

# 2005-2006 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
- United Way

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

*Artwork for the front cover created by Tamir participants  
Jay Greenblatt, Samuel Barnes, Donald Hyman, Pamela Dover,  
Sylvia May, Michael Flansbury.*

## 2005-2006 Board of Directors

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## A Message from the President

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It is a great honour and privilege for me to report to you on the progress and major accomplishments of Tamir over the past year.

In recognition of its continued dedication to enhancing services to people with developmental disabilities, Tamir received the first Jewish Federation of Ottawa (JFO) Excellence in Service Award. As this report demonstrates, Tamir has not rested on its laurels; we have continued to expand and improve our services to our participants, in new and creative ways.

We continue to progress under our strategic plans. We have sought out partnership arrangements that can deliver great benefits for our participants. Please see our impressive list of partner agencies on page 12 of this report.

Tamir's Judaic Outreach Program has continued its outstanding work, under its new strategic plan. The Yad Beyad program was introduced this year to seek out Jewish high school student volunteers for one-on-one friendships with Tamir participants. Tamir's third Seder, always a most meaningful event, was enriched this year with the addition of guests from seven faith and cultural organizations.

Recently, several Judaic books; a Shabbat Guide, a Haggadah, and a Yizkor book, have been developed for Tamir Judaic Outreach participants. This past year, the Shabbat Guide was published, along with a CD, as both a fundraising effort and to make this resource available to other Jewish developmentally disabled people. This beautiful guide was well-received at the KINUS conference in New York by other Jewish agencies serving people with developmental disabilities in the U.S. and Canada. Plans are now in the works to market the Guide and a formal launch is being organized for early September.

This past year, the audit system developed in-house under our Quality Enhancement Program, received well-deserved recognition with a grant from the Ministry of Community and Social Services' Innovations Program to help five sister agencies in Ottawa implement the system.

Last year, Tamir spearheaded a proposal to the JFO to conduct an in-depth community wide assessment of Jewish special education needs in Ottawa. Through a collaborative effort among fifteen Jewish schools

and social service agencies, a survey and focus groups are underway. A report will be prepared including recommendations to improve Jewish educational opportunities and supports for children in our community. We thank the Jewish Federation of Ottawa for their support for this most important initiative.

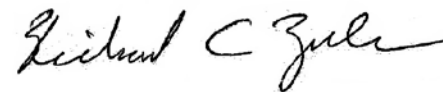
Tamir has made progress in meeting the challenges and opportunities facing us. We are committed to bringing residents from the Rideau Regional Centre into Tamir. At the same time, we are working diligently to obtain Ministry funding to serve Jewish people on the local community waiting list.

Maintaining Tamir as a Jewish agency, based on Jewish values, with a Jewish living environment, while offering our excellent services to people in need in the community-at-large is a priority. As a Jewish agency serving a relatively small Jewish population, Tamir must offer its services to others, in order to gain the close cooperation of the Ministry and the support of the wider community, and to enhance the quality and range of services to all our participants, Jewish and non-Jewish. This past year, Tamir organized a workshop of its board, staff and community leaders, to discuss the Jewish nature of Tamir. There was a broad consensus that Tamir can continue to provide a rich Jewish environment and maintain its status as a Jewish organization while at the same time serving the community at large.

This past year, Tamir's two signature fundraising events, the tea and the golf fun-raiser, achieved their greatest successes ever. We thank all our direct contributors for their support – our members, and the many others who support Tamir fundraising activities.

I would like to thank my colleagues on the Board of Directors for their wisdom and hard work. But most important, without the efforts and dedication of our staff and volunteers, and the close involvement of families, Tamir would not be what it is today – 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.

And our continuing goal is to do it even better next year.



President

**BALANCE SHEET**  
as at March 31, 2006

**ASSETS**

**OPERATING**

Cash and investments	\$ 314,721
Accounts receivable	73,077
	<u>387,798</u>

**CAPITAL**

Cash and investments	353,571
Property and equipment	1,728,421
	<u>2,081,992</u>

**TOTAL ASSETS** **\$ 2,469,790**

**LIABILITIES AND NET ASSETS**

**OPERATING**

Accounts payable and accrued liabilities	\$ 253,220
Deferred revenue	13,750
Net assets	120,828
	<u>387,798</u>

**CAPITAL**

Net assets	2,081,992
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**TOTAL LIABILITIES AND NET ASSETS** **\$ 2,469,790**

**STATEMENT OF REVENUE AND EXPENDITURE**  
for the year ended March 31, 2006

**REVENUE**

**REVENUE**

Ministry of Community and Social Services related funding	\$ 3,368,855
Client revenue	322,699
Grants and allocations	139,185
Other	150,626
	<u>3,981,365</u>

**EXPENDITURE**

**EXPENDITURE PROGRAMME**

Salaries and benefits	3,031,381
Food costs	126,629
Rent	114,581
Other program expenses	594,077
	<u>3,866,668</u>

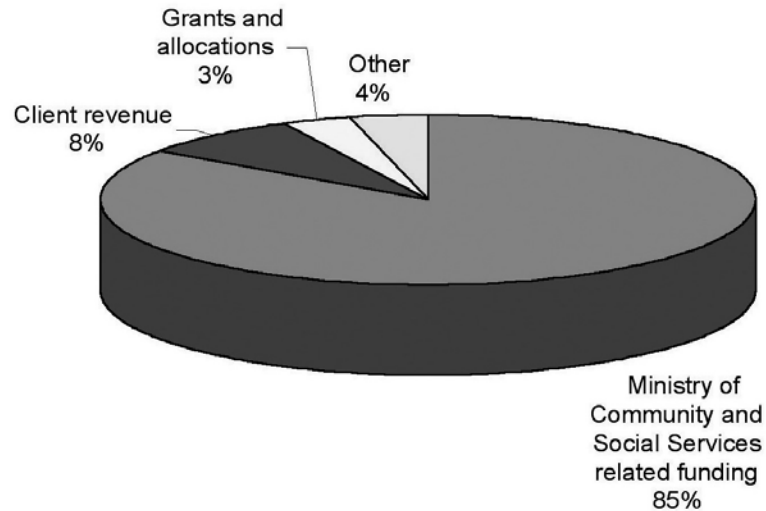
**OFFICE ADMINISTRATION**

Office and general	116,891
	<u>3,983,559</u>

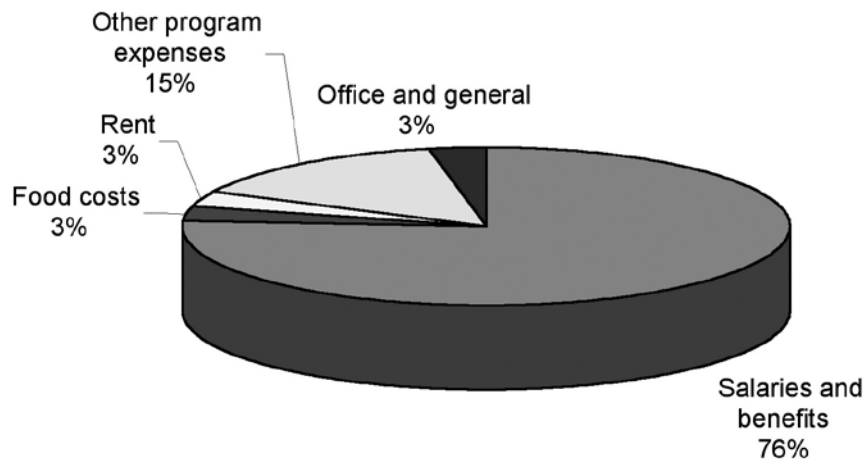
**EXCESS OF EXPENDITURE OVER REVENUE**

**\$ (2,194)**

## Sources of Revenue



## Expenditure



## 2005-2006 Program Highlights

### JUDAIC OUTREACH

- New outreach programs were established: Yiddish classes, a Jewish Fun program for participants at 840 Broadview, and an additional level of our Joys of Judaism classes
- Outreach participants increased their attendance at integrated community events
- Produced a 65 page Shabbat Guide which includes artwork created by Tamir participants
- Tamir Choir recorded songs and prayers for a CD as part of the Shabbat Guide
- The Tamir Choir performed with the Temple Israel Synagogue and Shira Ottawa Choirs
- A Jewish service was provided on a monthly basis by the outreach program for Jewish residents of Rideau Regional Centre in Smiths Falls
- Members of the Judaic Outreach Program received a volunteer appreciation award for their ten years of service at Rideau Regional Centre in Smiths Falls
- Participants joined in the Hakafot ceremony and the Megillah Reading at Congregation Beth Shalom
- The Outreach program partnered with Hillel Lodge to make latkes for Chanukah, hamantaschen for Purim and blintzes for Shavuot
- Adath Shalom hosted a Kabbalat Shabbat friendship dinner for the participants
- Two member of the Tamir Choir who are also members of the Beth Shalom Choir performed at Beth Shalom's re-dedication ceremony and their annual concert
- 65 people attended a special Tamir Interfaith 3rd Seder including members from L'arche, Christian Horizons and other faith and culture groups
- Created Yad Beyad (Hand in Hand) a new student volunteer program
- Judaic Supervisor and Judaic Advisor held information sessions at local Jewish schools to promote the Yad Beyad student volunteer program

- Members of the outreach program partnered with the students from Ottawa Talmud Torah afternoon school for a joint program at the Experimental Farm
- Students from Akiva High School partnered with the outreach program to create a song and dance routine for Tamir's 2006 Annual General Meeting
- Revised the Judaic staff training materials
- Created and implemented new Judaic policy and procedures for the agency
- Update the Judaic audit tool and conducted an agency wide annual audit
- Tamir representatives attended KINUS (Jewish developmental service providers conference) in New York
- Tamir representatives attended a Faith & Cultural Inclusion Symposium hosted by Reena in Toronto

## DAY SERVICES

- Day Services now offers programming from 3 separate locations
- A Semi-Retirement Program was developed to respond to the health and aging needs of some of our clientele; several participants are now being offered a modified schedule focusing on maintaining their community connections and activities, but at a more leisurely pace
- One particular highlight of activities offered by this program is "Spa Day" where participants enjoy manicures, pedicures and massage
- Our Passages (employment skills) program developed 5 new work placements, including the Aids Committee of Ottawa, two Budget Car and Truck Rental locations, Overbrooke Day Care and Kindergarten Program, and a second placement at Petsmart
- A Day Program participant who recently joined the program since graduating from high school has received volunteer placements at Zeller's Bayshore and Jim Durrell Arena
- Three Passages participants were proud to graduate from the Academics Assistance for Adults with Developmental Disabilities program through Algonquin College. The group will now turn their energy to finding community work or volunteer opportunities

- Passages developed a new employment readiness skills program, including the importance of social skills, punctuality and professional dress code
- Community outing highlights included visits to local radio and television stations such as the New RO and the A Channel; as well as cultural events at the NAC and local museums
- Passages participants attended quarterly art classes at the National Art Gallery, working with clay, watercolour paints and receiving specialized tours of the facility
- Tamir volunteers Louise Glatt and Fred Virgin lead music programs on a weekly basis
- The Passages Program received a donation of a new leased 8 passenger van for the program's use from a family member

## RESIDENTIAL SERVICES

- New participants were welcomed to the Clyde Avenue group home, 842 Broadview and Timeshare respite program, all enjoying a smooth transition to their new surroundings
- Sam Barnes, a long time resident at 840 Broadview, passed away in December 2005. We all miss him.
- Tamir's newest group home at Grammercy in Central Park was completed and six new residents are enjoying their new home
- A variety of specialized supports including therapeutic services such as a dietician, physiotherapy, and an occupational therapist were contracted to address individual needs
- Communication programs facilitated by speech therapists have improved the skills of several Tamir participants, enabling them to better express their needs and wishes and reducing frustration
- The Helken Therapeutic Riding Association continues to be an active part of programming for some Tamir participants, with improvements in flexibility, stamina and concentration reported not to mention the fun
- Tamir has contracted a psychologist to work with certain participants on issues such as personal choice and responsibility
- Paid work placements were found for several participants, including at the Trail Waste Site; delivering the Penny Saver; working at the SJCC; Smiley's Restaurant; and Home Depot

- A volunteer placement was found for one resident at Rogers Video
- Site improvements at Supported Independent Living apartments, including new flooring, painting and kitchen improvements enhance the quality of people's homes
- Tamir participants enjoyed summer vacations, including a trip to Montreal, camping and cottage trips, Gananoque and a music festival, and partnering with Travel Partners, to send an individual on a 5 day visit to the Havelock Music Festival
- Tamir hosted 15 student from the Algonquin College Developmental Service Worker program, who created individual skill development programs for our residents ranging from cooking and bus travel to money management
- A Tamir participants dropped the puck at the official opening of a hockey game between Israel's national team and a local team from Ottawa
- Parkdale United Church continues to welcome a group of 5 Tamir residents to their Sunday services
- Best Buddies of Carleton University continues at Tamir, with six of our residents enjoying connections with students

### QUALITY ENHANCEMENT

- Staff training in family involvement and communication was developed and delivered to Tamir staff
- Tamir Family Handbook was developed to communicate important policies and agency information and was distributed to all families
- Family Advocacy and Support Group was re-initiated to help share important information with families
- Tamir's first Volunteer Recognition Event was held to celebrate the efforts made by volunteers who contribute to Tamir
- QE assessments were conducted with over 50 Tamir participants and their families and staff
- A Tamir participant fulfilled a lifelong dream of driving in a sidecar of a motorcycle
- Timeshare program hosted friendly pet visiting every week so participants could take dogs for a walk and enjoy their companionship
- Three Tamir participants enjoyed wonderful trips with their families, two to Disneyland, and another to Italy

- One participant has been training for a 10K Run through the Running Room with his father
- A SIL participant spoke at the Annual Kiwanis Conference in Toronto to represent users with a developmental disability

### OTHER INITIATIVES

- A strategic planning session was held involving Board members, families, staff, Jewish Federation of Ottawa and other community members on the issue of maintaining the Jewish nature of Tamir
- Keshet for Kids Summer Program was offered for the third year, with 8 participants enjoying summer camp experiences at the SJCC, Gan Y'Israel, Dovercourt, Camp Fun, Stronger You and Camp Leo
- New accountability measures were put in place regarding management of program budgets
- Audits in the areas of site maintenance, HR files and program documentation were successfully completed at all Tamir programs
- Work plan days were developed to follow through on improvements identified in the audits in the areas of participant goal setting, team building and communication
- An operational review of administrative systems was conducted and a management work plan was developed to follow through on report recommendations
- New policies in Family Involvement, Relationships and Sexuality, Staff Recruitment, Volunteers and Students, Attendance Management, and Driver Training were developed to enhance systems and supports to participants
- A driver trainer was hired to conduct pre-employment driving examinations with new Tamir staff and to assist in ensuring current staff have excellent driving skills
- Tamir led a project under the MCSS funded Innovations initiative to train five developmental service organizations in the use of our audit and evaluation tools
- Tamir was instrumental in the development and implementation of the Jewish Federation of Ottawa Special Education Needs Assessment to obtain a comprehensive picture of Jewish special education needs in Ottawa

## Collaborative Organizations

*Adath Shalom Congregation  
Agudath Israel Congregation  
Aids Committee of Ottawa  
Akiva High School  
Algonquin College – AAADD Program  
Algonquin College Developmental Services Worker  
Aurora Lodge No. 53 of Ottawa Knights of Pythias  
Bethany Hope Centre  
Budget Car and Truck Rentals – Innes Road  
Canadian Tire – Merivale  
Cityview Adaptive Learning Centre  
Classic Wood Moulding  
Computers for Schools  
Congregation Beth Shalom  
Dovercourt Community Centre  
Elgin Street YMCA Day Care  
Helken Association for Therapeutic Riding  
Hillel Lodge  
Independent Living Centre  
Jack Purcell Community Centre  
Jewish Family Services, Meals on Wheels  
Jim Durrell Arena  
Kiwans Aktion Club  
Neil Squire Foundation  
OC Transpo  
Ottawa Carleton Immigrant Services Organization (OCISO)  
Ottawa Reconstructionist Havurah  
Overbrooke Day Care and Kindergarten Program  
Parkdale United Church  
Petsmart – Merivale  
Rideau Regional Centre  
Rogers Video – Meadowlands  
Salvation Army  
Snowsuit Fund  
Soloway Jewish Community Centre  
Special Olympics  
Tamul Torah Afternoon School  
Temple Israel  
Walkley Bowling Lanes  
Zellers – Bayshore*



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



11 Nadolny Sachs Private, Suite 218  
Ottawa, Ontario K2A 1R9  
Phone: (613)725-3519  
Fax: (613)725-6045  
Email: [tamir@tamir.ca](mailto:tamir@tamir.ca)  
Website: [www.tamir.ca](http://www.tamir.ca)