

# 2008-2009 ANNUAL REPORT



## Acknowledgements

**We would like to acknowledge and thank the following organizations whose financial support allows us to provide and maintain our services.**

- Ontario Ministry of Community and Social Services
- Jewish Federation of Ottawa
- Jewish Community Foundation of Ottawa

**A very special thank you as well to the hundreds of individuals who support us with their donations and their time.**

## 2008-2009 Board of Directors

Esther Kwavnick, *President*

Howard Yegendorf, *1<sup>st</sup> Vice-President*

Christine Kessler, *2<sup>nd</sup> Vice-President*

Ian Raskin, *Treasurer*

Nina Arron, *Member at Large*

Richard Zuker, *Past President*

Manny Agulnik

Jaymour Bell

Jack Cramer

Norm Ferkin

Linda Goldberg

Susan Heisel

Joel Kanigsberg

Sharon Reichstein

## A Message from the President

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It is a privilege to report to you on the accomplishments of the past year at Tamir.

Highlights for 2008/2009 have been the expansion of our residential capacity with the opening of our home on Riddell Avenue, strengthening our partnerships within the Jewish community and at large, a review of the governance practices and policies of the Board of Directors, the approval of a new five year strategic plan, and building the foundation for a newly structured planned giving program.

Our Tamir family has expanded! We are pleased to welcome individuals from the Rideau Regional Centre in Smiths Falls to our new fully accessible home on Riddell Avenue, designed to accommodate people of varying levels of independence.

Judaic Outreach continues to be a cornerstone of our services. There is something to appeal to everyone wanting to learn about, practice and celebrate Jewish life: the popular Community Shabbat dinners, performances by the Tamir Neshama Choir, Yiddishkeit Delights for individuals requiring high support and joint activities with the Chabad Student Network of Ottawa are just a few of the most popular activities on the ever changing schedule.

We were disappointed that the Jewish Federation of Ottawa was not able to provide the financial support requested by Tamir and the Talmud Torah Afternoon School Program to provide Jewish children with developmental disabilities between the ages of seven to fifteen the opportunity to receive a Jewish education. Other sources of funding are being explored to support this worthwhile initiative.

Last year, Tamir staff joined the Canadian Union of Public Employees (CUPE) and in December 2008, our Board and CUPE ratified Tamir's first collective agreement.

The Tamir Board, along with representatives of our participants and their families, staff and others came together this past November to

develop a new five year strategic plan. There was strong consensus on priorities: the need to maintain our high quality of service; find new ways to respond to the increasingly complex health and other needs of our participants, especially as they age; address the needs of Jewish individuals waiting for our service; and build stronger partnerships with other institutions in our community.

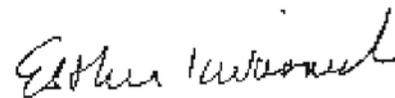
Having a clear path forward is critical in guiding the future development and the allocation of resources of our agency, and it is even more important in a difficult financial environment. This is why Tamir is also strengthening its capacity to increase its revenues through our updated planned giving program.

At the Board level, new governance policies and practices are being put in place to ensure that we can best fulfill the roles and responsibilities of the Board and meet the needs of Tamir.

Next year will be exciting with special events to mark the 25<sup>th</sup> anniversary of the opening of the first Tamir residence! Look for more information on this over the year!

I would like to thank my colleagues on the Board of Directors for their commitment, support and enthusiasm. In addition, I want to recognize those Board members who served as members of the Executive Committee, chairs and co-chairs of Board committees, special events and projects.

Together with our staff, volunteers, families and community partners, Tamir continues to thrive as an organization recognized for its high level of service, making it possible for our participants to live their daily lives to the fullest degree possible in a Jewish environment.



President

## Financial Report

### BALANCE SHEET as at March 31, 2009

#### ASSETS

##### OPERATING

Cash and investments	\$ 343,918
Accounts receivable	119,511
Prepaid expenses	—
	<u>463,429</u>

##### CAPITAL

Capital Reserve Fund	357,792
Property and equipment	3,438,135
	<u>3,795,927</u>

**TOTAL ASSETS** **\$ 4,259,356**

#### LIABILITIES AND NET ASSETS

##### OPERATING

Accounts payable and accrued liabilities	\$ 330,092
Deferred revenue	—
Accumulated surplus	133,337
	<u>463,429</u>

##### CAPITAL

##### Externally restricted net assets

Property and equipment	3,438,135
Unexpended funds from MCSS	—
	<u>3,438,135</u>

##### Internally restricted net assets

**Unrestricted net assets** 357,792

3,795,927

**TOTAL LIABILITIES AND NET ASSETS** **\$ 4,259,356**

### STATEMENT OF REVENUE AND EXPENDITURE for the year ended March 31, 2009

#### REVENUE

##### REVENUE

Ministry of Community and Social Services related funding	\$ 5,011,522
Client revenue	412,809
Grants and allocations	147,420
Other	134,469
	<u>5,706,220</u>

#### EXPENDITURE

##### EXPENDITURE PROGRAMME

Salaries and benefits	\$ 4,380,678
Food costs	182,380
Rent	74,577
Vehicle operation and maintenance	101,219
Houseware supplies, repairs and maintenance	96,706
Other program expenses	744,304
	<u>5,579,864</u>

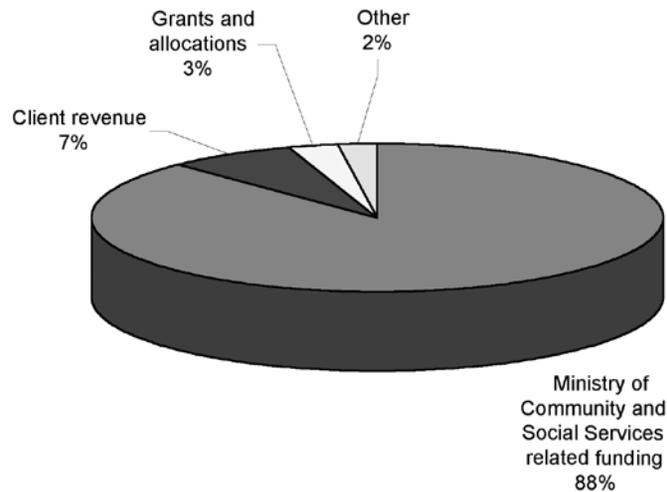
##### OFFICE ADMINISTRATION

Office and general other costs	123,734
	<u>5,703,598</u>

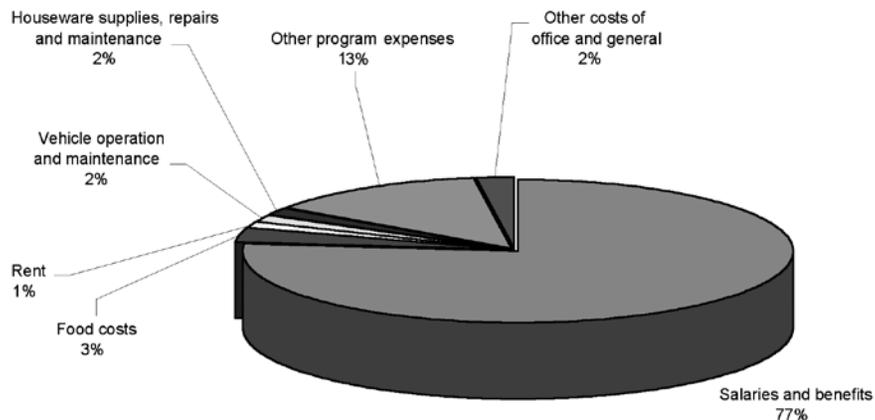
##### EXCESS OF REVENUE OVER EXPENDITURE

**\$ 2,622**

## Sources of Revenue



## Expenditure



## 2008-2009 Program Highlights

### JUDAIC OUTREACH:

- The Tamir Choir, now proudly known as the Tamir Neshama Choir, has expanded over the past year, with eighteen participants taking part in the group.
- The contribution the choir makes to the community is evident by the growing number of requests to perform. Performances this past year included the Music Therapy Conference at Ashbury College; World Religion Day at Ottawa City Hall; The Ottawa Tulip Festival at Lansdowne Park; Yom Hashoah on Parliament Hill, The Cummings Center in Montreal, Yom Ha'Atzmaut at the Soloway Jewish Community Center, as well as a televised Chanukah performance on the A Channel.
- The residents of Hillel Lodge and Central Park Lodge benefit from regular visits of the Tamir Neshama Choir to celebrate the holidays and share in their joy of music.
- In June 2008 Tamir co-hosted KINUS, a conference for Jewish Developmental Services Providers, with REENA, in Toronto. The choir also attended and played a pivotal role in the opening ceremonies.
- Tamir has partnered with the Chabad Student Network to share the joy of Yiddishkeit on a monthly basis.
- Joys of Judaism classes are enjoyed by everyone including participants, volunteers, and staff. Judaism is celebrated through music, arts, crafts, games and stories on a weekly basis; one exciting project included having participants work with a talented local artist to produce some beautiful and original artwork. Their work was photographed and used to produce boxed sets of greetings cards, now available for sale at the Tamir office.
- Important events on the Judaic calendar include the weekly Advanced Judaic class, where peers come together to unite in friendship and explore Jewish identity through study group sessions; Sing and Play, a popular musical hour held at various times over the week at 4 different Tamir residences; our monthly Community Shabbat celebrations that bring Tamir participants together to share in the joy of the Sabbath day.

- The Yad B'Yad student program has recruited over 30 volunteers to contribute in various capacities. The students are already involved with the preparations leading up to the 25<sup>th</sup> Anniversary Celebration in 2010.

## **RESIDENTIAL PROGRAMS:**

- The new participants coming to Tamir's home on Riddell from Rideau Regional Centre had a smooth transition to community living and have embraced the opportunities for community integration and new friendships offered to them.
- Therapeutic services are being utilized by clients requiring specialized supports such as behaviour management, occupational and physiotherapy; a new service, hydrotherapy, is being accessed by a Tamir participant to assist with muscle relaxation, increasing joint motion and improving circulation.
- A participant returned home to Broadview after a prolonged stay in hospital and long term care due to significant medical needs. The participant, family, roommates and staff are all very happy about his return to Tamir.
- Tamir has negotiated regular nursing supports through another Developmental Services agency to help provide expertise for participants with specialized medical needs.
- Program locations received new furnishings such as entertainment systems, couches, bedroom furniture, etc. to ensure a comfortable and homey environment for participants.
- Tamir's respite program has expanded and is now equipped to serve 12 participants over the year. The expansion also provided additional living space and better accessibility for participants using wheelchairs.
- Four new participants have been welcomed into the Timeshare program, providing much needed relief to parents and an opportunity to develop life skills and community connections for the participants.
- A long time Timeshare participant moved into permanent supports in our Supported Independent Living Program, fulfilling his goal of having his own apartment in the community.

- Sensory friendly areas were set up in several programs to assist participants in relaxation and anxiety management.
- Several program sites underwent repairs and maintenance including new paint, doors, flooring and kitchen upgrades.
- Participants enjoyed numerous summer excursions including a trip to Foymount Farm to enjoy the horses, vacations in Kingston, Eganville, Montreal, stays at area cottages, and the always fun Grippen Lake experience.
- Tamir was pleased to partner with the Algonquin College Developmental Service Worker program to offer placements to more than 15 students over the year. The students worked one to one with Tamir participants, teaching skills such as cooking, literacy and home management.

## **DAY SERVICES:**

- Passages and The Home Depot on Bank Street continue to build on a very successful partnership; a second day of volunteering each week has been added to the schedule, allowing 3 more participants to build their volunteer skills and become more involved in their community.
- Passages has increased its program space at the Donald Street location and staff are looking forward to creatively adapting the additional room to accommodate the increasing needs of the group.
- Day Services welcomed several recent high school graduates to the programs; one participant is using Passports funding to participate in a volunteer placement at the Overbrook Day Care and to join the swimming sessions on Fridays; another joined the Day Program on the SJCC campus where community outings and music and movement classes are some of the favourite activities.
- Five participants from Passages enjoyed a three day vacation in Montreal in the summer. Their itinerary included a boat cruise on the St. Lawrence, touring the Old City, and seeing the sights at the BioDome, Insectarium and the Botanical Gardens.
- Day Program and Passages participants enjoyed a joint Program Social in December 2008, inviting family, staff and friends to enjoy a special lunch planned and prepared by the participants.

- Several Tamir SIL and Outreach participants who have retired from full time day activities are now visiting Passages for group activities, new learning opportunities and companionship.
- The Day Program situated out of Donald Street welcomed three new participants from Rideau Regional Centre, now residing at Riddell. Community integration and making new friends has been their primary focus this year.
- The Kosher Meals on Wheels Tamir team welcomed another volunteer to its long standing Monday morning rounds, where the appreciation of the meal recipients is always a positive reinforcement to the job.
- Day Program said a sad "farewell" to Louise Glatt, a long standing volunteer and friend to the program. She will be sadly missed.

### **QUALITY ENHANCEMENT AND OTHER SERVICES:**

- A Labour Relations Committee has been formed to provide regular opportunities to discuss issues with the Union, with the goal of enhancing communication and reaching mutually beneficial resolutions.
- Fall and Spring Mitzvah for the Earth Days were organized to assist in keeping gardens and lawns at Tamir homes well maintained. Over 30 participants, staff and volunteers came together on both of these days to work, enjoy a BBQ lunch and have some fun.
- The Program Committee continued to work hard to ensure favourite activities such as the Annual Family Picnic at Andrew Hayden Park, Winterfest at Calabogie Peaks, the Baseball and BBQ event at the SJCC, and the Pool Party at Dovercourt were organized for the enjoyment of our participants, families and friends. The events are an excellent way for old friends to stay connected and for new friendships to become established.
- Tamir continues to focus on training as a means to ensure staff have the skills and knowledge necessary to successfully perform their duties and support our participants; more than 2,250 hours of staff training hours were delivered on topics ranging from medication administration, back care, crisis prevention and intervention, first aid and CPR re-certification, time management, etc.
- Snoezelen therapy sessions were offered to Tamir participants with the goal of reducing anxiety and enhancing sensory experiences.
- Karaoke nights at Killeen were one of the most popular events on the calendar for this group, with participants taking turns choosing old favourites and taking to the stage.
- Senator tickets donated to Tamir were enjoyed by die-hard fans from several programs who made the evening special by wearing their jerseys and taking every opportunity to cheer their hardest for the home team.
- The Killeen gang enjoyed special evenings out to the NAC to see *The Wizard of Oz*, and to the Corel Centre for *Disney on Ice*.
- A volunteer has been teaching piano to a participant at Killeen this year, sharing a love of music and the joy of learning a new skill.
- The 2008 Golf Fundraising event was the most successful yet, setting Tamir records for profits and participation. Golfers especially enjoyed the wonderful atmosphere at the Rideau View Golf and Country Club and the award ceremony, where Top Fundraiser (Norm Ferkin), Top Rookie Fundraiser (Barbara Greenberg) and Top Tamir Program Fundraiser (Timeshare) were recognized.
- Family volunteers made a difference at Tamir by helping plan special events, assisting with home maintenance and gardening, helping programs with routine tasks such as grocery shopping and coming into programs to make special dinners for their loved ones and their roommates. Thanks for all your time!

## Community Partners

Algonquin College  
Bethany Hope Centre  
Budget Car and Truck Rentals – Innes Road  
Classic Wood Mouldings  
Dovercourt Community Centre  
Hillel Lodge  
Home Depot – Bank Street  
Jack Purcell Community Centre  
Jim Durrell Arena  
Loblaws – College Square  
OC Transpo  
Ottawa Food Bank  
Overbrook Day Care and Kindergarten Program  
Parkdale United Church  
Petcetera – St. Laurent  
Petsmart – Merivale  
Rogers Video – Meadowlands  
Snowsuit Fund  
Soloway Jewish Community Centre  
Walkley Bowling Lanes

## Judaic Outreach Partners

Adath Shalom Congregation  
Agudath Israel Congregation  
Aurora Lodge No. 53 of Ottawa Knights of Pythias  
Chabad Student Networks  
Congregation Beth Shalom  
Creative Kosher Catering  
Hillel Academy  
Hillel Lodge  
Jewish Family Services  
Jewish Federation of Ottawa  
Jewish National Fund  
Miriam Home  
Ottawa Jewish Bulletin  
Ottawa Reconstructionist Havurah  
REENA  
Rideau Regional Centre  
Soloway Jewish Community Centre  
Talmud Torah Afternoon School  
Temple Israel  
Torah High School  
Yitzhak Rabin High School



*Promoting quality of life in a  
Jewish environment for people with  
developmental disabilities.*



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