



**epic**  
opportunities

empowering  
people in  
community



# Annual Report

## 2024-25

[www.epicmb.ca](http://www.epicmb.ca)

# Our Values



## Respect:

All people have a voice, deserve to be heard and treated with dignity.

## Relationships:

Quality of life is improved when people have genuine connections with others.

## Personal Growth:

Every person has the potential to live a rich and full life. We grow and achieve our highest potential when supports are available.

## Integrity:

We are honest, accountable and follow through on our commitments.

## Advocacy:

We are equally valuable in society and deserving of basic human rights and freedoms.

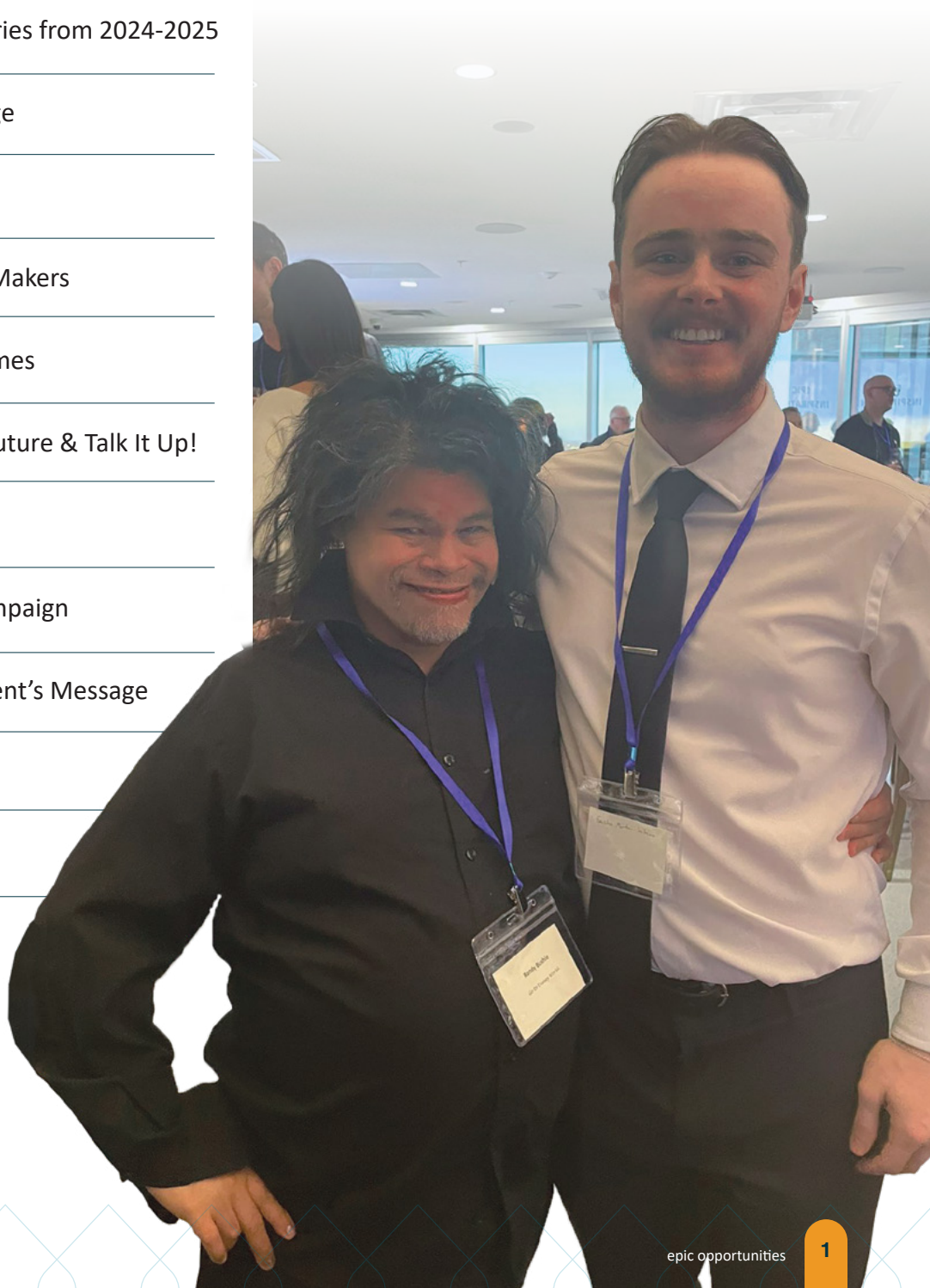
## Inclusion:

Diversity, opportunity and value for all people contribute to stronger communities, enrich people's lives and are the foundation for a better world.



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# Ruby's Epic Memories from 2024-2025



After experiencing a global pandemic that lasted over three years and was officially declared over on May 5, 2023, the years of recovery that followed have been nothing short of magical! At Epic Opportunities, we launched our most recent three-year strategic plan in 2022. It is within this context that I share my profound gratitude for our community of supporters and stakeholders.

In this strategic plan, we identified five broad priorities to guide our improvement process:

1. Develop and implement a COVID recovery strategy.
2. Strengthen organizational capacity and effectiveness.
3. Enhance service excellence and innovation.
4. Identify strategies for board development and governance to support the strategic priorities.
5. Ensure that the Foundation effectively supports the Epic Opportunities mission and strategic priorities.

Various highlights in our annual report speak to these priorities and demonstrate our progress in each area. For me, there have been many memorable milestones along the way, but here are a few of my favourite memories.



## Welcome Home

In July 2024, we welcomed two of the last residents of the Manitoba Developmental Centre to their new home and community in the St. James neighborhood. Our team has been blessed to get to know these amazing gentlemen while celebrating the historic closure of Manitoba's last remaining institution for persons with intellectual and developmental disabilities. There have been many joyful moments as we watch them relax in the comfort of new friends and the security of their new home. This home was made possible by the generous contributions of our donors and supporters. We welcome John and Joe to their new life and many adventures in the community!



## Bridging the Gap – ✨ Mental Health Initiative

In September 2024, with grant funding from The Winnipeg Foundation and support from the I Am Love Project and the Epic Opportunities Foundation, we launched our Bridging the Gap mental health initiative. Since then, we hired a Mental Health Capacity Builder, engaged in regular wellness sessions, provided therapeutic services for individuals experiencing

mental health challenges, created a wellness room, and rolled out training in partnership with Angela Taylor of Supporting Community Together. These focused strategies support mental health using tools specifically designed for people who are neurodiverse and require services often not recognized or provided in our mainstream health system. We have seen the incredible impact of this work, and those tapping into this resource are taking brave and remarkable steps towards a healthier and more empowered future.



## Wrapping Up Our Three-Year Plan

As we enter the final year of our three-year strategic plan, I am so proud of the incredible work done by our team. From improved orientation for new employees starting a career with Epic Opportunities, to the CQL accreditation journey we embarked upon, and the incredible capacity we created to support the work of our Foundation with the addition of our Director of Strategic Communications and Philanthropy, I have seen remarkable progress. While any plan may encounter setbacks and obstacles, our team is stronger than ever. We met these challenges with resolve and passion every day. So many incredible things have happened, and we have so much to celebrate!



## AGM @ Trans Canada Brewing

At our Annual General Meeting last June at Trans Canada Brewing, we embraced a new approach to foster connection and empowerment. We brought our event to a local Winnipeg brewery and invited attendees for an evening of meaningful engagement with Epic Opportunities through interactive stations and memorable photo moments. The event offered a chance to savor local beer and pizza while sharing updates and strengthening community bonds. Together, we shaped Epic Opportunities in an evening that celebrated inclusion and support.



# President's Message 2024-25

As I prepare to conclude my final year of service on the Board of Directors, I am filled with gratitude and pride for the journey we have taken together at Epic Opportunities. It has been an honour to serve as President and to witness firsthand the strength, resilience, and unwavering commitment of this organization to its mission and values.

Over the past three years, we have been guided by a bold and thoughtful strategic plan—one that challenged us to recover from the impacts of the pandemic, strengthen our organizational foundation, and reimagine what it means to support people to live full, meaningful lives in inclusive communities.

Our strategic priorities were ambitious: to foster a post-pandemic culture of wellness and recovery, to build a more inclusive and effective organization, to elevate service excellence through innovation, and to strengthen governance to support our long-term vision. I am proud to say that we have made significant progress in each of these areas.

We renewed our commitment to holistic wellness—not only for the people we serve through our Bridging the Gap initiative, but also for our employees and families. We embraced new ways of working, learning, and connecting, while holding fast to the importance of in-person relationships and community belonging.

We deepened our understanding of equity, diversity, and inclusion, embedding these principles into our policies, leadership development, and recruitment practices. We listened closely to the voices of those we serve, their families, and our staff, using their insights to shape our services and strengthen our culture.

We advanced our pursuit of service excellence, laying the groundwork for accreditation with the Council on Quality and Leadership (CQL), and reaffirming our commitment to person-centered supports that empower individuals to thrive.

And we continued to evolve as a Board—strengthening our governance practices, planning for succession, and ensuring that our leadership reflects the diversity and values of the communities we serve.

None of this would have been possible without the dedication and collaboration of so many. I want to extend my heartfelt thanks to my fellow Board members for the privilege of working alongside you. Your wisdom, integrity, and shared commitment to our mission have been a constant source of inspiration.

To our Executive Director and senior leadership team—thank you for your visionary leadership and steadfast excellence. Over the past six years, you have guided Epic Opportunities through times of great change with clarity, compassion, and courage. Your work has laid a strong foundation for the future.

As I step away from this role, I do so with deep confidence in the path ahead. Epic Opportunities is a vibrant, values-driven organization that continues to lead with heart and purpose. I am proud of all we have accomplished together and excited for what lies ahead.

**Warm Regards,  
Greg Bryant**







# HR Connection

In 2024, our human resources team achieved significant success by focusing on empowering our team for fulfilling lives. We completed a three-year strategic plan, strengthened our support staff, advanced our EDI journey, and reintroduced comprehensive training and orientation to support staff growth at work and in their personal lives.

## Building a Bigger Workforce

Our team has done a great job at cutting down our vacancy rate each month. By teaming up with new partners, we're reaching out to a wide range of job seekers with different skills and backgrounds. Working with groups like Manitoba Start, The Refugee Jobs Agenda Roundtable, and Opportunities for Employment is essential for hitting our hiring goals. With a committed team, we're all about building support systems that reflect our vision, mission, and values, making sure everyone can succeed.

## Driving Diversity

Each year, we enhance our Equity, Diversity, and Inclusion skills; this past year, we focused on reconciliation. Our team participated in Circles of Reconciliation for 10 weeks to foster meaningful conversations and build trust between Indigenous and non-Indigenous people, aligning with the 94 Calls to Action from the Truth and Reconciliation Commission.

We are also excited to announce the launch of our Equity, Diversity, and Inclusion advisory committee, aimed at fostering a welcoming workplace that values diversity and inclusion. Comprising of employees from various roles and backgrounds, the advisory committee will provide feedback and work on initiatives to promote equity and inclusion, shaping policies that enhance belonging at Epic Opportunities.

## Training for Outcomes

At Epic Opportunities, enhancing team capacity is central to our strategic plan. Resuming in-person training has revitalized our workforce, leading to the launch of expanded Values & Rights Training in 2024 for all employees. This training emphasizes team membership and the rights of those we serve. Additionally, an online orientation for new hires helps them connect and prepare as Direct Support Professionals. These initiatives have boosted employee skills, productivity, job satisfaction, and retention, aligning staff with organizational goals and improving support for clients.

## Our Numbers

♥ **284,032** hours of direct support empowering people in everyday life

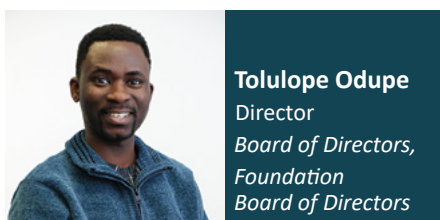
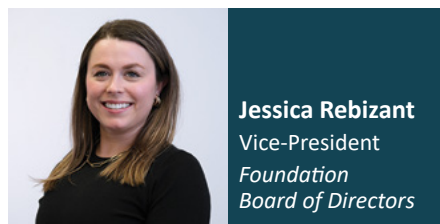
✈ **794** hours supporting dream vacations

✎ **18,053** hours of administrative and HR support

🚗 **174,930** fleet kms – that's more than four times around the earth!

# Meet our *Change Makers*

We extend our heartfelt gratitude to our boards for their unwavering dedication to Epic Opportunities. Their varied expertise in areas such as board governance, strategic planning, and community development directs our efforts, while their enthusiasm drives our success in creating inclusive communities for individuals with intellectual and developmental disabilities. Each member is essential to our strategic planning, and we deeply value their steadfast commitment and positive impact as they guide us in fulfilling our mission.



“ We make a living by what we get.  
We make a life by what we give.  
— Winston Churchill ”





## <-- Meet Chelsea Malo

### Mental Health Capacity Builder

"Embracing mental health has always been at the heart of my journey, and this new opportunity will enable me to extend my reach, foster stronger connections, and empower individuals to lead lives filled with purpose and meaning."



## <-- Meet Cody Coble

### Direct Support Professional

"It's essential for everyone, including the people we serve, to have someone in their life who supports their goals and ambitions, while also supporting them as they confront life's difficulties. I love knowing that I can do that and actually make a difference in someone's life."



## <-- Meet Cindy Castillo

### Direct Support Professional

"The people I serve are just like me.... they have talents and gifts. They have good times and difficult times. They are able to do things and maybe not able to do other things. They are important."



## <-- Meet Mojib Dhillon

### Senior Manager

"I love working for Epic Opportunities because I love helping people in my community. The feeling of helping others is so uplifting and powerful. This work gives me satisfaction, and the residents and staff have become a part of my family."



## <-- Meet David Presonka

### Direct Support Professional

"Epic Opportunities is a special place because of the people we serve, our vision, mission and our values. I personally love witnessing individuals achieving goals and dreams. Every individual I have ever supported has been a guide for me. They have taught me more about truly living than I have ever taught any of them."

# Celebrating Outcomes

## Empowering Individuals to Lead Fulfilling Lives

Epic Opportunities is committed to using the Personal Outcome Measures® tool to improve the quality of life of those we serve. This tool allows individuals to express their dreams and aspirations, encouraging them to thrive and reach their fullest potential. By focusing on the Personal Outcome Measures® areas below, we can continually improve quality, and tailor our support to meet individual goals, fostering empowerment and ensuring that each person's voice is respected.

Below are several stories that celebrate the distinct experiences shared by some of the people we serve. These narratives demonstrate that there are numerous paths to achieving personal goals, and as more people succeed, we collectively experience a more inclusive community.

### My Human Security



*Ensures individuals are safe, healthy, respected, and free from abuse while enjoying continuity, fairness, and the exercise of their rights.*

Beth moved into her new home in the fall of 2024, and from the moment she arrived, she felt an immediate sense of belonging. She knew in her heart that she had found the right place, calling it her dream home—a perfect reflection of what she had hoped for. Since settling in, Beth has built meaningful relationships with her roommates and now feels truly happy, safe, and connected. Her new home has become a place of peace and comfort, where she feels supported and content every day.



### My Community

*Focuses on people's access to and participation in inclusive, integrated community environments and activities.*

Robert has a deep passion for music. He enjoys dancing, singing, and composing tunes. Recently, he began music therapy sessions with Tanya and focused on playing his keyboard. When Tanya suggested hosting a concert, Robert was fully on board. Together, they developed a plan.

Robert began rehearsing various pieces and by mid-December, he was ready to share his music at a special Christmas concert. The event was attended by his friends, family, and support staff. Robert's performance was deeply moving, and he was inspired by everyone's support. Since then, Robert has expressed a desire to do it again!







## My Relationships

*Emphasizes the importance of natural support networks, friendships, intimate relationships, and social roles, with control over personal information.*

Judy has long wanted a roommate and has been searching for the right person to share her home with. The desire for a genuine connection and finding the right fit was something she never gave up on. This past year, Judy's wish came true and she was able to move into a new home along with two new roommates.

For Judy, friends are like family, and this transition was not merely about changing living arrangements; it was about transforming a house into a home.

## My Choices



*Supports individuals in making their own decisions about where they live, work, and the services they receive.*

Ruth had lived independently for many years, valuing the freedom and autonomy it brought. When her health needs changed, she recognized the need for additional support. To honor her preferences and preserve her independence, the Epic team collaborated closely to develop a personalized plan that aligned with her goals. In September 2024, Ruth transitioned into a Home Share arrangement with her friend Debbie. This new living situation not only provided the support she needed but also respected her choices, enriched her life through friendship, and brought her immense joy.



## My Goals

*Encourages people to define and achieve their personal goals.*

When she wasn't able to get tickets to Stars on Ice in Winnipeg, Corinne spontaneously planned a last-minute trip to see them in Edmonton, seizing the opportunity for an unforgettable adventure. She explored West Edmonton Mall, enjoyed the excitement of the water park, and took in the sights of the city. The highlight of her trip was finally getting to attend Stars on Ice. Corinne certainly accomplished her goals, and then some!

# A More Inclusive Future *Anacitis*



**Around a decade ago, we set out on a mission to fulfill our vision—one where support shifts focus from facilities to full community inclusion for individuals with disabilities.**

Over time, we have decreased the number of physical day service locations as we work towards this goal. These actions aim to lessen reliance on services that feel less authentic and to create an environment where those we support can connect with their communities through more natural means. This is the direction we strive for, and with this mindset, we have decided to close another chapter—our physical site at 1745 Portage Ave. This marks a significant milestone in our journey to ensure that ALL individuals are included and embraced as valuable members of the community.

## When One Door Closes, Another Opens

As we embark on this new chapter, we invite everyone to join us in reimagining what true inclusion looks like. This shift away from facility-based services has always been grounded in our mission to offer comprehensive support and foster inclusive communities. In preparation for the closure of this physical location by September 30th, 2025, we are actively planning the transition. This transition isn't merely about closing a location; it's about opening up possibilities for richer, more meaningful interactions within the community. Our commitment to inclusivity drives us to explore innovative ways of connecting people with disabilities to the world around them.

This journey is a shared one, and we are excited to see how our community evolves as we continue to champion inclusivity, understanding, and collaboration. Together, we can create new opportunities to enhance the lives of those we serve and progress further toward our vision of a more inclusive and diverse community.

## Talk it Up!

**Over the past year, Talk It Up! has continued to grow, broadening its influence within the community and fostering positive change.**

Leaders from the St. Amant advocacy group have shared that Talk It Up!'s success has been an inspiration for them and has guided them in their work.

Talk It Up! was invited to participate in Canadian Mennonite University's annual social justice fair in February 2025.

Members of Talk It Up! sat on the committee for the inaugural Disability Pride event at St. Vital Park (July 18, 2024). In Canada, July is officially Disability Pride month, celebrating persons who experience disability, their identities and culture, and their positive contributions to society.

Since the last AGM, Talk It Up! has organized 11 empowering workshops covering topics like mental health support, music therapy, voting awareness, rights, self-esteem, self-acceptance, and internet safety. Our dedicated committee members have stepped up to lead and create meaningful content, fostering an inclusive and supportive environment.

## Talk It Up! Upcoming Projects:

- Disability Pride 2025 – July 18th, 2025
- Working alongside St. Amant and New Directions to digitize the 3-day, peer-led rights training created by Abilities Manitoba and People First of Manitoba
- More workshops (e.g. personal goals and aspirations, bullying, abuse awareness and prevention)





# Bridging the Gap

## Building Bridges

In 2024, we were overjoyed to receive a grant to launch our **Bridging the Gap** initiative. This initiative is rooted in our deep commitment to enhancing access to mental health resources for the communities we support and overcoming the challenges individuals with disabilities face in obtaining mental healthcare.

People with disabilities encounter distinct hurdles when accessing mental health services. These challenges stem from a lack of understanding and accommodation of their needs, alongside the stigma attached to mental health issues. Despite the increasing need for mental health support, many individuals with disabilities experience incredible barriers to securing suitable care. This gap often goes unnoticed, and even those who recognize it may feel unsure about how to bridge it. Our team is committed to this cause, having witnessed the individuals we support left struggling with the scarcity of systemic resources while grappling with serious mental health challenges. We have been actively seeking ways to deliver these essential services. With the backing of the Winnipeg Foundation, we launched “**Bridging the Gap**,” a project designed to diminish disparities in mental health resources for those with developmental and intellectual disabilities. This initiative marks a significant milestone and represents an innovative leap forward, challenging conventional therapy methods.

Sadly, there is a significant resource gap for mental health work in the city. To address this, we were excited to welcome Chelsea Malo as our Coordinator and Mental Health Capacity Builder. With a focus on finding solutions to overcoming barriers, we collaborated with experts like Angela Taylor from Supporting Community Together. These barriers such as communication challenges, sensory processing differences and lifelong wounds from attitudinal stereotypes impact treatment and care due to insufficient attention to specific disabilities. We are so grateful to see this funding begin to erode these barriers. As we look to the future, it is crucial that we remain committed to fostering a safe environment and addressing the stigma surrounding mental health issues. Together we can ensure that the gains made will not disrupt this healing process for individuals with disabilities.



To improve accessibility, we are dedicated to adapting therapeutic practices by considering communication styles, sensory needs, and physical abilities, and offering flexible session formats. These changes will make the environment more welcoming for neurodiverse clients. Additionally, we have established a safe space for therapy in the “wellness room” and started exploring art therapy, which has been remarkably successful. The **Bridging the Gap** initiative is a program we hope will thrive well into the future, as it is essential and the positive outcomes witnessed so quickly are evidence of its impact. There is much more to achieve, and this team is relentlessly seeking ways to enhance service accessibility through online options, diverse therapy formats, and staff training to better support those they serve. One day, we aspire to extend this awareness and training to the community, where many more are in need.



*“**Bridging the Gap** is about walking with compassion instead of judgment. It’s about true inclusion, which isn’t about making space at the table—it’s about recognizing that the table was never meant to be one-size-fits-all. True belonging means co-creating spaces that hold all of us. When we walk with love in community, we commit to supporting all parts of each person—not just the ones that are easy to understand or convenient to include.”*

— Angela Taylor, Mental Health and Accessibility Expert  
Bridging the Gap Partner, Supporting Community Together

### Funding Partners:



# Celebrating Our “Dare to Dream” Campaign

## What Dreams May Come

This past year, we were thrilled to launch our Dare to Dream campaign! This initiative highlights the universal connection to dreams, underscoring the idea that everyone, regardless of their abilities, has aspirations. Its purpose is to dismantle misconceptions and barriers, inspiring all dreamers to DARE TO DREAM. Led by the Epic Opportunities Foundation, this campaign focuses on three essential areas of work aimed at empowering and supporting the individuals we serve. By addressing their distinct needs and aspirations, it plays a crucial role in fulfilling the mission and vision of Epic Opportunities.

### Epic Inspirations

The Epic Inspirations scholarship fund assists individuals with disabilities in reaching their goals by tackling challenges such as accessibility and financial constraints. It supports dreams that range from horseback riding and vacations to attending film school.

### Epic Endeavors

The Epic Endeavors Fund backs strategic initiatives aimed at enhancing organizational quality, with a focus on mental health, digital accessibility, employment, and volunteer opportunities—key components for nurturing an inclusive community.

### Epic Homes

This fund is dedicated to acquiring and constructing secure homes, ensuring that individuals have a safe and nurturing environment where all people can age with dignity and without the fear of displacement.







## The Campaign Launch

On November 5, 2025, we proudly launched the Dare to Dream campaign at the Taylor McCaffrey offices, joined by wonderful community members. This event brought together individuals we serve, donors, community supporters, and people from various backgrounds. It featured the thrilling announcement of a \$40,000 matching donation from Garth Manness, alongside the unveiling of the Inspirations Scholarship Fund.

In memory of Ron Wasylycia-Leis, donations totaling \$15,000 were allocated to establish this remarkable fund. Ron made a significant impact on many lives through his involvement with the Epic Opportunities and Foundation Boards, leaving behind a lasting legacy. This fund is designed to assist individuals with disabilities in overcoming obstacles such as accessibility and financial limitations, enabling them to reach their goals.

This event was a fantastic way to launch the campaign, and we are immensely thankful to our campaign partners for their support in initiating this remarkable endeavor and sharing our story!

“At the heart of it all, our aspiration is to empower every individual we serve, to chase and achieve their dreams, while having the means to make that a reality,” shares Ruby Reimer, the Executive Director of Epic Opportunities. “We were deeply moved that the business community rallied with us to launch this significant campaign, a poignant reminder that everyone has the right to dream.”

We’re still dreaming big! We invite you to be a part of our Dare to Dream campaign as we carry on this journey together. The support from our community is not merely a gift; it’s a powerful affirmation of our belief in a world where everyone has the right to dream, to belong, and to be loved.

### Thanks to our Dare to Dream Partners

**Assiniboine**  
Credit Union

**CHLOMORE MEDIA**  
DIGITAL MEDIA GROUP

**TAYLOR**  
**McCAFFREY**  
LAWYERS

**TRIPWIRE**  
MEDIA GROUP

**Media**  
**Partner:**  
**Bell Media**





# Transformation is a *Journey*



This past year has been nothing short of transformative as we continue to deepen our commitment to creating meaningful opportunities for individuals we support and their communities.

At the heart of this transformation is the strengthening of our core giving pillars—Epic Homes, Epic Inspirations Scholarship Fund, and Epic Endeavors. These pillars reflect our belief that everyone deserves a safe and enriching place to live, the chance to grow through education, and the opportunity to pursue their dreams with dignity and purpose.

One of the most inspiring milestones this year has been the launch of the Epic Inspirations Scholarship Fund. This program has been a dream in the making, and to see it come to life has been nothing short of extraordinary. We proudly reached out to our first three scholarship recipients, and hearing their stories, their aspirations, and their excitement for the future reminds us exactly why we do this work.

One recipient shared, “This scholarship means more than just financial support—it’s someone believing in me, cheering me on, and walking with me as I reach for my goals. I never thought something like this could happen to me.”

Another highlight was the amazing energy surrounding the Dare to Dream campaign—a movement that sparked creativity, connection, and collective hope. From the campaign kickoff to the stories shared by those involved, Dare to Dream reminded us that every individual, no matter their circumstance, has the right to dream boldly and be supported in those dreams.

As we reflect on our growth, we are also looking forward. This next chapter invites all of us—donors, partners, volunteers, and champions—to dream bigger and give with intention. Your support fuels change. It builds homes, it funds education, it opens doors to new possibilities.

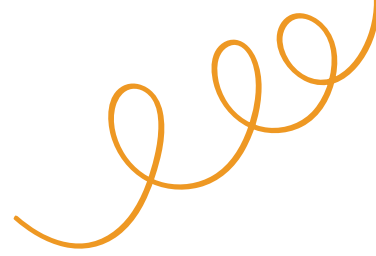
On behalf of the entire Foundation Board, thank you for believing in this mission. Together, we are not just imagining a better future—we are building it.

Sincerely,  
Amy Tung





# Foundation Report



## No Better Time to Dream Than Now!

What an incredible year it has been! Since its inception in 2011, the Epic Opportunities Foundation has been a steadfast supporter of Epic Opportunities' mission. As the primary fundraising arm, we are thrilled to announce our achievements in both raising funds and spreading awareness of our cause!

## Our Commitment

Our commitment to fostering an inclusive community and sharing the stories of those we support has never been more important. One of the most rewarding outcomes of our initiatives is the vibrant energy that fills a space when we bring together individuals from diverse backgrounds, each with their unique abilities and talents. While this may not be a specific objective, it undeniably reflects our passion. In this inclusive environment, we have been able to concentrate on **accessibility, mental health, and housing**. Our hope is to not only open doors for those we serve but to also inspire many other community members to join our mission—because together, we can all make a difference.

## Our Giving Priorities

Over the past year, the Foundation focused on aligning its giving priorities with the Epic Opportunities leadership team's strategic plans. These evolving priorities guide fundraising efforts:

- **Epic Inspirations:** This Scholarship Fund empowers individuals with disabilities to pursue dreams by overcoming barriers like accessibility and financial constraints.
- **Epic Endeavors:** This Fund enhances organizational quality, emphasizing mental health, digital accessibility, employment, and volunteerism to foster an inclusive community.
- **Epic Homes:** This fund aids in acquiring and building secure homes, ensuring individuals have stable living environments to age without fear of displacement.

## Dreaming Out Loud

The Epic Opportunities Foundation launched the “Dare to Dream” campaign in fall 2024 at a heartfelt event hosted by Taylor McCaffrey's office. This initiative champions inclusivity, aiming to dismantle stereotypes and generate funds to help individuals realize their dreams. Additionally, the Inspirations Scholarship Fund was introduced, alongside a generous \$40,000 matching donation, heralding a promising beginning for community fundraising efforts.

Thanks to these and numerous other initiatives like our collaboration with I Am Love Project that brought in more than \$2,500, we raised just over \$80,000 in donations to benefit the Epic Opportunities Foundation. Furthermore, we obtained grants that allowed us to kick off our Bridging the Gap campaign and employ summer students, enriching our efforts while offering a meaningful experiential learning environment. All of these contributions played a vital role in fulfilling our foundation's objectives.

## Thank You ✨

In spring 2025, we held a successful donor recognition event at the Leaf in Canada's Diversity Gardens to thank our corporate donors. Guests enjoyed a tour of the biomes and updates on our initiatives, fostering engaging conversations and inspiring stories. The event aimed to create lasting moments of well-being and highlighted the significant impact of community support, reigniting our donors' sense of purpose.

We're delighted to witness a remarkable rise in community awareness and an increase in donors. It's heartening to observe this progress as we acknowledge the journey that lies ahead. With the backing of our community, we can extend our impact and foster an inclusive environment where everyone is cherished, benefiting from equal opportunities and meaningful connections.

For more information about the Foundation, visit [www.epicmb.ca](http://www.epicmb.ca).







# Thank you Event

What an amazing day it was as we hosted our corporate supporters at the Canadian Museum for Human Rights for our 2024 Thank You event. Many attendees formed new relationships while enjoying laughter and reconnecting with familiar faces. As a group, we had the opportunity to open our minds and hearts during a guided tour of the museum, honoring the importance of equality and inclusion for all—values we can all help to uphold. We continue to strive to show our heartfelt appreciation for our corporate partners who are all contributing to a stronger and more inclusive community.



*Thank you for your incredible support! Your donation plays a vital role in turning the ideals of acceptance and empowerment into a tangible reality. Together, we can build a community where everyone feels safe and valued.*

— Stephanie Kababie, Director of Strategic Communications and Philanthropy



# Thanks to *Donors*

“ Every contribution is a stepping stone toward a more inclusive future. ”

## Our 2024-25 Donors

### PERSONAL DONORS

#### Friends

Maryvonne Alarie  
Marc Allard  
Carole Barber  
Ed & Dorothy Barkman  
John Bender  
M.Elizabeth Boote  
Pauline Boucher  
Wendy Boyd  
Greg Bryant  
Eva Campbell  
Karen Cavers  
Raymond Currie  
Tracy Dahl  
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Margaret Talbot  
Ken & Connie Toews  
Amy Tung  
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Judy Wasylcia-Leis  
Courtney Welch  
Bruce & Karen West  
Robert Williams  
Mary Witzke  
Paul Wood  
Denise Yaremchuk  
Cheryl Zealand

#### Allies – \$1k+

Stephanie Kababie  
Alain Laurencelle  
Gary & Brenda Leis  
Rotary Club of Charleswood  
Charitable Foundation  
Wes & Christine Schollenberg  
Cathy Skene

#### Champions – \$20k+

Garth Manness

### CORPORATE DONORS AND GRANTING BODIES

Assiniboine Credit Union  
Canada Helps  
Canada Summer Jobs Grant  
Canadian Online Giving  
Foundation  
Christopher J Hayes Medical  
Corporation  
Highroad Property Services Inc.  
I Am Love Project Inc.  
Incusion System  
Medigroup Health Services

Mercier & Associates  
Northway Pharmacy  
Precedent Computer Consulting  
SunLife  
Taylor Hope Fund  
Taylor McCaffrey  
The Standard Insurance Brokers  
The Winnipeg Foundation  
Tripwire Media Group  
United Way

## 2024 Epic in Bloom Prize Sponsor

Mercier & Associates

# Financial Report



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## Report of the Independent Auditor on the Summary Financial Statements

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To the Directors of Epic Opportunities Inc.

### Opinion

The summary financial statements, which comprise the summary statement of financial position as at March 31, 2025, and the summary statement of operations for the year then ended are derived from the audited financial statements of **Epic Opportunities Inc.** (the "Organization") for the year ended March 31, 2025.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria disclosed in the Note to Summary Financial Statements.

### Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the Organization's audited financial statements and the auditor's report thereon.

### The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated June 5, 2025.

### Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria disclosed in Note to Summary Financial Statements.

### Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.

*BDO Canada LLP*

Chartered Professional Accountants

Winnipeg, Manitoba  
June 5, 2025

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## EPIC OPPORTUNITIES INC. Summary Statement of Financial Position

March 31	2025	2024
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### Assets

#### Current Assets

Cash and cash equivalents	\$ 1,262,882	\$ 1,650,381
Accounts receivable	514,751	364,310
Benefit plan receivable	196,986	200,498
Prepaid expenses and supplies	40,586	111,141
	2,015,205	2,326,330

#### Capital assets

6,614,781	6,607,151
\$ 8,629,986	\$ 8,933,481

### Liabilities and Net Assets

#### Current Liabilities

Accounts payable and accrued liabilities	\$ 1,100,197	\$ 1,279,480
Advance - Province of Manitoba	556,346	556,346
Required cash repayments for callable debt	221,037	692,318
	1,877,580	2,528,144

Callable debt	4,173,766	3,501,531
	6,051,346	6,029,675

#### Deferred contributions

948,250	983,173
6,999,596	7,012,848

#### Net Assets

Internally restricted reserve funds	60,000	60,000
Unrestricted	298,662	430,504
Investment in capital assets	1,271,728	1,430,129
	1,630,390	1,920,633

\$ 8,629,986	\$ 8,933,481
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The accompanying note is an integral part of these summary financial statements.

## EPIC OPPORTUNITIES INC. Summary Statement of Operations

For the year ended March 31	2025	2024
<b>Revenue</b>		
Province of Manitoba	\$ 14,572,153	\$ 14,903,430
Winnipeg Regional Health Authority	36,814	35,028
Program revenue	50,075	106,220
Amortization of deferred contributions	20,240	72,210
Rental revenue	46,596	46,558
Other grants	44,860	-
Interest	11,142	15,680
Donations and fundraising	350	12,444
	<b>14,782,230</b>	<b>15,191,570</b>
<b>Expenditures</b>		
Advertising and promotion	14,305	21,816
Amortization	374,129	351,385
Bank charges	3,996	4,471
Information technology	75,782	70,606
Insurance	117,309	103,196
Interest on callable debt and long-term debt	172,859	130,688
Licenses, membership and dues	4,993	4,047
Office supplies, postage and copies	25,533	26,196
Professional fees	103,501	174,577
Program cost	736,493	677,692
Rent	554,889	609,308
Repairs and maintenance	342,801	354,928
Salaries and benefits	11,768,298	12,100,423
Start-up costs	43,937	49,467
Taxes	85,838	82,287
Training	32,409	37,077
Transportation	187,458	187,415
Utilities	220,602	213,198
	<b>14,865,132</b>	<b>15,198,777</b>
<b>Deficiency of revenue over expenditures before other items</b>	<b>(82,902)</b>	<b>(7,207)</b>
<b>Other Items</b>		
Transfer to Epic Opportunities Foundation Inc.	-	(12,119)
Health and dental premiums received from employees	301,732	278,454
Health and dental claims paid	(425,504)	(400,766)
Health and dental claims administration	(83,569)	(77,362)
	<b>(207,341)</b>	<b>(211,793)</b>
<b>Deficiency of revenue over expenditures for the year</b>	<b>\$ (290,243)</b>	<b>\$ (219,000)</b>

The accompanying note is an integral part of these summary financial statements.





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## **EPIC OPPORTUNITIES INC.**

### **Note to Summary Financial Statements**

**For the year ended March 31, 2025**

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Management is responsible for the preparation of summary financial statements. The summary presented includes only the summary statement of financial position and the summary statement of operations. It does not include any other schedules, the significant accounting policies and notes to the financial statements. The summary statements of financial position and operations are presented in the same detail as the audited financial statements, except the note referencing has been removed.

Copies of the audited March 31, 2025 financial statements are available at the Organization's office at 200-1600 Ness Avenue, Winnipeg, Manitoba.

All people have inherent  
value, a purpose to  
fulfill and are deserving  
of *Unconditional  
Acceptance.*



**epic**  
opportunities

| empowering  
people in  
community

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