

2024 Annual Report



Prepared by
Cory Thibodeau, CD



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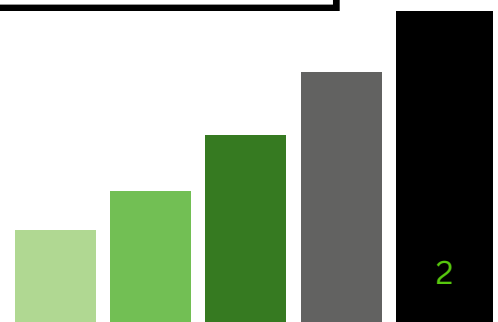
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Agenda

- **Call to Order**
- **Roll Call of Officers**
- **Adoption of the Agenda**
- **Minutes from Previous Meeting**
- **Business Arising from Minutes**
- **Executive Message**
- **Treasurer's Report**
- **New Business**
- **Nomination and Election**
- **Projected Date for Next Meeting**
- **Adjournment**



Executive Message

As we reflect on the past year, we are incredibly proud of the progress Ergon Inc. has made in our mission to support individuals in achieving their personal and professional goals. Our organization has continued to grow and adapt, expanding services and resources to better serve our clients, while building strong partnerships within the community.

In an ever-evolving environment, Ergon Inc. remains steadfast in our commitment to deliver high-quality, impactful programs that address the unique needs of our clients. This year, we focused on strengthening our Employment and Support Programs, providing comprehensive support to those seeking employment while managing personal and mental health challenges. Through the dedication of our skilled staff, we have successfully supported clients in building resilience, enhancing life skills, and securing meaningful employment.

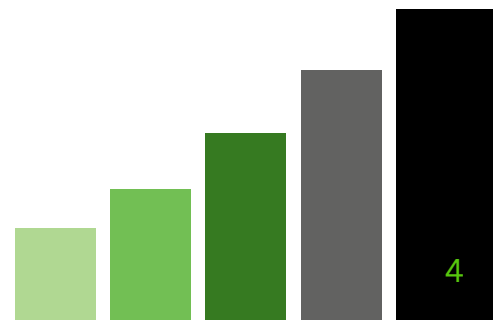
As we look ahead, we are excited about the potential to expand our programs and reach even more individuals in need of support. We are thankful for the unwavering support of our board members, staff, and community partners, all of whom play an integral role in Ergon Inc.'s continued success. Together, we are making a meaningful impact and building a stronger, more resilient community.

Thank you to everyone who has supported Ergon Inc. over the past year. Your commitment allows us to make a real difference in the lives of those we serve. We look forward to continuing this journey with you, creating positive change and empowering individuals to achieve their full potential.

With gratitude,

Annette Déspres
Board President
Ergon Inc

Cory Thibodeau
Executive Director
Ergon Inc





Vision, Mission And Values

Vision

- Creating a community of positive mental health and support.

Mission

- To Foster a healthy environment for adults that encourages recovery through advocacy, education, and inclusion. Our focus is to provide individuals with the opportunity for community connections, quality supports and competitive employment

Values

- Our loyal and trusting staff are dedicated to creating a compassionate environment by encouraging our members to be themselves. We provide the opportunity to develop strengths within peer lead activities in a non-judgmental environment. By providing our members with the skills to create the steps within their recovery and move forward in a supportive and therapeutic environment. With the defined goal of making a difference by offering a non-clinical setting where our members are given a consistent and stable environment where they are acknowledged and encouraged.

About The Company

Ergon Inc is a community-centred organization dedicated to empowering individuals through a comprehensive suite of support programs aimed at enhancing personal growth, well being, and self sufficiency. Our Employment and Support Services Program (ESSP) provides guidance and job readiness training to help clients secure meaningful employment while developing life skills for long-term independence. The Ergon Support program offers tailored assistance to individuals facing unique challenges, ensuring they have access to resources and advocacy that supports their personal journey. Our MIND program focuses on mental health and wellness, offering support and therapeutic services that build resilience, promotes emotional health and provides tools for stress management.

Through the works program, we help clients develop practical skills needed to succeed in the workforce, from job coaching and interview preparation to ongoing employment support. Ergon Thrift is our social enterprise initiative that provides affordable goods to the community while creating training opportunities and supporting Ergon Inc's mission to foster self-sufficiency. Each of these programs is rooted in our commitment to inclusivity, compassion, and community, and our dedicated team works closely with clients to design personalized paths to success.

At Ergon Inc we believe in the power of support, advocacy, and holistic growth, creating a positive impact on individuals and the broader community.



Meet Our Leadership Team



CORY THIBODEAU
EXECUTIVE DIRECTOR

Cory has always had a passion for mental health advocacy which has taken him in many different directions in his career, finally leading him into his current position as Executive Director of Ergon Inc and the Ergon Life Centre. Aside from being the ED of Ergon Inc, Cory is also the Chairperson for the Horizon Health Community Advisory Committee on Mental Health and sits on the Board of Directors for the New Brunswick Association for Supported Services and Employment (NBASSE) and the Canadian Association for Supported Employment (CASE).



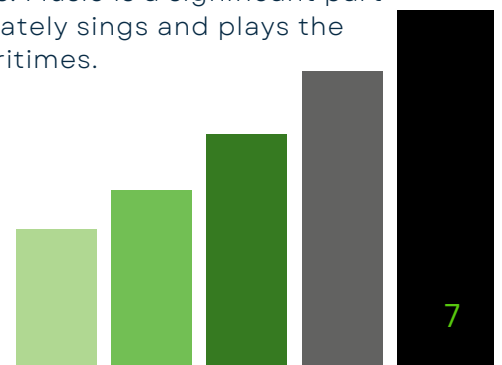
CARLY NILES-LUSHMAN
WORKPLACE CONNECTIONS MANAGER

Carly is our Workplace Connections Manager at Ergon Inc. Graduating from Eastern College with a diploma in Child and Youth Care with Addictions support. Carly has been supporting individuals for nearly 10 years. Carly previously worked as a Human Services Counsellor within our MIND program and took up her current role in 2023.



TRINA BERTIN
SUPPORT PROGRAM CO-ORDINATOR

Trina brings over 25 years of invaluable healthcare experience to the Ergon team. A graduate of Oulton College's HSC program, she has consistently showcased her commitment to helping people throughout her career. Beyond her professional role, Trina embraces the beauty of the East Coast during summers, enjoying camping adventures and weekend trips. Music is a significant part of her self-care routine, as she passionately sings and plays the guitar at various venues across the Maritimes.





MELISSA LOVELL

WORKS PROGRAM CO-ORDINATOR

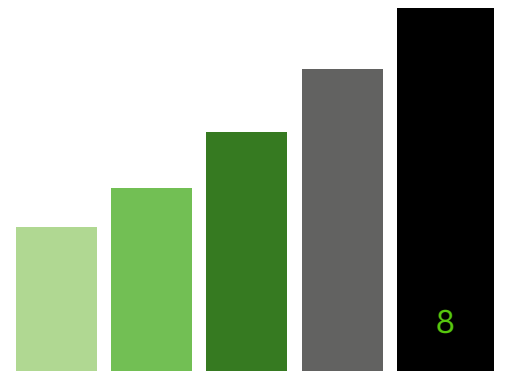
Melissa graduated from the Early Childhood Education/Educational Assistant program at Oulton College in 2018. She is deeply passionate about mental health and making a meaningful impact in this field. Her interest in mental health was sparked during a school practicum, where she worked as an Educational Assistant in the school district. Melissa is excited to apply her skills to support individuals facing mental health challenges as they navigate the workforce.



MYRIAM MENDENHALL

MIND PROGRAM CO-ORDINATOR

Myriam bringing a wealth of experience and a passion for helping others to the Ergon team. A 2020 graduate of Oulton College, Myriam's journey began in interior design before she found her calling in the mental health field. With a heart for supporting others, she spent three impactful years as a behavior interventionist, building her skills and deepening her commitment to supporting those in need. Myriam joined our support program as a Human Services Counsellor before taking on the role of MIND Coordinator this summer.



12 Month Program Statistics



168 Support Hours per week

2980 KM per Week

18
Referrals

\$31,453.10
New Monthly Billings



\$7,211.73
Monthly Revenue

2636
Sessions of Contact

73
New Referrals



1224
Sessions of Contact

\$22,037.81 Monthly Revenue

NEW REFERRALS
12



9541 Website Visits

103,400
People Reached/ Ergon Thrift

7211
Website Downloads

24,500
Social Media

1173
Page Engagements / MIND **THRIFT**

FACEBOOK PAGE VISITS / ERGON

114
MIND GROUP MEMBERS



Nominating Committee

In accordance with the Ergon Inc by-laws, the directors shall be elected for a 1 year term. Each member may be re-elected to consecutive additional terms. The board of directors is comprised of the following officers and members at large;

President
Vice-President
Secretary
Treasurer
Members at Large

The following individuals have agreed to let their names stand for a new term on the Ergon Inc Board of Directors:

Annette Després
Lucille Donegani
Monique Goguen
Samantha Burke
Andrée Guy
Lorette Sinclair
Robert Gauvin
Paul Richard

It has been confirmed that, if elected, the following persons will stand for these positions on the 2024-2025 Board of Directors:

President- Annette Després
Vice President- Lucille Donegani
Secretary- Monique Goguen
Treasurer- Samantha Burke

Member at large- Andrée Guy
Member at large- Lorette Sinclair
Member at large- Robert Gauvin
Member at large- Paul Gauvin



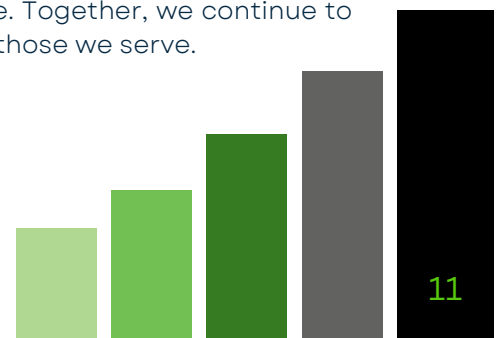
Financial Statements

	2023	2024
Revenue	\$468,395	\$832,255
Expenses	\$485,319	\$733,816
Profit/Loss	(\$16,924)	\$98,439

We are pleased to report that Ergon Inc. has experienced a substantial financial increase this year, resulting in a strong revenue position. For the fiscal year, we saw total revenue of \$832,255, resulting in a net surplus that strengthens our ability to further support our mission.

This success is largely attributed to significant contributions from our key revenue streams. Notably, Provincial Program Grants provided \$756,460, which was instrumental in funding our core programs and services. Additionally, our Ergon Thrift operation generated \$56,069 in revenue, contributing to our community-driven initiatives and allowing us to reinvest in essential services.

Our positive cash flow this year enables us to strategically expand our programs, invest in our team, and enhance the resources available to our clients. We are grateful for the support of our partners and community, which makes this growth possible. Together, we continue to create meaningful impacts and sustainable change in the lives of those we serve.



Statement of Operation

For the Year Ended March 31, 2024

	2024	2023
Revenue		
Grants and Funding	\$ 775,285	\$ 416,285
Thrift Store	56,069	51,365
Interest Income.	901	745
Total Revenue	832,255	468,395
Operating Expenses		
Accounting Fees	14,113	13,621
Advertising and Promotions	2,773	1,865
Amortization of Tangible Assets	24,198	25,063
Bank Charges	2,275	1,372
Electricity	9,826	8,187
Insurance	10,718	10,092
Interest on Mortgages	16,190	13,348
Interest on Obligation Under Capital Lease	59	90
Legal Fees	2,930	-
Membership and Licenses	773	3,063
Office Expenses	26,869	22,567
Repairs and Maintenance	15,107	7,377
Salaries and Wages	521,845	337,252
Supplies	2,983	3,996
Telephone and Telecommunications.	5,175	5,377
Training Allowance	49,062	17,766
Training Expense	4,092	1,098
Travel Expenses	23,036	11,998
Water	982	1,187
Total Operating Expenses	733,816.	485,319
Excess of Expenses over Revenue	\$ 98,439	\$ (16,924)

Statement of Net Fund Balance

For the Year Ended March 31, 2024

	Investment in Capital Assets	Internally Restricted	Unrestricted	2024	2023
Balance- Beginning of year	\$ 203,116	\$ 1,790	\$ 101,680	\$ 306,586	\$ 323,510
Interfund transfer- Investment in Capital Assets	60,672	-	(60,672)	-	-
Interfund Transfer- Internally Restricted Fund	-	24,993	(24,993)	-	-
Excess of Expenditure over Revenues	-	-	98,439	98,439	(16,924)
Balance- end of year	\$ 263,788	\$ 26,783	\$ 114,454.	\$ 405,025	\$ 306,586

Statement of Cash Flow

For the Year Ended March 31, 2024

	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash Received from Provincial Government Grants	\$ 466,640	\$ 281,270
Cash Received from Wage Subsidy	39,144	32,907
Cash Received from Employment (SEED) Grant	100,569	10,766
Cash Received from Thrift Store	56,069	51,365
Cash Received from Other Revenue	901	744
Cash Received from Public Health Funding	68,600	-
Cash Paid for Salaries and Benefits	(521,845)	(337,252)
Cash Paid for Materials and Services.	(180,432)	(107,362)
TOTAL CASH FLOWS FROM (USED BY) OPERATING ACTIVITIES	29,646	(67,567)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Payment to Acquire Property, Plant, and Equipment	(13,438)	(12,888)
NET CASH FROM (USED BY) INVESTING ACTIVITIES	(13,438)	(12,888)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Repayments of Long-Term Debt	(50,896)	(10,896)
Repayments of Long-Term Capital Lease Obligations	(536)	(703)
NET CASH USED BY FINANCING ACTIVITIES	(51,432)	(11,599)
OTHER ACTIVITIES:		
Net Cash Increase (Decreases) in Cash and Cash Equivalent.	(35,224)	(92,049)
Cash and Cash Equivalent at Beginning of Period	121,111	213,160
Cash and Cash Equivalent at End of Period	\$ 85,887	\$ 121,111

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**THANK
YOU**
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Ergon Inc Board of Directors
Annette Després- Board President
Lucille Donegani- Vice President
Samantha Burke- Treasurer
Monique Goguen- Secretary
Andrée Guy- Member-At-Large
Lorette Sinclair- Member-At-Large
Paul Richard- Member-At-Large
Robert Gauvin- Member-At-Large

Ergon Inc Staff

Cory Thibodeau	Carly Niles-Lushman
Trina Bertin	Melissa Lovell
Myriam Mendenhall	Tony Boudreau
Angie Melgar	Dominique Comeau
Sue Hannon	Erin Dornan
John Vienneau	Emma Watson

Contact Us



+1 506 857-0014



hello@ergoninc.ca



www.ergoninc.ca