



# Abilities Manitoba

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## ANNUAL REPORT

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FY 2025 - 2026

“Progress is not inevitable. It is up to us to create it.”  
-Judith Heumann, Disability Rights Advocate-

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# Strategic **PLAN**



## Strategic Focus Areas 2026- 2028

### Advocacy focus areas:

- Quality Framework
- Training standards & wages that match responsibilities
- Cost of living adjustment & increases

**1**



### Communications:

- Public relations focus on brand recognition & credibility
- Strategic internal & external communications to unify message

**2**



### Increased revenue for Abilities Manitoba



**3**

# Mission, Vision, & Goals

## Mission Statement

Abilities Manitoba is a network of agencies that exists to foster excellence in services for people with intellectual disabilities

## Vision Statement

Together we can create a province where all Manitobans value the quality of life of people with intellectual disabilities, and the partnership between communities, governments, families, and agencies that support them.

## Our Goals

- To promote the interests of Manitobans with intellectual disabilities and the supports necessary to realize their chosen lives in their community.
- To act as a provincial body on behalf of members, promote member concerns to government, and represent members to relevant planning bodies.
- To strive for optimum service standards, advocate for the resources necessary to achieve those standards, and promote a shared code of ethics for all members.
- To facilitate the sharing of information and resources, both between members and with other interested parties.

# Our Values

## ***Community Participation***

We need community participation to make inclusion, choice and respect for all people a reality.

## ***Respect***

The people we are supporting are deserving of qualified staff. Member agencies must comply with all pertinent legislation such as The Adults Living with an Intellectual Disability Act, Human Rights and all others to ensure all persons are treated equitably.

## ***Human Rights***

We promote the interests, rights and freedoms of supported individuals in member agencies.

## ***Transparency***

Member agencies will be respectful of and accountable to the people they serve, employees, funders/government, and the community at large.

## ***Not-For-Profit***

Services provided to the people we support will be not-for-profit.

## ***Natural Supports***

We recognize the value and contribution of natural supports for people with intellectual disabilities.

# Board *OF DIRECTORS*

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**Katelyn Dykstra**

**President**  
Director of  
Operations at  
EnVision  
Community Living



**Malinda Roberts**

**Vice President**  
Executive Director  
at WinnServ



**Ven Block**

**Treasurer**  
Director of Finance  
and Operations at  
VOI



**Kim Nelson**

**Secretary**  
Executive Director  
at Gateway  
Resources



**Ben Adaman**

**Director**  
President and CEO  
at St. Amant



**Krista Bissett**

**Director**  
CEO at Connect  
Employment  
Services



**Eric Friesen**

**Director**  
Executive Director  
at Oshki-Giizhig



**Heather McNeill**

**Director**  
Executive Director  
at Community  
Bridges Gimli



**Audra Penner**

**Director**  
President and CEO  
at ImagineAbility

# Our **TEAM**

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**Margo Powell**

**Executive  
Director**



**Leanne Ferez**

**Project  
Specialist**



**Thi Minh Phu Vo**

**Administrative  
Assistant**

# Our **MEMBERS**

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ACL Beausejour Branch Inc.  
ACL Flin Flon  
ACL Swan River  
ACL Virden  
Arcane Horizon Inc.  
Blue Sky Opportunities  
Career Connections Inc.  
Community Ambitions Day Service  
Community Bridges Gimli  
Community Living Interlake  
Community Respite Service Inc.  
Com-Span Inc.  
Connect Employment Services Inc.  
COR Enterprises  
Cornerstone Christian Care Society Inc.  
DACSH Inc.  
EnVision Community Living  
Epic Opportunities  
Equal Opportunities West Inc.  
Frontier Trading Company Inc.  
Gateway Resources Inc.  
GROW  
Hearthstone Community Group Inc.  
ImagineAbility Inc.  
Inclusion Selkirk  
Inclusion Winnipeg Inc.  
Innovative LIFE Options Inc.  
Juniper Center Inc.  
L'Arche Winnipeg  
L'Avenir Cooperative Inc.  
Life's Journey's  
New Directions  
Norshel Inc.  
Opportunities For Independence Inc.  
Options, Pathway & Transitions Inc.  
Oshki-Giizhig Inc.  
Parkland Regional Community Linc. Inc.  
Parkland Residential & Vocational Services Inc.  
Prairie Partners Inc.  
Prairie Places Inc.  
Pulford Community Living Services  
Riverdale Place Homes Inc.  
Rolling Dale Enterprises Incorporated  
Samtak Co-op Inc.  
SCE LifeWorks  
Shalom Residences Inc.  
SPIKE Inc.  
St. Amant  
Touchwood Park Association Inc.  
Transcona Springfield Employment Network (TSEN)  
Turning Leaf Community Support Services Inc.  
Visions of Independence Inc.  
WASO Inc.  
Wings of Power  
Winnserv Inc.  
**Non-Voting Members**  
Alliance of Direct Support Professionals  
Action Marguerite  
Cerebral Palsy Association of Manitoba  
CoHabit  
Community Living Manitoba  
Continuity Care  
Family Advocacy Network (FAN) of Manitoba  
Manitoba Down Syndrome Society  
Red River College Polytech  
St. Amant Research Centre

## 2025-2026 Members



### TOTAL CLdS FUNDING

**\$365.7 Million**

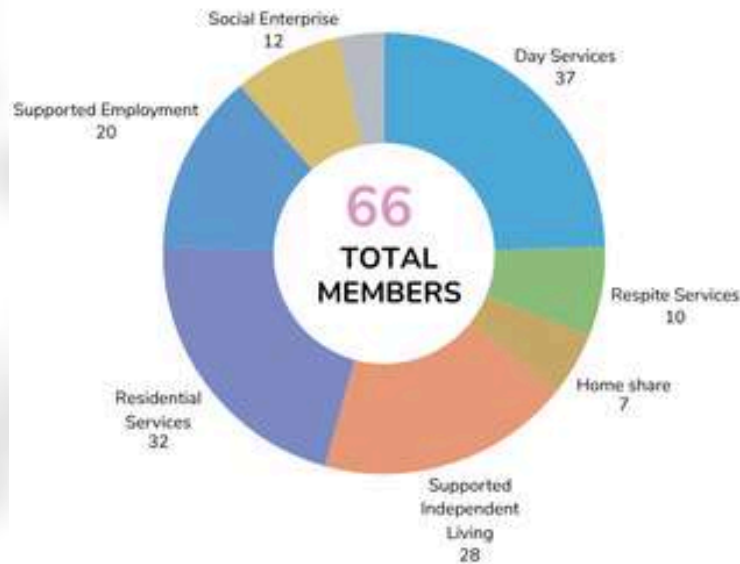
Received by Member Organizations



### OUR MEMBERS

**66** Member Organizations  
Across Manitoba

### MEMBER ORGANIZATIONS BY SERVICE TYPE



Together, our 66 member organizations support Manitobans with intellectual and developmental disabilities to live, work, learn, play and participate fully as Manitobans.

**Stronger together. Building an Inclusive Manitoba.**

# President's **REPORT**

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*Katelyn Dykstra*  
*katelyn@envisioncl.com*

Abilities Manitoba  
2025-2026

This is the first report the Abilities President is submitting to the Membership separate from the Executive Director. Historically, we have merged our report into one “Leadership Report.” This change reflects the ongoing work the Board is doing to move our focus to governance. Part of this governance work this year has been to look at our governing documents and ensure they align, to support Margo to have a clear plan for operationalizing Abilities Manitoba’s vision, and to ensure the Board and Abilities are accountable and sustainable through the continued development of our Board policies.

When the Board reviewed our governing documents at the beginning of the year, there was a lot to sift through. We had recently revised Articles of Incorporation and Charitable Purposes (following our successful application for Charitable Status); recently revised by-laws; our existing vision, mission, values, and goals; board policies that are currently in development, a 6 year strategic plan starting in 2022 and ending in 2028; and, a Five Priority Pathway. With all these documents guiding our work, we found ourselves searching for clarity about where the organization is headed. We knew that without this clarity, Margo did not have a clear map to steer Abilities with.

We decided it was a good use of our time to begin by relooking at our Strategic Plan. When we did a strategic plan in 2022, we had a much larger team and budget. Since the end of the Quality Framework Project, our budget and team are much smaller. We rightly assumed that the strategic plan likely was not operational with our current realities.

In February, the Board spent a full day revising the strategic plan. Based on the 2022 Strategic Plan, we went into the day with 8 existing priorities:

- 1) Lobbying and Public Relations Plan,
- 2) Strategic Communication Plan,
- 3) Business Plan for increased revenue,
- 4) Quality framework resources and promotion,
- 5) Coordinate DSP training path,
- 6) Member consultation program,
- 7) Member resource hub, and
- 8) Future leadership development.

Some of these priorities were partly or completely accomplished (i.e. we have a communication plan but do not have the resources to fully implement it). But, we knew that based on our current human resources, we could not focus on 8 priorities. We needed to hone them in. What resulted from the day together was a clear message: Lobbying is Abilities' first priority. Everything else we do stems from that priority.

In order to ensure we can lobby to the best of our ability for our members, our other foci are: Public Relations, which will help our brand be known and trusted; Strategic Communications, which will help us communicate effectively to members about what we are doing; and Increased Revenue, which is required in order us to have a good lobbying plan and be able to execute it. In the few months of the 2025/2026 fiscal year we have been implementing this plan, we have already seen success: increased special contributions which allowed us to hire a communications company to help us with our lobbying efforts, increased revenue from training, and excellent movement on our relationship with the current government and its opposition.

The governance committee has continued their work and made considerable progress on a Board Policy Manual that has given Margo and the Board clarity. We have begun implementing some of the new policies. Most notably, we revised the Executive Director job description to help it reflect the role that the Executive Director of Abilities is doing now. After we completed that, the Board thought a compensation review for the role was timely. We engaged People First HR for that process. We were not surprised to find that Abilities falls below the recommended range for an Executive Director salary. We took some steps to improve the Executive Director compensation package but know it is still below what is competitive. We have committed to review the package again in the fall once we have a better picture of our finances this current fiscal year.

This work would not have been possible without a high level of collegiality, commitment, and thoughtfulness on behalf of the board. I want to thank each member of the 2025/2026 Abilities Board for your contributions this year. It has been a pleasure to work alongside all of you.

## Leadership **REPORT**

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*Margo Powell*

*margo@abilitiesmanitoba.org*

Throughout the year, Abilities Manitoba made steady progress across advocacy, financial sustainability, operations, and training. Strengthened systems, sustained engagement with government and partners, and expanded training efforts position the organization to continue supporting members and advancing sector improvements.

## **Advocacy**

Abilities Manitoba continued to advance its role as a provincial voice for member organizations, focusing on systemic issues impacting service delivery and quality of life.

Advocacy efforts prioritized consistent engagement with government, including senior officials within the Department of Families, to address workforce shortages, funding pressures, and system inefficiencies.

Significant work focused on the Public Trustee and Guardian (PGT), including coordinated sector collaboration and exploration of all available remedies to address longstanding concerns.

The organization also contributed to collective advocacy efforts, including early planning for Disability Matters Vote and collaboration with sector partners. These activities ensured member perspectives were reflected in public policy discussions and supported ongoing system-level improvements.

## **Financial Sustainability**

Strengthening financial sustainability remained a key priority. A significant milestone was achieving charitable status, greatly expanding access to funding opportunities. Revenue generation included a \$25,000 corporate contribution and \$19,000 in member contributions. Membership remained strong, with 66 organizations engaged.

Grant activity increased, supported by improved planning and additional capacity. Operational changes reduced administrative burden and costs, contributing to a stronger financial position and more sustainable foundation.

We are grateful to both our members and our Corporate Partners. We have so many long term, strong relationships that are mutually beneficial. With gratitude we acknowledge all our partnerships.

## **Operations**

Operational efforts focused on stability and organizational effectiveness. Staffing capacity has steadied, with three people in the Administrative Assistant role over the course of the year. Continuity in that role strengthens our core operations. Investments in IT support enhanced operational efficiency, while ongoing updates to policies, procedures, and financial processes improved effectiveness.

Leanne Fenez continued in her role as Project Specialist, supporting key working group activities.

## **Training and Capacity Building**

Training remained central to supporting member effectiveness and service quality. Mid-year, training responsibilities were consolidated, strengthening coordination and delivery. ALIDA and Protections training continued alongside expanded Rights-based curriculum. Demand remained strong, with 2,807 training spaces filled over the year.

A coordinated training plan aligned offerings with sector needs, while partnerships expanded reach. Progress was also made in standardizing training delivery through trainer agreements and evaluation processes.

These efforts strengthened workforce capacity and supported improved outcomes for people receiving services.

## **Partnerships, Innovation and Sector Development**

Collaboration remained key to advancing sector priorities. Abilities Manitoba continued to work with partners to support shared advocacy, coordinated training, and knowledge exchange aligned with member priorities.

Work also included early exploration of technology solutions to enhance independence and service efficiency, alongside improvements to communications and strategic messaging.

These efforts reflect a continued commitment to innovation, collaboration, and sector-wide impact

## **A Sector Under Pressure**

Members continue to face increasing complexity and resource constraints, requiring difficult decisions and ongoing adaptation. In response, Abilities Manitoba is strengthening its advocacy approach, with clearer priorities and early engagement in the provincial budget cycle. With an upcoming election, advocacy for meaningful system improvements remains both timely and essential.

Maintaining a strong commitment to inclusion, choice, and community living will be critical as the sector navigates ongoing pressures and change.

# Training – Abilities Manitoba

## **REPORT**

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Leanne Fenez  
leanne@abilitiesmanitoba.org

### **Overview**

This fiscal year, Abilities Manitoba launched a comprehensive training calendar for CLdS-funded organizations. Offerings were intentionally designed to include people with lived experience as co-facilitators, ensuring that staff hear directly how their actions impact others. Training spanned both direct support staff and senior leaders across the province.

### **Training Offerings**

The following types of learning opportunities were offered this year:

- **LPG Labs** – Interactive two-hour online sessions for senior leaders based on Abilities Manitoba’s Leading Practice Guidelines. Each session focused on one guideline area, explored what leading practice looks like, reviewed ready-to-use tools and policies, and created space for leaders to share successes and challenges. Sample policies and tools were provided to help build systems within organizations. Topics covered this fiscal year: Rights Protection & Promotion, Building Connections, Facilitating Voice and Decision Making, Encouraging Social Roles, Best Possible Health, Safety Risk and Emergency Preparedness, Supporting Community Participation, and Aging, Dementia and End of Life.
- **Community of Practice Sessions** – Monthly 1.5-hour sessions for direct support staff focused on deepening practice. Each session explored a different topic, and participants left with resources to extend their learning.

- **Getting Rights Right Workshop** – A full-day, interactive workshop for direct support staff exploring how to turn rights from abstract ideas into everyday practice. Topics included the history and laws shaping disability rights, real choice and decision-making, and practical strategies for supporting people with disabilities to take the driver’s seat in their own lives.
- **Rights Training Series – Self-Direction** – A three-part training designed by and for people with disabilities. The curriculum provides a deeper understanding of rights and responsibilities, building confidence and empowerment to make choices and take control.
- **Personal Outcome Measures (POM) Training** – Both five-day and one-day workshops to help participants understand the values, structure, and process of POM.
- **ALIDA Training** – 5–7 hour sessions (in person and virtual) supporting learners to understand the Adults Living with an Intellectual Disability Act and their role in fulfilling its promise of a good life for those they serve.
- **Protections Workshop (LMS)** – Online, on-demand training administered through Abilities Manitoba’s Learning Management System, making it accessible to learners across the province.

We also spent some time developing a new training that we will begin offering in the coming year:

**Starting Upstream – Abuse Prevention Training (NEW)** – A practical skills-focused workshop for Direct Support Professionals that goes beyond mandatory reporting. Participants explore why people with intellectual disabilities face significantly higher rates of abuse, examine their own self-awareness and workplace culture, and engage with five modules covering how and why abuse occurs in services, personal triggers and self-regulation, power dynamics, touch and consent, and recognizing warning signs.

## Participation and Outcomes

Registrations for training offerings were strong across the board, particularly for LPG Labs, Rights Training for Direct Support Professionals, and Community of Practice sessions. Interest in POM training remained steady, especially in organizations that previously participated in the POM pilot project. Below are registration figures from April 2025 through March 2026:

- Community of Practice Sessions – 166 registrations
- LPG Labs – 243 registrations
- Rights Training (direct support staff) – 126 registrations
- Rights Training (people with disabilities) – 38 registrations
- Personal Outcome Measures Training – 105 registrations
- ALIDA – 884 registrations
- Protections Workshop – 1245 registrations

Evaluation surveys were sent after each session and the vast majority of responses were extremely positive. A sampling of participant feedback:

- “It was a great overview of Social roles and how we can implement into our day to day work, policies and practices.”
- “Having an individual who is supported tell how he feels when his rights are being taken from him.”
- “This training helped me see how I am viewing people with disabilities from a pathologizing medical lens still and need to critically reflect on my language and actions to move towards the social model.”
- “We will be reviewing our full policy framework at our agency in the coming years. This information will be so valuable.”

## Funding and Future Planning

Training offerings continued through March 31, 2026. As of April 2026, Abilities Manitoba has been negotiating with the government for ongoing funding. While no formal commitment has been secured to date, discussions have been positive. Some ALIDA workshops are being offered through to June 2026, with the goal of resuming a full training schedule in September 2026 pending new funding. Permission was also obtained from CLdS to use a small amount of unspent funds to deliver ALIDA training specifically in rural Manitoba before the end of June, 2026.

# Governance Committee **REPORT**

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*Malinda Roberts*  
*malinda.roberts@winnserv.com*

This year, the Governance Committee continued its work to strengthen the Board's governance framework by reviewing, developing, and implementing board governance policies.

During the year, the Committee developed and recommended six new policies for Board approval: Conflict of Interest, Risk Management, Strategic Planning, External Communications, Confidentiality, and Board Committees. We also worked with the Board to develop implementation plans for approved policies, helping to ensure that our governance practices are not only documented but actively integrated into the Board's work.

The Nominating Sub-Committee continued to report to the Governance Committee. This year, we supported the Board's nominating process and

facilitated discussions regarding Officer succession planning to help ensure continued leadership stability and effectiveness.

A significant milestone was reached this year with the completion of a comprehensive Board Governance Policy Manual. This achievement represents a major step forward in the Board's ongoing commitment to strong governance, accountability, and continuous improvement.

In the coming year, the Committee's focus will shift toward supporting the implementation and consistent application of these policies, ensuring they continue to guide the Board's work and decision-making.

Respectfully submitted,

Malinda Roberts  
Chair, Governance Committee

## Membership Committee **REPORT**

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*Krista Bissett*

*kbissett@connectemployment.ca*

**Committee Members:** Krista Bissett (Chair), Maria Freeman, Tracy Klawuhn, Scott Morden, Audra Penner, Margo Powell

This year we welcomed Tracy Klawuhn to the Membership Committee and have benefited from her involvement as well as the steadfast members who have remained on the committee for a number of years.

Our focus of meetings over the past year has been on the member meeting experience.

- At last year's AGM we collected information on desired meeting topics. As a result we hosted three presentations from the Department of Families that were informative and offered opportunities for questions and discussion
- We are seeing new people attend member meetings and want to be proactive. We now share committee photos and information on the Membership Committee members prior to Member meetings in a slide on the screen. We've also added information on how to sign up for our newsletter and how voting works.
- We refined the feedback survey to be very short with no mandatory answers. Feedback on meetings continues to be very positive overall.
- We developed a best practice document for presenters that attend member meetings. The document addresses items that will make their presentation most accessible and user friendly.
- We have the meeting presenters drafted for next year's meetings in response to what our members are hearing and will continue to share the information well in advance so members can decide who may be best suited to attend the meeting.

## Treasurer's **REPORT**

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*Ven Block*

*vblock@voimb.ca*

2025 – 26 has been a very productive one on several fronts for ABMB. An early success was achieving charitable status, which can help to open more avenues of fundraising in the future. Thank you to Margo for guiding us to this achievement!

Additionally, we would like to thank all of our corporate sponsors for their generous contributions – over 10% of our resources were from our sponsors and friends, which is a tremendous help!

In your package, please find the audited financial statements. You will note a small deficit, which is consistent with previously presented forecasts. It is also approximately equivalent to last year's surplus, for a very balanced two year combined surplus of \$134.

Looking forward to next year, we have implemented a fee structure to the training that ABMB offers, at very reasonable rates. This revenue will help ensure continuity of training, and the ability to meet the goals of our members.

Close to year end, members were encouraged to contribute toward special contributions if their organizations projections were trending toward surpluses. The response was both tremendous and highly appreciated, and has created the ability in 2026/27 to engage in an advocacy campaign.

An upcoming task for the year 2026/27 is to take a look at our membership fee structure, and to update it in order to meet rising costs experienced by all organizations, including ABMB.

Finally, it has been an honour to have served as Treasurer for the past three years. I look forward to assisting the incoming Treasurer on the Finance Committee in the final year of my term as Board Member. Thank you to the membership for your trust.

Respectfully,  
Ven Block

# Audited Financial **STATEMENT**

*ABILITIES MANITOBA INC.*

*Financial Statements*

*Year Ended March 31, 2026*

*ABILITIES MANITOBA INC.*  
*Index to Financial Statements*  
*Year Ended March 31, 2026*

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***INDEPENDENT AUDITORS' REPORT***

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To the Members of Abilities Manitoba Inc.

***Opinion***

We have audited the financial statements of Abilities Manitoba Inc. (the organization), which comprise the statement of financial position as at March 31, 2026, and the statements of revenue and expenses, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2026, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

***Basis for Opinion***

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the ***Auditors' Responsibilities for the Audit of the Financial Statements*** section of our report. We are independent of the organization in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

***Responsibilities of Management and Those Charged with Governance for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

***Auditors' Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.


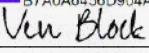
## Exchange

Chartered Professional Accountants Inc.  
Winnipeg, Manitoba  
June 12, 2026

**ABILITIES MANITOBA INC.**  
**Statement of Financial Position**  
**March 31, 2026**

|  | 2026              | 2025              |
|--|-------------------|-------------------|
| <b>ASSETS</b>                            |                   |                   |
| <b>CURRENT</b>                           |                   |                   |
| Cash                                     | \$ 154,212        | \$ 261,870        |
| Accounts receivable                      | 5,784             | 66,259            |
| Goods and services tax recoverable       | 1,387             | 990               |
|  | \$ 161,383        | \$ 329,119        |
| <br><b>LIABILITIES</b>                   |                   |                   |
| <b>CURRENT</b>                           |                   |                   |
| Accounts payable and accrued liabilities | \$ 20,080         | \$ 67,297         |
| Deferred revenue ( <i>Note 4</i> )       | 67,792            | 184,217           |
|  | 87,872            | 251,514           |
| <b>NET ASSETS</b>                        | <b>73,511</b>     | <b>77,605</b>     |
|  | <b>\$ 161,383</b> | <b>\$ 329,119</b> |

**ON BEHALF OF THE BOARD**

Signed by:  
  
DocuSigned by:  
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 \_\_\_\_\_ **Director**  
  
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 \_\_\_\_\_ **Director**

See notes to financial statements

**ABILITIES MANITOBA INC.**  
**Statement of Revenue and Expenses**  
**Year Ended March 31, 2026**

|   | 2026              | 2025            |
|---|-------------------|-----------------|
| <b>REVENUE</b>                                      |                   |                 |
| Grants  |                   |                 |
| Training  | \$ 110,865        | \$ 45,170       |
| Advancing Employment Project                        | -                 | 110,810         |
| Membership dues                                     | 136,271           | 130,540         |
| Contributions                                       | 58,500            | 51,000          |
| Annual General Meeting                              | 7,145             | 9,575           |
| Fundraising   | 5,130             | 5,072           |
| Interest  | 1,785             | 3,471           |
| Donations   | 1,100             | -               |
| Miscellaneous                                       | 405               | -               |
| Disability Matters Vote                             | -                 | 84              |
|   | <u>321,201</u>    | <u>355,722</u>  |
| <b>EXPENSES</b>                                     |                   |                 |
| Advancing employment disbursements                  | -                 | 55,000          |
| Advertising and promotion                           | 1,281             | 1,621           |
| Bad debts   | 1                 | -               |
| Disability Matters Vote                             | -                 | 84              |
| Fundraising   | 3,121             | 3,020           |
| Honorariums   | 104               | 742             |
| Information technology                              | 2,395             | 3,735           |
| Insurance   | 7,060             | 7,631           |
| Interest and bank charges                           | 248               | 82              |
| Meals and entertainment                             | 771               | 1,332           |
| Meetings  | 7,197             | 9,975           |
| Miscellaneous                                       | 1,092             | 126             |
| Office  | 1,655             | 751             |
| Professional development                            | 1,041             | 629             |
| Professional fees                                   | 26,266            | 46,918          |
| Rent  | 2,850             | 1,800           |
| Telephone   | 505               | 587             |
| Training  | 33,119            | 17,338          |
| Travel  | 5,110             | 3,932           |
| Wages and employee benefits                         | 231,479           | 196,191         |
|   | <u>325,295</u>    | <u>351,494</u>  |
| <b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b> | <u>\$ (4,094)</u> | <u>\$ 4,228</u> |

See notes to financial statements

**ABILITIES MANITOBA INC.**  
**Statement of Changes in Net Assets**  
**Year Ended March 31, 2026**

|  | <u>2026</u>      | <u>2025</u>      |
|--|------------------|------------------|
| <b>NET ASSETS - BEGINNING OF YEAR</b>        | \$ 77,605        | \$ 73,377        |
| Excess (Deficiency) of revenue over expenses | <u>(4,094)</u>   | <u>4,228</u>     |
| <b>NET ASSETS - END OF YEAR</b>              | <u>\$ 73,511</u> | <u>\$ 77,605</u> |

See notes to financial statements

**ABILITIES MANITOBA INC.**

**Statement of Cash Flows  
Year Ended March 31, 2026**

|  | <i>2026</i>       | 2025       |
|--|-------------------|------------|
| <b>OPERATING ACTIVITIES</b>                        |                   |            |
| Cash receipts from members, fundraising and grants | \$ 263,070        | \$ 238,528 |
| Cash paid to suppliers and employees               | <i>(372,265)</i>  | (312,483)  |
| Interest received                                  | 1,785             | 3,471      |
| Interest paid                                      | <i>(248)</i>      | (86)       |
| <b>DECREASE IN CASH</b>                            | <i>(107,658)</i>  | (70,570)   |
| CASH - BEGINNING OF YEAR                           | <i>261,870</i>    | 332,440    |
| <b>CASH - END OF YEAR</b>                          | <i>\$ 154,212</i> | \$ 261,870 |

See notes to financial statements

# ABILITIES MANITOBA INC.

## Notes to Financial Statements

Year Ended March 31, 2026

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### 1. PURPOSE OF THE ORGANIZATION

Abilities Manitoba Inc. (the "organization") is a not-for-profit organization of Manitoba and is exempt from the payment of income tax under Subsection 149(1) of the Income Tax Act.

The organization is a network of member agencies that exists to foster excellence in services for people with intellectual disabilities

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### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO) and, in management's opinion, with consideration of materiality and within the framework of the following accounting policies:

#### Financial instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

#### Revenue recognition

Abilities Manitoba Inc. follows the deferral method of accounting for contributions.

Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred.

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### 3. FINANCIAL INSTRUMENTS

The organization is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the organization's risk exposure and concentration.

#### Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The organization is exposed to credit risk from its members and funders. The organization has a significant number of members and funders which minimizes concentration of credit risk.

Unless otherwise noted, it is management's opinion that the organization is not exposed to significant other price risks arising from these financial instruments.

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**ABILITIES MANITOBA INC.**  
**Notes to Financial Statements**  
**Year Ended March 31, 2026**

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4. DEFERRED REVENUE

|                         | <u>2026</u>            | <u>2025</u>      |
|-------------------------|------------------------|------------------|
| Disability Matters Vote | \$ <b>18,808</b>       | \$ 18,808        |
| SRV                     | <b>16,208</b>          | 16,208           |
| Training                | <b>12,029</b>          | 104,818          |
| Membership fees         | <b>10,747</b>          | 24,383           |
| Special contributions   | <b>10,000</b>          | 20,000           |
|                         | <hr/> <b>\$ 67,792</b> | <hr/> \$ 184,217 |

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# Corporate **PARTNERS**



[www.abilitiesmanitoba.org](http://www.abilitiesmanitoba.org)

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