

# ANNUAL REPORT 2012-2013



## 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.**

## PRESIDENT'S MESSAGE



Two years ago when I began my term as President of Tamir, one of the things I was most looking forward to was the opportunity to better know our participants, families and staff. Little did I know how enriching an experience it would be.

Looking back, my favorite moments are the ones that have allowed me to get to know our participants for who they truly are; through events such as Dragonboat racing, family picnics, Jewish holiday celebrations such as the Tamir Third Seder and Sukkot, and, most recently, cheering on our True Colours group at the Ontario Agencies Supporting Individuals with Special Needs (OASIS) conference in May.

Through all the successes and challenges, our staff has always been there making opportunities such as these possible. Their commitment to participants is something which I admire. Not enough can be said about the quality of our Tamir staff and their dedication to our participants and residents.

I have experienced many proud moments since I began my term. I am especially proud of the launch of the Planned Giving campaign and our consultations with family members and guardians regarding shared responsibilities of responding to the needs of our participants.

I am truly thankful to all the members of the Board of Tamir for sharing their individual and collective wisdom with me and for challenging me to consider both the short-term and long-term needs of our organization. In the short-term, we continue to face economic uncertainty due to Ministry of Community and Social Services (MCSS) funding constraints, but this should not deter us from planning and working towards long-term sustainable housing for our aging residents.

I would also at this time like to express my sincere gratitude to Mark Palmer, Tamir Executive Director, for his support. His leadership and passion have made an incredible impact for our participants and their families. The energy which he dedicates toward advocating support for developmental services from both government and the community has been a driving force for our organization.

I feel blessed to have had this opportunity to grow and develop as a person and to live my life more Jewishly. I know that I will always have a special connection to Tamir and the people who strive to make our agency a role model for other developmental service organizations.

Finally, it is with tremendous optimism that I complete my term as President and warmly welcome Joel Kanigsberg to the position.

*Christine Kessler*

## MESSAGE FROM INCOMING BOARD PRESIDENT: JOEL KANIGSBURG



It is an honour and a pleasure to be assuming the presidency of the Tamir Board of Directors.

In my capacity as a member of the Board of Directors over the last six years, I have seen our agency adapt and thrive in good times and challenging ones. Over those years, through the diligent guidance of the Board and the actions of senior management, we have been able to maintain the quality of services that Tamir is known for despite the present climate of government austerity. It is my goal to see that Tamir continues along this track.

Our efforts at inclusion for our participants have met resounding success through our involvement in such activities as racing in the Ottawa Dragonboat Festival,

the theatrical productions of Joseph and the Amazing Coloured Dream Coat, and most recently, True Colours, our most exciting and dynamic production to date. I intend to see that Tamir continues to connect individuals with developmental disabilities with the community in order to showcase their many talents and abilities alongside their peers and advocate for the important services that agencies like Tamir provide to individuals and families.

I look forward to working with the Board, staff, volunteers, participants and their families over the next two years to maintain and develop the quality of Tamir's services.

*Joel Kanigsberg*

# FINANCIAL REPORT

## BALANCE SHEET

as at March 31, 2013

### ASSETS

#### OPERATING

Cash and investments	712,704
Accounts receivable	257,020
	<hr/>
	969,724

#### CAPITAL

Capital Reserve Fund	486,075
Property and equipment	2,998,367
	<hr/>
	3,484,442

#### TOTAL ASSETS

**\$ 4,454,166**

### LIABILITIES AND EQUITY

#### OPERATING

Accounts payable and accrued liabilities	813,867
Accumulated surplus	155,857
	<hr/>
	969,724

#### CAPITAL

##### Externally restricted

Property and equipment	2,998,367
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##### Unrestricted

486,075

#### TOTAL LIABILITIES AND NET ASSETS

**\$ 4,454,166**

## **STATEMENT OF REVENUE AND EXPENDITURE**

for the year ended March 31, 2013

### **REVENUE**

#### **REVENUE**

Ministry of Community and Social Services	5,657,781
Client revenue	667,744
Grants and Allocations	139,144
Other	170,455
	<u>\$ 6,635,124</u>

### **EXPENDITURE**

#### **EXPENDITURE PROGRAMME**

Salaries and benefits	5,299,284
Food costs	225,291
Rent	80,546
Vehicle operation and maintenance	97,960
Houseware supplies, repairs and maintenance	314,221
Other program expenses	446,270
	<u>6,463,572</u>

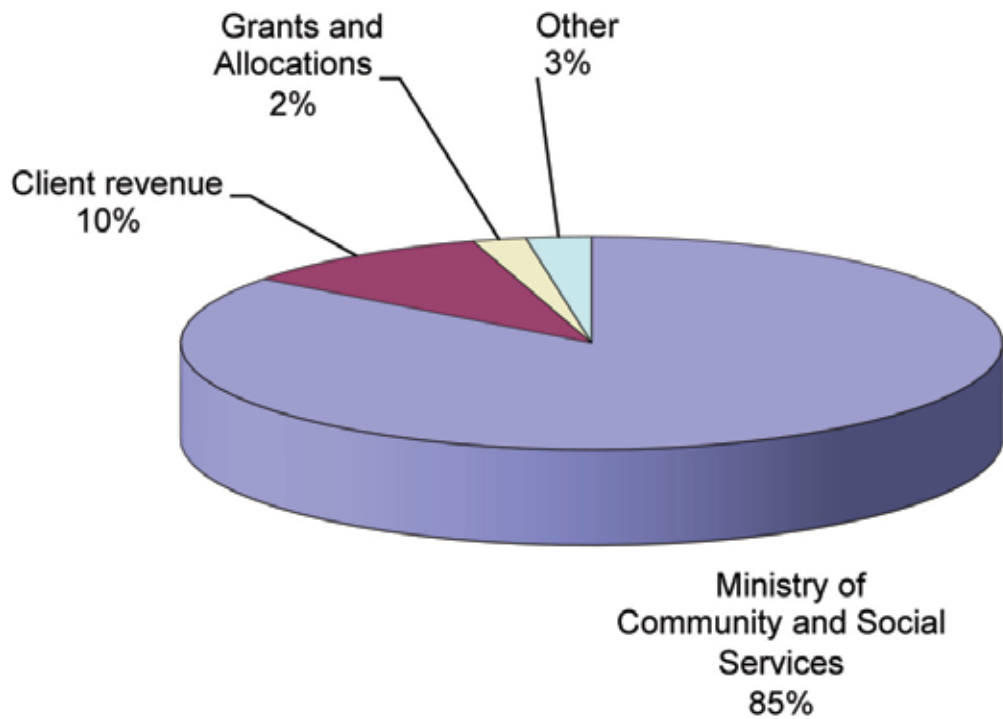
#### **OFFICE ADMINISTRATION**

Office and general	144,950
	<u>\$ 6,608,522</u>

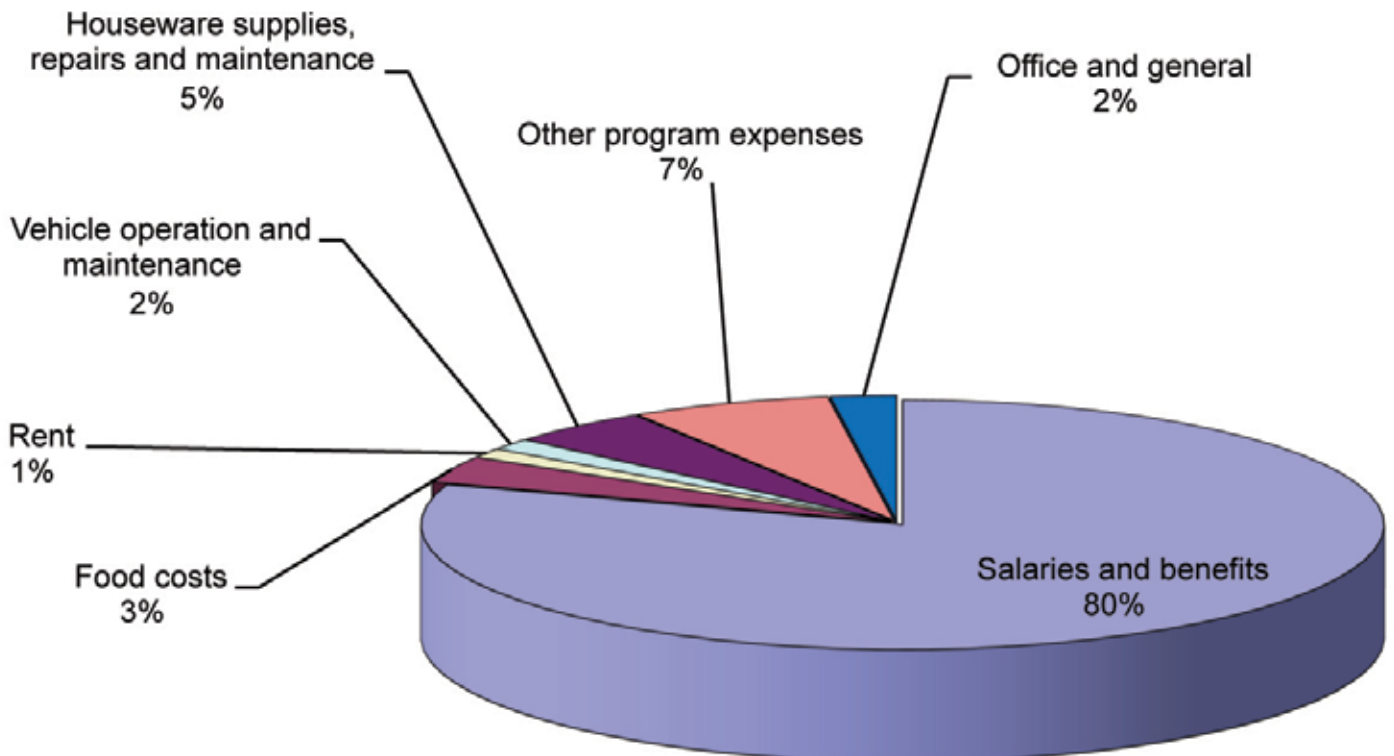
#### **EXCESS OF REVENUE OVER EXPENDITURE**

**\$26,602**

## SOURCES OF REVENUE



## EXPENDITURE



# 2012-2013 PROGRAM HIGHLIGHTS

## Judaic Events and Outreach

Tamir participants have enjoyed many opportunities this past year to take part in community events and Holiday Celebrations. Participants in Tamir's Judaic Program continue to be valued members of the community. For the Jewish Federation of Ottawa's Mitzvah Day, participants packed over 220 overnight packages which were delivered to local hospitals and shelters for individuals who find themselves needing to stay the night unexpectedly.

Celebrating High Holidays such as Sukkot, Purim and Passover continue to be events which participants and families look forward to celebrating together in addition to the Community Shabbat Dinners held every Friday.

The week of Chanukah was a busy time of year at Tamir. Last year, the Tamir Neshama Choir sang with the Cummings and Kinor choirs in Montreal for their fourth annual concert in partnership with the Spanish and Portuguese Congregation Chanukah celebrations. These trips invariably create lasting impressions for those that have the opportunity to listen; through the power of their voices they are able to bring so much joy, hope and enthusiasm. The celebrations continue

at home as over 100 guests enjoyed the always popular Tamir Chanukah Party at Agudath Israel Congregation and was an event to remember. On the eighth night of Chanukah, the Neshama Choir alongside the Statistics Canada Choir took the stage once again for a special performance at Beth Shalom Congregation. Special thanks to everyone who helped to coordinate an action packed week of Chanukah celebrations!

## Tamir's Day Program and Passages

There is always something exciting happening at Tamir's Day Program, either at Tamir's Main Campus or on Donald Street locations. Passages was pleased to establish a new community partnership with the Salvation Army Thrift Store on Merivale Road. Every Wednesday afternoon, participants assist staff members with various duties such as hanging clothing and stocking shelves.

Passages also started a new initiative with EMC community newspaper where participants deliver the papers to over 100 residents in the Vanier Area. Benefits of this partnership include creating opportunities for participants to gain a sense of fulfillment, practice good work etiquette, time management skills, and engage with customers.

A special treat last summer for participants was the chance to enjoy two lovely days out on the Ottawa River with the Friends for Sport Fishing at the RCMP's Rideau River Campsite. This group is comprised of retired RCMP officers who donate their time to host various activities to people in need and non-profits across the Ottawa Region.

In August 2012, nearly a dozen participants joined the Lumiere Festival's "Lantern Making Workshops". The workshops involved creating lanterns to display during the event's evening festivities at Stanley Park in the New Edinburgh neighborhood.

***These new relationships add to the number of local businesses and community organizations committed to working with Tamir to enrich the daily lives of our participants.***



Meredith Caplan at the Tamir Third Seder.

## Residential Program Update

There were a number of projects completed last year across Tamir's Residential Programs. In early Spring 2012, 840 Broadview had a complete renovation on all three floors and one participant's bedroom had a full makeover which was done through consultations with family and staff. She is now enjoying a bedroom that showcases her bright personality. Other residential improvements in Tamir's group homes included; bathroom plumbing updates and renovations to increase accessibility for participants, painting, new lawn irrigation systems, new kitchen floors to replace original flooring. In addition, the Supported Independent Living (SIL) apartments received new furnishing and Day Programs received a new coat of paint in their activity rooms.

Family members played a huge role in helping Tamir tackle smaller projects around our homes which included; frosting the front doors and windows and a new garbage disposal system was installed at our Riddell group home, a back yard clean-up and repainting railings at the Broadview group home. Finally, a small vegetable garden was planted at Grammercy for participants to enjoy fresh vegetables and herbs during the summer season. Our sincere thanks to all family members who helped to complete these projects.

## Supporting the Arts: Tamir's Visual Arts Program Grows

This past Fall, Tamir's Visual Art Program saw its classes grow thanks to the success of Tamir's Hero Campaign. Thanks to the support of community members, Tamir was able to add another evening class that specializes in supporting participants with higher needs to learn new methods of artistic expression and creativity.

Tamir also welcomed two new faces to its Visual Arts Program this past winter. Carmel Whittle of H'Art of Ottawa was our guest visual arts teacher who was overseeing classes for Fortunée Shugar for a few weeks. Tamir also happily welcomed Michael Hinchliffe, a participant artist, as a guest facilitator. Michael has been attending programs at H'Art and through his love of painting, he fostered a desire to teach others. Michael had the opportunity to share his techniques



*Michael Hinchliffe and guest art teacher Carmel Whittle (H'Art) with the Tamir Visual Art class.*

and color combinations with the other artists. But most importantly, Michael demonstrated what is possible and inspired others to pursue their passions.

***The Tamir Visual Arts program participants bring their own unique perspective and language to each creation which is why support of the arts has been an integral part of Tamir's programming.***

## Performing Arts at Tamir: Beyond Joseph

The Tamir production of 'Joseph and the Amazing Technicolor Dreamcoat' was the talk of the town and a cherished experience by participants. Since its final performance in 2010, everyone has been asking "What's next?".

In late Fall 2012, Tamir began another foray into performing arts to create an original dramatic production, exclusively performed by adults with developmental disabilities. The show, called True Colours, focuses on interpretations of personal life stories of the actors. True Colours is about our participants; a portrayal of their challenges, heartaches, anxieties on the one hand and their accomplishments, sense of identity and passions in life on the other told through short vignettes in a cabaret style performance incorporating a multi-media approach including a live band, the Tamir choir, video footage, photos and lighting.



The pilot project of True Colours was made possible through the generous support of The Danby Foundation and Minto which provided the rehearsal space.

True Colours is preparing to appear across the Region and debut at the OASIS Conference to over 400 attendees. Future performances will be scheduled at various organization and educational institutions. Stay tuned for future performances.

## 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 2012, campers with the Keshet for Kids program took part in their very first three night stay at Camp B'nai Brith (CBB). This was a first time experience for both Tamir and CBB. Keshet Campers had the opportunity to take part in a variety of activities, from taking rides in speed boats, to arts and crafts, to taking responsibility in day-to-day camp life by doing chores and working together as a team. Tamir offers our thanks to Cantor Daniel Benlolo for supporting this partnership and Jonathan Pivnick, Camp Director for B'nai Brith for extending his hospitality and friendship.

***Keshet for Kids matches children with disabilities with high school or college students hired as***



*Tess Fisher and Samantha Molot of Keshet enjoy a great day at Camp B'nai Brith.*

***shadows to provide one-to-one support to assist in camp participation. Campers take part in a variety of activities, from hiking, picnics, and swimming. This expansion of Keshet for Kids reflects Tamir's broader vision of community inclusion and equal opportunity for individuals with developmental disabilities.***

## Team Tamir at the Ottawa Dragonboat Festival and Rideau Canoe Club's Dragons for All Races

Paddles up! The Ottawa Dragonboat Festival saw the determination and force of Team Tamir. Following a whirlwind training season with Rideau Canoe Club (RCC), Team Tamir beat their time for a personal best!



*Team Tamir jumps for joy after completing their first race at the 2012 Ottawa Dragonboat Festival.*

In August, Team Tamir returned to participate in the RCC's Dragons for All competitions and took to the waters to showcase their fantastic spirit. Special thanks to our amazing coaches Amanda Kijewski and Elizabeth Elton of the RCC for their support.

This was Team Tamir's second time competing. In 2011, Tamir became the first combined team of individuals with developmental disabilities and members of the community to participate.

Team members were dedicated, passionate and were welcomed with open arms on event day. Their participation was featured in the Ottawa Citizen about these remarkable individuals and the benefits and importance of inclusion for individuals with disabilities.

### **Annual Tamir Family Picnic**

On September 12, 2012, Tamir hosted its annual Family Picnic and Baseball Game at the Soloway Jewish Community Centre baseball diamond for family members and participants across Tamir Programs. The event began with a fun-fill baseball game then a delicious bbq. The evening was concluded with a performance by Junkyard Symphony for over 75 guests.

Family volunteers were the cornerstone of this events success. Family members helped to organize the games, transport supplies and



*Thierry Sappini at the Tamir Family Picnic & Baseball game.*

serve meals. Tamir would like to thank family members and volunteers for their assistance with special thanks to Junkyard Symphony for the amazing performance.

### **Tamir and Social Action Committee**

Last December, Tamir was fortunate to receive a special visit from the Jewish Federation of Ottawa's Social Action Committee Canada-Israel student exchange. Two students from Israel, Chaim and Danielle, joined their Canadian counterparts to help out Tamir for an evening project which was greatly appreciated after all the hustle and bustle of the season. Afterwards, everyone regrouped back at Day Program at the Tamir head offices for supper before joining the Tamir Choir practice. One of the students, Danielle, remarked "this meeting with the choir was the best thing to happen during my stay yet!". Danielle aspires to become a social worker after completing her studies and having the opportunity to meet with the participants of Tamir was an experience she would never forget. This is the second year which Tamir and the JFO Social Action Committee have collaborated for the Israel-Canada student exchange and hope to work together soon!

### **Tamir Joint Health and Safety Committee (JHSC)**

Tamir has a very active and committed JHSC group. We have 13 committee members, representing all Tamir programs. Over the past year, the Committee has completed a number of initiatives including an Emergency Response Plan and training sessions for all staff, development of a mobility assessment system to use with all Tamir participants, a weekly inspection tool to use with all mobility devices, and a review of all health and safety systems across programs to ensure items such as eye wash stations, spill kits and emergency supply kits are available.

### **Tamir Staff Training Program**

Tamir is invested in providing an active training program which is reviewed and updated annually to ensure staff have the most current information and the tools needed to perform their duties. This year, several new training initiatives were developed and delivered to our staff.



*Staff enjoy fun and team building exercises at Saunders Farm.*

Safe Winter Driving was added to supplement our existing Safe Driving program. As part of our ongoing commitment to Health and Safety at Tamir, two training components focusing on this key area were included in the schedule; Emergency Response as well as Health and Safety Roles and Responsibilities. Tamir is pleased to have developed a comprehensive Training Refresher Day for all Tamir staff to attend on an

annual basis. A number of mandatory, legislated training requirements, such as fire extinguisher use, workplace hazardous materials information systems, recognizing abuse and neglect and rights and respect, are covered during this day, as well as more developmental topics, such as positive communication, and health and wellness information.

### **Tamir Social Committee**

Tamir was pleased to introduce a joint initiative with our CUPE Local 4870 this year. A Social Committee, with members representing Tamir Management and the Union, was developed with the intention to offer fun, positive activities to our staff team to foster excellent relations and recognize the hard work they do every day. Our first event took place last summer at Saunder's Farm. All staff and families were invited to attend the event, which featured trampolines, mazes, wagon rides, a caricaturist artist and a great spaghetti dinner. In November the committee organized a Staff Appreciation event at Ben Franklin Place, with music, food and drinks and Years of Service Awards for staff. We would like to thank all staff who participated and look forward to this year's coming events!



*Staff, participants and families enjoying the performance by Junkyard Symphony at the Tamir Family Picnic & Baseball game.*

# TAMIR BOARD OF DIRECTORS AND COMMITTEES

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Eric Weiner  
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Hilary Ostrov  
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Ian Raskin  
Richard Zuker  
James Katz  
Mark Palmer, *Executive Director*  
Sultana Federousi, *Manager of Finance*

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Norm Ferkin  
Alan Sobel  
Jack Cramer  
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Jessica Liptak  
Mary-Ellen Siba  
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Ian Raskin  
Alan Sobel  
Robert Thompson

## Governance Committee

Joel Kanigsberg  
Barry Mandelker  
Esther Kwavnick  
Jack Cramer

# TAMIR STAFF

## Main Office

Executive Director – Mark Palmer  
Manager of Human Resources – Lisa Giffin  
Manager of Finance and Admin – Sultana Ferdousi  
Residential Operations Manager – Laurie Oakley  
Interim Quality Enhancement Coordinator – Jennifer Liberty  
Communications & Development Coordinator – Katherine Carter  
Judaic Advisor – Cantor Daniel Benlolo  
Scheduling Supervisor – Chris Frizell  
Payroll Administrators – Kerri-Ann Hie & Nasim Ahmed  
Human Resource, Judaic & Office Admin – Alison Caplan

## Program Supervisors

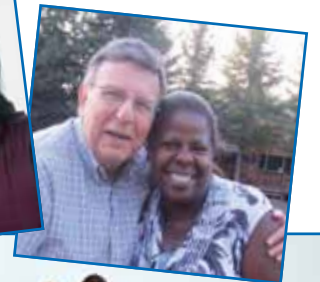
Riddell and Outreach – Dale Wyman  
Broadview and Townhouse – Joyce Drouin  
Van Lang, Timeshare, Grammercy – Tavis Wiegand  
Supervisor for SIL, TImshare and Killeen – Teresa Chafe  
Day Program, Passage and Retirement Program – Estelle Allen

## Primary Counsellors

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Harjit Sekhon  
Josh Williams  
Kathi Jones  
Mary-Ellen Siba  
Nicole Tierney  
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Shelly Landrigan

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Emily Helmer  
Glen Pierce  
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Erin Evans  
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Dina Jacob Polowin

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Dr. and Mrs. K. Mintz  
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Mr. A. Moscovitch and Mrs. L. Goldberg  
MOT Construction  
Judge and Mrs. J. Nadelle  
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Miriam and Louis Weiner Endowment Fund  
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O/P Power Clean  
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Ottawa Children’s Treatment Centre (OCTC)  
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