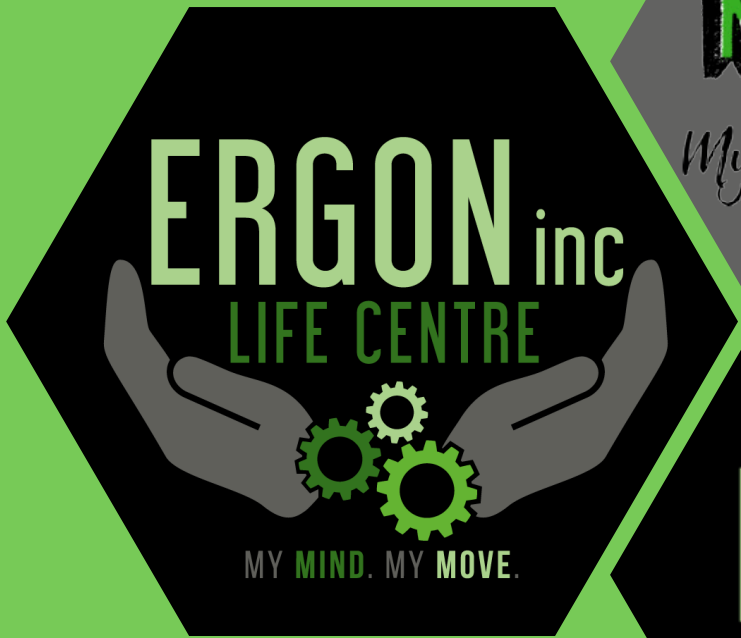


2025 Annual Report



Prepared by
Cory Thibodeau, CD
Executive Director



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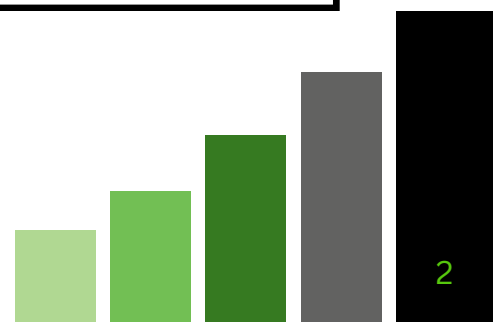
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Agenda

- **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

On behalf of the Board of Directors and our dedicated team, it is our privilege to present the Annual Report for Ergon Inc. This year has been a testament to the strength, resilience, and compassion of our community as we continue to live out our mission of supporting adults with mental health challenges through inclusion, empowerment, and opportunity.

Over the past year, Ergon Inc. has expanded its impact across all areas of service. Our employment and support programs helped individuals build meaningful pathways to independence, while the MIND program fostered growth in confidence, life skills, and personal well-being. Through Ergon Thrift, our social enterprise continues to provide not only affordable goods but also a welcoming environment for skill development and community engagement. Each of these initiatives reflects our belief that every individual has unique value and potential.

This year also brought challenges that required creativity and collaboration. Like many organizations, we faced pressures of staffing, funding, and rising community needs. Yet, our staff rose to the occasion, demonstrating a shared commitment to advancing mental health and supported employment in New Brunswick. Together, we have strengthened our organizational foundation, ensuring that Ergon remains a trusted and sustainable resource for years to come.

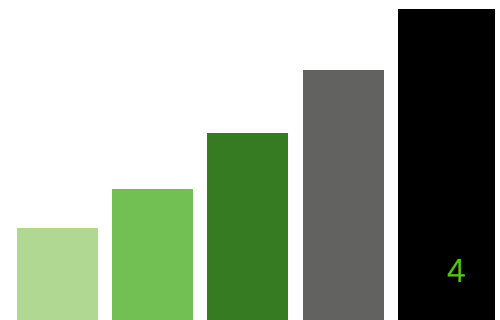
Looking ahead, we are excited to build on these accomplishments. Our priorities include expanding access to services, strengthening partnerships, and continuing to advocate for inclusive workplaces and communities. With the support of our Board, staff, funders, and community partners, we are confident that Ergon Inc. will continue to grow its impact and inspire hope.

To our clients, families, staff, and partners—thank you for being part of our journey. Your trust and support make our work possible, and together we are shaping a more inclusive, compassionate, and resilient community.

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).



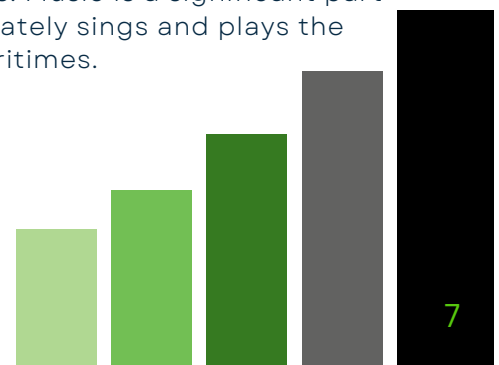
CARLY NILES-LUSHMAN
WORKPLACE CONNECTIONS MANAGER

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

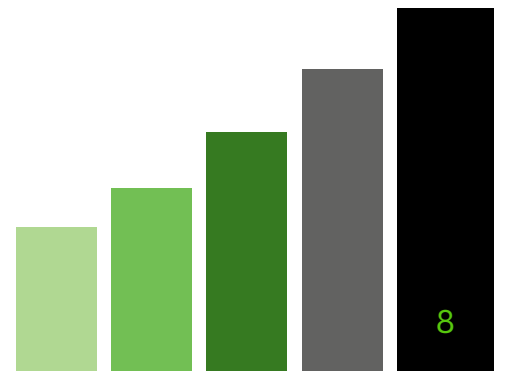
Melissa graduated from the Early Childhood Education/Educational Assistant program at Oulton College in 2018. She is deeply passionate about mental health and making a meaningful impact in this field. Her interest in mental health was sparked during a school practicum, where she worked as an Educational 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



257 Support Hours per week

4520 KM per Week

15
Referrals

\$49,598.15
Monthly Billings



\$7,211.73

Monthly Revenue

2706

Sessions of Contact

103
New Referrals



1044

Sessions of Contact

\$22,037.81 Monthly Revenue

NEW REFERRALS
15



6857 Website Visits

13,671

People Reached/ Ergon Thrift

5211
Website Downloads

Social Media

FACEBOOK PAGE VISITS / ERGON

1173
Page Engagements / MIND THRIFT

116
MIND GROUP MEMBERS



Nominating Committee

In accordance with the Ergon Inc by-laws, the directors shall be elected for a 2 year term. Each member may be re-elected to consecutive additional terms to a maximum of 3 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

It has been confirmed that, if elected, the following persons will stand for these positions on the 2025-2026 Board of Directors:

President- Andrée Guy	Treasurer- Samantha Burke
Vice President- Lucille Donegani	Member at large- Annette Déspres
Secretary- Monique Goguen	Member at large- Lorette Sinclair

With the adoption of our amended by-laws, all members of the Board of Directors will be commencing new terms of service. To establish staggered term completions, this year only we will implement a mix of one- and two-year terms. Beginning next year, all new appointments will follow the standard two-year term, ensuring both continuity and renewal within the Board.

On behalf of the Board of Directors, we thank Mr. Bob Gauvin and Mr Paul Richard for his service and contributions to Ergon Inc. His support and perspective have been greatly appreciated, and we wish him the very best in his future endeavours.



Financial Statements

	2024	2025
Revenue	\$832,255	\$876,029
Expenses	\$733,816	\$862,453
Profit/Loss	\$98,439	\$13,576

Ergon Inc. is proud to share that this fiscal year has been marked by steady financial growth and a reinforced foundation for sustainability. Our total revenue reached \$876,029, resulting in a net surplus that ensures we can continue advancing our mission with confidence and stability.

This achievement reflects the strength of our diversified revenue sources. The largest portion came from Provincial Grants, totaling \$824,858, which remain essential in supporting the delivery of our core programs. Complementing this, Ergon Thrift contributed \$51,171 in revenue, demonstrating the positive impact of our community-based social enterprise model.

With this strong financial position, Ergon Inc. is strategically positioned to invest in program development, expand the supports available to our clients, and enhance the tools and training we provide to our staff. These outcomes are made possible through the continued support of our partners, funders, and community members.

As we look ahead, we remain committed to managing our resources responsibly while ensuring that every dollar is directed toward creating meaningful opportunities and lasting change for those we serve.

Statement of Operation

For the Year Ended March 31, 2025

	2025	2024
Revenue		
Grants and Funding	\$ 824,858	\$ 775,285
Thrift Store	51,171	56,069
Interest Income.	--	901
Total Revenue	876,029	832,255
Operating Expenses		
Accounting Fees	13,242	14,113
Advertising and Promotions	6,430	2,773
Amortization of Tangible Assets	25,665	24,198
Bank Charges	1,335	2,275
Electricity	11,357	9,826
Insurance	11,931	10,718
Interest on Mortgages	13,600	16,190
Interest on Obligation Under Capital Lease	--	59
Legal Fees	--	2,930
Membership and Licenses	2,188	773
Office Expenses	29,667	26,869
Repairs and Maintenance	15,842	15,107
Salaries and Wages	623,621	521,845
Supplies	19,149	2,983
Telephone and Telecommunications.	6,937	5,175
Training Allowance	10,854	49,062
Training Expense	7,055	4,092
Meetings and Conventions	24,953	12,706
Travel Expenses	37,010	10,330
Water	1,617	982
Total Operating Expenses	862,453	733,816
Excess of Expenses over Revenue	\$ 13,576	\$ 98,439

Statement of Net Fund Balance

For the Year Ended March 31, 2025

	Investment in Capital Assets	Internally Restricted	Unrestricted	2025	2024
Balance- Beginning of year	\$ 263,788	\$ 26,783	\$ 114,455	\$ 405,026	\$ 306,587
Interfund transfer- Investment in Capital Assets	25,097	-	(25,097)	-	-
Interfund Transfer- Internally Restricted Fund	-	132	(132)	-	-
Excess of Expenditure over Revenues	-	-	13,576	13,576	98,439
Balance- end of year	\$ 288,885	\$ 26,915	\$ 102,802	\$ 418,602	\$ 405,026

Statement of Cash Flow

For the Year Ended March 31, 2025

	2025	2024
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash Received from Provincial Government Grants	\$ 699,436	\$ 466,640
Cash Received from Wage Subsidy	81,077	39,144
Cash Received from Employment (SEED) Grant	20,869	100,569
Cash Received from Thrift Store	50,171	56,069
Cash Received from Other Revenue	--	901
Cash Received from Public Health Funding	86,541	68,600
Cash Paid for Salaries and Benefits	(623,621)	521,845)
Cash Paid for Materials and Services.	(204,653)	(180,433)
TOTAL CASH FLOWS FROM (USED BY) OPERATING ACTIVITIES	109,820	29,645
CASH FLOWS FROM INVESTING ACTIVITIES:		
Payment to Acquire Property, Plant, and Equipment	(38,582)	(13,438)
NET CASH FROM (USED BY) INVESTING ACTIVITIES	(38,582)	(13,438)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Repayments of Long-Term Debt	(10,896)	(50,896)
Repayments of Long-Term Capital Lease Obligations	--	(536)
NET CASH USED BY FINANCING ACTIVITIES	(10,896)	(51,432)
OTHER ACTIVITIES:		
Net Cash Increase (Decreases) in Cash and Cash Equivalent.	60,342	(35,225)
Cash and Cash Equivalent at Beginning of Period	85,887	121,112
Cash and Cash Equivalent at End of Period	\$ 146,229	\$ 85,887

—”
**THANK
YOU**
—”

Ergon Inc Board of Directors
Andrée Guy- Board President
Lucille Donegani- Vice President
Samantha Burke- Treasurer
Monique Goguen- Secretary
Annette Despres- Member-At-Large
Lorette Sinclair- 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	Hannah Wedge
Connor De Sousa.	Kenzie Baker

Contact Us



+1 506 857-0014



hello@ergoninc.ca



www.ergoninc.ca