

# 2006-2007 ANNUAL REPORT



## Acknowledgements

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

**We wish to extend our appreciation to:**

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

## 2006-2007 Board of Directors

Richard Zuker/Esther Kwavnick, *Presidents*

Esther Kwavnick, *Vice-President*

Susan Hiesel, *Vice-President*

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Sharon Michaelson

Sye Mincoff

## A Message from the Presidents

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It is a privilege to report to you on the accomplishments of Tamir over the past year. The position of President was shared by Dick Zuker and Esther Kwavnick.

As the 2006/07 annual report demonstrates, Tamir has continued to expand and improve our services to our participants in new and creative ways, including services for children with developmental disabilities.

We have sought out partnerships that can deliver great benefits for our participants. Much of Tamir's energy this year has been spent in developing and advocating for more and better opportunities for inclusion, in keeping with the themes developed at the Jewish Federation of Ottawa (JFO) symposium "Building Ottawa's Jewish Future," in which Tamir participated.

Our Yad B'Yad (Hand in Hand) program, funded by the JFO, connects Tamir to the youth of our community and builds awareness and relationships that may lead to a lifelong affiliation with Tamir. We are excited to see where this program will take us in the future.

We are pleased to report that the community-wide assessment of Special Education Needs of Jewish Children and Teens in Ottawa, funded by the JFO and led by Tamir and Talmud Torah, has been completed. Given that over 190 children in our Jewish day and supplementary schools are estimated to have special needs, we hope next to create a special education governance structure and find the necessary resources to offer these children the support they need.

Tamir is also looking to the community at large in our pursuit of inclusion. This year, Ottawa Children's Treatment Centre provided funding to Tamir to operate our first Keshet for Kids March Break Camp. Thanks to this partnership, children aged 7 to 15 from the Jewish community and the community at large enjoyed a phenomenal week of activities and friendships.

Our core programming remains residential support and day programming. We are participating in the Ministry of Community and Social Services (MCSS) Passport Program which provides adults with

developmental services and their families the option to purchase a broad range of day support services.

Rideau Regional Centre in Smiths Falls is targeted to close by 2009 and Tamir is part of this de-institutionalization initiative. We are well on the way to having a new home ready by mid-2008. Responding to the need for affordable housing and support services for Jewish people on the local waiting list is a significant pressure and may require new kinds of partnerships. Finding therapeutic services and the funding to support our participants as they age remains a challenge.

Tamir's Judaic Outreach Program has continued its outstanding work with the Tamir choir performing locally, in Montreal at the Chorale Festival of Jewish Music, and in Boca Raton, Florida.

Tamir has been active in a provincial coalition of organizations serving people with developmental disabilities, advocating to increase capacity and respond more effectively to community needs. We are pleased that the Ministry is allocating new funding to address some of the service pressures.

We are currently working with Strong Boards, a provincially funded initiative, to review our governance structure. Our Board is also examining the Jewish nature of Tamir to ensure Jewish continuity within our agency.

This past year, we have strengthened our fundraising capacity. We thank all our contributors for their support – our members, and the many others who support Tamir fundraising activities.

We would like to thank our colleagues on the Board of Directors for their commitment. In partnership with our staff, volunteers, and our families, Tamir continues to thrive as an organization that makes it possible for our participants to live their lives to the fullest extent possible in a Jewish environment, day in and day out.

Our goal is to do it even better next year.



President

President

**BALANCE SHEET**  
as at March 31, 2007

**ASSETS**

**OPERATING**

Cash and investments	\$ 192,753
Accounts receivable	141,216
	<u>333,969</u>

**CAPITAL**

Cash and investments	390,573
Property and equipment	2,127,947
	<u>2,518,520</u>

**TOTAL ASSETS** **\$ 2,852,489**

**LIABILITIES AND NET ASSETS**

**OPERATING**

Accounts payable and accrued liabilities	\$ 201,728
Deferred revenue	12,000
Net assets	120,241
	<u>333,969</u>

**CAPITAL**

Deferred revenue	25,162
Net assets	2,493,358
	<u>2,518,520</u>

**TOTAL LIABILITIES AND NET ASSETS** **\$ 2,852,489**

**STATEMENT OF REVENUE AND EXPENDITURE**  
for the year ended March 31, 2007

**REVENUE**

**REVENUE**

Ministry of Community and Social Services related funding	\$ 3,818,126
Client revenue	350,139
Grants and allocations	154,069
Other	120,439
	<u>4,442,773</u>

**EXPENDITURE**

**EXPENDITURE PROGRAMME**

Salaries and benefits	3,431,506
Food costs	142,561
Rent	158,119
Other program expenses	584,774
	<u>4,316,960</u>

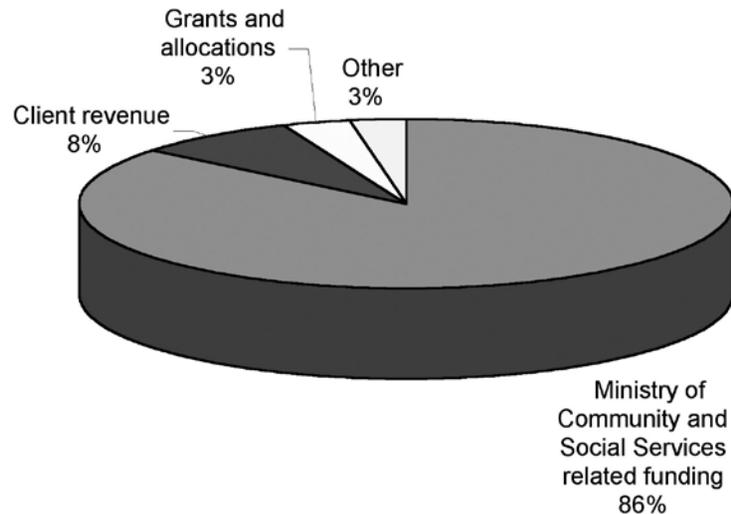
**OFFICE ADMINISTRATION**

Office and general	126,400
	<u>4,443,360</u>

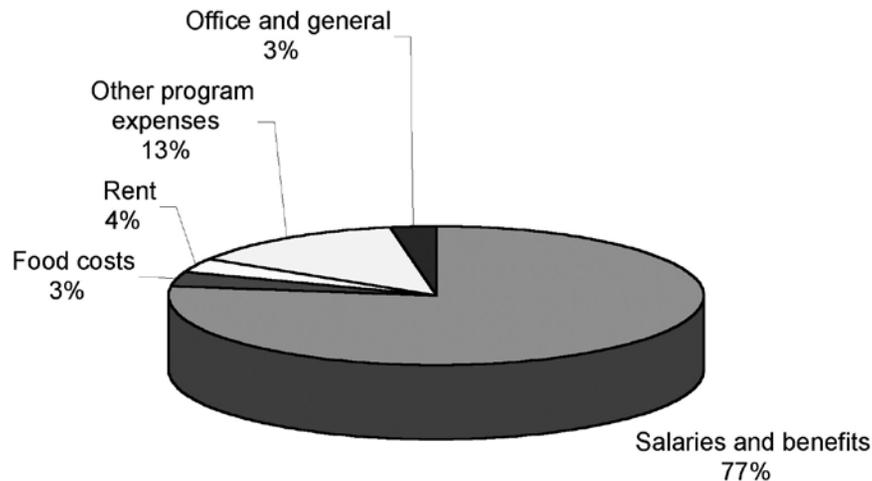
**EXCESS OF EXPENDITURE OVER REVENUE**

**\$ (587)**

## Sources of Revenue



## Expenditure



## 2006-2007 Program Highlights

### JUDAIC OUTREACH

#### Community Partnerships:

- Provided monthly Judaic programming to Jewish residents at Rideau Regional Centre in Smiths Falls, focusing on holiday celebrations and building cultural awareness
- Joined in the Hakafot ceremony and the Megillah Reading at Congregation Beth Shalom synagogue
- Enjoyed joint activities with Hillel Lodge residents, including baking cookies for Chanukah and hamantaschen at Purim
- Lit the menorah and led a sing along of Chanukah music at the SJCC
- Bought trees to replenish the forests in Israel in honor of Tu B'Shvat
- Joined Hillel Academy students for Yom Ha'Atzmaut assembly
- Volunteered at a special Employment & Skills Development Summit at City Hall
- Had a high school student Aaron Woznica, from Nepean High School complete his co-op placement with Tamir's Day Program
- Leo Lightstone returned for his 5<sup>th</sup> year as a valuable and dedicated volunteer

#### Tamir Choir – A Small Choir with a Big Heart:

- Participated in a joint Shabbaton with Reena in Toronto, with Tamir participants billeted at the homes of Reena residents
- Performed at a variety of venues over the year, including; at Hillel Lodge during Chanukah, with the Temple Israel Choir; at City Hall as part of the World Religion Day ceremony; for Congregation Beth Shalom's 50<sup>th</sup> Anniversary Celebration; at a Chorale Festival of Jewish Music in Montreal; at the SJCC celebration of Yom Ha'Atzmaut
- Traveled to Boca Raton, Florida, and performed at the JARC (Jewish Association for Residential Care) 21<sup>st</sup> Annual Gala Dinner and Dance. The choir members were honoured to join residents of JARC for a Shabbaton during the trip
- Welcomed Partnership 2000 Israeli students to our community in collaboration with their host, Temple Israel, by performing a medley of Chanukah songs at Hillel Lodge and Hillel Academy

### Yad B'Yad – Hand In Hand – Student Volunteer Program:

- A variety of events involving Yad B'Yad volunteers from Torah High were held over the year, including; making Chanukah gifts for Jewish Family Services Chanukah Gift Exchange Program; hosting a Cooking & Noshing event with the Grade 9-10 students; organizing a Fun & Games event with the Grade 11-12 students; enjoying Arts & Crafts with the students from the Mitzvah Action Group at Torah High
- Special thanks to the following regular Yad B'Yad volunteers; Tess Fischer, Ilana Belfer, Alexa Yegendorf and Daniel Krantzberg
- The First Annual Yad B'Yad Coffee House took place, organized with the assistance of some of our volunteers

### DAY SERVICES

- Day services welcomed 2 individuals from Rideau Regional Centre in Smiths Falls (RRC), as part of the Ministry of Community and Social Services (MCSS) de-institutionalization initiative
- The very popular "Music with Louise" led by Louise Glatt, was well attended at the Day Program location on the SJCC campus every Tuesday morning
- New volunteer placements at Day Program include; the Walter Baker Center; tidying the pool area and the cafeteria; and Sobey's, collecting grocery carts
- Two new participants have accessed Tamir day services through Passports, a MCSS initiative which provides funding to individuals and families to purchase day supports from the community
- One new Passports participant, a resident of Hillel Lodge, enjoys swimming, Snoezelen sensory programming and music therapy with her funding. The second new Passports participant is enjoying activities such as baking, outdoor activities and weekly outings to museums, parks and cultural events
- One Passages participant has learned to travel independently to and from work at the Salvation Army on OC Transpo
- Passages has offered Communication and Job Readiness classes to other participants living within Tamir. A Supported Independent Living (SIL) participant has been joining the session every Tuesday and Wednesday afternoon.
- Three new volunteer placements were created. These placements include a part-time custodial position at Algonquin, with the goal

being paid employment. A new group placement at Home Depot on Bank Street involves four participants heading off to work every Monday and Thursday afternoon, where their duties include dusting and tidying the kitchen and bathroom displays. As well, Passages participants have begun shredding paper for Budget Rent a Car at Innes Road, in addition to the weekly car washing and detailing placements already in place at that site. Budget donated the funds to purchase the shredders for the new placement

- In August of 2006, a group of five participants traveled to Niagara Falls and Toronto for a well deserved vacation where they visited the CN tower, took a ride on the Maid of the Mist and spent the day at Marine Land.

### RESIDENTIAL SERVICES

- Two people from RRC returned to their home community after many years of institutional living. The transition to Tamir went extremely well for both participants and we are happy to welcome them
- Two new individuals from the community joined Tamir's Outreach Program, with services focusing on community involvement, building relationships, budgeting, computer skills, etc.
- A Dual Diagnosis Clinic was established in Tamir to provide psychiatric services on a monthly basis to Tamir residents with both developmental and psychiatric disabilities
- Additional therapeutic services have been acquired in the areas of occupational therapy, physiotherapy, speech therapy and nutrition in response to the health and wellness needs of our clientele
- Tamir hosted more than 20 Algonquin College Developmental Services Worker placements to help students gain experience and assist Tamir participants learn new skills such as cooking, baking, communication, physical activity, etc.
- New learning programs have been established to help participants enhance communication skills thus enabling them to express themselves better and make choices
- Several program locations underwent renovations, including painting, flooring, bathroom, sound proofing, responding to enhanced fire regulations and other improvements to ensure that sites are well maintained and participant health and safety is assured
- Residential participants enjoyed summer vacations to places such as Kingston, Gananoque, Montreal, area cottages and local camps

- One Timeshare participant graduated to full time residential supports, moving to 842 Broadview
- A new volunteer was found through Citizen Advocacy for a Townhouse participant. The new friends enjoy community activities during their weekly get togethers
- Best Buddies continues to provide a unique community connection, with 10 matches made between students from Carleton University and Tamir participants. Some activities that have been enjoyed include bowling, concerts, sports events, etc.
- One SIL participant began a full-time paid position at the National Archives, working in the confidential document department
- A SIL participant is enjoying a paid position within Tamir, providing one to one companionship to a new participant and helping with apartment upkeep and laundry
- Helken Therapeutic Riding Association continues to make a difference in the physical conditioning of some Tamir participants, with the added benefit of connecting to their favourite riding partners
- Five Tamir participants are active members of the Parkdale United Church congregation, regularly attending Sunday services and holiday celebrations

### QUALITY ENHANCEMENT (QE) AND NEW INITIATIVES

- Tamir's Keshet for Kids summer program was offered for the 3<sup>rd</sup> year, with both internal and external programming options available to campers
- Keshet for Kids was offered for the first time during March Break. This new program was funded through a partner agency, the Ottawa Children's Treatment Centre
- A Tamir SIL participant led the bi-weekly Shabbat luncheon for Day Program on campus every second Friday, sharing his heritage and expertise
- Valiquette Sports donated a full set of baseball equipment including balls, bats, and gloves for use by Tamir participants
- One Passages participant has been working at the office weekly, with shredding, filing and word processing as her primary job duties
- Winterfest, the popular Program Committee event, was held at Calabogie Peaks this year, with participants, staff and families

enjoying tubing and a Stew Cook-Off. This year the Cook-Off was won by Timeshare

- Change management training was provided to the Tamir management, administrative and senior counsellor teams to assist in moving the agency forward in new directions
- General Staff Meetings were held twice this year to share important agency information with staff
- A Fundraiser Developer was hired by Tamir to increase the agency fundraising potential and to enhance public relations and awareness of Tamir in the community
- Policies on Volunteerism, Attendance Management, Medication Administration, Serious Occurrences, Bereavement and Leave were revised and/or developed
- A training session on how to use the 25 Personal Outcomes Assessment tool was created and delivered to Tamir staff interested in becoming QE assessors
- Tamir staff represented the agency at the Developmental Services Ottawa Children's Committee and the Crisis Response Subcommittee, gaining valuable insight and networking opportunities in a critical area of service delivery in the Ottawa community
- Tamir hosted its' most successful Staff Appreciation Event yet, with more than 90 staff and friends enjoying an evening of dinner, dancing and years of service awards
- Program audits were conducted across the agency in the following areas; site, documentation, Judaic content and Human Resource personnel systems, with the highest overall agency score received yet through the process
- Tamir provided several Disability Awareness training sessions to a group of Friendship Circle teenage volunteers in partnership with the Ottawa Jewish Library
- Tamir established a new fundraising event, Dine for the Disabled, where supporters host a dinner or get together in their home and proceeds from guest donations are given to Tamir. This year's inaugural event raised almost \$5000
- A Donor Recognition Wall was created and launched, in honour of our valued major supporters. We are very grateful for the generous support of our donors and are pleased to be able to recognize them on our traveling wall. Look for the wall as it makes its tour this year across the community

## Collaborative Organizations

Adath Shalom Congregation  
Agudath Israel Congregation  
Aids Committee of Ottawa  
Algonquin College  
Allegra Print & Imaging – Carling Avenue  
Aurora Lodge No. 53 of Ottawa Knights of Pythias  
Bethany Hope Centre  
Budget Car and Truck Rentals – Innes Road  
Canadian Tire – Merivale  
Christmas Exchange  
Classic Wood Moulding  
Computers for Schools  
Congregation Beth Shalom  
Creative Kosher Catering  
Dovercourt Community Centre  
Elgin Street YMCA Day Care  
Hillel Academy  
Hillel Lodge  
Home Depot – Bank Street  
Jewish Family Services, Meals on Wheels  
Jewish National Fund  
Jim Durrell Arena  
Kettleman's Bagel Co. – Woodroffe & Carling  
Loblaws – College Square  
OC Transpo  
Ottawa Children's Treatment Centre  
Ottawa Deconstructionist Havurah  
Ottawa Jewish Bulletin  
Overbrooke Day Care and Kindergarten Program  
Parkdale United Church  
Petsmart – Merivale  
Planned Parenthood  
Rideau Regional Centre  
Rogers Video – Meadowlands  
Salvation Army  
Shira Ottawa Choir  
Snowsuit Fund  
Soloway Jewish Community Centre  
Tamul Torah Afternoon School  
Temple Israel  
Torah High  
Valiquette's Source for Sports  
Walkley Bowling Lanes  
Yitzhak Rabin High School  
Zellers – Bayshore



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



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