



ANNUAL REPORT

2022-2023

REPORT OF THE BOARD CHAIR AND THE EXECUTIVE DIRECTOR



Joe Brownstein,
Board Chair



Risa Plotnick,
Executive Director

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. All this in the first full year following the gradual ending of the Covid 19 epidemic. 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 further we would like to extend our thanks and gratitude to the whole Tamir community, our experienced frontline staff, our expert leadership team, and 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. In the past year, in addition to our work on the nuts and bolts of the plan which we describe in the following pages, we have made great efforts to increase Tamir's profile and influence in the community this 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.

Our organization is now represented, through our Executive Director on the ODSN Regional Committee where she chairs the Affordable Housing Committee and is the official liaison with the City of Ottawa, on several MCCSS committees and on the Ontario Faith and Cultural Inclusion Network. Tamir also received the prestigious Canadian Platinum Jubilee Emblem in recognition of our leadership role in community inclusion in the field of disability. Many others of our professional team also participate in key decision taking forums across Ottawa, and we are privileged to begin receiving awards such as the Ripple Effect award on outstanding community contributions. In short, Tamir is standing tall and championing our participants: our message is being heard.

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.

It has been a daunting task to summarize in this Annual Report all that has been done and is being done as you read these words. We apologize if we have not captured every detail, but are confident that the importance of the changes made during the past year and of the changes still to come will be apparent. We encourage you to reach out to either one of us or to anyone you know at Tamir if you have any questions or thoughts to share: everyone's opinion is important.

A handwritten signature in blue ink, appearing to read "Joe Brownstein".

Joe Brownstein
Board Chair

A handwritten signature in blue ink, appearing to read "Risa Plotnick".

Risa Plotnick
Executive Director

IMPLEMENTING OUR STRATEGIC PLAN

Our new Strategic Plan was completed early last year after extensive community consultation. It was clear from this community feedback that change and opportunity were all around us, and that a newly focused plan was needed. So, our new Plan was built on the best of the old while opening the door to new avenues for us to accomplish our mission in today's world. It was timely for a number of reasons, including our return to more normal activities following the end of the Covid 19 lockdown and restrictions.

Over the past year we have worked hard at every level to operationalize the Strategic Plan, pushing ahead on all fronts, innovating, and leading organized change.

All our actions at Tamir serve to make every aspect of our Strategic Plan a reality and our professional operations closely follow the framework of our Plan. Our mission, vision, values and cultural mandates, the cornerstones of our Plan, are the principal drivers.

TAMIR'S STRATEGIC PLAN: 2022 – 2028

MISSION

Tamir supports people with Developmental Disabilities and people with Autism to live their best life by promoting individuality, independence, dignity, and community inclusion while embracing Jewish culture and values.

VISION

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.

MANDATES

Tamir has a dual mandate. The Government of Ontario mandates Tamir to provide multicultural support for people with a developmental disability and people with autism. Tamir also holds a cultural specific mandate recognized by the government for people of the Jewish faith to live a Jewish life, spiritually and through the active practice of Jewish values. The Jewish Federation of Ottawa and Jewish community partners supports Tamir to provide a Jewish cultural environment and Jewish programming for all demographics.

VALUES



People First



Community



**A Jewish Community
Open to All**



**Advocacy and
Accessibility**



**Health, Safety, and
Prevention**



**Valuing Our Employees,
Volunteers and Partners**



**Excellence in
Everything We Do**

OUR MISSION, VISION, VALUES AND MANDATES

Throughout the year we have worked hard to have our mission, vision, values and mandates permeate everything we do, with a focus on understanding the implications of our values as we work collaboratively to seek new growth and begin implementation of our operational plans. We have also pursued our mandate to care for people of every faith and culture while providing a Jewish environment for our Jewish families, and making these a tangible reality. Central to these initiatives is our outreach to parents and families to help improve the lives of the participants in our programs. This work continues, including the introduction of a new Family Engagement Committee.

It's so wonderful to see all the families that are benefitting from Tamir's expansion of the programs and services.

– Jerry and Lily Penso, Founders of Tamir



BUILDING ON OUR STRATEGIC PILLARS

The tangible goals of our Strategic Plan are expressed in five Strategic Pillars that align as the major thrusts that Tamir is following to achieve its vision and mission. Together our Pillars ensure that our operations are orchestrated to provide maximum impact.

PILLAR 1. PROGRAMS AND SERVICES

Deliver best practice programs and services to meet the needs of our communities, with special reference to responding to gaps in service as these arise.

First among the five pillars is our focus on maintaining and improving our existing programs while expanding to include new service areas needed by our community. Over the past year we have:

- Expanded services for children and youth, providing family-focused respite and after-school programs with an emphasis on vocational assistance and paid supported employment opportunities. Initial survey results have shown us the high level of satisfaction of both participants and their families with these services.
- Evaluated the present day programs to include external community based opportunities for our adult residents and participants based on their personal interests and needs.

- Substantially increased attention to our quality assurance measures.
- Designed a new family engagement program to further strengthen relationships between Tamir and our families, as well as re-introducing many social events.

Additionally, we've been working to make sure that our communications are easy to understand and reflect the society we live in. This has included refreshing our Tamir logo, so that our look appropriately reflects the remarkable renewal underway at Tamir.

The Sunday Funday program has been a life-saver for my little family of two. My boy absolutely loves the excursions, connecting with new friends, and engaging with the kind, caring instructors. Knowing that he is in capable hands and being provided with enriching experiences while I am able to attend to errands (and even take a few moments to care for myself!), has helped me to recover from severe work and parental burnout. Being the only parent and provider to an ASD child has been a challenge without any family or financial support. They say it takes a village to raise a child, and for eight years, I have not had a village. This program has truly been a village for us.
Thank you Tamir.

– Amanda, mother of Kayla, 7 years old



Sunday Funday end of year party

PILLAR 2. INFRASTRUCTURE

Develop and maintain state-of-the-art infrastructure for Tamir, including the built environment needed to ensure the smooth delivery of our programs and services.

Key to helping us carry out our mission are our buildings and other infrastructure. Here we have been setting about creating inventory and upgrading our residences, including renovating the basements of our existing homes into apartments to enable us to welcome four additional residents. We have also initiated preliminary steps towards the creation of our planned future Tamir Centre and hired a property management coordinator to ensure the continued maintenance of our homes.

At the same time, we started to upgrade Tamir's accounting and computer systems. All these initiatives will continue throughout the year.



Heated ramp and exterior elevator added to Broadview

PILLAR 3. STRATEGIC PARTNERSHIPS

Promote and maintain a wide range of partnerships to extend the scope of Tamir's offerings and better serve and advocate on behalf of our communities.

For us, partnerships are not only good business but are a reflection of our core values. We have been building on the partnering relationships developed over the years, and particularly during the making of the Strategic Plan. This has involved working closely with the MCCSS and entering into memoranda of understanding with many not-for-profit organizations: this extends our reach and helps us provide the best possible services for the participants in our programs. In addition, we'd like to acknowledge the

contributions and support of the City of Ottawa and the Jewish Federation of Ottawa as key partners, and the Ontario Trillium Foundation in support of our children and youth programs along with a generous grant from the M.B. Lewis Charitable Foundation.



Day on the Hill



MP Yasir Naqvi presents Risa Plotnick the Award with Laurie Oakley



Award of Excellence from A Ripple Effect

PILLAR 4. RESOURCING

Attract and retain the financial and human resources that Tamir needs to ensure its stable growth and to meet its mission.

This pillar recognizes that funding and people are core to our success, and the past year has seen us put a great deal of energy into this area.

- With respect to funding, we have been working closely with the MCCSS to meet their needs and help them meet ours, while successfully obtaining grants from foundations and generously contributed by our own Tamir Foundation and the Jewish Federation of Ottawa.
- In the area of human resources, we have invested heavily in providing education and training to our people, particularly for our leadership team. This has included training sessions on specific topics such as the People-First approach and engagement with families, as well as regular monthly meetings focused on teambuilding, change management, and our Tamir corporate values.

HUMAN RESOURCES DEPARTMENT

Brad Purvis, Director of Human Resources

Roland Young, Coordinator of Human Resources

Ensuring that quality of service and health and safety standards were maintained throughout the Covid Pandemic through education, prevention strategies and guidelines continued to be at the forefront of our mission to keep residents, families and staff safe. As the Ottawa Public Health and ministry guidelines were relaxed due to impact of vaccinations and infection rates reduced, our prevention strategies decreased accordingly. This was a welcome relief for everyone as we were all eager to see each other's faces and get together in-person with family and friends once again.

This year we continued to recognize employees reaching milestones of 5, 7, 10, 15 and 20 years of service through our staff newsletter



Back row left to right: Elizabeth Tyrie, Amine Hadibi, Roland Young, Chris Frizell, Cheryl Wardell, Marie Sims, Farwa Hassan, Mariana Erimiea, Nasim Ahmed, Josh Williams

Front row left to right: Estelle Allen, Dale Wyman, Jodi Green, Rebecca Wardle

Missing from the photo: Sultana Ferdousi, Brad Purvis, Amanda Agyei, Melissa Hawes, and Sandi Mccaw

- We have also made a number of strategic hires to add new skills and experience to our team and taken other measures to increase the already impressive management capacity of our organization.



Tamir from tugboat to steam boat

The Tamir Times along with interactive activities and fun employee surveys. An in-person employee appreciation event was held at Absolute Comedy, employees who attended were treated to a delicious buffet dinner and a hilarious show. We are looking forward to organizing more in-person employee appreciation events in the coming year!

Throughout the Covid-19 Pandemic Tamir faced challenges with recruitment of new direct support professionals. Although the recruitment challenges continued in the past year, Tamir was able to successfully recruit 14 new Direct Support Professionals for positions in our residential programs and 10 Integration Aids for our Keshet program. Recruitment efforts were not limited to front line roles at Tamir in the past year.

Dale Wyman was awarded the position as lead supervisor to residential services acknowledging her knowledge, experience and leadership role at Tamir. We are also excited to welcome Christa Janes to our team as the Director of Support Services. She is working closely with Laurie Oakley to ensure a successful transition of knowledge of our adult residential and respite services. Christa has worked in the developmental disability sector at CHEO in various positions. We also welcomed Krista Beaupre. Krista has taken the position of manager of Human resources and has worked in the disability sector in the human resource field for over 10 years. This senior leadership team is passionate and committed to the field of disability and share the values of Tamir.

We would like to send out a big thank you to all of Tamir's front line staff, the administration and the Management leadership team for all of their efforts over the past year! The people supported at Tamir receive remarkable caring and compassionate support on a daily basis with enthusiasm, focus and commitment. Thank you for all you do for the people supported at Tamir!

PILLAR 5. PROFESSIONALISM

Ensure that Tamir organizes and operates to evidence-based exemplary standards and that appropriate governance structures are maintained.

This pillar acknowledges that nothing will work if we are not disciplined and professional in everything we do, and for these reasons we have been working on the following:

- Our new planning processes, the Strategic Plan itself and the specialized tracking software we have recently introduced.

- Regularly evaluating the quality of our training and meetings.
- Comprehensive reviews of various Tamir departments, beginning with our administration division.

Good governance is an essential Tamir cornerstone and in the past year our Board of Directors has adopted numerous new policies and has introduced other changes to improve governance.

The Board has participated in several training programs related to governance and has improved its efficiency through the introduction of new processes and new subcommittees.

More importantly, the Board has called for regular reporting of key performance indicators to help it monitor Tamir's progress. These indicators will include both tangible statistics and input from key stakeholder groups about their satisfaction with the organization.



Board members brainstorm

TEAMWORK

It's important to emphasize that every member of the Tamir community, our dedicated frontline staff, our operational leaders, our administration team, our Board of Directors and many others have all participated in making the above a reality. We thank them all, and congratulate them on the teamwork involved.

In particular, our leadership groups have been holding regular monthly meetings among themselves and with their staff groups. These meetings have led to lively discussions as well as structured training, change management exercises, teambuilding, and session evaluations.

These initiatives are well underway and we expect them to accelerate over the coming year as we explore new ways of serving the needs of the community and improving our own performance.

"I have always been truly appreciative to be a part of such a dynamic team and robust agency. I have no doubt everyone's knowledge, fortitude and strength will continue to lead Tamir through this next journey ahead."

– Laurie Oakley, Residential Operations Manager

IN CONCLUSION

Tamir is an exciting work in process, reinforcing its legacy programs, adding expert services for underserved parts of our community, and energetically embracing innovative ways of achieving its mission. We practice what we preach whenever we

can, we strive for excellence, and above all we work hard to create supportive and loving environments for all those we serve. We have made great strides in the past twelve months, however, like the snowball at the top of the hill, we think we are just getting started.

PROGRAM HIGHLIGHTS

Residential Services

By Laurie Oakley, Residential Operations Manager

What started off to be another year of restrictions for Tamir proved to be an exciting year of rebuilding, reforming and growth. Most people returned to activities outside the home, and we have continued to focus our attention on increasing inclusive community and social connections, ensuring a tailored and comfortable transition for our service users. After months of planning, several people moved internally from one home to another with careful attention paid to their changing needs and the safety of each individual. All are settling in to their new homes with their new peer groups of friends and they continue to stay in touch with past roommates whether at a special birthday party or one of the many special events Tamir offers.



Over the year we welcomed three new individuals who moved into newly renovated suites within a larger home. This model of support is a great option for individuals who prefer some autonomy in their lives and a space of their own, while still living



Welcome David, Rachel and Sean



Moving and Grooving

within the safety network of a fully staffed home. We also welcomed a new resident from respite services to full time support with Tamir. As restrictions were lifted over the year, we invited family groups to visit for special events such as group BBQs, a live animal show, décor party and we look forward to hearing from our parents about their ideas for fun new group activities we can do together.

We have been working hard to fill gaps in respite service opportunities for families on the DSO community wait list. This year, we're growing our capacity for respite services at two locations with a two-bedroom fully supported apartment and a one-bedroom apartment with fully accessible features. These programs will enable families to purchase services privately. We are hoping to help those who have not had options due to their position on the waitlist, with an emphasis on young adults looking for some autonomy in a transition from their family home. These services are planned to begin in September.

In keeping with our Strategic Plan, we have made efforts to upgrade policies and protocols and enhance our capacity for data collection and analyses through new software and training. This has led us to be able to focus on prevention

and responsiveness, with more precise data cards for each service user and more efficient ways of assessing them and communicating with families and caregivers when issues arise.

Through the generous support of our Trillium grant, a variety of newly purchased therapeutic services can be accessed to enhance support for our individuals. These include neuro physiotherapy and specialized sensory occupational therapy. With funding provided by MCCSS, we have refreshed and renovated our homes at Broadview, Grammercy, Riddell, and Hare to assure safety and the quality of lives for our residents. We also added affordable apartment units to the lower levels in our Broadview, Riddell, Hare residences. An additional unit will soon be completed at Killeen. The City of Ottawa and the Ontario Renovates Program supported the affordable housing initiative in our community. Renovations included a heating system added to the front ramp at Broadview and a



Rachel's birthday party

new lift to ensure safe and easy access for residents and staff going in and coming out of the home. Kitchens were renovated with new granite counter and a new therapeutic tub and spa room was added. A two-tiered deck with ramp for the residents is progressing and will create another way for residents and staff to exit the home and provide a great place for everyone to enjoy all summer long.

Keshet Community Connections — Children and Youth Programs

By Sunbul Rai, M.Sc, BCBA – Clinical Supervisor

Estelle Allen – Administrative Supervisor

Kayla Sabloff, Rebecca Wardle– Team Leads

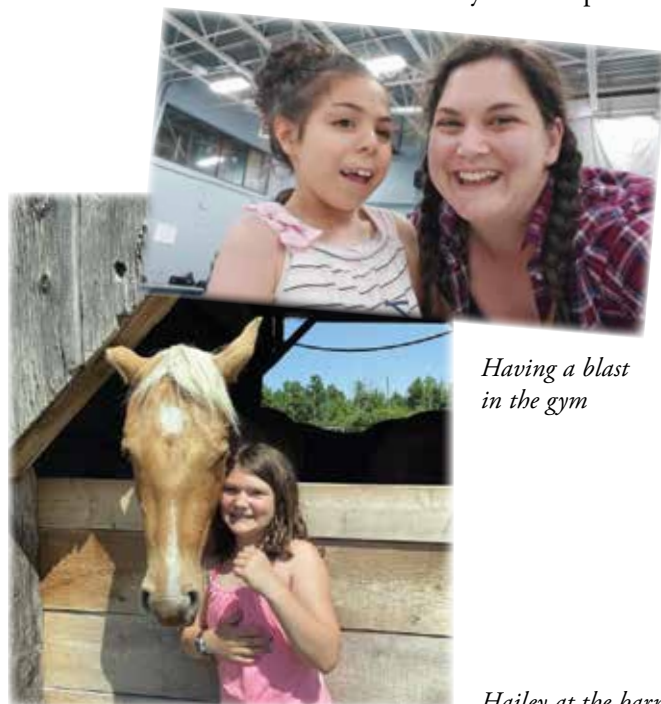
This year, the children and youth programs at Tamir experienced a period of immense growth. In the summer of 2022, the Keshet Community Connections Program (KCC) provided integration aides to support 7 children at local summer camps. The goal of the program was to successfully integrate children and youth in summer camp activities. In conjunction with the Clinical Supervisor, individualized

goals were developed with each family that were continuously worked on throughout camp. The goals were focused on areas such as language and communication, life skills, executive functioning skills and developing social skills.

As of 2023, in addition to providing integration aides to support 13+ children at local summer camps, Tamir will open its very own “adventure” summer camp. The summer camp endeavours to fill gaps in services within the community and to provide



Adventure campers beating the heat at JCC



Having a blast in the gym

Hailey at the barn

a fun, inclusive environment for children and youth to participate in. In Fall 2022, Tamir began expanding our current programming in order to provide therapeutic and respite programming for children and youth. The programs were built based on identified needs within the community to best support this community. A Sunday respite program was developed and Tamir supported 18 children. The program serviced children aged 6-14 and focused on community integration through interesting excursions, building friendships, and a variety of play-based activities. In addition,

after-school respite programs were launched as well. Tamir was able to service 8 children in 3 unique programs: Lego Club, Art Guild and Mind Beggles (Coding). Furthermore, Tamir hired and trained a transitional youth, in its supported employment program, whose skills meaningfully contributed to the Children and Youth Department.



Now you see me, now you don't!



An anonymous survey was sent to families who have accessed these services, with a 92% response rate from current families. Overall, 73% rated the quality of services to be excellent, with the remaining respondents rating it as above average. We are proud to say that 100% of respondents said that the program improved their family's overall quality of life.

I'm so talented!

"The adventure club program has been a great opportunity for my son to experience different activities while learning to socialize with his peers. This program also is helping him to become more independent and to prepare for life outside the family home. We really appreciate the opportunity to have access to this program."

– Marina, mother of Justin, 14 year old participating in Tamir's Adventure Club Program

Day Program Services

By Estelle Allen, Community Program Supervisor

Tamir currently provides four programs under its Day Services umbrella.

- Therapeutic Recreation is offered to full-time and part-time Tamir service users. This service includes scheduled activities such as music, arts and cooking classes as well as community excursions like museum visits, swimming and attending community events. The service also offers tailored support for individual service needs like attending appointments in observance with a person-centered approach.



The golden friends: Shirley, Deb and Deb

- The Individualized Community Inclusion programs geared around the individual needs offer Tamir residents' opportunities to engage with the broader community. These include vocational opportunities, life-skill development programs and recreational opportunities.
- The Retirement Recreation Program take place in the home and allows recreational and life-skill programs in partnership with community organizations. These programs enable socialization for service users in a way that is accessible to them and based on both individual and group interests.
- The Passages Vocational Training and Employment Program provides both volunteer and paid vocational opportunities for Tamir service users and residents as well as transportation to make these opportunities accessible.

Moving forward, Tamir is excited to expand these services with the aim to increase private vocational and therapeutic recreation services throughout the Ottawa community and enhance vocational services in both the private and public sector. We also hope to offer more skill-building programs, using evidence-based approaches for enhancing social skills for transitioned aged youth and adults.

In doing so, an increase in professional development will be key to assuring capacity for vocational assessments, therapeutic recreation assessments and trainings on community inclusion. We aim to grow partnerships and increase community-based programs within City of Ottawa Community Centers with the objective of community inclusion using a person-centered approach.



Hard at work at A Dashing Pinch



Saul working hard at neuro gymnastics



Goldie and Randy having a blast, riding high

Jewish Life at Tamir

by Jodi Green, Coordinator of Judaic Outreach and Community Inclusion

Over the past year, Tamir has coordinated a Shabbat service with various community partners including the JCC After School program and Middle School students from OJCS. Rosh Hashanah and Yom Kippur were highlights with a picnic at the Apple Orchard followed by a slew of apple filled recipes. We dipped apples in honey and went to services at KBI. While the warm weather stayed with us into October, we met at Britannia Beach for *Tashlich*, the casting off of sins. We threw bread into the river and enjoyed the beautiful breeze with friends from KBI. Sukkot is a time to see the fall colours and

to appreciate the harvest. We came together to learn about the fruits native to Israel and to have a tasting. This was, of course, followed up with our annual Sukkot party. This year we partnered with MADA in Montreal for a party and grand feast, which we celebrated with 50 community members!

Tamir played a dynamic role leading up to the Rise Up Ottawa event, with Tamir community members volunteering alongside OJCS students to help fill and prepare gift bags for the community event. Over a one-week period, Tamir participants and OJCS students spent time together filling bags, learning from each other, and contributing to the community. The OJCS kids were so thankful to have been a part of this process that they hand rolled bees wax Shabbat candles for every Tamir participant and made a special Shabbat Shalom video message.

The Chanukah party was a huge community event! Over 150 community members came out to the SJCC to dance to Klezmer music, do *Mitzvah* projects for JFS, make Chanukah themed crafts, and enjoy latkes together. We were particularly grateful for the participation of the Jewish Federation of Ottawa who invited all the local politicians. Eight were in attendance including Mayor Mark Sutcliffe. He lit his first *Chanukiah* along with Tamir and the rest of community.

Choir members sitting



Tamir Neshama Choir singing at the Israeli Bonds 50th Anniversary



Preparing for our big event



Filling swag bags for Rise Up Ottawa

JDAIM is always filled with activities and this year we had two special events. The first event was a community-wide ice-skating afternoon. We provided skate guides for people of all heights and wheelchair accessibility, we made sure that everyone who wanted to could enjoy this winter sport. Then we tried out the various forms of Fencing. With the help of Olympic Coach Paul Apsimon for the second event we learned about standing fencing, standing fencing without walking, and wheelchair fencing. It was great fun, and we were joined by parents and children from the Ottawa Modern Jewish School.

Back to the SJCC for another community wide event. This time Purim! The costumes were fantastic, the *Mishloach Manot* (gift boxes) were amazing, and the magician actually pulled a real rabbit from his hat! We were especially thankful for the *Mishloach Manot* from the students at Torah Day School. Each one had a hand created, unique card. The spirit of giving was evident.

Live and in-person was the Tamir 3rd Seder. This annual favourite returned to KBI for a traditional Seder during the middle days of Passover. Thank you to Cantor Jason Green for leading us through the *Haggadah*, singing lots of songs with us, and making the whole evening joyous. A Dashing Pinch provided some wonderful food, and the communal tables made us feel like one big family.



Celebrating sukkot



Tamir's 3rd Seder tradition hosted by Cantor Green and organized by Jodi Green

A FOND FAREWELL

*By Laurie Oakley,
Residential Operations Manager*



It is hard to believe that the time has come for me to pack in my working life persona and move into lady of leisure mode. The 28 years at Tamir, have been the first time in the field where I have

the opportunity to truly feel I made a difference in the lives of people we support and their families as well as making a significant contribution to Tamir as an up-and-coming agency in our sector and community. I will always be truly appreciative of Tamir, having the confidence in me, to be a part of such a dynamic team and robust agency.

I can honestly say that I would not be the person I am today, without knowing all of the individuals I have worked

with, they have taught me so much about humanity, perseverance, gratitude and joy. To have been a part of the teamwork and collaboration that has gone into Tamir's growth has been amazing. As hard as this decision has been, I am ready to refocus my energy on my friends and loved ones. The news of a first grandchild on the way was unexpected and very exciting. To know I will have the time to pamper and spoil my daughter's family is wonderful. I also can't wait to putter to my heart's content in my garden and perhaps dust off my golf clubs.

I am proud to know that I played a part in establishing the strong foundation of Tamir that will serve everyone involved well into the future. I have no doubt Risa and our team of very committed staff at all levels of the organization continue to do their utmost for the people we support and their families. I wish you all a heartfelt goodbye and all of the best in the coming years.

UNTIL OUR PATHS CROSS AGAIN... HAPPY RETIREMENT LAURIE!

*By, Risa Plotnick,
Executive Director*

It is with mixed emotions that we bid farewell to Laurie Oakley, our long serving residential manager as she wraps up her career and heads into retirement come August. She has given 40 years of valiant, selfless and exceptional services in the field of disability, 28 of which were at Tamir. Her dedication to the people we support and their families is exemplary and her ability to work with partners in the sector is well respected.

How do we begin to thank you for the scope of work you have done and the impact you have made on EACH of the so many lives you have touched of both the people we

support and those you work with? The depth of gratitude and appreciation from the participants, families, colleagues, our partners and the Tamir board of directors is endless.

It has been a joy and a journey to work alongside you at Tamir, and it is with the greatest sincerity and appreciation that we wish you the very best in your new adventures as a Nana or In Tamir language Bubbie!! The best is yet to come...

*And suddenly you know...
It's time to start something new and trust
the magic of new beginnings*

FINANCIAL REPORT

STATEMENT OF FINANCIAL POSITION as at March 31, 2023

ASSETS

Cash and Investments	3,701,248
Prepaid Expenses	49,947
Accounts Receivable	419,569
Capital Assets	2,800,865

TOTAL ASSETS	\$ 6,971,629
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LIABILITIES

Accounts Payable and Accrued Liabilities	2,051,717
Deferred Revenue	314,373
Bank Loan Payable	435,336

TOTAL LIABILITIES	\$ 2,801,426
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NET ASSETS

Externally Restricted	2,290,825
Unrestricted Funds	1,879,378

TOTAL NET ASSETS	\$ 4,170,203
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TOTAL LIABILITIES AND NET ASSETS

TOTAL LIABILITIES AND NET ASSETS	\$ 6,971,629
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<p>STATEMENT OF REVENUE AND EXPENDITURES for the year ended March 31, 2023</p>

REVENUE

REVENUE

Ministry of Children, Community and Social Services	10,047,276
Client Revenue, March of Dimes & Deaf Blind ON Services	1,238,003
Donations, Grants and Allocations	397,030
Other	472,493
	\$ 12,154,802

EXPENDITURE

EXPENDITURE PROGRAMME

Salaries and Benefits	8,958,985
Food Costs	297,190
Rent	140,567
Vehicle Operation and Maintenance	82,865
Houseware Supplies, Repairs and Maintenance	356,124
Other Program Expenses	2,014,752
	11,850,483

OFFICE ADMINISTRATION

Office and General	206,505
	\$ 12,056,988

EXCESS OF REVENUE OVER EXPENDITURE

\$97,814

CREATE YOUR JEWISH LEGACY TODAY

Support Tamir for Future Generations.

Tamir is proud to participate in the Life & Legacy Program in Partnership with The Harold Grinspoon Foundation. We are honoured to recognize those who made a Legacy gift to Tamir.

Tamir Life & Legacy Donors 2022-23:

Anon (9)	Eleanor Greenberg
Deborah Baylin	Max Greenberg
Elishua Ben-Choreen	Marcelo and Barbara Grinfeld
Mark Borts	David Hecht
Joseph Brownstein	Irvin Hoffman
Dov Coodin	Adam Moscoe
Lorne A Cutler	Ilana Albert Novick and Mitchell Novick
Francesca Davila	Mark Palmer
Joel and Barb Diener	Risa Plotnick
John and Dayra Diener	Sandra Pollack and Steven Poleski
Joshua Engel	Micah Potechin and Adina Libin
Norm and Debbie Ferkin	Joshua Rose and Randy Greenstone
Davina Annie Finn	Patsy Royer
Joshua Finn	Sol and Zelaine Shinder
Sam Firestone	Margo and Judah Silverman
AJ Freiman	Ron Stein
Ruth Freiman	Mira Sucharov
Peter Ginsberg	Gary Viner
Brian Gold	Eric Weiner and Arlene Godfrey
Carol Gradus	David and Deborah Weinstein
Cantor Jason and Jodi Green	Richard and Marcia Zuker

*"As my parents planted for me before I was born,
so do I plant for those who will come after me."*

- Talmud

**Thank you for planting a legacy for our Tamir community.
Your generosity will bear fruit for generations to come.**



BOARD OF DIRECTORS 2022-2023

Joe Brownstein, *Chair*
Shira Brass, *1st Vice Chair*
Jacob Polowin, *2nd Vice Chair*
Ira Abrams, *Treasurer*
Adam Moscoe, *Ex-officio Member*
Rabbi Chaim Mendelsohn, *Director*
Ira Marcovitch, *Director*
Rebecca Rosenstock, *Director*
Joe Silverman, *Director*
Barbara Grinfeld, *Director*
Liisa Vexler, *Director*
Harvey Goldberg, *Director*
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TAMIR 2023 MEMBERSHIP CAMPAIGN



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

✓ **\$54** supports Community Cultural Activities

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ONE TIME: ☐ \$54 ☐ \$72 ☐ \$180 ☐ \$540 ☐ Other: _____

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Executive Assistant to the Executive Director	Elizabeth Tyrie
Director of Support Services	Christa Janes
Residential Operations Manager	Laurie Oakley
Finance and Administration Manager	Sultana Ferdousi
Human Resources Director	Brad Purvis
Human Resources Manager	Krista Beaupre
Human Resources and Quality Enhancement Coordinator	Roland Young
Scheduling Coordinator	Jen Gabriel
Coordinator of Judaic Outreach and Inclusion	Jodi Green
Coordinator of Fundraising, Events and Development	Vacant
Finance Coordinator	Mariana Erimiea
Accounts Payable Administrator	Nasim Ahmed
Payroll Administrator	Amanda Agyei (Farwa Hassan)
Property Management Coordinator	Carmelo Gentile

Day Program Supervisor

Estelle Allen

Keshet Community Connections – Children and Youth Programs

Clinical Supervisor	Sunbul Rai, M.Sc., BCBA	Team Lead	Rebecca Wardle
Team Lead	Kayla Sabloff		

Residential Supervisors

Dale Browning-Wyman Chris Frizell Sandi McCaw Marie Sims Cheryl Wardell Josh Williams

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Divine Achu	Shannon Everson	Scott Madden	Kelsey Rodgers
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John Afolayan	Redica Fleming	Jessica Martin	Melanie Sander
Gladys Aghahowa	Andrea French	Olivia Matte-Allen	Mannatbir Sandhu
Ama Agyeman	Jannat Gill	Cye Maxwell	Shelly P. Sayeau
Taiwo Akinwusi	Samantha Ginsberg	Jenna McCalla	JoAnne Sedore
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ACKNOWLEDGEMENTS

We would like to convey our gratitude and thank the following organizations whose financial support allows Tamir to provide and maintain our services.



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Ministry of
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OTTAWA JEWISH
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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 for all that you do for Tamir.

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DREAMING BIG

Tamir's goal is to become a leading organization in Canada for all those challenged by a Developmental Disability and/or Autism, and promotes the dream that one day all people are able to live the life they choose as full and valued members of the community.



CONTACT US



tamir.ca



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