the intersection of professions.



As designers in the 21st century, we are contributors to the built environment and leaders of the human experience. We are a profession of more than aesthetics; we are practitioners who are technical and creative, fine artists, story-tellers, visual communicators and interpreters. Movements such as the Integrated Design Approach suggest that design is not solitary, but instead part of a much more complex team of professionals – all working toward the same goal. The foundation wall will be much stronger through this professional intersection.

Interior design, although a young profession, has changed and evolved alongside the built environment and its ability to adapt has brought us to where we are today. Our future in 2018 will be no different than our past; we must look at the landscape and define an appropriate design solution to meet this evolution.

The professionalization poll conducted with the membership in late 2017 indicated overall support to continue the discussions with OAA and explore the proposed models further. Alongside this work, we will continue to investigate all viable paths with a goal of presenting the membership a solution for our future.

As I enter my year as President, I am proud to be in this role today. When I was at the Board table as a Chapter Leader in 2006, there was the excitement of Bill 121. I recall stating to a colleague "what a wonderful year to be in this position, where we may be a part of interior design history". Here we are, a decade later, and I am excited to be playing a more integral role in that history, and our future. I look forward to working with the ARIDO Board, staff, and contributing to ARIDO's foundation this year.

Sheri Crawford 2017/2018 ARIDO President-elect

Table of Contents





March 2017/2018

Strategic Plan and Priorities

In March 2017, ARIDO developed a strategic plan to enrich communications, build membership, stimulate professional development, and advocate strongly on behalf of the interior design profession. This plan served as the focus of every Board meeting and gave staff clear direction on goals and targets for the year. The ARIDO Board of Management is very pleased to report the organization's success in meeting the targets outlined in the 2017/2018 plan.

Within the strategic plan there are four key pillars: communications, membership, professional development, and professionalization.

Communications Pillar Strategic Goal:

By March 31st, 2018, have an effective, ongoing communications program so that internal and external stakeholders understand why ARIDO exists and the value it offers. Communication is a key priority and critical to ARIDO's success.



2 Membership Pillar Strategic Goal:

Create and implement a membership recruitment and retention program that engages current and prospective members, leading to a net 2.5% growth by March 31st, 2018.



Reprofessional Development Pillar

Strategic Goal:

By June 30th, 2017, put in place an effective professional development program that is user-friendly and continues to educate ARIDO members.



Professionalization Pillar

Strategic Goal:

By March 31st, 2018, present to the membership a clear set of choices for the professionalization of interior design for a vote.



- 216 responses were received
- 92.1% found the member meetings useful in understanding the proposed models
- Overall response agreed that ARIDO should continue discussions with the OAA

4 Professionalization Pillar continued...

Advocating on behalf of the profession



In 2017, ARIDO responded to 11 RFPs that mandated an Architect as Prime Consultant. These RFPs excluded the profession from the opportunity to bid on those projects in Ontario.



ARIDO sent 491 Cease and Desist letters in 2017. A full-time staff member was hired as a dedicated resource for title protection.



CDECA legally changed its name to Decorators and Designers Association of Canada.

- This change blurs the lines between decorating and interior design.
- ARIDO engaged legal counsel to assess the risks and impact it will have on the profession in Ontario.
- ARIDO engaged the other provincial bodies related to the impact on national standards.



2017 Financial Report

In 2017, ARIDO made several strides towards becoming a financially sustainable association. With a new strategic plan as our compass, we carved out a path for operations, revenue targets and expenses moving forward.

Knowing that the execution of our new plan was vital for the coming year, we focused on leveraging the right resources and the best use of our funds at the right time for the right tasks. I am delighted to report to the membership how this past financial year unfolded.

ARIDO staffing and resources

Early in 2017, the ARIDO Board of Management undertook a thorough review of the existing ARIDO staff composition with an eye to the future needs of the association. Through a competitive RFP process, we sought the assistance of a staffing consultant to interview and evaluate each member of our team with respect to their competencies, salary, daily contributions, and their own personal goals and job satisfaction.

Some members of the staff were reorganized, some positions were eliminated, and in some instances, outside consultants were put into place. This organizational change has allowed ARIDO to ensure that we are engaging the right personnel to execute the exciting work ahead.

Communications

Since the restructuring of 2010, communications both internally and externally were not a primary focus for ARIDO in our new regulatory role. Subsequently, funds allocated in past years went unspent. We have since realized that members do want to hear from us on a regular basis with transparent and engaging information that pertains to them.

In order to meet the lofty goals of the communications pillar, we leveraged the external resources of Ramp Communications, who undertook a full discovery of ARIDO and provided us with invaluable guidance in 2017 allowing us to form a new strategy built on current best practices. We trust you've noticed a positive shift in the right direction over the past year, and we're very excited about the next steps.

2017 sponsorship

ARIDO was successful in securing an increase in sponsorship funding for our two main events: the Ontario Summit/AGM, and the Awards Gala. In 2017, ARIDO saw an expansion of the awards gala with our highest number of attendees ever at 830. We are grateful for the continued support of the design industry who supported our non-regulatory events in both a sponsorship and ticket sales capacity.

2017 Financial Report Continued...

Investment strategy and sustainability

With the recent maturity of multiple investments within the ARIDO portfolio, 2017 also marked the beginning of a new financial approach and strategy surrounding the investment of assets moving forward. We appointed a financial planner to assist in rebuilding ARIDO's long-term investments. To ensure the organization's sustainability and prepare for the future, ARIDO needed to engage an expert for guidance and the development of a strong strategy. After a thorough RFP process, ARIDO hired AI Jones, Financial Planner.

To support this new strategy, the ARIDO Board has also struck a Finance Committee that will serve as a working group on behalf of the Board of Management and will ensure additional financial oversight exists in all that we do.

2017 Audited Financial Statements

Shortly after the 2017 AGM, I released a statement to the membership in an effort to report a clearer, simplified explanation of our financial situation to assist the membership in better understanding the financial position of ARIDO. I would like to revisit this information to assist in the review of this year's audited statements.

Amortization

ARIDO purchased their current office in the 2010 fiscal year at a cost of \$2,509,294. The 2017 audited financial statements reflect the office at its net book value of \$1,781,353 (original cost of \$2,509,207 less amortization to date of \$739,685).

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. However for 2017, our statements are sitting at a surplus of \$75,184 despite the inclusion of amortization.

The table on the next page 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 per cent assumed increase in value of the real estate.

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 2017, ARIDO expanded its resource capacity by hiring additional staff and engaging external consultants to maximize our performance in reaching our strategic goals. In addition, ARIDO increased its non-dues revenue and did not spend the full budget of expenses committed in the 2017 budget. As a result, the proceeds from the sale of IIDEX disbursed to ARIDO in 2017, in the amount of \$125,000, was not used to offset operations. Therefore, when removing the amortization amount, ARIDO is actually in a surplus of \$179,182.

As we work with our financial advisor, ARIDO will take this surplus into account when developing our long-term investment strategy.

ARIDO Building Summary (\$)	Total	2017	2016	2015	2014	2013	2012	2011	2010
General Fund Net Surplus (loss)	-450,243	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	737,685	103,998	100,372	100,372	100,371	100,372	100,371	100,372	33,457
Allocation to the Building Fund included in General Fund Net Surplus (loss)	166,302	11,572	11,195	11,312	11,048	10,977	10,190	0	0
Estimated increase in building value @8%	1,791,197	318,555	294,958	273,110	252,879	234,148	216,803	200,744	0
Revised General Fund Net Surplus (loss)	2,148,941	497,737	343,272	303,001	376,992	260,439	262,099	245,345	-139,944

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 2017/2018 VP, Finance

View the 2017 Audited Financial Statements ()

2017 Audited Financial Statements

Combined Statement of Financial Position.

Total Net Assets for 2017 are





Statement of Operations – Restricted New Assets – Regulatory Fund





was contributed to the Building Fund The Building Fund is currently at \$166,302

2017 Membership Statistics



2018 ARIDO awards of distinction

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 present the following awards of distinction:

2018 ARIDO Fellows

Eliisa Petersen, Petersen Design Sue Bennett, Bennett Design Associates Janine Grossmann, Perkins+Will Greg Quinn, X-Design Margaret Agnelli, Agnelli Design Group Alex Chapman, Life Member

2018 Life Members

18 ARIDO Members have been awarded Life Membership from March 2017/2018. Life members have been a part of this Association for over 30 years and are now retired from the profession.

Ala Baker Jean Bennett **Beverley Cox** Gail Curran Arlene Dougall Andrew Flis Ingrid Kost **Elizabeth Livingston** Peter Lunney Aggie Metford Phillip Moody **Thomas Nater** Linda Pruden Ester Ritchie Janet Roscoe **Raymond Smith** Gary Webb Veronica Weissenbrunner

NCIDQ Examinations

From March 2017 to March 2018, 41 ARIDO Intern members successfully passed all three parts of the NCIDQ examinations. Their accomplishments will be recognized and acknowledged at their respective Chapter AGMs in Spring 2018. ARIDO is pleased to recognize our newest Registered Members.

Alissa Allen Mila Ashby Marcella Au Justine Baltessen Dana Barbetta Carol-Ann Blackburn Geneviève Boivin Lindsay Brown Julie Chapman Diana Cuoco Katherine Egenberger Katherine Ferrier Patricia Fletcher Candice Gertsman Jenna Gibbons Gertrud Drilla Gibney Marie Girolamo Ying Guo Iris Hsueh Marceline James Doaa Khattab Taehwan Kim Allison King Amanda Knatchbull-Hugessen Ariel Lee **Carine Maisonneuve** Zuzana Marcogliese Veronica Martin Bridget Mason James McCallan Staci McCrindle Erin McDermott

Vanessa Medeiros Megan Moffatt Jaime Muszynski Kristelle Pabon Christine Pilon Golnar Raissi-Dehkordi Sarah-Lynn Schnare Phoebe Sham Clancy Snook Samantha Sutherland Adrienne Thompson Raelyn Tilbury Melissa Tossell Lindsay Turner Winnie Yu

2018 Scholarship Awards

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

CTI Annual Scholarship

Monies for CTI's scholarship are raised from the annual Signatures Event – an event that sees interior designers get creative by painting ceramic dishware for auction. In 2017, the Signatures auction event raised \$9,200 for the 2018 Scholarship.

The 2018 CTI Working Environments Scholarship Award Winners:

Stephanie Morawietz, GVC Chapter Victoria Styrna, GTA Chapter Kalmn Simmons, EOC Chapter

Complaints and Discipline

In 2017, ARIDO had no active disciplinary complaints.

Deceased Members

ARIDO would like to remember the following members who passed in 2017/2018 and are no longer with us:

Gary Hewson, Kingston, Ontario Janet Hardy, Kingston, Ontario

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

2017/2018 Board of Management



President David Gibbons LWG Architectural Interiors

> President-Elect Sheri Crawford SLC designs Ltd





Past President Deanna Hayko iN Studio

> VP, Finance Daniel J. Long Truspace





Secretary Helena Ventrella Helena Ventrella Design Ltd

2017/2018 Board of Management Continued...



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Director Chantal Philippe Myers + Philippe Interior Design Inc





Director Dolores Pian SPACES Custom Interiors

> Director Lisa Sandham Lisa Sandham Interior Design





Director Jennifer Torok Bennett Design Associates Director Karin Vandenberg Next Era Design Studio





Educator Liaison Erin Melvin RCC Institute

> Intern Director Jordan Fang





Chair, Board of Governors Greg Quinn X-Design

NCIDQ Liaison & Western Ontario Chapter President Jennifer McBride Great West Life – London Life – Canada Life



2017/2018 Board of Management Continued...



Eastern Ontario Chapter President Lizanne Dubien NORR

Greater Toronto Area Chapter President Sabrina Carinci Straticom





Southern Ontario Chapter President Penny Fobler-Cressy RCC Institute

> Executive Director & Registrar Sharon Portelli ARIDO CAE



2017 ARIDO Committees

ARIDO-OAA Joint Task Force

David Gibbons, LWG Architectural Interiors Inc. Sheri Crawford, SIc Designs Ltd., Daniel Long, Truspace Sharon Portelli, ARIDO

Professionalization Task Force

Sheri Crawford, Slc Designs Ltd., Chair Jennifer Warling, City of Mississauga Victoria Horobin, KBH Interior Design Inc. Joseph Pettipas, HOK Roxann Brown, iN STUDIO Anna Simone, Cecconi Simone Inc. Marie Girolamo, Cecconi Simone Inc. Michele Gunn, Michele Gunn Interior Design

Communications Committee

Daniel Long, Co-Chair, External Communications Dolores Pian, Co-Chair, Internal Communications Betty Chen, Quadrangle Architects Ltd. Helen Dawson Olga Evstifeeva, STOA Design Collective Catherine Hay, Hay Design Inc. Thomas Nater, Thomas Nater Consultants Inc. Tatiana Soldatova, designSHFT

Membership Committee

Chantal Philippe, Myers + Philippe Interior Design Inc., Chair Tim Au-Yeung, Teknion Jennifer King, Gammond Architectural Technology Vivian Lo, Ontario Ministry of Health and Long-Term Care Deborah Rutherford, Brookfield Global Integrated Solutions Nancy Watt, Watt Design

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Nominating Committee

Greg Quinn, X-Design Victoria Horobin, KBH Interiors Kelly Stobbe, Infrastructure Interior Design Limited Nadia Kuhni, Design Matrix Inc. Karin Karak, k2 designworks Inc. Deborah Rutherford, BGIS

Residential Task Force

Dolores Pian, Spaces Custom Interiors, Chair Lisa Sandham, Lisa Sandham Interior Design Melissa Tossell, Sanura Design Olga Gomes, OG Design Studio Kim Yauck, Birch Interiors Inc.

2017 ARIDO Committees Continued...

Penny Southam, Southam Design Inc. Jutta Van Der Kuijp, Space Lifts Interior Design Michelle Mawby, Lucid Interior Design Erica Sibley, Binns Kitchen + Bath Design Linda Boorman, Linda Boorman Interiors Ltd.

Intern Task Force

Jordan Fang, Co-Chair Peter Oudejans , Oudejans Interiors Erica Sibley, Binns Kitchen + Bath Design Golnar Raissi, Art In Design Inc. Helen Van Emmerik, van Emmerik Zotalis Ltd. Jenny Shi, Home Depot Karol Wojdaszka, LWG Architectural Interiors Inc. Marwa Talal, HOK Nickeisha Lewis, Telus Corporation Sakshi Dixit, LDB design Inc. Stephanie Uprichard, Studio Forma Commercial Interior Design Rebecca Wignall, Connect Resource Managers & Planners Inc.

2017 Awards Judges

Paul Da Cunha, Paul DaCunha Architect Inc. Jana Macalik, OCADU Naji Mourani, figure3 Bryan Stone, Stone & Associates Designers Isabelle Talbot, Ray Inc.

Professional Development Task Force

Helena Ventrella, Chair, Helena Ventrella Design Ltd. Joseph Bigio, Joseph Bigio Interior Design Inc. Suzanne Cheng, AECDaily Corporation Shelley Corallo, Brookfield Johnson Controls Canada Helen Desjardins, Stantec Architecture Toronto Lucia Toffoli Di Biasio, LDB design Inc. Sandra Gibbons, Algonquin College Karim Gilani, A.G. Designs Victoria Horobin, KBH Interior Design Inc. Filiz Klassen, Ryerson University Allie O'Neill, Public Services and Procurement Canada Dolores Pian, Spaces Custom Interiors Tatiana Soldatova, Syllable Jennifer Torok, Bennett Design Associates Nancy Watt, Retired Member



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