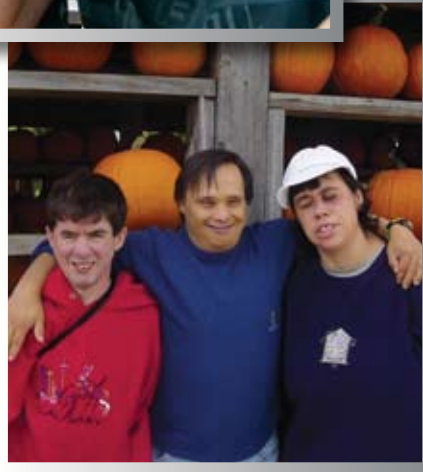


# 2009-2010 ANNUAL REPORT



## 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.**

## 2009-2010 Board of Directors

Howard Yegendorf, *President*  
Christine Kessler, *2<sup>nd</sup> Vice-President*  
Ian Raskin, *Treasurer*  
Norm Ferkin, *Member at Large*  
Esther Kwavnick, *Past President*

Manny Agulnik  
Jaymour Bell  
Jack Cramer  
Marilyn Dow  
Linda Goldberg  
Joel Kanigsberg  
Barry Mandelker  
Dan Pearlman  
Lorne Rachlis  
Sharon Reichstein  
Alan Sobel

## A Message from the President

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It is my honour as Tamir President to report to you on the accomplishments and challenges of the past year.

2010 marks Tamir's silver anniversary. For 25 years we have been providing services to people with developmental disabilities. Services that began with one group home for three residents in 1985 have expanded to include multiple group living programs, supported independent living units, respite care, day services, a thriving Judaic Outreach program and a day camp for children with special needs, serving over 100 participants and their families.

In true Tamir fashion, when it came time to organizing a celebration, we thought big! The 25<sup>th</sup> Anniversary Celebration Committee, composed of Richard Zuker, Lily Penso, Esther Tarasofsky, Zelda Shore and Cantor Daniel Benlolo, had many ideas for how best to recognize this momentous occasion, but none better than a fully integrated theatrical production of "Joseph and the Amazing Technicolor Dreamcoat". Months of preparation culminated in two tremendous performances in May in front of sell-out crowds at Centrepointe Theatre in Ottawa. The talents and confidence of our participants performing alongside their fellow community cast members were a joy to behold. So too was the message delivered on that night: that inclusion is a right, attainable by all people, including those with developmental disabilities.

Other initiatives in celebration of our 25<sup>th</sup> included the development of a Tamir history book entitled "Tamir Through The Years", a portable display of the highlights of Tamir's growth, and a significant donation of Tamir archival materials to the Ottawa Jewish Archives. Each of these projects showcased Tamir's contributions to the Jewish community and demonstrates how our organization has made a difference in the lives of so many people over the past quarter century.

Over the past few years, Tamir has been advocating for access to education for children with special needs within our local Jewish educational system. Tamir submitted a joint proposal with Talmud Torah Afternoon School to the Jewish Federation of Ottawa (JFO) to offer a class for children with special needs. Unfortunately, the proposal did not receive funding and these children are not receiving the Jewish education they desire. We will continue to advocate until the right of every Jewish child to a Jewish education is recognized by the JFO.

People with developmental disabilities associated with Tamir also face discrimination from time to time in the community at large. Four and a half years ago, we sought to purchase properties for two residential group homes to accommodate people leaving Rideau Regional Centre. A local major housing developer refused to sell those properties to Tamir. We did not accept that refusal. It is part of our mandate to ensure that our participants are not marginalized. We filed a Complaint with the Ontario Human Rights

Commission. The hearing of that Complaint was scheduled to take place in May of 2010. We are happy to report that the case was settled the day before the hearing and that settlement gave Tamir the right to purchase the properties.

Operationally, Tamir continues to face challenges in supporting the increasing health related needs of our participants. Recently, we contracted with other developmental service agencies to hire a nurse to assist us in managing these increasingly complex issues. We are also working to establish relationships with long term care service providers in our community to assist in future support needs of our aging population.

As a result of the provincial deficit, the Ministry of Community and Social Services (MCSS) recently announced a budgetary freeze for the coming fiscal year. We need to look at new ways of operating with our means and, at the same time, ensuring quality of service.

As President, I have been privileged to become integrally involved in the work of Tamir and to appreciate the effort made by so many people towards fulfillment of our mission. I would like to thank my colleagues on the Board of Directors for their commitment, energy 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.

I would like to extend my special appreciation to two board members whose terms are ending: Linda Goldberg and Norm Ferkin. Linda did yeoman's service on our Fund Development Committee and was particularly devoted to the publication of the Tamir Newsletter. She also encouraged and facilitated support of Tamir by the local artistic community. Norm has served as chair of the Fund Development Committee and sat on the Executive Committee. He is well known as the "organizer for life" of Tamir's annual golf tournament. Norm has also been instrumental in developing a policy which will lead to the establishment of an endowment fund for Tamir. We thank you both — you will be missed.

Our success would also not be possible without our strong and committed staff team, front-line volunteers, families and community partners.

This has been an extraordinary year for Tamir. "Joseph" and our 25<sup>th</sup> Anniversary celebration were successful beyond our dreams. And while we have accomplished a great deal, there is still much more to do. I have every confidence that we possess the energy, commitment and drive in this organization to address unmet needs and ensure that Tamir continues to provide high quality services within a Jewish environment.



President

## Financial Report

### BALANCE SHEET as at March 31, 2010

#### ASSETS

##### OPERATING

Cash and investments	\$ 363,371
Accounts receivable	96,271
Prepaid expenses	—
	<u>459,642</u>

##### CAPITAL

Capital Reserve Fund	363,083
Property and equipment	3,320,656
	<u>3,683,739</u>

**TOTAL ASSETS** \$ 4,143,381

#### LIABILITIES AND EQUITY

##### OPERATING

Accounts payable and accrued liabilities	\$ 326,982
Accumulated surplus	132,660
	<u>459,642</u>

##### CAPITAL

###### Externally restricted

Property and equipment	3,320,656
	<u>3,320,656</u>

**Unrestricted** 363,083

3,683,739

**TOTAL LIABILITIES AND NET ASSETS** \$ 4,143,381

### STATEMENT OF REVENUE AND EXPENDITURE for the year ended March 31, 2010

#### REVENUE

##### REVENUE

Ministry of Community and Social Services related funding	\$ 5,412,879
Client revenue	529,343
Grants and allocations	145,238
Other	232,103
	<u>6,319,563</u>

#### EXPENDITURE

##### EXPENDITURE PROGRAMME

Salaries and benefits	\$ 5,036,242
Food costs	228,954
Rent	81,111
Vehicle operation and maintenance	113,615
Houseware supplies, repairs and maintenance	194,944
Other program expenses	514,498
	<u>6,169,364</u>

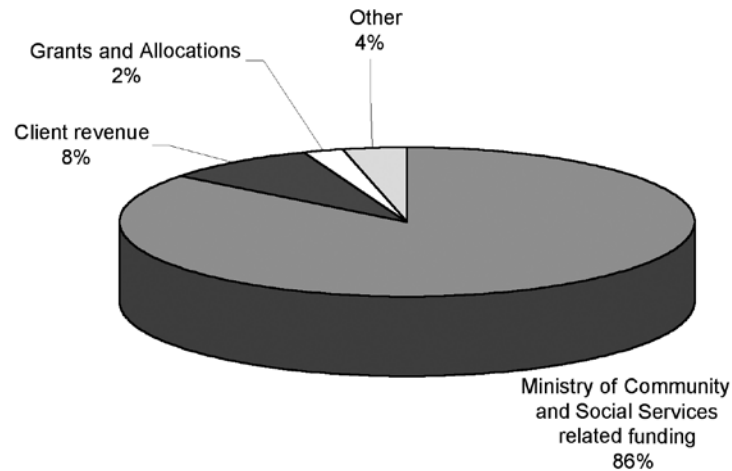
##### OFFICE ADMINISTRATION

Office and general	150,876
	<u>6,320,240</u>

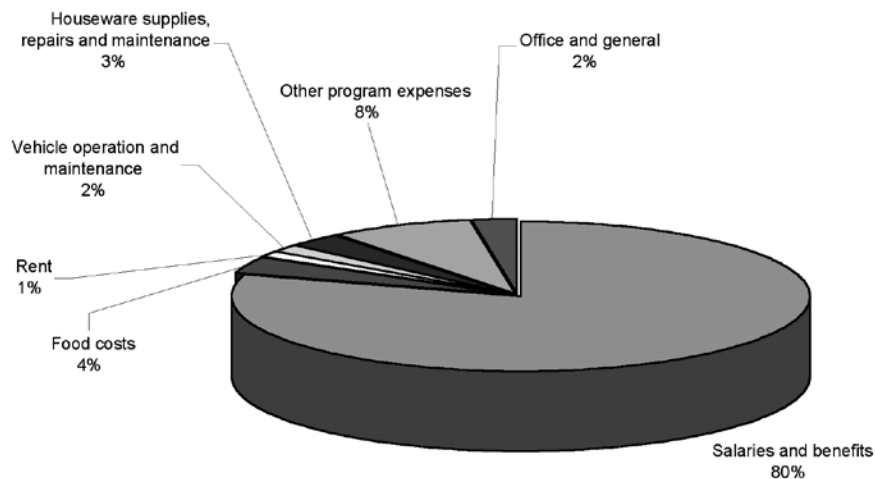
##### EXCESS OF REVENUE OVER EXPENDITURE

(\$677)

## Sources of Revenue



## Expenditure



## 2009-2010 Program Highlights

### JUDAIC OUTREACH:

- The production of “Joseph and The Amazing Technicolor Dreamcoat” was an all-encompassing focus for the Judaic participants and staff this year. The opportunities this exciting initiative provided to our participants to unite with new community partners and to stretch their talents and skills was truly an amazing sight to behold.
- Holiday celebrations are an integral part of Judaic programming at Tamir and this year our gatherings were as ‘freilichen’ as ever. Celebrations included Rosh Hashanah, Sukkot, Chanukah, Purim and Pesach.
- The Tamir Neshama Choir continued to grow, both in number of members and in popularity with our audiences. The choir received requests to perform at many local Jewish events and holidays, and after the ‘hoopla’ generated by the “Joseph” performance it will undoubtedly be more popular than ever!
- Weekly Music on Wheels programs were held at Killeen, Broadview and Grammercy, where more than 25 participants a week enjoyed the interactive fun.
- Tamir participants, family and friends continued to enjoy the Community Shabbat program, getting together on a monthly basis to usher in the Sabbath Day in an atmosphere of togetherness and friendship.
- Several partnership programs with the Chabad Student Network and the Mitzvah Action Club were organized and brought together local Jewish youth to celebrate events with Tamir participants.
- The Tamir Neshama Choir made a special outing to Montreal in the summer of 2009 to the Cummings Seniors Centre, where they performed in front of a very appreciative and participatory crowd. The initial visit was such a success, a repeat performance occurred in early June 2010, with an entourage that included some of the actors and volunteers of the “Joseph” production.

## RESIDENTIAL PROGRAMS:

- A new participant joined the Tamir Residential Outreach Program, with staff assistance focused on household and budget management and a job search. This individual is now working at Sears as a custodial worker on a full-time basis.
- One new participant was welcomed to Grammercy, through a community referral. He is settling into his new surroundings and has enjoyed the opportunity to meet many new people through Tamir connections.
- Therapeutic services were offered throughout the year to Tamir participants in the areas of physiotherapy, occupational therapy, behaviour management, speech pathology, foot care and nutrition.
- Participant vacations this year included the following destinations; a trip to Montreal and the Biodome, the Insectarium and Botanical Gardens; Brockville and 1000 Islands, where a boat cruise and a tour of Upper Canada Village were on the itinerary; Foymount Farm, with preferred activities such as swimming, spending time with the animals, and campfires at night; a cottage stay, where participants enjoyed water fights, BBQ's, swimming and relaxing; and, a trip to Toronto, with great outings to Canada's Wonderland and the Toronto Zoo.
- The entire SIL program became proud cast members of the "Joseph" production this year. The group spent untold hours preparing and practicing for the production in May, with amazing results.
- Two respite participants from the Timeshare program moved to full-time services at Riddell. The transition from part-time to full-time supports has gone well for the individuals, their families and their new roommates.
- Four new participants were welcomed into the Timeshare program to fill vacancies. Two of the spots were divided into two week stays to offer support to more families. In the next year we are looking forward to getting to know these individuals and their families.
- Several programs were outfitted with new furniture, appliances and general maintenance including painting, to better accommodate the needs of the participants.
- Tamir was very sad to lose two participants in our residential programs this year. Michael Broitman, who had been supported by Tamir since 1985, passed away in January of 2010. Murray Zloten, who had received services within the Residential Outreach program, passed away in May 2010. Their families, friends and the community will miss them very much.

## DAY SERVICES:

- Eleven members of Tamir Day Services were involved in the production of "Joseph" and had a tremendous experience, developing their singing and acting skills and making new connections. Drama workshops held at Donald Street helped to prepare "Joseph" participants for their roles on stage in May and provided other participants with a new avenue in which to explore their creative side.
- Music and Movement with Leah Smith is new to Day Services this year. The program takes place on Tuesdays at the Day Program on Campus and Thursdays on Donald Street. The program is thoroughly enjoyed by everyone who attends.
- Brightening Lives, a Humane Society community based program where volunteers bring cats and dogs for visits, have brought comfort and pleasure to many of our Day Program Campus participants.
- Developmental Service Worker students from Algonquin College led one to one activities at Day Services where they focused on the following options; sensory activities, foot care, relaxation techniques, street safety skills and exercise programs.
- Day Program on Campus has continued the tradition of hosting Friday afternoon Shabbat luncheons with families and friends in attendance.
- Special outings enjoyed by Day Program on Campus this past year included; Saunders Farm for a Haunted Hayride, a visit to Fulton's Sugar Shack, the matinee performance of "Joseph" and a visit to Gotta Paint where participants had an opportunity to express themselves creatively.
- Day Program on Donald Street has included additional one to one programs, with activities such as visits to the local library to borrow CDs, spa visits for nail care, outings to the mall, etc. These activities were chosen based on the interests and goals of the participants.
- Other regular group activities scheduled for Day Services included visits to the SJCC for swimming, and use of the weight room and gym.
- Day Services enjoyed several good weather days on the waters of the Rideau River through the generosity of the Friends for Sport Fishing Program, facilitated by retired RCMP officers.
- A new Tamir resident has joined Day Program at Donald Street as a full-time participant. His Tamir friends are happy to see him on a daily basis.
- A Passages participant has begun a new volunteer position, helping to maintain the grounds of the Hardini Centre on Donald Street, where Passages is located. He assists the custodian with the clean-up of the parking lot and green space.

- A Tamir Passages participant retired from his full-time position at Salvation Army and now attends Passages daily. He has also acquired a new part-time position at Parkdale United Church assisting in the maintenance of the church kitchens.
- Two Passages participants have returned to part-time studies at Algonquin College, attending the AAADD program to maintain their mathematical and literacy skills.
- Passages is pleased to have added a contract with Agriculture Canada to their placement schedule. Several participants now do a sorting contract in the Agriculture Canada lab on a weekly basis.
- Several new shredding contracts have been undertaken by Passages participants, at Westboro/Kittissippi United Church.
- Five Passages participants enjoyed a three day summer vacation to Toronto, to see the sights, which included Canada's Wonderland, the CN Tower and riding the subway.

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

- Marco Casalese was honoured with the Career Award at the Celebration of People Gala in December 2009 for his exemplary work at the Bells Corners Pizza Hut on Richmond Road. The award is given to individuals with disabilities who have made a significant contribution to their community. Marco has worked at Pizza Hut for 18 years. His punctuality, attention to detail, and pride in his work were just some of the reasons Marco was honoured.
- Debby Applebaum was recognized through the Jewish Federation of Ottawa Women's Spring Luncheon, Women Inspiring Women, for her ongoing volunteer work in the community. Some of Debby's current volunteer positions include assisting with children's programs at Gotta Paint, duties at the Overbrook Day Care and Kindergarten Program, and projects with the SJCC Mitzvah Knitters group.
- The nurse contracted by Tamir on a part-time basis has provided valuable consultations regarding participant health assessments and support since beginning with the organization.
- Several participants enjoyed attending the Special Olympics Bowling program, and appreciated the opportunity to meet new people and make new friends.
- Snoezelen continues to be a very popular program at Tamir, with 17 weekly sessions provided to assist participants with relaxation and anxiety management through immersion in this multi-sensory experience.

The program also includes a rotating spot so that respite participants at Timeshare can benefit from the experience.

- A seated relaxation pilot project is underway at Killeen, with the goal of the program to provide additional stress and anxiety management options for participants.
- The Family Advisory Committee of Tamir was established in the fall of 2009. The mandate of the committee is to act as a forum to address family support and education needs and to advocate around Tamir policies and practices with the view to enhancing the quality of life of their family members.
- Tamir and families continue to build positive relationships through the following communication methods; an annual General Family Meeting held in April provided information on agency direction and sought input from families on day to day services provided to their family members; each Tamir program held two meetings with their families this year, a business meeting and a social gathering to touch base and establish relationships; a Family Intranet page was created on the Tamir website as a tool to share agency and community information; the Tamir Family Handbook was reviewed, revised and re-distributed to all Tamir families.
- The Q into QE newsletter was re-introduced, with quarterly publications focusing on participant and program news and highlights. The newsletter is shared with Tamir families, participants, programs and some community partners.
- Tamir has expanded staff communication tools by developing an intranet page accessible by password, where information such as job postings, memos, blank forms, etc. can be accessed.
- A major focus at Tamir this year included preparations for H1N1 and generalized pandemic planning. 100% of participants and 50% of staff received H1N1 vaccinations facilitated by Tamir. A pandemic policy and procedure and response plan were created in the event Tamir was affected by pandemic threats in the future.
- A seasonal flu shot clinic was held at the Tamir Main Office for participants and staff.
- Labour Relations Meetings with the staff union continue to be held on a quarterly basis with the goal of resolving issues of mutual concerns. To date, 90% of staff concerns have been resolved without requiring the services of a third party.

## 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 Carleton Food Bank  
Overbrook Day Care and Kindergarten Program  
Parkdale United Church  
Petsmart – Merivale  
Rogers Video – Montreal Road  
Snowsuit Fund  
Soloway Jewish Community Centre  
Walkley Bowling Lanes  
Westboro/Kitchissippi United Church

## 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  
Cummings House – Montreal  
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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