

Community Report

2023-2024

LOOKING AHEAD

ALLY IN YOUR SUCCESS



Valor &
Solutions

A VISION THAT UNITES US

The past year marked a significant turning point for Valor & Solutions. In response to growing needs and our commitment to providing quality services, we undertook a structural reorganization to expand our reach and impact. Two new strategic roles were created: Clinical Supervisor, responsible for enhancing the excellence of our clinical service offering, and Supervisor of Development and Projects, dedicated to innovation and the management of our numerous projects.

The role of the Operations Manager has also evolved, allowing us to consolidate a common and harmonious vision for our teams. These changes demonstrate our determination to evolve in order to better serve our community and continue progressing towards new heights.



Despite the challenges posed by limited resources, we continue to seek creative solutions that allow us to grow and expand. We are committed to staying at the forefront of trends, exploring new areas of interest, and broadening our skills. Through internal coaching and knowledge-sharing practices, we ensure consistency within our team, enabling each member to bring fresh perspectives and benefit from tools relevant to their work. This commitment to professional growth remains a safeguard, allowing us to continuously renew ourselves to effectively support individuals, their support networks, and our training clients.

A heartfelt thank you to our board members and employees for believing so strongly in our mission and for living it with enthusiasm every day!

Our **BOARD** of Directors

as of March 31, 2024

Paul Cadieux - Chair
Jo-anne Laviolette - Vice-Chair
Caroline Granger - Secretary-Treasurer
Don Bouchard - Administrator
Gilles Clavelle - Administrator
Guillaume Racine - Administrator
Isabelle St-Amour - Administrator

Paul Cadieux
Chair

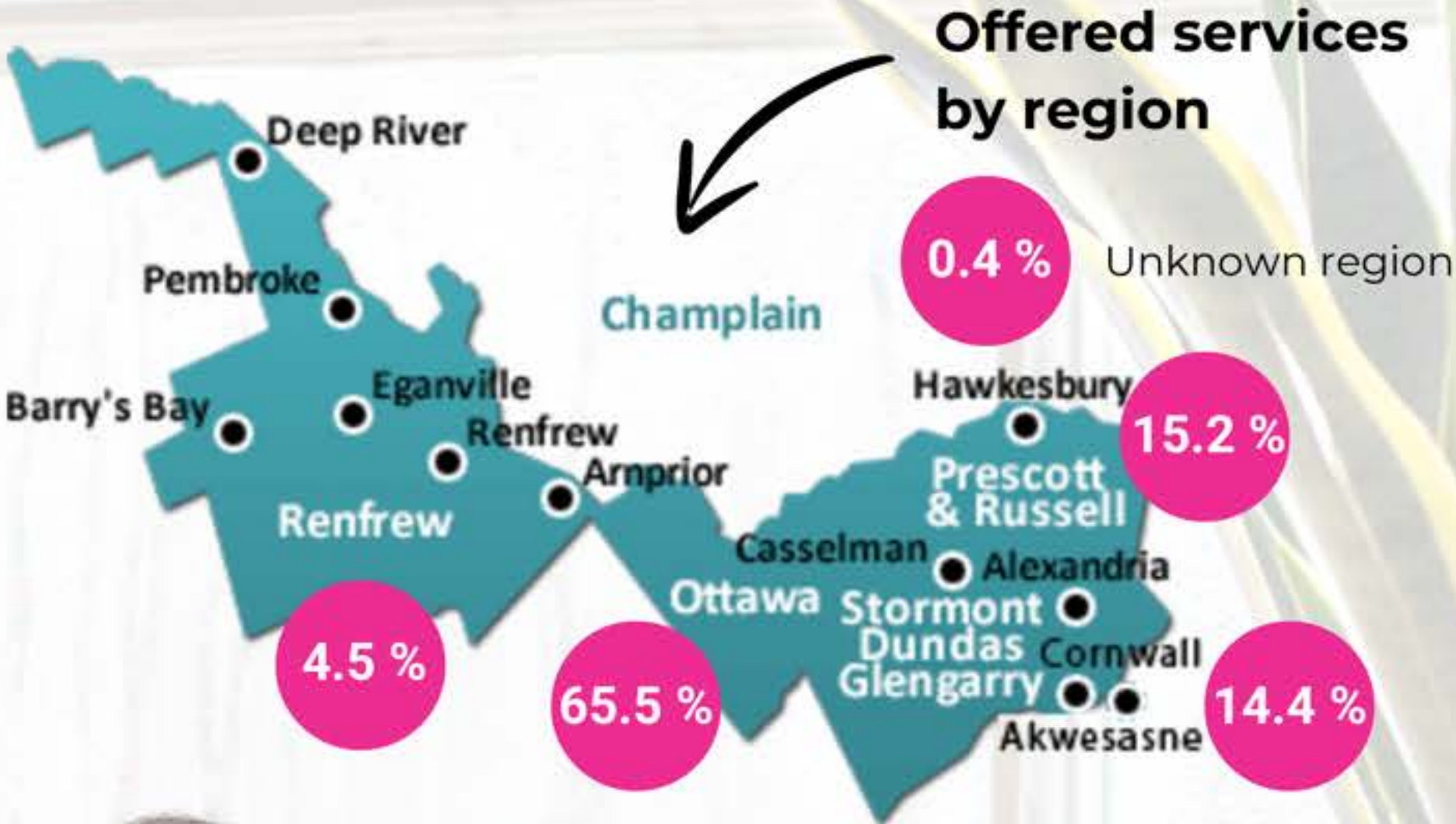
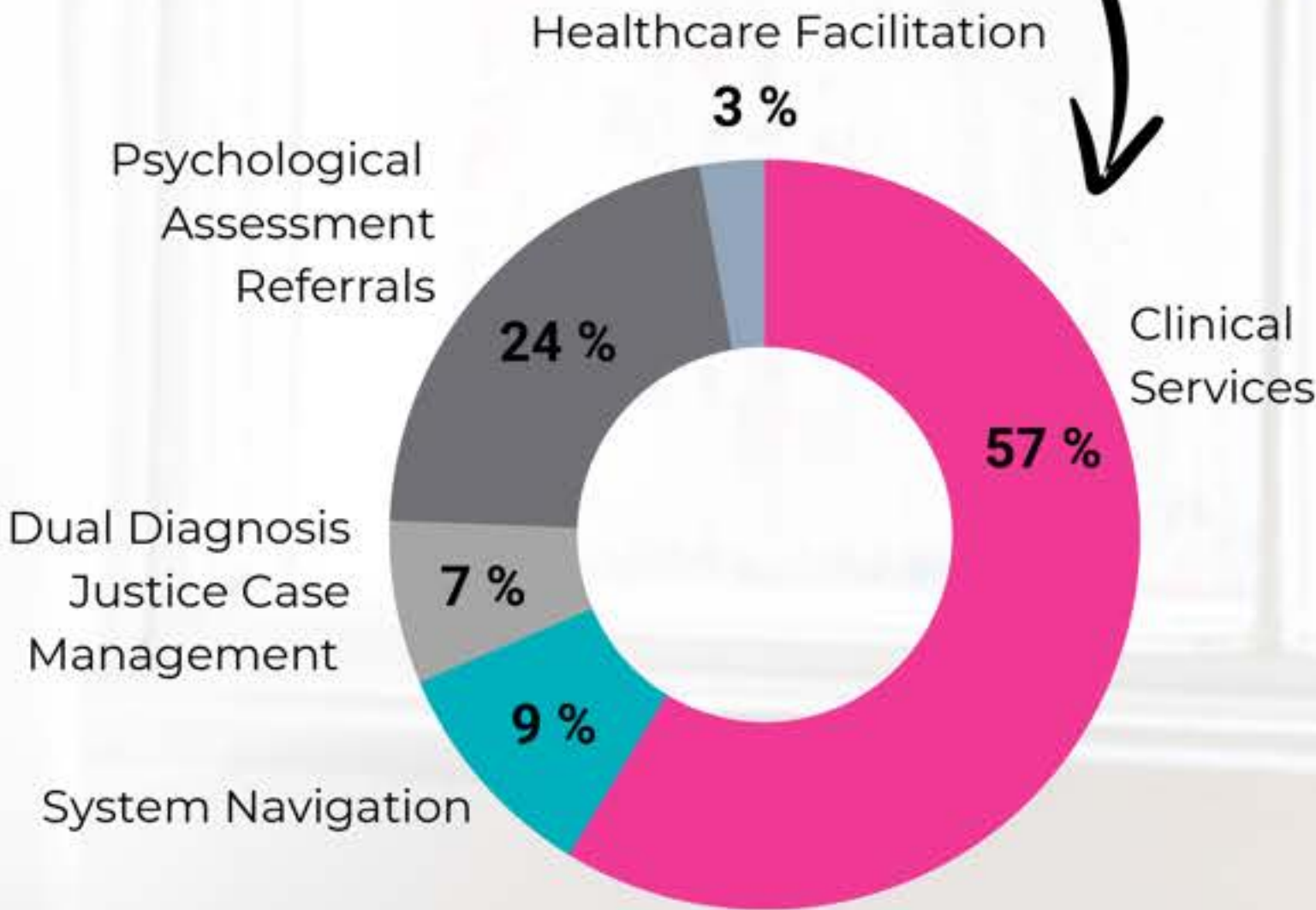
Nadya-Lee Ringuette
Manager of Operations

OUR CLINICAL SERVICES

AND THE COMMUNITY NETWORKS OF SPECIALIZED CARE

As of March 31, 2024

264 PEOPLE RECEIVED SERVICES



172
New referrals
for services
in 2023-24

CLINICAL COACHING FOR A UNITED APPROACH!

We had the opportunity to work with Community Living Glengarry by supporting their professional team in a collaborative process. We provided guidance to foster a deeper understanding of the needs of a person with complex needs and offered clinical coaching to effectively align their efforts.

This approach not only provided valuable insights into the importance of consistent care but also well-coordinated efforts to improve outcomes.

The clinical coaching provided by Valor & Solutions played a crucial role in supporting a young woman who was undergoing a significant transition with a new support team. Thanks to this support, we were able to better address her complex needs and facilitate her integration into a suitable and safe environment.

Danielle Duranceau
Executive Director

COMMUNITY LIVING
Glengarry
Inspiring Possibilities



Valor & Solutions is an important engine for Valoris and its affiliated agencies, as well as for a variety of community organizations in the fields of training, professional development, coaching, and collaborative strategic planning. Beyond that, it is always easy to work with the clinical team, which provides invaluable support to assist people with a dual diagnosis and their families.

Valor & Solutions acts as an extra pair of hands during the most critical moments or when we are faced with challenges!

Caroline Granger
Executive Director

VALORIS



DUAL DIAGNOSIS JUSTICE COORDINATION

This year, we have immersed ourselves in our new mandate to provide support to people with a dual diagnosis navigating the judicial system. We have focused on our understanding of the judicial system and its resources, as well as the significant barriers present across multiple systems. We sit on numerous committees in the eastern region, allowing us to enhance our knowledge, expand our network, and advocate for our service sector, all with the goal of providing crucial support to individuals often faced with unique challenges.

A Continued Partnership With the John Howard Society

On behalf of the Community Networks of Specialized Care, we continue our commitment to the advisory committee to assess new admissions to the Justice Transition Home of the John Howard Society. We also work closely with their clinical team to effectively support individuals exiting the judicial system.

Equipping for Success!

Thanks to funds received from the Champlain Human Services & Justice Coordinating Committee (HSJCC), of which Valor & Solutions is a member, we have purchased starter kits to help the people we support who are exiting the correctional system to get off on the right foot.

Shaylee Lacombe Théorêt
Dual Diagnosis Justice Coordinator



ENHANCING **FRENCH** SERVICES



“

I am very proud to make the Skills System platform accessible to a Francophone population, with the help of Valor & Solutions. The Skills System is designed to help people of all ages and abilities manage their emotions. It helps us become aware of the present moment, reflect on the situation, and take goal-oriented actions that align with our values.

Julie Brown, PhD



”

Skills: Emotion Regulation Skills System now available in French!

Thanks to a grant from the Francophone Community Grants Program, our team worked with Dr. Julie Brown to translate the modules of the Skills system platform. The availability of this tool in French enables us to more effectively support Francophone individuals and their supports, ensuring inclusive and equitable service. This collaboration will give the international French-speaking community access to a valuable clinical tool.

This year, La Ressource wrote three grant applications and was awarded a total of **\$120,000**.

These grants supported:

- The translation of the Skills platform into French,
- A Train the Trainer on the Collective Impact approach by Tamarack Institute,
- A project for onboarding new employees in Valoris' residential settings.

We continue to facilitate networking and connections among Francophone professionals providing services to Francophone adults with developmental disabilities. La Ressource also supports regional initiatives in Eastern Ontario related to housing and employability for adults with developmental disabilities.

Stay tuned! Following a strategic planning exercise, exciting projects are in the works for the coming year!

OUR PROJECTS

Our team coordinated:

158 Trainings
126 in French and 32 in English

38 Events

12 Strategic Planning
Activities

14 Coaching Sessions
to enhance team capacity

32 New virtual modules for
the *Workleap* Training
Platform



EACH PROJECT IS UNIQUE DRIVEN BY CREATIVITY!

This year, we have undertaken large-scale projects at all levels: provincial, regional, and local. Driven by our value of creativity, our team is committed to getting to know each client well in order to understand their unique needs and develop a plan and project that reflects them. Whether it's a significant event, an enriching training session, an inspiring symposium, or any other initiative, our creativity and our collaboration with clients and partners are at the heart of our approach.

The success of our projects is a testament to the strength of our partnerships and the diverse talents of our team members. Each person brings unique expertise, enabling us to effectively address a wide variety of challenges and needs.

“

The team at Valor & Solutions passionately undertakes large-scale mandates at both the regional and provincial levels. It is a privilege to support the organizations, professionals, and individuals with whom we collaborate. We are proud to offer a diverse range of training programs designed to meet the specific needs of our clients!

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Roxanne Laflèche
Supervisor Projects and Development



FROM VISION TO ACTION:

STRATEGIC SUPPORT FOR YOUR PROJECTS

Thanks to our in-depth knowledge of human services, our training in collective impact, and our strong partnerships, we provide strategic support for the writing, implementation, and management of grant-related projects. Our vision of project management goes beyond typical services: we are committed to delivering an enriched experience that ensures the success of our clients. We are dedicated to enhancing the efficiency and quality of services in our sector, thereby contributing to the evolution of practices and the achievement of targeted goals.

Support in



large-scale grant projects



We are so grateful for the opportunity to collaborate with inspiring partners and meet so many dedicated Francophone professionals! The significant uptake on this project not only reflects its relevance but also highlights the crucial need for Francophone training for professionals in Ontario.



Mylène Benoit
Project Coordinator

BY AND FOR FRANCOPHONES

Generous funding from the Ministry of Health has enhanced the skills of Francophone professionals working in the field of mental health for the well-being of youth across Ontario.

Three symposiums held in Ottawa, Hamilton, and Timmins:

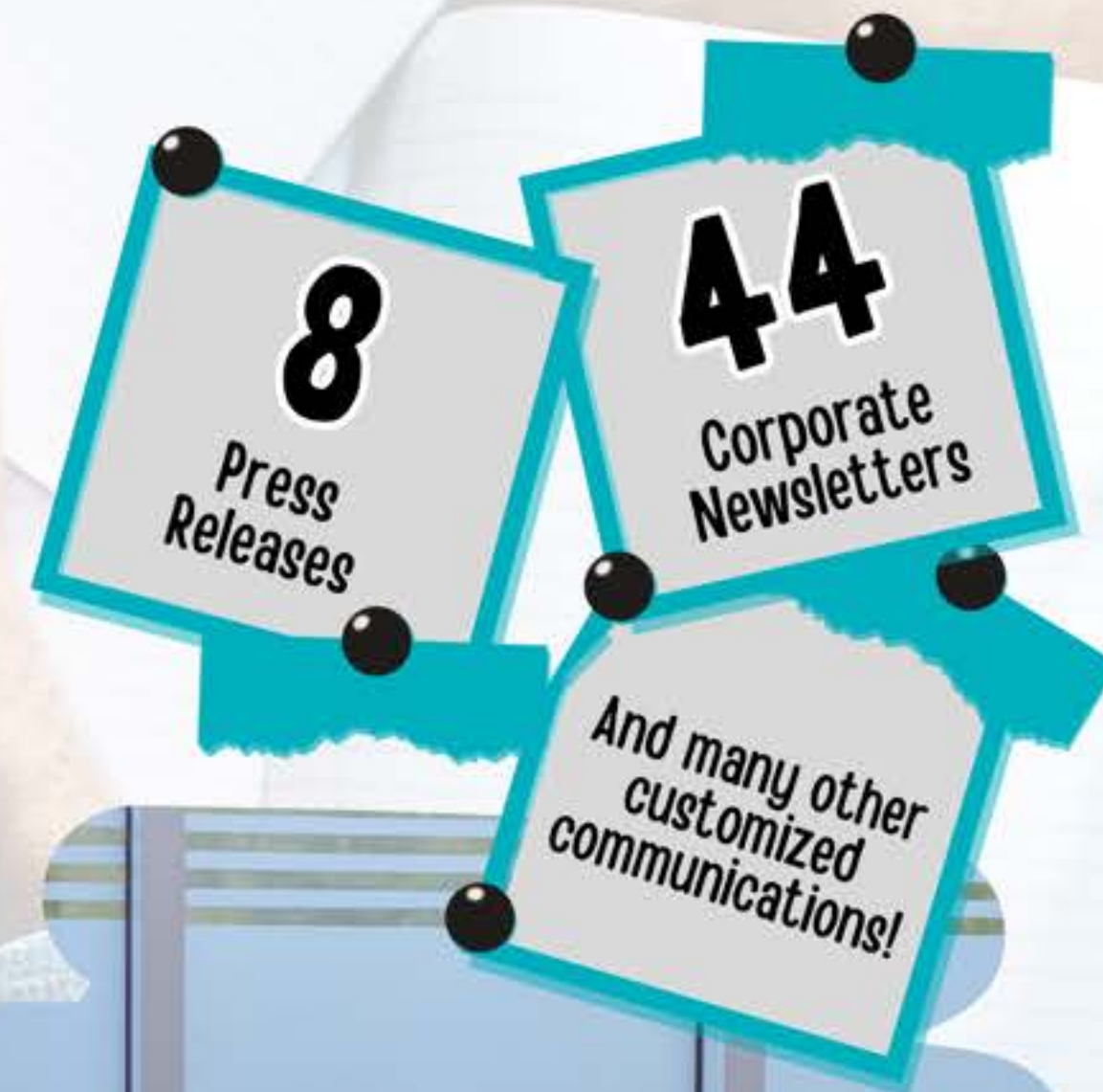
- 170 participants
- 7 speakers and trainers
- 54 participating organizations.

And an online training calendar that benefited over 200 professionals in the province!

COMMUNICATIONS AT THE HEART OF EVERY PROJECT

Communications play a central role in our ability to connect, inform, and inspire. This year, our commitment to supporting Valoris, the Valoris Foundation, and Groupe Convex has strengthened with an expanded mandate.

Valor & Solutions has taken on the task of harmonizing communications and preserving the brand of these affiliated agencies. By aligning our efforts around a common vision, we highlight each organization, ensuring consistency in how we present ourselves to our communities, clients, and partners. This alignment is more than a strategy; it is the key to our collective success and the impact we hope to achieve.



STRATEGIC SUPPORT

FOR REAL CHANGE

“

I had the great pleasure of providing training and coaching in collective impact to the wonderful team at Valor & Solutions. The team has thus enhanced its toolbox and innovative approaches to support collective projects in Prescott-Russell. Great local expertise to share with the community!

”



*Myriam Bérubé
Associate Consultant
Tamarack Institute*

COLLECTIVE IMPACT

This year, we have strengthened our commitment to the collective impact approach by providing in-depth training and ongoing coaching to our team. This allows us to offer strategic support and practical tools to our clients and partners, thus facilitating concrete and measurable **systemic changes**.

Our services include targeted training workshops, personalized coaching sessions, and strategic consultations to ensure that each initiative has a tangible impact. We firmly believe that this direct and focused support is key to generating sustainable and positive results for the entire community.

EMBRACING OUR VALUES

Alliance
Creativity
Intentional

3 HOURS OF TRAINING
AND 6 HOURS OF
PERSONALIZED
COACHING



*Patricia Lamarche
Provincial Coordinator
La Ressource*

*Pascale Parisien
Project Coordinator*

GROWING **OUR REGIONAL** AND PROVINCIAL REACH

We have increased our participation in community tables and committees at both the regional and provincial levels. We have served on committees addressing a wide range of critical issues, including justice, health, developmental services, and the growing need for Diversity, Equity, and Inclusion (DEI).

Our participation in these committees allows us to make a meaningful contribution to the development and implementation of specialized care initiatives, ensuring that the needs and rights of people with a dual diagnosis are represented at all levels of planning and decision-making.

*Daniel Fukumoto
Clinical Supervisor*



SMALL TEAM, BIG IMPACT

Books That Shine Globally

We are proud to contribute to the advancement of human services by offering specialized works that support professionals in their development and learning. Through our publications, focused on Social Role Valorization and various topics in social services, we reaffirm our commitment to improving practices in this essential field. Around the world, our books enrich knowledge and strengthen the skills of professionals, thereby enabling a positive and lasting impact in their communities.

PRESSES 
Valor
PRESS

676 books
sold

Annual revenue for 2023-2024:

\$17,551.30



FINANCIAL INFORMATION

Statement of Results and Changes in Net Assets for the Fiscal Year ended March 31, 2024

Complementary notes and Schedules form an integral part of the Financial Statements.

	2024	2023
	\$	\$
Revenue		
Grants		
Valoris for Children and Adults of Prescott-Russell - Regular	2 336 104	2 293 479
Valoris for Children and Adults of Prescott-Russell - Other	404 509	342 711
Training		
Internal	456 410	359 260
External	235 623	228 582
Valor Press	20 036	19 382
Interest	64 847	38 412
Other	1 350	-
	3 518 879	3 281 826
Expenses		
Purchased Services - Clients	98 275	69 493
Purchased Services - Non-Clients	353 059	371 976
Administration	384 940	326 744
Program Support	96 912	96 912
Insurance	23 935	20 628
Employee Benefits	345 415	319 319
Travelling	19 052	15 864
Office Supplies	68 342	57 870
Supplies for training sessions	166 700	152 630
Trainer's fees	276 242	125 891
Professional Fees	115 520	314 238
Rent and occupancy costs	110 658	110 655
Pensions	109 700	134 831
Programs	16 529	2 303
Advertising	41 240	8 154
Salaries	1 338 674	1 364 107
	3 565 193	3 491 615
Expense Recoveries	(129 127)	(392 019)
Net Expenses	3 436 066	3 099 596
Excess of revenues over expenses	82 813	182 230
	997 483	815 253
Net Assets, end of year	1 080 296	997 483



Valor & Solutions



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VISION

**A community where
everyone thrives.**

MISSION

**Multiplying opportunities.
Together.**

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