

ROOTED IN OUR VALUES,
united in action.



COMMUNITY
REPORT

2024-2025



MESSAGE FROM THE PRESIDENT AND THE EXECUTIVE DIRECTOR



This marks the culmination of another year characterized by numerous significant transformations within our organization, inspired and driven by an ambitious strategic vision and a renewed commitment to our mission. Thanks to the dedication of our team, volunteers, and partners, we have reached important milestones that bring us closer to our long-term goals.

Our strategic commitments to the community, our clients, and our teams aim to strengthen our impact in the community by focusing on innovation, cross-sector collaboration, and the sustainability of our actions. These advances reflect the commitment of every employee and volunteer to build and support a forward-looking service organization that is inspired by and guided by rewarding, equitable, and inclusive practices.

We are entering the coming year with enthusiasm. Valoris will celebrate 25 years of service and dedication to children, youth, families, and individuals from the diverse communities of Prescott-Russell. We will use the coming year to highlight the impact of this innovative service integration project (Making Services Work for People in 2000-2001) on the integrated service organization of today and tomorrow.

Rest assured that we are embarking on this year of recognition and celebration with rigor, transparency, and passion. Together, we will continue to make a real difference in people's lives.

Jo-anne Laviolette - President
Caroline Granger - Executive Director

EVOLUTION OF THE 2023-2026 STRATEGIC PLAN

VOICES OF SUPPORTED INDIVIDUALS

Maintaining consultation committees and satisfaction surveys to incorporate the client's perspective into the continuous improvement of service offerings.

Three surveys were conducted among employees to assess their perception of how our commitment to our values has evolved.

The most significant improvement was in being attentive and making room for diversity!

Community Engagement

Active participation in local and regional service planning tables, along with organizing symposiums and training sessions that have an impact at both the community and provincial levels.

Board of Directors as of March 31, 2025

Jo-anne Laviolette - President
Isabelle St-Amour - Vice-president
Tammy-Lee Martin - Secretary
Suzanne Ouimet - Treasurer
Paul Cadieux - Outgoing President

Directors:
Don Bouchard
Gilles Clavelle
Simon-Olivier Péladeau-Houle
Gabriel Rousselle
Guillaume Racine
Justin Bromberg
Rachelle Laforge



OUR STRATEGIC PROMISES

This year, we have:

- Expanded and adapted our service offerings to better meet the emerging needs of our target population
- Established and strengthened new partnerships with key community stakeholders
- Implemented monitoring and evaluation tools to more effectively measure our practices
- Reinforced our governance and organizational capacity to support growing demands

OUR RESPONSIBILITY TO TAKE ACTION

Valoris wishes to express its deepest apologies to the children, families, and communities of the First Nations for the harm caused by colonial policies and for the role our sector may have played in perpetuating unjust and oppressive practices.

We acknowledge that, for far too long, child protection services have had devastating impacts on Indigenous Peoples, contributing to family separations, cultural loss, and intergenerational trauma. We carry the legacy of this history and recognize our duty to act differently.

Our apology is accompanied by a clear commitment: to listen to Indigenous voices, learn from their experiences, adapt our practices, and work collaboratively to provide services that are more equitable, safe and culturally appropriate.

We honor the resilience, cultures, and rights of Indigenous Peoples and are actively pursuing our reconciliation journey through concrete actions at all levels of the organization. We are therefore committed to building relationships grounded in respect, equity and truth.



VALORIS AT A GLANCE

Data at March 31, 2025



3,402
people
received
5 276
services

from Valoris and its affiliated agencies

339
employees

active as of March 31 2025

FILES BY
SERVICE CENTRE

Embrun
32 %

Clarence-
Rockland
35 %

Hawkesbury
33 %



AN ANNUAL GENERAL MEETING MARKED BY

CELEBRATIONS!

Over 100 people came together at Le Chenail Cultural Center to celebrate Groupe Convex's 20th anniversary during the 4th collective annual general meeting!

In addition to celebrating this wonderful anniversary, those present were able to learn more about the various projects of Valoris and its three affiliated agencies: Fondation Valoris, Valor & Solutions and Groupe Convex.



CONSIDERATE IN OUR ACTIONS

Demonstrating great trust from the community organization Indigenous Grass Roots (IGR), Valoris had the honour of serving as the official partner for the Summer Solstice Day. In collaboration with IGR members, the Valoris team designed and hosted the Children's Village - a space dedicated to youth and their families.

This gathering made it possible to discover and celebrate the richness of Indigenous culture, thanks to the inspiring participation of local artists. This initiative provided a deeply enriching experience for both the children and our team, and strengthened our commitment to cultural inclusion and community dialogue.



NATIONAL DAY FOR TRUTH AND RECONCILIATION

In the spirit of reconciliation, Valoris continues its efforts to rebuild relationships with First Nations and child welfare services. On Orange Shirt Day, we took part in the Walk of Sorrow and issued a formal apology. Our service centres were closed to allow all employees to participate in an educational activity focused on the history and lasting impacts of residential schools. This respectful and thoughtful initiative aimed to raise awareness among staff and strengthen our commitment to the processes of truth and reconciliation.

STRENGTHENING INCLUSION

Valoris is proud to have unveiled its new Diversity, Equity and Inclusion symbol during the Pride Month celebrations in June 2024. Now displayed in each of our centres, this symbol represents our commitment to the community and our desire to create an environment where everyone feels welcome, regardless of their ethnic background, gender, age, religion, sexual orientation, disability, socio-economic status, or level of education

The DEI committee, made up of members from various sectors of Valoris, acts as a driver of change. It advises the leadership team, contributes to the creation and implementation of a concrete action plan, and ensures the integration of equitable and inclusive practices across all our services. Through this work, Valoris reaffirms its commitment to creating a safe, welcoming, and discrimination-free workplace for everyone.

A planning meeting is scheduled for October to restart the strategic planning process, with the goal of reviewing progress made, merging the FNMI and DEI committees, and defining the next steps in our commitment.



**WE ARE PROUD TO
CREATE A SPACE
WHERE EVERYONE
CAN THRIVE.**

**TOGETHER, WE
CELEBRATE DIVERSITY
AND BUILD AN
INCLUSIVE FUTURE.**

FAMILIES WE CAN RELY ON

Valoris advocates for the Family Finding approach because it closely aligns with its organizational philosophy centered on human connections, resilience, and community support. This approach aims to help individuals strengthen their natural support network – whether extended family, friends, or other significant people. By reconnecting individuals with their circles, Family Finding provides concrete and lasting support that is beneficial not only in the short term, but also in the medium and long term.

For Valoris, it is a way of recognizing that everyone deserves to be surrounded by others, and that well-being often stems from authentic relationships.

Valoris in the media

Beverly Byrne Reitsman was interviewed on Radio-Canada to discuss the urgent need for host families for adults with intellectual disabilities - a key moment that significantly raised public awareness and supported the recruitment of new families.

Always looking for families

Above all, we continue to promote support within the family network as the primary option for children and youth. However, when that is not possible, we turn to our foster families.

That's why a new campaign to recruit foster families is being launched!

Become a Foster Family!



COMMITTED TO IMPROVEMENT

In 2024–2025, Valoris continued its commitment to a collaborative approach where families are recognized as active partners in improving services. Guided by the quality standard, the advisory committee contributed to concrete projects and strategic discussions aimed at transforming practices in a collaborative and sustainable way.

6 active members and 4 meetings

held between May 2024 and February 2025

1 comparative survey

which led to the creation of a positive report

2 key projects:

Revision of the Valoris Website

Informed by parents' experiences, with concrete recommendations to enhance accessibility, clarity, and user-friendliness.

Guide of what to do and not to do

A practical and authentic tool, designed to help professionals better support families by drawing on parents' experiences.



713

children
received 905
individual
services

190

children
received
consultation and
therapy services

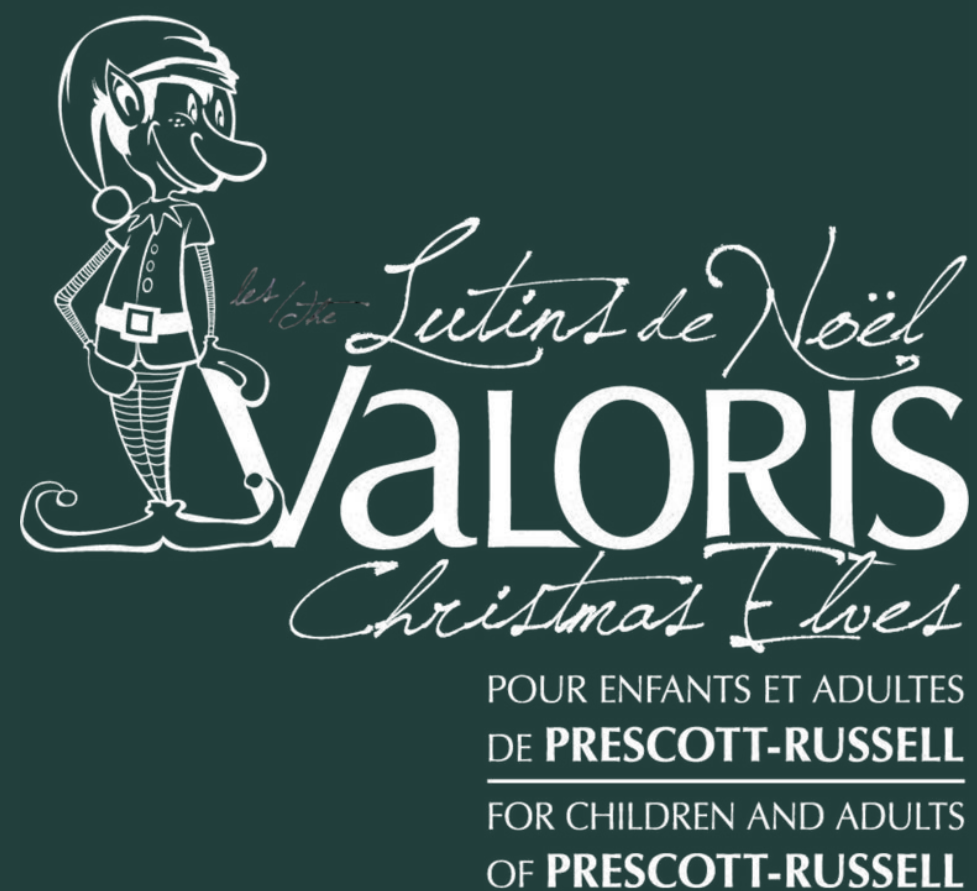
447

children with
special needs
received 558
tailored services

Let's protect our children



In August 2024, Valoris shared its toolkit: The Duty to Report, a Shared Responsibility, to raise awareness and equip community partners on the importance of protecting the well-being of children and youth. As key actors, professionals involved with youth play a vital role in identifying concerning situations. This toolkit aims to strengthen collaboration, provide practical support, and serve as a reminder that, collectively, we have the responsibility to create a safe, caring, and supportive environment for every child in our community..



CHRISTMAS ELVES CAMPAIGN

Thanks to the Christmas Elves Campaign, coordinated by the Valoris Foundation,

753 CHILDREN AND TEENS

woke up on Christmas morning to find gifts under their tree.



Dress Purple Day

Several schools, school boards, daycares, and partners joined Valoris to emphasize that together we can ensure the safety and well-being of the children and youth around us.

COLLABORATIVE APPROACH TO RECRUITMENT

In January 2025, Valoris launched a recruitment campaign, along with organizing recruitment evenings featuring on-site group interviews, to address recruitment challenges.

Over 100
people in attendance

This combined approach not only increased the visibility of job postings, but also accelerated the hiring process by creating direct opportunities to meet with potential candidates.

By focusing on accessibility, speed, and a human-centered approach, Valoris successfully filled its positions more efficiently while maintaining the quality of services offered to the community.

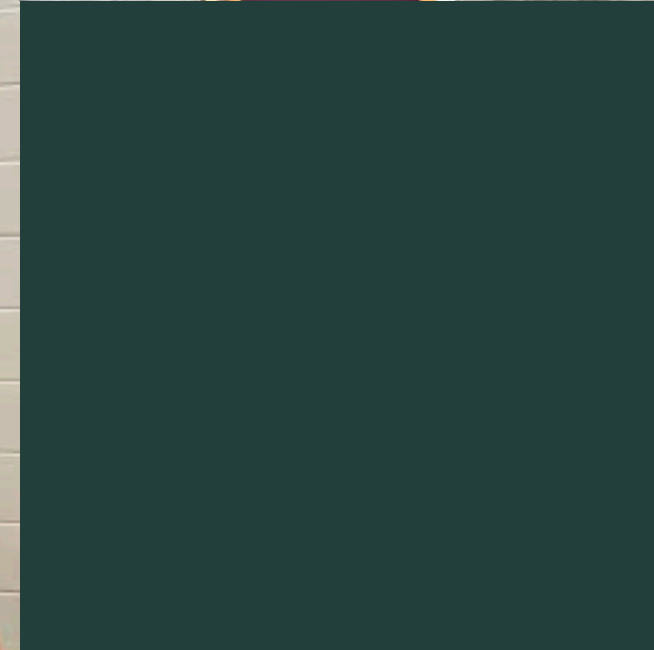
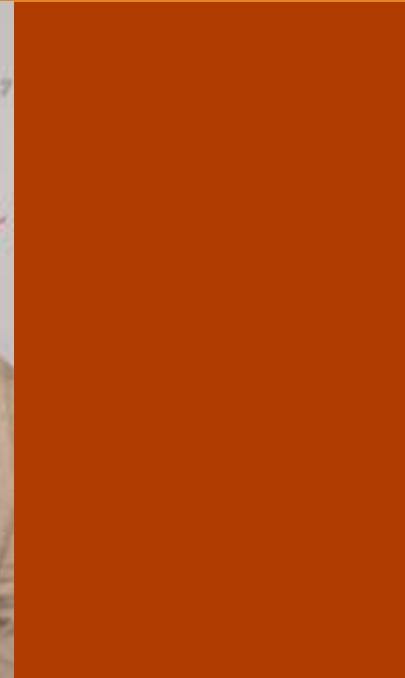


ACTIVE IN THE COMMUNITY

Representatives from Valoris took part in various community events across the Prescott-Russell region to further their commitment to the local community.



Valoris, a member of the Prescott-Russell Coalition to End Violence Against Women, took part in the December 6 vigil in tribute to women victims of femicide (top), the Women's March organized by Centre Novas (right), and the 2024 Annual Prescott-Russell Women's Leadership Symposium.



SUPPORTING OTHERS WITH INTEGRITY

Valoris reaffirmed its commitment within the Prescott–Russell Coalition to End Violence Against Women by actively participating in initiatives aimed at supporting women and children in our community.

The collaboration with Maison Interlude House has grown stronger, leading to the creation of videos, several breakfast meetings, as well as joint intervention and training initiatives. All these joint efforts aim to improve access to and the quality of services offered in the region.

76
participants in
various support
groups offered
by Valoris

138 women
received support
related to
gender-based
violence

18

FACILITATORS TRAINED
IN MOTIVATIONAL
INTERVIEWING



MENTAL HEALTH SERVICES THAT REFLECT OUR VALUES

When traditional services fall short, Valoris innovates! This year, we established a personalized living environment to meet the complex needs of two young individuals from the community, showcasing our ability to create tangible and compassionate interventions. At the same time, we conducted a record number of specialized assessments, enabling targeted support for a large number of children and youth. These actions reflect our commitment to providing services that are tailored, effective, and deeply grounded in the realities of those we support.

Trusted ally

Valoris is proud to be a key partner in the region, thanks in particular to its strong collaborations with school boards, which help provide tailored and consistent support to youth from all backgrounds. Our expertise is also recognized at the provincial level, where we are actively involved in the redesign of the child welfare system. These partnerships reflect the trust inspired by our collaborative approach, which is centered on the real needs of children, families, and communities.



Renewal of the Mental Health Project

In 2024, Valoris received the exciting news of renewed funding from the Ministry of Health, allowing the extension of the provincial project offering French-language training related to youth mental health services. This \$400,000 funding extension through 2028 will enable continued support and resources for Francophone professionals. **Already, a fourth symposium has been held in Ottawa, along with 13 virtual training sessions.**



Valoris once again took part in the largest conference on child and youth mental health in North America to promote a French-language training initiative!

COMMITTED TO THE WELL-BEING OF EVERY YOUTH

Valoris youth groups play a vital role in the lives of many young people in Prescott-Russell. Through targeted prevention initiatives, a growing number of youth benefit from a safe space to express themselves, build confidence, and strengthen their social and emotional skills.

Get involved!

Four teenagers, members of the DEI leadership group in Embrun focused on healthy relationships, collaborated with Ontario Queer to explore the needs of LGBTQ+ youth during a study session. The group, which meets every two weeks, also engaged with the community by organizing and volunteering at activities during Family Day.



448 Youth

participated in

41 groups

of targeted prevention

Six new schools were added to offer prevention groups across the Prescott-Russell service area, along with mental health prevention workshops in collaboration with Le Centre de l'Estrie, and a mental health group called 'Adventure in Nature' in partnership with CHEO.

Young leaders from Prescott-Russell travelled across Canada as part of a youth trip organized by the Valoris Foundation.



Eight junior coaches were integrated into the groups, including Girls on the Run, to meet the enthusiasm of young participants. Throughout the year, these young leaders demonstrated initiative, independence, and volunteer commitment, developing leadership skills while supporting their peers through a journey focused on well-being, movement, and the realities of adolescence.

COMPASSIONATE WITH EVERYONE



Employability

In partnership with Groupe Convex and the Prescott-Russell Employment Services Centre (CSEPR), Valoris launched a job coaching project to support the professional integration of adults with intellectual disabilities.

Group homes

A new structure was implemented in residential settings with the addition of an interpersonal collaborators to enhance support for adults and improve staff stability.

Life-changing experiences

Thanks to the Passport program, many adults with intellectual disabilities were able to take part in enriching activities tailored to their interests and strengths. The team continues to develop personalized approaches to promote inclusion, autonomy, and an improved quality of life. Each outing becomes an opportunity to grow, build connections, and celebrate the unique talents of every individual.

108

Adults with intellectual disabilities benefited from our residential services

138

Adults with intellectual disabilities benefited from our community services



WORKING TOGETHER TO ENHANCE COMMUNITY SERVICE



In addition to managing, maintaining, and renovating Valoris buildings, this year the Valoris Foundation directly supported individuals we support through financial donations totaling \$36,000. This essential partnership helps provide safe living environments and meet concrete needs that have the power to change lives.



The partnership between Valoris and Valor & Solutions has helped strengthen our practices across all levels. This year, 153 training days were offered to our teams, along with significant support for 7 events and planning initiatives, as well as for our communications service. This targeted support helps us stay aligned, innovative, and better equipped to meet the needs of our community.



The collaboration between Valoris and Groupe Convex remains a strong example of what a partnership focused on inclusion and capacity-building can achieve. This year, 29 Groupe Convex employees were supported by Valoris teams to promote their well-being, autonomy, and professional growth.

For the full scope of activities from each affiliated agency, please refer to their 2024–2025 community report available on their respective websites.

OUR AFFILIATED AGENCIES

FINANCIAL INFORMATION

Non-consolidated statement of
operations (summary) for the year
ended **March 31, 2025**

	2025	2024
	\$	
Revenue		
Grant - Province of Ontario	42 150 737	41 935 133
Expense Recovery	5 431 199	5 929 114
Other Grants	1 434 788	1 318 687
Family Allowances and Benefits	184 745	223 469
Rent Collected from Residents	832 305	791 731
Interests	177 441	164 096
Other revenue	788 420	741 809
Amortization of Deferred Contributions	292 392	280 404
Total Revenue	51 292 027	51 384 443
Expenses		
Adult Development	24 280 668	23 830 724
Child Welfare	14 073 740	14 229 407
Mental Health	4 161 961	4 221 709
Childhood Development	3 434 939	3 214 773
Gender-Related Violence	375 800	340 576
Infrastructure Reorganization	63 779	13 900
Common Program Services	4 608 748	5 252 950
Amortization of Fixed Assets	292 392	280 404
Total Expenses	51 292 027	51 384 443
Excess	-	-

Multiplying Opportunities, Reaching Potential.



 **ValorisPR.ca**
1 800 675.6168



**CLARENCE-
ROCKLAND**
860 Caron Street



EMBRUN
8 Valoris Street



HAWKESBURY
411 Stanley Street

Follow us



@valorispr

linkedin.com/company/valorisp-r/