



שמע קולנו Sh'ma Koleinu Hear our voices

FALL 2023

President / Executive Director's Message



Joe Brownstein,
Tamir President



Risa Plotnick,
Executive Director

Dear Friends and Family,

L'Shana Tova U'Metukah! To a Good and Sweet New Year!

The New Year is a great time to look back at our accomplishments and think about our hopes and dreams for the year to come. It is a time to see how we brought Tzedek (Justice) to the world and how we should always be striving to make this year a more just one than the one before. We should be on a continuous mission of Tikkun Olam (repairing the world). In this Jewish year of 5784, it is about open doors for all with greater accessibility permeating through the community and partnerships that embrace each other.

This has been a particularly busy year for everyone involved in Tamir as we reinforce our programs, begin to renew our infrastructure, and make numerous organizational improvements to make our Strategic Plan a reality. These changes are symbolized by our new logo and branding which reflect our decades old foundations, our timeless values, and in particular our many new initiatives: welcome to the new-look Tamir!

Before going any further we would like to extend our thanks and gratitude to the whole Tamir community, our experienced frontline staff, our expert leadership team, our volunteers, the families of our participants, and our friends and partners in the community. We would particularly like to thank our volunteer Board of Directors

for their unwavering support and the effort they have put in to help us overhaul our governance rules and procedures and ensure the optimum effectiveness of their contribution. Growth and change at Tamir can only be achieved through inclusivity and teamwork, and we feel privileged to be able to work with so many competent and well-meaning colleagues.

Last year we recorded our pride in our new Strategic Plan 2022-2027, containing the commitments that now form the backdrop for all that we do. We have made great efforts to increase Tamir's profile and influence in the community as we reach towards achieving our vision of a society in which people with developmental disabilities and people with autism live the life they choose as full and valued members of the community. In short, Tamir is standing tall and championing our participants: our message is being heard. We are energized and excited about the opportunities that lie ahead.

We would be remiss if we did not also acknowledge the generous gifts to the Tamir Foundation from our many donors, including both cash and legacy gifts, including gifts through the Life and Legacy program. Your donations both large and small represent a vital contribution to what our organization can do and enable us to offer so much more to our participants and their families. We are committed to providing compassionate and personalized care in a faith inclusive environment, and adding an element of friendship and fun for our participants: all these initiatives are greatly enriched by your donations.

On behalf of the Board and all of Tamir, we wish you and your family a healthy, sweet and prosperous year ahead.

Joe Brownstein
Tamir President

Risa Plotnick
Executive Director



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:

Francesca Davila at fdavila@tamir.ca

or call 613-725-3519 ext 104



Residential Services

By Laurie Oakley, Manager Residential Services

It is hard to believe another summer season is winding down. As we head into fall, we share our reflections with all of you, on the good times people at Tamir enjoyed during the warmer months.

Several small groups of people planned, with our staff, summer getaways for a few days. Interests varied from a quiet cottage experience to exploring rural tourist sites and local restaurants as well as lots of pool time. Others preferred the hustle and bustle of Montreal. Plans are based on what the group would like to do and with a little negotiation with the group, to make sure everyone got to take in their favorites.

Several people attended a summer camp where they have been vacationing for many years. Others headed to their family cottages or went on a family vacation for one young man who travelled as far as British Columbia, to see his grandmother.

For those who preferred the staycation approach, excursions for the day were planned to the beach or tourist sites not far from the city. All in all, everyone loved the freedom the summer brought. Shoes and warm clothes had been stored away, replaced with sandals, shorts, t-shirts, summer dresses, water bottles, sunscreen and hats.

We often highlight someone in our newsletters who has achieved personal success through their hard work and steadfastness. Saul is such a fellow. He was having a tremendously hard time being able to transfer himself from a chair to his wheelchair as he had done most of his life and initial assessments from OT proposed the use of a lift device to help him build his strength back after a covid hiatus. In discussions with Tamir and his family, everyone agreed rehabilitation services were needed. Our searches led us to Neuro Gym Rehabilitation. Over the course of a year, Saul attended therapy 3 times a week and with his hard work Saul was able to return to his full abilities to transfer, without the use of a mechanical device. Congratulations Saul on this huge accomplishment. We are very proud of you.



Saul working hard at neuro gymnastics

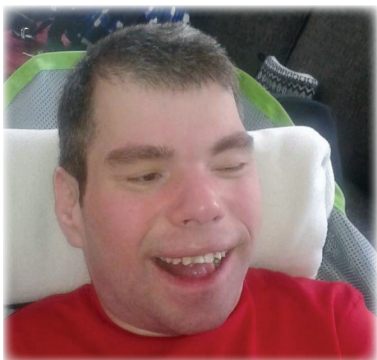
Remembering Jordan Finn: A Life Well Lived

By Laurie Oakley, Manager Residential Services

It is with deep sadness, we mourn the loss of Jordan Samuel Finn on August 28, 2023. He passed away peacefully in hospital with family by his side.

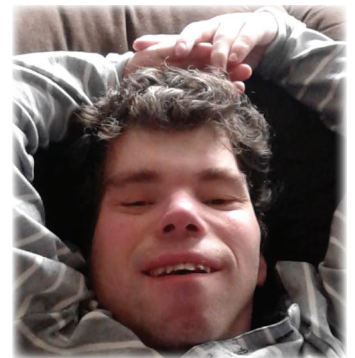
His service was in the small intimate chapel in Greely, packed to the rafters with family and friends. It was very touching to hear the stories from his family and Tamir. His brother and sister spoke beautifully about their brother.

“The fact that we felt our life with Jordan was so ordinary, was our first, and most important lesson of inclusion, embracing differences and recognizing the humanity in each and every person. Jordan was, and will always continue to be, the reason we are who we are — our values, our mindset and our worldview are all shaped by Jordan being our brother. I’m sure that everyone we grew up with and who spent time with us in our house also had the opportunity to learn so much from him.”



The staff at Tamir had this to say about Jordan:

“Jordan was a guy you could describe as possessing a subtle “Panache,” winning people over with his contagious smile, twinkle in his eyes, handsome charm and easy going nature.”



Jordan enjoyed a variety of pass times; swimming, long soaks in the tub especially followed by a massage, boating and cruising down the road with the windows rolled down and music blasting. When he wasn’t out on an adventure, he enjoyed kicking back in his lazy boy chair, arms behind his head with a huge, contented smile. He loved attending Jewish holiday events with friends and family.

Over the years, many people became “Jordan experts.” Perfecting his care to a fine science. It was a great combination of attention to his medical needs and at the same time, ensuring he had a strong quality of life.

On behalf of all of us at Tamir, our sincere condolences to all of his family and friends on the loss of such a beautiful young man.

Jordan’s presence will be truly missed by everyone that had the honor of knowing him. May his memory be a blessing.

Human Resources

By Krista Beaupre, Human Resources Manager

It is hard to believe that three months have passed since I have joined the Tamir team as the Human Resources Manager. I came to Tamir with 15 years Human Resources experience and close to 10 years direct experience in the Developmental Services Sector.

Roland Young and Rebecca Wardle left the Human Resources team in recent months. I want to thank them for their hard work and the support they have provided me since my arrival at Tamir. Michaela De Curtis joined our Human Resources team as a Human Resources and Admin Clerk on September 11th. Michaela has brought with her direct experience in the Not-for-Profit sector. Welcome to the team Michaela.

As we move on from the pandemic and adapt to our new normal we are focusing on building our staff team to meet the ongoing support needs of our participants. One of the main focuses for Human Resources in the coming months will be recruitment to bring our staff team up to a full compliment. I want to thank our staff for the hard work, dedication and commitment to Tamir and

our participants throughout the past few years. The work you do it is truly remarkable.

Through conversations with staff teams we have identified the need for a mentorship program at Tamir. We are planning forward and towards growth in the future and want to provide opportunities for current staff through a mentorship program to learn and develop into leaders for our future. Stay tuned for the official launch of the program in the coming months.

The next few months for Human Resources will involve continuing to audit current practices and identify efficient and streamlined processes for all involved. In collaboration with our Senior Leadership team and Board of Directors we are updating our policy and procedure manual and will continue with mandatory training for CPR/First Aid, Crisis Prevention Intervention training, Driver Training, and to provide additional valuable training for our staff that is in line with our Strategic Plan.

A lot of positive changes and initiatives have occurred in the last three months and I am looking forward to continuing to learn and grow within my role at Tamir.

My First Six Months at Tamir

By Christa Janes, Director of Support Services

I have met many of you, and for those of you I have not met I hope to soon. I chose to join Tamir to continue focusing my career on my passion; working with individuals with disabilities, their families and the staff who support them. My career has always been focused in the field of disabilities, but has shifted to become more healthcare focused. Choosing to come to Tamir was a choice to return to my passion of working in the community and working with individuals with disabilities.

Now six months in I can say I have made the right decision. They say "If you love what you do it won't feel like work" and I whole heartedly believe that to be true. As I have immersed myself in the Tamir world; meeting our many participants, staff and families, visiting and learning about the different programs, participating in the AGM and enjoying fun at the carnival, I continue to confirm this role and this place is the right place for me.

I am thankful for the many hours people have spent answering my questions, giving me the historical information and bringing

me up to speed so that I am more prepared to lead. Having Laurie present for these months has been an asset in my onboarding and I am thankful for the knowledge she has imparted. I have learned a lot, but what I have been most inspired by is the visible care and commitment demonstrated by our staff, and the deep knowledge of the individuals they support.

I have focused these first few months on learning and leading residential services and will continue to get to know the programs and services Tamir offers.

As we continue to move our strategic plan forward, I am excited with the direction Tamir has taken of serving children, youth and adults and the positive impact Tamir will have, not only for those individuals and families, but also for the community. These are exciting times, we will keep you posted.

I would like to wish our families that celebrate the Jewish new year a Shana Tova and a happy and healthy sweet Year.



Welcome Back Francesca!!!

We are thrilled to welcome back Francesca Davila as our Manager of Fundraising, Events and Development. Expect a big event in 2024 and many fun discussions on how to get involved in supporting our events, programs and services at Tamir. Francesca can be reached at the end of this month fdavila@tamir.ca

Yay for Tamir!!!

Community Day Services

By Estelle Allen, Community Day Program Supervisor

Sun and warmer weather this summer was the motivation needed for participants to get out and have fun. People enjoyed their community programs and getting back to work!

Participants of Tamir's vocational program have been busy at A Dashing Pinch, OKFB-Kosher Food Bank at KBI, Bethany Hope Center, McBead Creations, Bibles for Mission Thrift Store and working on the very popular contract work for the Canadian Air Transport Security Authority (CATSA). Individuals from this program also had the opportunity to enjoy fun excursions to the South Mountain Fair, sport fishing on the Rideau River and trips to Omega Park.

Individuals from our semi Retirement Recreation Program have enjoyed outside quiet time and enjoying the neighbors as they walk by, strolls through the community and weekly shopping excursions to the local grocery store. Relaxation and spa treatments continue to be amongst the most preferred activities. Who doesn't love a good foot massage to the sounds of soothing music!

Long-time friends from programs across Tamir visited each other while they enjoyed making ice-cream sundaes together with all the toppings. There were a lot of laughs and smiles. It was a very nice visit while enjoying a cool treat. Summer treats and great friends make for the perfect afternoon!

Therapeutic Recreation programming included weekly swimming at a City of Ottawa facility, bowling, and many other scheduled excursions including a day trip to Brockville, picnic lunches at local parks where participants enjoyed playing many outdoor games and of course people watching. Participants sang along to Becky Jarvis and her guitar on Friday mornings. Becky made every effort to greet and sing the songs each participant in attendance requested.



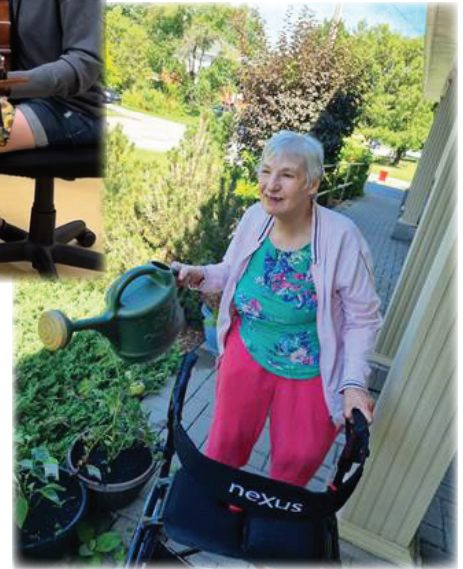
Michael and Robin singing with Becky



Moving and Grooving



Hard at work at A Dashing Pinch



Jane gardening



The golden friends: Shirley, Deb and Deb

Summer Adventures

By Kayla Sabloff, Team Lead, Children Services
Sunbul Rai, BCBA,
Estelle Allen, Administration Supervisor

It has been a busy and exciting summer for the children and youth department. We launched our own Tamir Summer Adventure Camp this year. Some families reported that they were unable to find camps for their children and Tamir's summer camp was able to fulfill a strong need within the community. Our camp days were jam packed with field trips, crafts, swimming, and so much more! One of our campers told us that "this camp was the best camp he had ever been to!" Others expressed their enjoyment by engaging in the diverse activities provided by a dedicated team of integration aides.

It was amazing to see the tremendous growth in the kids and the positive impact this summer camp has had on families. Through the camp, we supported 16 children with varying needs and abilities. The beauty of this program was our ability to cater to each child's specific needs with our small ratios and devoted integration aides.

"I think one of my favorite things was seeing how happy the kids were to be here when they arrived. It showed it was a place that they really wanted to be and made me feel like we were making a difference in their lives" – Rebecca Thompson, Integration aide

"Tamir's camp was an amazing experience for our little guy, we had never seen him light up like he did when he sees the staff each morning when we arrived at camp." – Parent of camper

We are excited to continue to run the camp for many more years to come!

As the summer wraps up, we are gearing up for an exciting set of fall programming! In addition to 4 after-school clubs (The Art Guild, Coding Club, Baking Club, and Lego Club) our Sunday respite programs will be returning this October! Highlights from our Sunday programming included field trips across Ottawa, art projects, and the friendships created amongst the children and integration aides.

- The Art Guild will be running on **Tuesday evenings from 4:30pm-6pm for 7-10-year-olds and 6:30pm-8pm for 11-15-year-olds**. It's a great way to socialize with peers while working on various art projects!



Adventure Camp Rules!

- The Coding Club will be running on **Wednesday evenings from 4:30pm-6pm for 7-10-year-olds and 6:30pm-8pm for 11-15-year-olds**. Our coding club provides an opportunity for kids to learn how to code from a coding expert!
- The Baking club will be running on **Monday evenings from 4:30pm-6pm for 7-10-year-olds and 6:30pm-8pm for 11-15-year-olds**. Every week the baking club will try out new recipes and enjoy a meal together!
- Lastly, our Lego club will be running on **Thursdays from 4:30pm-6pm for 7-10-year-olds and 6:30pm-8pm for 11-15-year-olds**. Lego club will give an opportunity for children to learn how to build Lego sets and how to work collaboratively with peers. Registration is now open for fall programming.

Follow this link to register NOW
forms.gle/rLby152LdApjiTdT8

This past summer, Keshet Community Connections welcomed twelve campers to the inclusion program. Children were enrolled in various recreational camps across the city that included: YMCA Orleans, Barrhaven Super 7, Pedalheads Bicycle Camp, Nepean Sportsplex, Jewish Community Campus and others. The support provided for each child by the Integration Aides allowed the opportunity for our kiddos to participate to their fullest potential within an inclusive environment, at a pace that was just right for them.

In consultation with Tamir's Clinical Supervisor, Sunbul Rai at the onset, camp goals for campers were established by parents and Integration Aides supported the goal progress. The objective was that the identified goals would be carried over into the school term. Examples of goals included: focusing on activities/tasks, patience, working on verbalizations (communication), playing with kids their own age (developmental age) and of course having a good time at camp.

"Having Sophie (IA) has made Marwa's Integration to the City of Ottawa Summer Camp very smooth.

Sophie has been amazing with Marwa, breaking down activities to her development level, colouring hand on hand, dancing hip hop together, swimming and enjoying some hot tub time and walks outdoors.

The camp staff loves them both and kids are starting to ask questions, learn sign language and learn about Marwa's challenges and trying to connect with her.

For us as parents, it is amazing to see Marwa integrating with her peers and participating to her age programs while getting the support help and accommodation she needs.

This means a lot to us.

Thank you wholeheartedly for this dream come true.

It takes people to make great things happen, I am grateful for all your efforts you made with your team to make this happen.

Thank you once again"

– Sonia Zouari

Reaching Out to the Community

By Kayla Sabloff – Children’s Team Lead

This summer, Tamir hosted its annual Tamir Community Carnival. We chose a beautiful green space at CentrepoinTE Park that had everything! We were blessed with amazing weather and a great turnout of people of all generations that came to enjoy the great activities, get together and enjoy some yummy treats.

There were inflatable bouncy castles, competitive lawn games, an acrobat artist, face painting and the list goes on. We are so appreciative of the many volunteers who were essential in helping us make this special event a great success. The event could not have been possible without this huge team of volunteers who supported the event from start to finish. We can’t thank you enough!

We were also generously sponsored by numerous donations and business. These funds were used to subsidize our children’s adventure camp, another huge success!

It is clear that Tamir’s annual carnival brought out the best emotions and responses of people in the community. Tamir is excited to repeat this event next year with more sponsors, more partners and the community! It was certainly a memorable summer carnival.



Carnival “Madness”



TAMIR 2023 MEMBERSHIP CAMPAIGN



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

✓ **\$54** supports Community Cultural Activities ✓ **\$72** supports a community Music Class or Art Class

✓ **\$180** supports Children and Youth Programs ✓ **\$540** helps subsidize Professional Services

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

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

Perfect Timing to Start at Tamir

By, Rabbi Nir Koren

Rosh Hashanah is a great opportunity for introspection and a new beginning. I know this first hand as my family and I are privileged to start a new and exciting chapter of our life in Canada.

My name is Nir Koren. I'm married to my wife Andy and I'm the father of five children. I am a lawyer and have a master's degree in Educational Institutions Management. For the last fourteen years I have served as a community rabbi in various countries: Mexico, Colombia and Ecuador.

Working at the Tamir Foundation is an opportunity for me to return to my roots and my childhood. From the age of fourteen to twenty-eight I served in several institutions and organizations dedicated to the integration of people with different abilities in the Israeli society. During that time I got to know the complex world in which we live and the difficulties we face as a society in our search for equality. The discourse we hear most often is about doing kindness and helping those who want to integrate, but in fact what we are trying to achieve is basic respect and equal opportunities for all, to which we are all entitled.

The problem is not a specific person with the limitation, because we all suffer from different limitations. For example, I have very limited abilities with technology. Other people struggle to express themselves, and there are others with physical conditions that make them "different." After all, our world was founded on the value of diversity. It is precisely the combination of different shades that create the spectacular rainbow of colors that make up the human race, and Judaism in particular.

Our sages debated the question of what was created on Rosh Hashanah, the world or man. But in fact, as the Gemara points out, God created a single person to teach us that each person is a whole world and those who save one soul in Israel are rescuing a whole world.

In order to achieve change, there is no need to make big revolutions, rather, behave the same with everyone: smile, give an



Robin and David packing up Roshana Gift for the homes

opportunity, show interest, and allow presence in the community space. This is all that is needed to change the life of one person, their family and their community immediately.

Like circles in water, one person sends ripples far and the circles of goodness reach much further from the place of change. May we all have a happy and sweet new year. A year of happiness, blessing, success, a year in which we will be able to give people who need it an opportunity for equality. If we only remember that the same things we ask God for ourselves can easily be given to others.



Rabbi Koren and our apple pickers



The Tamir Gang at the orchard



Michael picking apples

AGM 2023 Flashback and a Fond Farewell to Laurie Oakley

