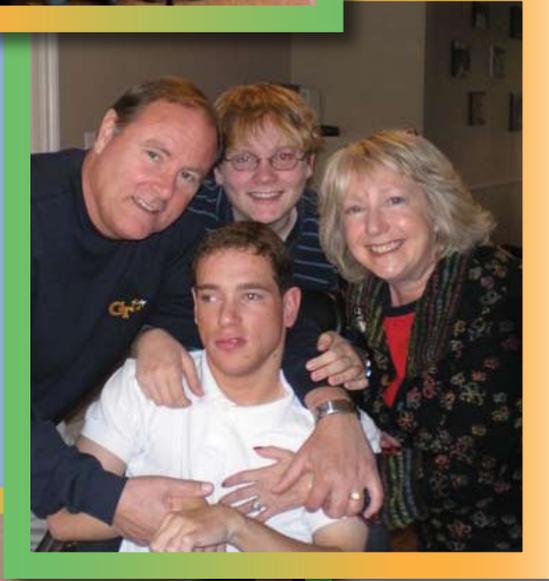


2007-2008 ANNUAL REPORT



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.

2007-2008 Board of Directors

Esther Kwavnick, *President*
Howard Yegendorf, *1st Vice-President*
Susan Heisel, *2nd Vice-President*
Josh Engel, *Treasurer*
Christine Kessler, *Member at Large*
Richard Zuker, *Past President*

Manny Agulnik
Nina Arron
Michael Caplan
Jack Cramer
Norm Ferkin
Linda Goldberg
Joel Kanigsberg
Sharon Reichstein
Phil Rimer

A Message from the President

It is a privilege to report to you on the accomplishments over the past year.

Highlights of Tamir for 2007/08 have been the expansion and improvement in services to participants in new and creative ways, strengthening our partnerships within the Jewish community and at large, a review of the governance practices and policies of the Board of Directors, and an examination of the Jewish nature of Tamir to ensure Jewish continuity within our own agency.

Our new home, now being built on Riddell Avenue will welcome home 10 new residents from Rideau Regional Centre in Smiths Falls. This home, designed with four distinct living areas, demonstrates how Tamir is expanding services while meeting the variety of needs of the new residents.

Tamir continues to be recognized for its outstanding work in serving people with developmental disabilities. In December 2007, as part of the **United Nations International Day of Disabled Persons**, Tamir was honoured as the recipient of the **Ottawa International Day of Disabled Persons Volunteer Opportunities Award** in recognition of our work in developing volunteer opportunities for people with developmental disabilities through our Passages (work options) and Judaic Outreach programs.

Partnerships within the Jewish community and community at large provide Tamir participants with opportunities for personal growth and development. Tamir participants performed to wide acclaim at the opening ceremonies of the 4th Biennial KINUS conference in Toronto and at the International Tulip Festival in Ottawa.

In the fall of 2006, the Board, with the assistance of Volunteer Ottawa, embarked on a review of its governance practices. The Board carried out a review of all aspects of its work. The next two

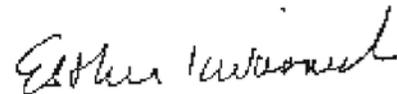
years should be quite exciting as the new governance policies and procedures take shape and the Board redirects its focus on policy.

The motion brought to the AGM for approval in its letters patent will help entrench the Jewish nature of Tamir to ensure Jewish continuity. We also need to make sure that there is a government policy in place to ensure that Jewish families needing relief from their constant responsibilities have priority of service with Tamir. We hope that the initiative spearheaded by Tamir in conjunction with other provincial faith/ethno-culture groups will result in a MCSS vacancy management policy that ensures that individuals of a particular faith/ethno-culture background receive priority for placement within their own communities.

This past year, through the Tamir Donor Wall, we have strengthened our fund raising capacity and visibility in the community. We thank all our contributors for their support – our members and the many others in the community.

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 chairs and co-chairs on committees, special events and projects.

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



President

Financial Report

BALANCE SHEET as at March 31, 2008

ASSETS

OPERATING

Cash and investments	\$ 349,564
Accounts receivable	176,392
Prepaid expenses	9,800
	<u>535,756</u>

CAPITAL

Cash and investments	725,350
Property and equipment	2,235,616
	<u>2,960,966</u>

TOTAL ASSETS \$ 3,496,722

LIABILITIES AND NET ASSETS

OPERATING

Accounts payable and accrued liabilities	\$ 391,202
Deferred revenue	11,872
Net assets	132,682
	<u>535,756</u>

CAPITAL

Externally restricted net assets

Property and equipment	2,235,616
Unexpended funds from MCSS	303,680
	<u>2,539,296</u>

Internally restricted net assets 87,500

Unrestricted net assets 334,170

2,960,966

TOTAL LIABILITIES AND NET ASSETS \$ 3,496,722

STATEMENT OF REVENUE AND EXPENDITURE for the year ended March 31, 2008

REVENUE

REVENUE

Ministry of Community and Social Services related funding	\$ 4,293,458
Client revenue	397,223
Grants and allocations	145,711
Other	157,219
	<u>4,993,611</u>

EXPENDITURE

EXPENDITURE PROGRAMME

Salaries and benefits	\$ 3,892,429
Food costs	157,683
Rent	73,447
Vehicle operation and maintenance	81,869
Houseware supplies, repairs and maintenance	117,086
Other program expenses	504,758
	<u>4,827,272</u>

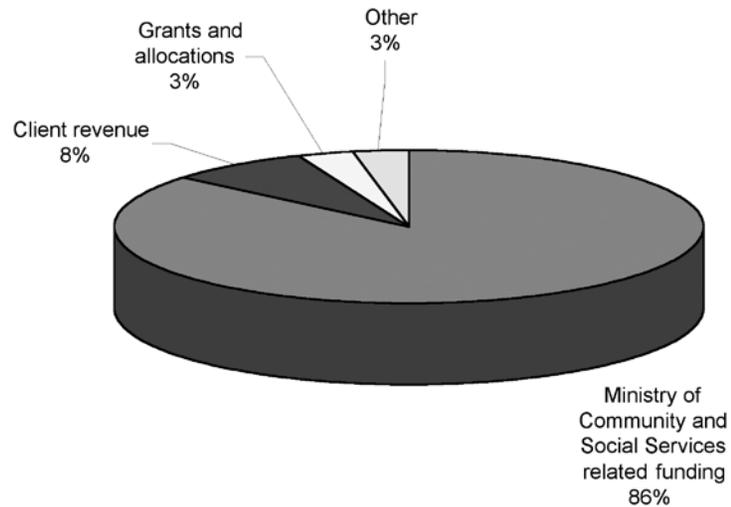
OFFICE ADMINISTRATION

Office and general	116,574
	<u>4,943,846</u>

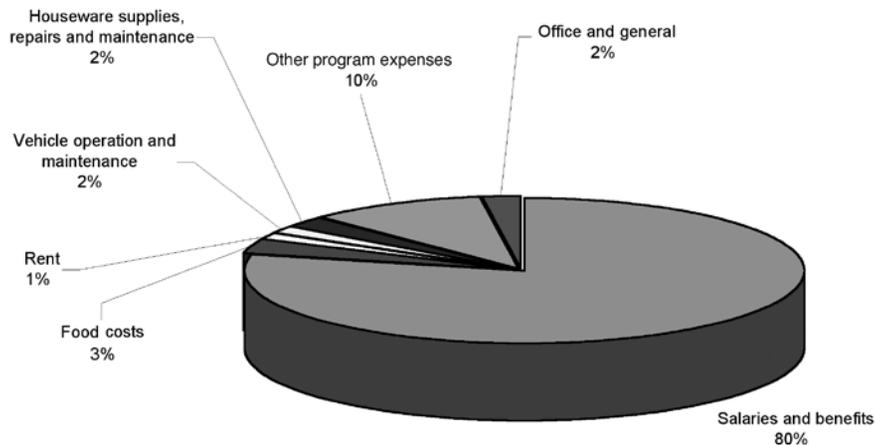
EXCESS OF REVENUE OVER

EXPENDITURE \$ 49,765

Sources of Revenue



Expenditure



2007-2008 Program Highlights

JUDAIC OUTREACH:

- Judaic Outreach services to residents of Rideau Regional Centre have continued. Each month, Tamir staff and participants travel to Smiths Falls and lead holiday celebrations and cultural activities for their friends at the Centre.
- The Tamir Choir continues its tour of performances. Over the past year, they have performed more than 20 times; at Tamir events, area synagogues and most recently, enjoyed participating in the Tulip Festival here in Ottawa to a large and appreciative audience.
- Tamir hosted a Shabbaton at Beth Shalom and invited friends from REENA to make the trip from Toronto to share in the celebrations. A weekend of activities included dinner and movie night at Tamir and a breakfast and tour of the SJCC.
- At the flag raising on Yom Ha'Atzmaut (Israel Independence Day) Tamir participants lead the singing of 'Oh Canada' and 'Hatikvah.'
- The Tamir Joys of Judaism class at Tamir continues to be very active. Two classes were held each week including an Advanced Judaic Studies class that allows participants to learn more about and embrace their culture through music, art, celebrations and friendship.
- Tamir partnered with Talmud Torah Afternoon Hebrew School to collaborate on a mitzvah project benefiting the JFS Chanukah Gift Exchange. Beautiful alphabet puzzles were painted to donate to the cause.
- Community Shabbat dinners are something Tamir participants enjoy on a monthly basis. This year, several Tamir families and staff took turns to host the group in their own homes.
- The Sing and Play Along music and movement activity offered through Judaic Outreach has been so popular that extra sessions have been added to the schedule at both the Killeen and Grammercy homes.
- Yad B'Yad, the Student Volunteer Program, continues to encourage youth in our community to join in efforts to enhance the lives of Tamir participants through their involvement in activities such as our Chanukah party, Joys of Judaism classes, and other fun activities.

RESIDENTIAL PROGRAMS:

- Family socials were organized at various programs across Tamir with opportunities to share fun and food and make connections across groups.
- Student placements were very successful at Tamir, with more than 15 developmental service worker students assisting Tamir participants in learning new skills such as communication, fine motor skills, physical activity, etc.
- Renovations were completed at various Tamir sites, including new kitchens, flooring, basement updates and painting.
- Tamir residential participants enjoyed summer vacations across Ontario and Quebec, including trips to Montreal, Gananoque, lake side cottages and camping in the great outdoors.
- Landscaping was completed at several program sites, allowing participants greater ease in accessing rest and relaxation in their backyards.
- Four new individuals have joined the Timeshare respite program. They will be receiving support in their homes until the expansion of Timeshare is complete. Currently they are joining in activities with other participants in order to build new friendships.
- A participant from Timeshare moved into his own apartment in our Supported Independent Living program.
- A participant from Timeshare moved into full-time residential supports at 840 Broadview.
- Five Tamir participants are active members of the Parkdale United Church congregation, regularly attending Sunday services and holiday celebrations with friends.
- Eight Tamir participants are receiving regular services from the Dual Diagnosis Clinic Tamir established in partnership with the Canadian Mental Health Association. The Clinic assists individuals with a dual diagnosis of a developmental and psychiatric disability to find the best treatment plan possible.
- Independent bus route training was provided to several Tamir participants to allow them more independence in the community.

DAY SERVICES:

- Five 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 Passport participant has joined the Day Program group on campus participating in weekly outings, arts and crafts and especially enjoying Shabbat luncheon with his new peers.
- The other new Passports participants have joined the Passages group on Donald Street where they are excelling at placements such as Petsmart, Parkdale United Church and the Ottawa Food Bank. Weekly sessions in the weight room at the SJCC and participating in on site Communication and Job Readiness sessions at Passages round out their schedule of activities.
- In August 2007, a group of five participants vacationed in Quebec City for their annual summer holiday where they visited the local Aquarium, toured the Old City and rode cable cars up over the Montmorency Falls.
- Four new volunteer placements were developed in the community.
- New placements include the Ottawa Food Bank where a group of four participants assist with sorting donated food for the needy; St. Laurent Petcetra, where three participants clean the fish tanks and face shelves; The Christmas Exchange where the group assisted with counting pennies for their annual fund raising campaign; Drache LLP, Tax, Estates and Charity Law Firm where a participant volunteers two and a half days a week scanning confidential documents for a team of lawyers. She has her own cubicle and eats lunch with the lawyers on her work days.
- Two participants have been added to the Algonquin College placement on Thursday morning where their job is to empty and clean out vacant student lockers.
- Day program participants enjoyed regular visits from the Propeller Dance group where they were encouraged to actively participate in music and movement sessions.
- Day Service participants continue to use the facilities at the SJCC weekly. Participants can often be found working out in the weight room, relaxing in the hot tub and pool or walking laps in the gymnasium during the colder months.

- An individual supported at Passages has been working towards a long term goal of Monday to Friday work at the Salvation Army in the kitchen/dining room area. His goal was achieved in December 2007 and he has been working there full-time very successfully since.
- Two participants accessed the Heron Community Center three mornings a week during the winter months for weight training with a personal trainer. Fun, fun, fun and great exercise too!!!
- Passages and Day Program participants continue to volunteer at Hillel Lodge setting tables for lunch. The well-established partnership has allowed Tamir participants and Hillel Lodge residents an opportunity to make connections and feel involved.
- A Passages participant has been assisting the SJCC with gardening and lawn mowing three mornings a week this spring and loves the fresh air and exercise and feeling of accomplishment this placement provides to him.
- Passages continues to offer Communication and Job Readiness classes to participants of the day program as well as to others living within Tamir. SIL participants have been joining the session every Tuesday and Wednesday afternoon.
- A SL participant leads the weekly Shabbat luncheon hosted by Day Program on campus Friday afternoons and then heads off to a regular volunteer placement at Hillel Lodge assisting with their bingo game.

QUALITY ENHANCEMENT AND OTHER INITIATIVES:

- Tamir was proud to launch the Norm Potechin Student Volunteer Award at the 2007 Annual General Meeting. This award, created to honour long standing Tamir supporter Norm Potechin, was given to Aaron Woznica to recognize his dedication to Tamir participants and their quality of life.
- Mitzvah for the Earth days were organized in both the fall and spring this year to help maintain Tamir gardens and lawns. Tamir participants, families and staff came together to tidy, prune and weed the Tamir Memorial Garden and Broadview and Killeen properties.

- The Program Committee organized a variety of terrific events this year, including the Annual Picnic at Andrew Hayden Park, a Baseball and BBQ night at the SJCC, and a Pool Party and Dinner at Dovercourt. The Tamir Annual Winterfest this year was its' most successful yet, with more than 50 Tamir participants, friends and family coming together at Calabogie Peaks Resort and Ski Hill for an afternoon of tubing, hot tubbing and a fabulous Dessert Bake-off.
- New training sessions were offered to staff, in the areas of Conflict Resolution and Report Writing. More than 80 staff attended these sessions in total.
- Keshet for Kids Summer and March Break camps were offered to children with developmental disabilities in our community. High school and university students were employed as Shadows through this program, introducing them to a different employment alternative and building disability awareness in our community.
- Tamir participants were privileged to watch the Detroit Red Wings practice at Carleton University the day before the big game against the Ottawa Senators.
- Tamir's Staff Appreciation Night continues to be a popular event, with dinner, dancing and staff awards the highlight of the night.
- Tamir's two signature fundraising events occurred this year, the Tamir Bagels and Beer Golf Fun-raiser and the Chai Tea. Combined profits of more than \$50,000 were generated for Tamir programs and services.
- The Donor Recognition Wall Tour to area synagogues and special events began. Thanks to Congregation Beth Shalom for hosting the Wall on the first leg of its tour.

Community Partners

AIDS Committee of Ottawa
Algonquin College
Allegra Print and Imaging – Carling
Budget Car and Truck Rentals – Innes Road
Canadian Tire – Merivale
Christmas Exchange
Computers for Schools
Drache LLP, Tax, Estates and Charity Law
Dovercourt Community Centre
Hillel Lodge
Home Depot – Bank Street
Jewish Family Services, Meals on Wheels
Jim Durrell Arena
Kettleman's Bagel Co. – Woodroffe & Carling
Loblaws – College Square
OC Transpo
Overbrook Day Care and Kindergarten Program
Parkdale United Church
Petsmart – Merivale
Planned Parenthood
Rogers Video – Meadowlands
Salvation Army
Snowsuit Fund
Valiquette's Source for Sports
Walkley Bowling Lanes
Zellers – Bayshore
YMCA – Merivale

Judaic Outreach Partners

Adath Shalom Congregation
Agudath Israel Congregation
Aurora Lodge No. 53 of Ottawa Knights of Pythias
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
Shira Ottawa Choir
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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