



# שמע קולנו Sh'ma Koleinu Hear our voices

FALL 2021

## Happy Birthday World and Happy Birthday Tamir!



Adam Moscoe,  
President



Joe Brownstein,  
Interim President



Risa Plotnick,  
Executive Director

### Dear Friends and Family,

This summer has been tremendous! Tamir has had the opportunity to safely engage with the community, get out and do more, and visit with family and friends. There have been so many warm embraces after such a long period of separation. We have, as a community, rallied against COVID 19 and have kept it at bay through active measures and vaccination. This has made the summer truly a time for rebirth and reconnection.

Rosh Hashanah is the birthday of the world. It is the time we celebrate the miracles that went into creating the world and the modern miracles that keep it in motion every day. Our staff and families work tirelessly to make sure the people we support are living their best lives. They make sure participants are seeing the world and experiencing new things. Regardless of the current safety measures, we know that there is creativity abounding that will enhance the lives of people with disabilities within Tamir and within the greater community.

As we are about to celebrate our 36<sup>th</sup> Anniversary we are reminded of the creation of Tamir by Lily and Jerry Penso. Their desire to have modern accommodations for their son led to the birth of Tamir. We are forever thankful to them for giving people with developmental disabilities a chance to be visible in the community and to be supported to reach success. The Penso's inspired the contemporary approaches that foster and enable independent living in the Tamir homes and in the community at large. Help us celebrate their legacy on November 18<sup>th</sup> during a fun and exciting virtual event that will showcase the amazing talents of our participants and be the worldwide launch of the Tamir Anthem and Music Video. Please register on our website, [tamir.ca/events](http://tamir.ca/events), and join the fun.

The themes of reflection and renewal, characteristic of the High Holy Day period, are the backdrop against which Tamir is looking inward and reassessing its services and its clientele. Today we are involved in a strategic planning process which is exploring how we are supporting people living with disability, what gaps in service may exist, and what the communal attitudes are in relation to inclusion. The Community Disabilities Survey, led by Tamir, is an important tool in this process. It is being offered in conjunction with our partners from the Ottawa Disabilities Service Network (ODSN). Please take the time to complete the survey and help guide the future work of Tamir. It is said that on Rosh Hashanah it is written and on Yom Kippur it is sealed. You can help Tamir write its next chapter.

Tamir is not standing still. One notable area of expansion is children and youth services. Tamir has supported children at summer camp for years through Keshet for Kids. Today we are proud to be expanding support for children and youth with disabilities through the Keshet Community Connections (KCC) program. KCC provides Integration Aids to children and youth in community settings with the support of our consultation service. Parents and organizations can receive professional support on a variety of topics through individual and group sessions. Please visit our website for more information and to enroll.

We have also expanded our staff and would like to welcome Elizabeth Tyrie to Tamir. Elizabeth is the Executive Assistant to the Executive Director. Elizabeth is a very talented, experienced, and qualified professional and we are delighted to have her join our Tamir team. We know that she will add great value and skill, not to mention terrific energy and style. As we move into the High Holy Day season, we want to take special note of all of the new beginnings and initiatives that are underway at Tamir. We are energized and excited about the opportunities that lie ahead. On behalf of the Board and all of Tamir, we wish you and your family a Shana Tova U'Metukah and we look forward to a sweet and fruitful year ahead.

Adam Moscoe, Joe Brownstein, and Risa Plotnick

Celebrate with us  
our **DOUBLE CHAI**  
**36<sup>TH</sup> ANNIVERSARY!**

Sing our new Tamir Anthem!

PLEASE REGISTER AT: [Tamir.ca/Events](http://Tamir.ca/Events)

SAVE THE DATE:  
November 18<sup>th</sup>, 2021  
7:00 – 8:30 pm

Dignity  
Respect  
Advocacy  
Diversity  
Belonging  
Spirituality  
Community  
Stand Tall

# Staff Spotlight: Drahomira Ferrara



Tamir has a very unique position called the Rover, a role created to fill last minute gaps across the agency. We rely on this position to ensure base staffing is in place, especially for hard to fill shifts such as overnight and weekend hours. People who succeed in this role are very special, and Drahomira Ferrara, who has been roving for more than eight years, deserves the spotlight in this newsletter

edition for her ongoing dedication and commitment to Tamir and the people we support.

Working as a rover, at the best of times, can be challenging, but during COVID 19 lockdowns the work was exhausting and stressful. During this time, Staff needed to maintain their focus, their health, and their motivation and yet remain kind and caring

*If I had to describe Drahomira in one word it would be JOYFUL. Dada always arrives with a smile and a positive attitude, she adapts to change with no hesitation and remains a crucial part of Tamir.*

– Meaghan MacCalman, Residential Supervisor

at all times. Throughout the pandemic, Drahomira made it look simple. When Tamir was faced with COVID 19 outbreaks, there were many days Drahomira worked alone. She was always willing to come in early, extend her hours at the last moment and more than once, ended up sleeping at a program due to staffing challenges.

Drahomira has remained unfazed through these demanding circumstances. Keeping her focus on providing excellent care to those we support, with a smile on her face and a cheerful tone in her voice, each time we call, Drahomira is a truly exceptional staff person.

## Memorial Garden

How nice it is when we sing together... When we work together.

Those words, as part of a newly commissioned Tamir anthem to celebrate our upcoming 36<sup>th</sup> anniversary celebration in November, speak volumes. When we act like a team working for a common goal, we achieve so much more. Nothing could be truer than the newly replanted Tamir Memorial Garden at the entrance to our main office.

Not only is the lovely garden a wonderful way to welcome people into our office, it is a testament to how we honour those we have lost, and a reflection of how we care for those who are living. We care deeply, both now and forever. That caring was evident because every step of this project was done in collaboration and the result is beautiful.

The project was spearheaded by Marlene Burton, the mother of an individual supported by Tamir. She happens to have a very green thumb and had access to hardy, low maintenance plants. With the help of teen volunteers, the plants moved to the Tamir space. In consultation with Laurie Oakley, our Residential Operations Manager and gardener extraordinaire, a plan was devised to map out the area and place each plant.



*Above: The Garden Fairy preparing the space.  
Right: Noah, one of the teen volunteers.*

Roland Young, our HR Administrator, kept everything watered and healthy during the week until Marlene and the volunteers could return to prepare the ground and plant. She then continued to work with in the garden until everything was perfect. There's a reason she's called the Garden Fairy!

We invite the community to see the result of a little collaboration, a bit of sweat, and a whole lot of love. We will always remember the individuals we have supported who are no longer with us. May their memories be blessed.



Rosh Hashanah is a time for renewal. This year, you can make a gift that will renew itself every year.

*How will you assure Jewish tomorrows?*

**To create your Jewish legacy contact:**



Paul Finn [paulstephenfinn@gmail.com](mailto:paulstephenfinn@gmail.com)

Brian Gold [bgold@firstbay.ca](mailto:bgold@firstbay.ca)

or call **613-725-3519 ext 104**



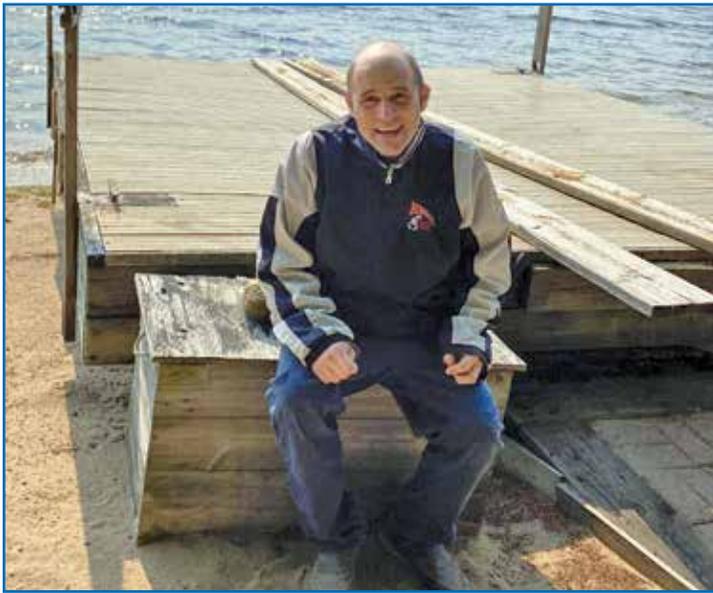
## Stories of Success

# Michael Cramer – Finding A New Groove During COVID

By Josh Williams, Residential Supervisor

The pandemic has changed us in ways we never thought possible. It has forced us to adapt, grow and really think about the kind of supports we provide to our individuals – what makes each person tick and then striving- to meet that need.

We have so many success stories to tell but I'd like to recognize one man in particular: Michael Cramer. Michael is a wonderful, kind person who thrives on being active and keeping himself busy.



He loves the outdoors. Staying active is often the key to helping Michael have a great day. Nothing uplifts him like some hard work and fresh air.

Prior to COVID-19, Michael was part of structured day program run by the City of Ottawa that met his needs. We recognised early in the pandemic that in order for Michael to be successful and healthy, we needed to step up our game and adapt to his needs. Whether it was a winter snowshoe hike or a day of kicking around the soccer ball, our staff were diligent and supportive in ensuring Michael was able to get outside.

Michael also learned how to use Facetime to communicate with family and was able to see his loving parents, Jack and Leslie, in the backyard of his home when outdoor visits resumed. Those options filled a need, but it wasn't the same as having your son over for dinner or spending time together just relaxing on your own porch. Finally, as we now approach a life that looks more like normal Michael can again go home and spend real quality time with his mom and dad.

Another feather in the cap for Michael has been a tremendously successful return to the day program run by the City of Ottawa. While some may decide to slowly dip their feet in the water for a return to their routine, Michael chose to jump in both feet first. He returned to full days for the month of July and had a great time.

Michael's story can be a model of what we can all accomplish together when we take the time to think of the individual; who they are and what they need. Here's to many more successes for Michael!

## A Return to Routine for Mark Nudelman

By Julia McKinnon, Primary Counsellor

Mark is a purpose-driven man. He enjoys the satisfaction that comes with the completion of a task, and likes to know what is coming next. He knows his jobs in the community well, and is well liked. The relationships and connections Mark has established in the community is a result of his charm and humour. Mark is simply a joy to be around.

The challenges of the last year have affected all of us in different ways. Those dependent on routines have been affected the most. There is comfort in familiar places and spaces and the people in them. Being able to give someone that predictability is so important in these times.

When I come on shift in the morning at Tamir's residence on Killeen Avenue, Mark meets me at the door, and asks about the daily plan. At the end of my shift on Friday, Mark tells me how he hopes he can go to work on Monday. Being able to finally say that we are going to work today was both a relief and a wonderful surprise for him.

The first day back, we planned a BBQ and Mark enjoyed listening to show tunes while we cooked. The pace was much slower than a regular day at Passages, Tamir's Day Program on Donald Street, but that was ok. Mark was reflective and commented that he "has a lot of memories here." We chatted about the paper route, and his duties and responsibilities at his various volunteer jobs. Mark smiled with pride while talking about how well he does his jobs. We've taken drives past some of those places during the last year and a half and while Mark enjoys these drives, nothing compared to his enjoyment of returning to Passages.



# Judaic Update Fall 2021

By Jodi Green, Coordinator of Judaic Outreach and Inclusion

Tamir's Judaic program remains strong and integral to the daily life of Tamir. Due to COVID, we have been more inclusive of all our participants and created programs relevant to everyone. We have highlighted the beliefs and values we have in common and it has manifested into a wide range of programming that has kept us busy. We love it!

A great summer project was to have all the Mezuzot on our homes checked. It is a wide-spread practice for Jewish homes to hang a little box on the doorframe. Inside the box are Torah/Bible verses, written on parchment, that reference G-d's presence in our homes. Over time, the parchment can break down and needs to be replaced. A professional scribe checked ours and made any corrections that were required. Tamir participants then helped to



Nancy and Shelly help Jodi make the blessing on hanging a mezuzah.

rehang the Mezuzahs. It was a beautiful *mitzvah* (good deed) we all did together.

We were excited come together again at the summer pre-Shabbat BBQ. All Tamir participants came out for an evening of singing, dancing, and eating together. It was amazing to having everyone under one (outdoor) roof. Thank you to Joel and Toby



Dancing the Hora to celebrate Shabbat.

Yan for leading the festivities and to A Dashing Pinch for catering the delicious food.

As we near the High Holy Days, Tamir is looking forward to lots of holiday programming for all, with a focus on community partnerships. Highlights include a round challah bake with Chabad of CentrepoinTE, apple picking with Machzikei Hadas, in-person services at KBI, and tzedukah box decorating with JNF. It will feel good to be back in the places and spaces that connect us to our roots.

In addition, many of our programs are open to all of Tamir, our Tamir families, and the community. We would love to have you join us in the apple orchard on September 12<sup>th</sup> or in the Sukkah on September 26<sup>th</sup>. Due to capacity limits all events require an RSVP.

This fall our Shabbat Together program will resume. It will be great opportunity for community volunteers and Tamir homes to meet in person once again and be able to bring in Shabbat together. Being able to speak face-to-face will help to solidify the bonds between the people involved.

As things around us open up, we look forward to getting out and getting involved. Shana tovah! A Happy New Year!

## TAMIR 2021 MEMBERSHIP CAMPAIGN

YES, I would like to support Tamir today! Please accept my gift of...



✓ \$54 will support art supplies for our Judaic Art Class

✓ \$72 will support one week of Music Classes

✓ \$180 will support a month of Hebrew Classes

✓ \$540 will support the Chanukah or Sukkot Party for all of Tamir

ONE TIME:  \$54  \$72  \$180

\$540  Other: \_\_\_\_\_

MONTHLY:  \$18  \$36  \$54

\$108  Other: \_\_\_\_\_

I have enclosed a **cheque** payable to **Tamir Foundation**.

Please charge this gift to my **credit card** using the information provided.  VISA  MasterCard

CREDIT CARD #

EXPIRY DATE

NAME ON CARD

SIGNATURE

TELEPHONE

EMAIL

ADDRESS

PLEASE VISIT: [tamir.ca/donate-now](https://tamir.ca/donate-now)

Tax receipts are issued for donations of \$18 and over. Charitable No: #10806 3686 RR0001

## Extra, Extra, Read all about it...

FALL 2021

### Tamir Supports Children, Youth and their Families

By Estelle Allen, KCC Supervisor

Tamir is responding to the needs of our community by expanding the services we offer to children, youth, and their families. The launch of Tamir Children and Youth Services allows us to support families as they move back into the community and continue to navigate through the changes brought on by COVID.

We are excited to share with the community the **Keshet Community Connections (KCC)** program. This program provides integration aides for children participating in local summer camps and involved in year-round activities in schools and community settings. Our integration aids (IA) provide episodic support for children and youth within their chosen school or community setting. By working with Tamir's Board Certified Behavioural Analyst (BCBA) consultant and other professionals, families can build objectives for each child to

promote autonomy, social skills, and friendships.

We invite parents to fill out the application form at [tamir.ca/keshet-community-connections](http://tamir.ca/keshet-community-connections). You will then be contacted by the Keshet Community Connections Supervisor and/or the BCBA consultant to help you complete the intake process and allow us to get to know your child.

For our pilot summer, children enrolled in the KCC program and attended the JCC Summer Camp. This year, camp activities included; swimming, arts and crafts and outdoor play. Some children were also enrolled in specialty camps such which included; Science Camp, Lego Camp and Sports Camp.

Areas of goal achievement for these campers included; daily living skills, peer interaction skills/social skills and communication skills and it was evident through the review of the weekly data collection as well as weekly meetings



Tamir Kids is thrilled to have a custom logo created with the art work of a local child. Joey is a fun and silly 8 year old who loves to draw: alphabets, trains, animals, or whatever else is on his mind. When he grows up he wants to be a fire fighter, an artist, a doctor, a pilot, a lifeguard, and a hair stylist. Thank you Joey!

with the IAs that progress was achieved. By mid-August children were dressing/undressing themselves for swim, taking turns at play during group activity, sharing toys/material with peers, appropriately Initiating peer interaction, and expressing themselves independently.

Tamir is grateful to the Jewish Federation of Ottawa and the M.B. Lewis Charitable Foundation for their ongoing support of this program. We look forward to working together with you in supporting your child or organization to have the best year ever. We are excited to collaborate with organizations to open their doors to the rewards of inclusion.



#### Parents' Testimonials

*"This has been my daughter's happiest and most successful day camp experience to date! Congratulations on the new team implementations, trainings and incredible choice of support workers! I was truly able to enjoy the free time I had while my daughter was at camp knowing that all of her needs were being met and exceeded. So incredibly grateful to you all for this gift!!!"*

*"KCC was invaluable at helping to support and integrate my child at camp this summer. Everyone did a great job at helping my child to acquire new skills such as daily living skills, peer interaction / social skills, as well as providing behaviour management strategies. These newly acquired skills will be so helpful as my child embarks on a new school year. I am grateful that my child was able to benefit from this program and because of this my child truly enjoyed her summer camp experience."*

### Professional Consultation Services for Families and the Community

Have you ever wanted a second opinion? Needed advice with a specific issue (i.e. social skills, behaviour management, tips and tricks to online learning/homework, or daily living skills)? Wanted to get ideas on how to best support your child in the school/home environment? Wanted an outside professional to review your child's current treatment plan to ensure it is incorporated in all environments (home/school/childcare)?

Tamir is now offering professional

consultation services to families in Ottawa and can support you with our **Remote Professional Consultation Services**. Each family will be offered up to 5 sessions with a professional consultant.

Community organizations, agencies, and schools are also invited to consult, to gain professional support for children in their programs and to learn about services that promote accessible and inclusive participation of children and youth who require adaptations. We provide

educational and clinical strategies and the resources to enhance an inclusive environment.

To access this service you need to complete the intake consultation form, found at [tamir.ca/childrens-services](http://tamir.ca/childrens-services). In order to ensure this new service is meeting the needs of the community and our clientele, a parental/organization satisfaction survey will be provided to complete after each consultation.

We look forward to supporting you, your child and/or your organization!

# Tamir Launches Community Survey — Your Opinion Matters!

Following our focus groups earlier this year, and to help us to develop our strategic plan, Tamir invites you to fill out our Ottawa Wide Community Disabilities Survey.

We are conducting this survey to gain a better understanding of the needs of people with disabilities and the families who support them in both the Jewish and broader Ottawa community. We are looking to identify gaps in services affecting their quality of life. We are also interested in learning about accessibility and inclusion from the personal experience of people with a disability and their family members.

The survey is intended to gather information about a variety of disabilities and needs. We are reaching out to community members and organizations, both within the Jewish and general Ottawa communities that support people with disabilities. This survey should be shared with or taken by

someone personally affected by a disability or have a family member who experiences a disability. Our key objective is to develop a comprehensive perspective of people, in our community, with disabilities, their needs and wishes for the future.

This is an exciting opportunity to have your voice heard and to make a contribution to the way Tamir offers services. Please visit <https://api.legerweb.com/disabilities2021> to get started. We are looking for representation from all ages so we can ensure we are capturing the voices of the entire community.

If you need technical support please email Leger & Leger at [legerweb@leger360.com](mailto:legerweb@leger360.com). We look forward to sharing our findings with you.

Thank you for participating,



Executive Director, Tamir  
[risaplotnick@tamir.ca](mailto:risaplotnick@tamir.ca)



## Webinars to Support Families, the Community, and the Inclusion of All

The COVID pandemic has been a trying time for everyone, impacting families with children with disabilities in so many ways. The break from routine, the loss of supportive therapies, and the lack of social interaction has taken its toll on parents

and children alike. Tamir is committed to supporting these families through the reopening process.

To further this effort, Tamir is launching a webinar series called “**Moving Beyond the Baseline.**” Monthly webinars will cover a

variety of topics such as: how to prepare for the reopening of school, discussing opportunities and strategies to embrace a growth mindset of inclusion, supporting your child to regain lost skills, and navigating the uncertain future COVID world. All webinars are free and open to the entire community. We hope you will join us!

Our launch event will be with inclusion expert **Shelly Christensen on September 23<sup>rd</sup> at 11:00am** called “Turning our Good Intentions Toward Actions that Lead to Belonging and Inclusion”.

Shelly is the founder and CEO of Inclusion Innovations, where she consults with Jewish and Faith communities to develop strategies to foster belonging and inclusion. She literally wrote the book on Jewish community inclusion of people with disabilities: *From Longing to Belonging: A Practical Guide to Including People with Disabilities in Faith Communities*. She is also the 2021 honouree of the Reimagining Spirituality Leadership Award from the Religion and Spirituality Network of the American Association on Intellectual and Developmental Disabilities (AAIDD).

Information about future webinars and registration can be found at: [tamir.ca/webinars](http://tamir.ca/webinars)

We look forward to welcoming you!

A graphic for a webinar launch event. The background is blue with orange and white text. At the top left, it says "JOIN US!" in large, bold, orange letters. Below that, in white text, it says "Launch event for Tamir's New Webinars". In the top right corner is the TAMIR logo. On the left side, there is a photo of Shelly Christensen, a woman with curly hair, wearing a blue top. To the right of the photo, in white text, it says "Jewish Inclusion expert, Shelly Christensen discusses 'Turning Our Good Intentions Toward Actions That Lead to Belonging and Inclusion'". Below this, in large, bold, white text, it says "September 23 @ 11am". At the bottom, in white text, it says "All are welcome!!". At the very bottom, in smaller white text, it says "More Information on our website: [www.tamir.ca/webinars](http://www.tamir.ca/webinars)".