

ANNUAL REPORT 2014-2015



ACKNOWLEDGEMENTS

We would like to convey our gratitude and thank the following organizations whose financial support allows Tamir to provide and maintain our services.

Ontario Ministry of Community and Social Services



OTTAWA JEWISH
COMMUNITY FOUNDATION

A very special thank you as well to the hundreds of individuals and businesses who support us with their donations and time. You are a significant reason behind the successes highlighted within these pages. Thank you, as ever, for all that you do for Tamir.

A MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR



Dr. Joel Kanigsberg, President Mark Palmer, Executive Director

It is our pleasure, as Tamir Board President and as Tamir's Executive Director, to extend our greetings to you in this 2014-15 Annual Report.

Under the direction of Tamir's Management Team, our very dedicated staff continues to provide our participants with superb programming designed to maximize their potential and meet their sometimes very complex needs. This is being done despite a difficult financial climate.

Last Fall, we attended the Jewish Developmental Disabilities Leadership Institute in Baltimore, that brought together professional and lay leaders from all over the world. This amazing program provided the formal teaching of leadership strategies in a Jewish context and the informal exchange of ideas and successes of the participating agencies. We returned home with renewed energy and new programming models, some of which will, hopefully, be introduced at Tamir.

With the placing of Neil Leslie in the role of Director of Fundraising and Communications, a reorganization of our fundraising initiatives has begun and innovative events, such as a classic car raffle, are underway. The establishment of the Tamir Endowment Fund, a longstanding objective, has become a reality and will be operated under the umbrella of the Ottawa Jewish Community Foundation. This fund will focus on planned giving. The Fund opened with initial capital of over \$100,000 due to the generous donations of a small number of supporters. Our thanks to Paul Finn, Norm Ferkin, and Bob Thompson for their tireless work that brought the Tamir Endowment Fund to fruition.

Cantor Daniel Benlolo, in his unique style, continues to bring Judaic content to our participants. The Tamir Neshama Choir has become even more visible than in previous years in both the Jewish and wider community. The choir recently sang at the Salute to Israel celebration in Montreal. The "ruach" (spirit) and enthusiasm they bring brightens up any event. Our Chanukah Party and Third Seder are celebrations our participants and their families look forward to with anticipation every year. As well, thanks to congregations Beth Shalom and Agudath Israel for being so welcoming to our participants on Shabbat and holidays.

Tamir's relationship with Camp B'nai Brith ensures that a number of our participants enjoy a camp experience in a Jewish atmosphere every summer and is a highlight of their year. The Keshet for Kids program brings a positive day camp experience to our younger participants.

We have a few irons in the fire regarding new initiatives. Tamir is looking to expand our day services, in a new location. We also hope to conduct a new community-wide survey concerning the needs of people with developmental disabilities and their families in order to help us plan for the future. Stay tuned for more on these and other new projects.

We would like to thank our Board of Directors for the many hours they put in to provide guidance to the agency and to make certain that Tamir follows its constitution and by-laws. They bring invaluable experience and skills that help Tamir continue to grow and thrive as the sole organization in Ottawa dedicated to ensuring individuals with developmental disabilities live with dignity and respect in a Jewish environment.

A handwritten signature in blue ink that reads "Joel Kanigsberg".

A handwritten signature in blue ink that reads "Mark Palmer".

2014-2015 PROGRAM HIGHLIGHTS

Day Services

Tamir believes in a person-centred approach to planning as a means of ensuring as full community participation as possible, and the development of meaningful objectives, supports and outcomes for every person we support.

Individual needs, wishes and goals of each person served by Tamir are identified through a process called Personal Outcome Planning (POP). Meetings between the participant, their family, advocates, day and residential staff are held annually and the POP is written to confirm the details of the plan.

The goal section of the POP sets direction for the coming year and the objectives define how staff and the support circle are to help the individual participant achieve their goals.

It has been another exciting, busy and fun-filled year for Tamir's Day Services and people have had a great deal of success in achieving their POP goals. For example,



Robert Demmery began a weekly placement at Abbeyfield House preparing lunch time salad for up to ten senior citizens. Tuyen Vo continued her weekly placement at Serenity Renewals for Families assisting their administration team.

Participants from the Passages program continued their door to door delivery of the Capital City News. Tamir participants have been active in their roles as paddlers on the Dragons for All team for the 2014 season. The group looked forward to their weekly practices at the Rideau Canoe Club. In September, we welcomed Daniel Markowitz to the Day Program Campus.

Cynthia Yankoo has adapted well to her sensory program and is enjoying her sensory box. Saul Brownstein has been initiating communication with his peers and staff team more than ever. His sentence structure and the use of new words is impressive. Chris Wilkes sets the table daily for lunch and assists with laundry completion at the Donald Street Day Program. Samantha Molot has increased her community involvement by attending the weekly Salvation Army placements. Mathieu Gignac has begun volunteering independently at the Rideau-Rockcliffe Community Centre's Emergency Food Program.

In addition, since September, participants from all four Tamir Day Programs have been gathering weekly on campus to sing along and dance with Micah Bellman for the Music Therapy program. In March we experienced a drumming session at the Donald Street location led by



the Baobob Community. The session was so well received that the Donald Street Music Program has since been modified to include drumming sessions. Participants of the Day Program on Campus and Tamir's Retirement Day Program gather to kibbitz and connect every Friday at a luncheon prepared by the Day Program staff.

Participants look forward to their involvement in many local community events and festivals; the Arnprior Fair, Tulip Festival and the Capital City's Disabled Day just to name a few. In the summer, Day Services hosted their own event which was well-attended by families with the Junk Yard Symphony as a special guest!

Individual fulfillment through POPs and community participation are keys to success. Congratulations to all of our day services participants!



Residential Program Update

Over the year, we celebrated birthdays and graduations, births of nieces and nephews; made new friends, and some participants sadly grieved the loss of loved ones. Individuals pursued their passions in sport and recreation, some explored new work opportunities and just about everyone had the opportunity to put their feet up for a while to enjoy cottage vacations or big city trips. Nothing that extraordinary, you might say? True, our purpose after all is to ensure residents of Tamir have opportunities

to live ordinary everyday lives in the mainstream, just like everyone else.

But then again, we are caring for many people, a large number of whom have quite complex health, social and other needs and, almost everyone leads very busy and active lives to boot. So in that sense operating our residential program is extraordinary. Imagine operating a household for a very busy and involved family of 64!

The groceries, the laundry, the housekeeping, the upkeep all have to happen like clockwork. The vehicles are constantly in and out of the driveways taking people to a variety of activities across the city. Our residents' weekly calendar is chock full. Everyone is very thankful to settle into a night at home when Friday arrives.

Similar to the planning and support roles that parents play in households, the Supervisor, working together with residents, family members and the staff team, support all areas of health, wellness, and activities of daily living from tending to a common cold, to more significant medical treatments, to assisting with and coordinating each person's very busy calendar. Tamir spends a great deal of time and energy preparing for and attending medical appointments and following up on medical requirements to ensure each person is as healthy as possible and able to function full steam ahead.

We welcomed two young women this year who moved from their parents' homes to a newly refurbished 2 bedroom apartment in Tamir's Supported Independent Living program. One of the women often comments, "I really want to be more independent and it is scary at the same time, there is a lot I have to learn." Life changes can be stressful and what counts the most for these individuals is having people in their life they can trust, including professional support staff they can count on for reassurance and a guiding hand. That is the essence of what we do: helping vulnerable people lead healthy, fulfilled and very busy lives.



Judaic Program

2014-2015 has been a hectic and most exciting year for Tamir's Judaic Program with some new adventures, while sustaining and revamping existing programs.

Tamir was fortunate to host a number of holiday get-togethers this past year. There is nothing more quintessentially Jewish than gathering our large Tamir *mishpacha* to enjoy food, drinks and music as one. We celebrated Rosh Hashana dinner, Purim celebrations in the community, and the 3rd Seder at Beth Shalom and the SJCC, respectively, just to name a few. We are also fortunate to welcome the Shabbat every week in the community. Our holiday activity for Tu B'Shvat was a visit to the Museum of Nature, giving our participants the opportunity to experience the beauty of nature, encompassing the essence of the holiday itself within the museum environment.

Each week, the Tamir Neshama Choir meets to practice and learn songs — liturgical and secular — from popular



culture, Broadway musicals and even some original music put together by our members. The choir is always expanding their repertoire to encourage *tikkun olam* in the community and beyond. They love to perform, and we were privileged to put on shows both in the community and outside of it. Our shows included the Montreal Choral Festival, Na'amat Canada here in Ottawa, AJA50+ at the SJCC, and the Yom Ha'Atzmaut concert in Montreal, attended by over 5,000 people. Our performances are a great way for us to advertise all the good that is done here at Tamir — and we were fortunate to gain several new, generous donors this year who were so inspired by what we do that they felt compelled to get involved.

We are also pleased to welcome several new community members to the Choir. The enthusiasm and musical talents they bring to the group has been an invigorating addition. Welcoming new members to the Choir reinforces the connection between Tamir and the community as a whole.





Tamir Joint Health and Safety Committee (JHSC):

Tamir has an active JHSC, and the ongoing efforts of the committee members to keep health and safety a priority throughout the agency is greatly appreciated. This year, committee efforts were focused on new projects, as well as on improvements to existing systems. Tamir's emergency response plan was reviewed, employee injury management systems were updated and recommendations on how to improve response rates for minor maintenance issues were made. As well, a new project is underway to assess behavioural needs of Tamir participants in order to ensure that the appropriate supports are in place for staff to access. This project is a partnership between the JHSC and Tamir's Crisis Response and Intervention for Behavioural Systems (CRIBS) Committee.

Staff Training:

We continued our mandatory staff training this year in General Judaic, Passover and High Holiday segments. We also train new staff members coming into the agency on Tamir systems and we ensure that mandatory training requirements such as First Aid and CPR, Crisis Prevention and Intervention (CPI), and Recognizing Abuse and Neglect are updated regularly. Tamir is pleased that all staff members have been trained on Emergency Response plans over the past year and we look forward to introducing a Safe Food Handling and Infection Control training session during 2015.



Keshet for Kids

Tamir's Keshet for Kids Program was established in 2004 to provide children with developmental disabilities an opportunity to take part in meaningful summer activities.

In the summer of 2014, campers participated in many different outings including trips to museums, local festivals, boat rides, Mont Cascades waterpark and a local zoo. They also attended Camp B'nai Brith for a day and participated in many of the activities that the camp has to offer.

This year, many of the in-house activities took place at Tamir's Main Campus Day Program as well as at the Donald Street Day Program location. The group participated in music, arts and crafts, and classes about wildlife. The campers also continue to enjoy the ease of access to the Soloway Jewish Community Centre, that enables them to swim and use the gym facilities multiple times per week.

Tamir Endowment Fund

The need for Tamir to continue into the future is undeniable. Now it looks a little more secure with the initiation of a new partnership between Tamir and the Ottawa Jewish Community Foundation.

Thanks to the vision and generosity of some wonderful donors, this new partnership will help ensure that Tamir, the sole Jewish organization in Ottawa dedicated to ensuring quality of life for people with developmental disabilities, will thrive for generations to come. In the first weeks after announcing the establishment of the Tamir Endowment Fund, over \$100,000 was raised.

Stepping forward to launch the fund were long-time Tamir supporters, Norman and Isabel Lesh, Sharon and Paul Finn and the family of the late Norman and Evelyn Potechin, z'l who provided the initial donations. Lily and Jerry Penso, founders of Tamir, along with Norm and Debbie Ferkin have committed a life insurance plan towards the new fund.

During the first year of the fund, any major gifts directed by donors to the fund or donors who confirm a gift in their will or other form of bequest will be considered "Founding Members" of the Tamir Endowment Fund. The interest, distributed on an annual basis, will help meet the ongoing personal care and support needs of individuals in Tamir.

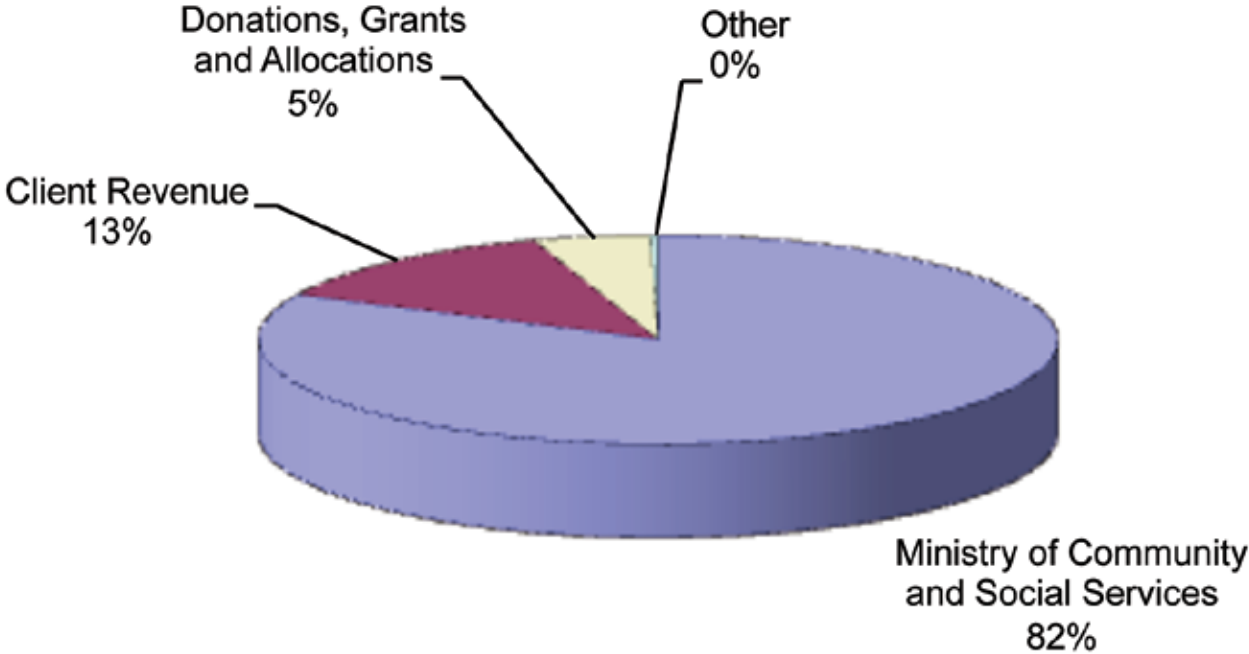
Dr. Joel Kanigsberg, President of Tamir, expressed his appreciation: "Every parent wants assurance that their children will be looked after when they are gone. This holds especially true for parents of our most vulnerable. The Tamir Endowment Fund will help ensure our organization's promise is kept to these families into the future."

The Lesh family understands first-hand the value of securing Tamir's financial future. Their grandson, Jordan, has been a resident in one of Tamir's group homes for the past seven years. Lily and Jerry Penso's son, Michael, was one of the first three residents of Tamir when the organization was created in 1985. They continue to have peace of mind knowing Michael is well cared for.

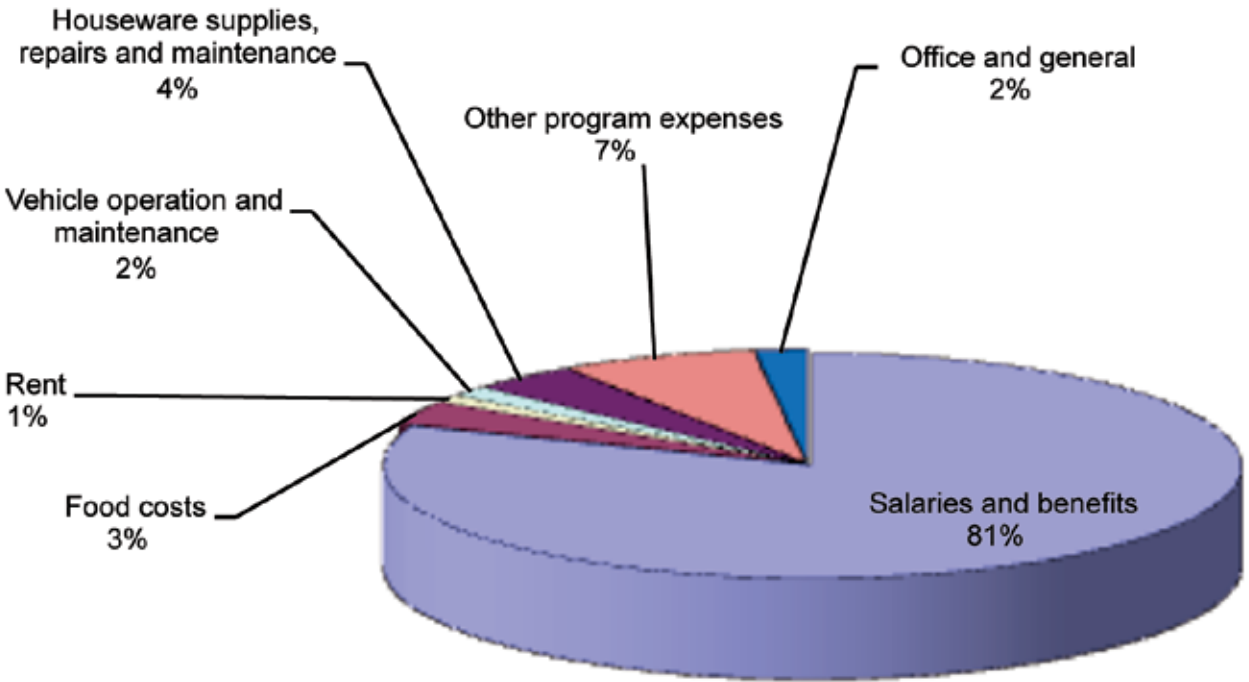
Lynne Oreck-Wener, Chair of the Board for OJCF, commented, "Tamir is a precious asset that has served our community proudly for almost 30 years. Contributing to the new Tamir Endowment Fund is a great way to honour the past and encourage the future of our own families and this important organization."



SOURCES OF REVENUE



EXPENDITURE



FINANCIAL REPORT

BALANCE SHEET

as at March 31, 2015

ASSETS

Cash and investments	1,943,126
Prepaid expenses	43,944
Accounts receivable	336,355
Capital assets	2,805,855

TOTAL ASSETS	\$ 5,129,280
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LIABILITIES

Accounts payable and accrued liabilities	1,888,996
Deferred revenue	196

TOTAL LIABILITIES	\$ 1,889,192
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NET ASSETS

Externally restricted	2,805,855
Internally resitricted	63,000
Unrestricted	371,233

TOTAL NET ASSETS	\$ 3,240,088
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TOTAL LIABILITIES AND NET ASSETS

TOTAL LIABILITIES AND NET ASSETS	\$ 5,129,280
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STATEMENT OF REVENUE AND EXPENDITURE

for the year ended March 31, 2015

REVENUE

REVENUE

Ministry of Community and Social Services	6,192,667
Client revenue	976,101
Donations, Grants and Allocations	356,518
Other	23,494
	<u>\$ 7,548,780</u>

EXPENDITURE

EXPENDITURE PROGRAMME

Salaries and benefits	6,369,291
Food costs	265,136
Rent	83,248
Vehicle operation and maintenance	116,965
Houseware supplies, repairs and maintenance	317,856
Other program expenses	582,467
	<u>7,734,963</u>

OFFICE ADMINISTRATION

Office and general	152,405
	<u>\$ 7,887,368</u>

EXCESS OF EXPENDITURE OVER REVENUE

(\$338,588)

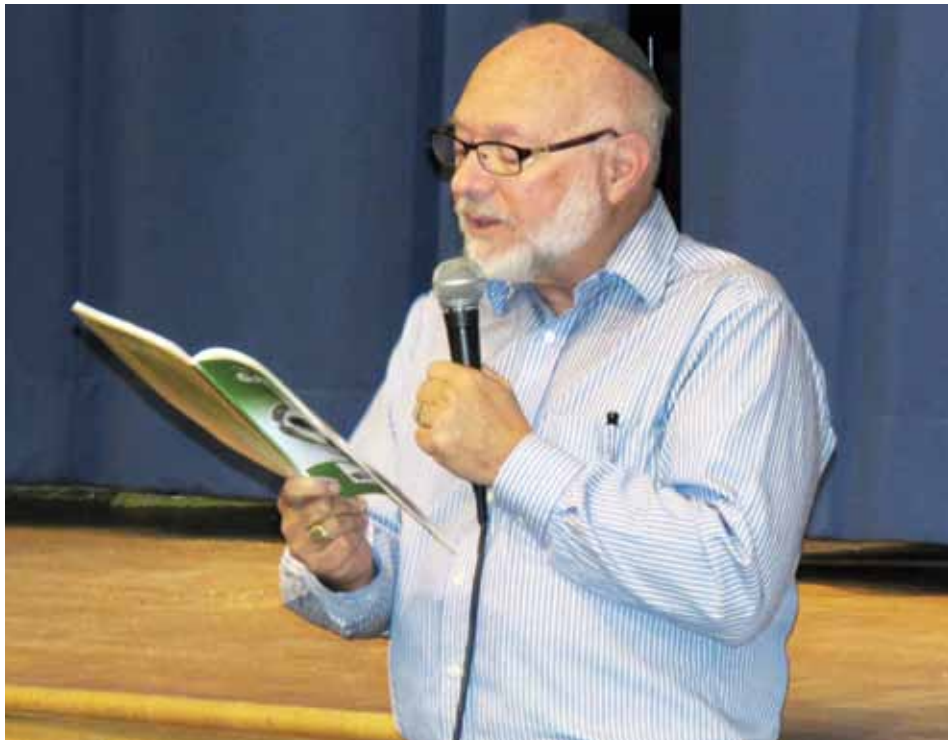
TAMIR BOARD OF DIRECTORS

Joel Kanigsberg, *President*
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Rabbi Ely Braun
Joe Brownstein
Carol Diamond
Hal Grossner
James Katz
Brian Keller
Barry Mandelker
Adam Moscoe
Morris Neuman
Robert Thompson
Laura Upans
Richard Zuker

Mark Palmer, *Executive Director*

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Howard Yegendorf
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Richard Zuker
Esther Tarasofsky
Zelda Shore
Lewis Auerbach
Gilda Good
Ron Stein
Rona Shaffran-Tannenbaum
Eric Weiner
Maggie Lederman
Noreen Bosley
Hilary Ostrov
Lily Penso



Tamir Community Seder

TAMIR STAFF

(JUNE 2015)

Main Office

Executive Director.....	Mark Palmer
Manager of Human Resources	Lisa Giffin
Manager of Finance and Administration.....	Sultana Ferdousi
Residential Operations Manager	Laurie Oakley
Director of Fundraising and Communications.....	Neil M. Leslie
Judaic Advisor	Cantor Daniel Benlolo
Scheduling Supervisor.....	Chris Frizell
Payroll Administrator	Kerri Hie
Accounts Payable/Receivable Administrator	Nasim Ahmed
Human Resource, Judaic and Office Administrator	Frances Mercer
Finance Administrator.....	Mariana Erimiea

Program Supervisors

Dale Browning-Wyman
 Tavis Wiegand
 Brad Hammond
 Estelle Allen
 Sandi McCaw



Primary Counsellors

Shelly Landrigan
 Jessica Liptak
 Lisa Peterson
 Sylvia Wood
 Cheryl Tremblay
 Robyn Weedmark
 Nicole Tierney
 Samantha Brown
 Rick Brandt
 Vanessa Raymond
 Julia McKinnon

Juli Veenstra
 Glen Pierce
 Tammy Tanner
 Fern Hollett
 Michael Waihenya
 Crystal Nicol
 Andrew Lefebvre
 Harjit Thiara
 Jun Pecana
 Colleen Bras
 Erin Evans

Nadine Hopewell
 Emily Helmer
 Tash Lott
 Augustus Morkeh
 Kathi Jones
 Marie-Rochelle Marcelin
 Samantha Durward
 Lauren Robson
 Louise Leroux

DONORS

CHAI-EST: \$18,000+

Mrs. T. Brewer
Mrs. A. Czajezcky
Mr. R. Dow
Mr. and Mrs. P Finn
Mr. and Mrs. M. Glub

Mr. N Lieff and Ms. F. Greenspoon
Rena Polowin Fund
Dr. and Mrs. S. Shiff
Mr. H. Smith
Estate of Inez Zelikovitz

GOLD: \$10,000 - \$17,999

Mr. and Mrs. B. Achbar
Mrs. F. Appotive
Mrs. L. Bellman
Mr. F. Brewer
Mr. and Mrs. M. Caplan
Mr. and Mrs. G. Casalese
Carlofsky Family Fund
Mr. and Mrs. J. Cramer

Mrs. S. Crawford
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Mr. and Mrs. N. Ferkin
Mrs. L. Flansbury
Estate of Frances Greenblatt
Mr. I. Hoffman
Mrs. S. Howard
Mr. and Mrs. S. Inglese

Mr. and Mrs. G. Jessop
Mr. and Mrs. B. Keller
Mr. M. Levison and Mrs. D. Belland
Mrs. D. Noonan
Evelyn and Norman Potechin Fund
Mr. and Mrs. R. Rowat
Mrs. S. Tessier
Mr. and Mrs. R. Thompson

SILVER: \$5,000 - \$9,999

Mr. and Mrs. I. Aaron
Mr. M. Borts
Mrs. R. Barrett
Mr. and Mrs. J. Bell
Mr. and Mrs. G. Cavill
Mrs J. Courtemanche
Mr. and Mrs. J. Dover
Mr. and Mrs. D. Elmore
Mrs. R. Engels
Jenna Greenberg B'nai Mitzvah Fund
Irving and Shirley Greenberg Fund

Mr. R. Greenberg
Mr. and Mrs. I. Greenblatt
Mrs. D. Hoffman
Mr. and Mrs. T. Johnston
Mr. and Mrs. D. Kent
Mr. and Mrs. D. Kwavnick
Mr. and Mrs. E. Levitan
Mr. and Mrs. J. Levitan
Mr. and Mrs. H. Lithwick
Mr. S. Losacco and Mrs. L. Nudelman
Mrs. E. MacEachern

Mr. and Mrs. J. Penso
Mr. and Mrs. B. Potechin
Mrs. V. Scott
Mr. and Mrs. M. Takefman
Mr. and Mrs. J. Toft
Mr. H. Yegendorf
Mr. and Mrs. N. Zagerman
Mrs. S. Zagon
Max and Tessie Zelikovitz Fund
Mr. and Mrs. R. Zuker

ORGANIZATIONAL AND CORPORATE DONORS

Arnon Corporation
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Cohen & Lord Insurance
Community Foundation of Ottawa
The DANBY Foundation
Emond Harnden
Howard Yegendorf & Associates
IBM Employees' Charitable Fund
Jade Kat Project Management Inc.

Liff & Tolot Architects Incorporated
Minto Foundations Inc.
Ottawa Children's Treatment Centre
Ottawa Jewish Community Foundation
Ontario Trillium Foundation
Surgenor National Leasing
TELUS Cares
United Way of Greater Toronto
The Vered Foundation
WCPD

COMMUNITY PARTNERS

Abbeyfield House
Algonquin College DSW and AADD Programs
Aurora Lodge No. 53 of Ottawa Knights of Pythias
Bethany Hope Centre
Capital City News
Capital Courts Training Centre
Computers for Schools
Critter Jungle – Hampton Park Plaza
Dovercourt Community Centre
Dragons for All
Friends for Sport Fishing
Good Will Industries
Home Depot – Bank Street
Jack Purcell Community Centre
Jim Durrell Arena
McBead Creations
Multi-Faith Housing Initiative
OakWood Renovation Experts
Ottawa Children’s Treatment Centre (OCTC)
Overbrook Day Care/Andrew Fleck Child Care Services
Parkdale United Church
Rideau Canoe Club
Rideau-Rockcliffe Community Resource Centre
Salvation Army Thrift Store – Merivale
Serenity Renewals for Families
Snowsuit Fund
Soloway Jewish Community Centre
Tony Graham Toyota
YMCA Carlingwood Mall

JUDAIC OUTREACH PARTNERS

Agudath Israel Congregation
AJA50+
Camp B’nai Brith
Chabad Student Network
Congregation Beth Shalom
Hillel Lodge
Jewish Family Services
Jewish Federation of Ottawa
Ottawa Jewish Community School
Temple Israel



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