



**epic** | empowering  
opportunities | people in  
community | community

# 2016-17 ANNUAL REPORT

## *VISION*

Our vision is for all people to be valued members of the community, have significant personal networks, equal access to opportunities and to contribute to a better society.

## *MISSION*

Epic Opportunities exists to provide holistic, person centred supports to people with intellectual disabilities and to promote inclusive communities.

## *VALUES*

Being rooted in Christian tradition, Epic Opportunities believes that everyone has inherent value and a purpose to fulfill. Everyone is deserving of unconditional acceptance.

### *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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The Board of Directors oversees the operations and management of Epic Opportunities, which exists to provide holistic, person-centred supports to people with intellectual disabilities and to promote inclusive communities.

## BOARD OF DIRECTORS

The board is comprised of people who represent the community we serve as well as the community at large. For more information on the Epic Opportunities Board of Directors or on how to become involved contact Epic Opportunities at [info@epicmb.ca](mailto:info@epicmb.ca) or call (204) 982-4673.



**Shawn Mahoney**  
President



**Ruth-Ann Soodeen**  
Vice-President



**Timothy Nyhof**  
Treasurer



Jacco Kooy



Sean Lyon



Nellie Redekopp



Ramona Scott



Ivan Wiebe

## 2016-17 BOARD OF DIRECTORS

Shawn Mahoney – *President*

Ruth-Ann Soodeen – *Vice-President*

Timothy Nyhof – *Treasurer*

Jacco Kooy – *Director*

Sean Lyon – *Director*

Nellie Redekopp – *Director*

Ramona Scott – *Director*

Ivan Wiebe – *Director*

“OUR SUCCESS IN BUILDING STRONGER COMMUNITIES WITH MORE OPPORTUNITIES FOR FULL INCLUSION AND THE CELEBRATION OF DIVERSITY CAN ONLY BE ACHIEVED IF WE LEAD THIS EFFORT TOGETHER.”



## *EXECUTIVE DIRECTOR'S MESSAGE*

The past year has been a remarkable mix of success and hard won progress.

We are pleased to report that we are on track for the completion of our year two strategic plan deliverables. The people we serve have been assisted to develop and achieve personal goals to enhance holistic wellness. The concept of body, mind and spirit as pillars of wellbeing are being realized in action. We continue to learn more about what this means for each person we serve as we carry on in our journey of support. Going forward we plan to continue this focus in new and exciting ways. One such example is the Epic Opportunities wellness event that we will hold in the fall of 2017.

Another significant milestone was also reached when our database became a reality about one year ago. It is a comprehensive information system that has incredible capacity to enhance our ability to report, monitor and evaluate our work and the commitments we make to the people we serve. The past year's work has been focused on entering data, information and tweaking how the system works for us. In the year to come we plan to finalize two new components of the software: payroll integration to ensure that we can connect the data to our current payroll system and a human resource module. The payroll integration will allow us to put the finishing touches on login access to all employees. This opens up the possibility to schedule shifts and tasks to specific employees which in turn will require day to day reporting on various aspects of service delivery.

We are also excited to report that we were able to secure three new homes impacting the lives of nine people in a positive way. One new home was purchased for three men in the Whyte Ridge neighbourhood. A brand new build was also purchased in the Amber Trails neighbourhood. This newly built home, upon completion, will become home for two men who are moving out of an institutional setting sometime in late fall or early winter. We are still in the process of identifying a third roommate who will also benefit from this accessible new home. Lastly, another new home was purchased in the St. Vital neighbourhood to better accommodate two women we already serve. These two women have needed a fully accessible and more spacious home for many years. Some renovations will be needed to make the needed adaptations but we are hoping they too will move sometime just before the New Year. Improvements in homes and overall asset management was a big component of our strategic plan as well. We still have much work to do but all of these improvements help us better serve people to live and participate fully in the communities of their choice. It is beautiful to see people

set roots down in homes that can be theirs well into the future. This emphasis brings needed value and respect to each of the people we serve at Epic Opportunities.

Another major emphasis this year has been the focus on transitions within Epic Everyday and the people we serve in our day service settings. Two of our commercial leases expire at the end of June 2017. This will formally mark the beginning of a new service area that is solely based within the community. This new service will be much less reliant on the use of a building. Rather, we are helping people build personal calendars and schedules that focus their time on connecting with others in community spaces, places of work, volunteer opportunities, recreational spaces such as community gyms and public areas such as libraries and community centres. This has stretched us immensely as an organization as we still often struggle with low staffing ratios, limited resources and challenges related to the logistics of many competing demands. Our transition includes the renovation of two existing spaces located at 250 Goulet St. and 1745 Portage Ave. Both of these will be completed during the summer. We anticipate a celebratory open house sometime shortly after completion with more information to follow.

In the year that lies ahead we see an opportunity to more fully engage all of our employees. We want to learn more about how to effectively utilize the strength each person brings to our work. This includes the involvement of families and friends of Epic Opportunities. Our success in building stronger communities with more opportunities for full inclusion and the celebration of diversity can only be achieved if we lead this effort together. We look forward to our year of work together and we trust our paths will continue to merge as all of us contribute to a better society.

**Ruby Reimer**

*Executive Director, Epic Opportunities*

“BEING INVOLVED IN AN ORGANIZATION  
WITH SUCH A STELLAR REPUTATION,  
LED BY SUCH A STRONG TEAM AND  
PROVIDING CARE THAT IS SECOND TO  
NONE... ALL I CAN SAY IS THANK YOU.”



# PRESIDENT'S MESSAGE

How fast the year has flown by – and what a year it has been!

To be involved in an organization like Epic Opportunities is such a privilege. An organization with such a stellar reputation in our sector is one we can all be proud of. An organization led so well by Ruby Reimer and her senior leadership team of Jennifer Perron and Karen Hannem is one that makes our job as Directors gratifying. An organization that continually stretches the boundaries of what providing exemplary service to those we have the privilege of caring for is what provides purpose to our contribution. Being involved in an organization with such a stellar reputation, led by such a strong team and providing care that is second to none... all I can say is thank you, for allowing us as Directors to be involved.

This has been a year of continual growth. Homes have been built, purchased and renovated so that we ensure each and every day, your friends and families are safe and comfortable. New vehicles have been purchased to ensure people are secure when travelling to appointments or events each and every day. A new database has come to fruition that tracks our activities to ensure we do what we say we do, thereby making the lives of your friends and family better. As much as we've grown and as sophisticated as we have become, our mission remains serving your friends and families in the best way possible. It's all about the health of their body, mind and spirit... and all I can say is thank you for the amazing work you do.

I can't say enough about our Board of Directors. These are very dedicated individuals who understand what personalized service can look like if done well and have offered their skill sets to assist Ruby and her team. They are kind individuals who give of their personal

time to make the world a better place, to make Epic Opportunities a better organization. For all your dedication, all your skills generously offered, for the sacrifice of your personal time and efforts, all I can say is thank you for your part in Epic Opportunities' success.

The sector we work in will be better positioned for the future because of the innovative approach to managing the services administered by Epic Opportunities, month by month. As an organization, we have never been better positioned to grow and be even more influential because of Epic Opportunities' thorough approach to monitoring the care that is provided week by week. But most importantly, your friends and families are better served because of the gifted staff of Epic Opportunities who compassionately provide their individual care, day by day. Managed month by month, monitored week by week and provided day by day... it's all about the care. Thank you all for never settling for less than the best care we can provide.

In closing, we all believe that those we serve are worthy of our very best and our very best service is what they will receive. A sincere thank you to our supporters for engaging, contributing and donating to such a worthy cause. A special thank you to those we serve, for allowing us the privilege of sharing life with you daily. And lastly, a heartfelt thank you to our staff. Epic Opportunities is all it is because of one reason – the care you provide so well.

With kindest regards,

**Shawn Mahoney**

*President, Epic Opportunities Board of Directors*



## EMBRACED AND ACCEPTED

By all accounts, Tricia has been a model employee since joining the staff at the Value Village retail outlet in west Winnipeg nine months ago.

She always shows up for work on time, rarely misses a shift, shares a natural rapport with customers at the store and has earned high praise for her dedication from both supervisors and co-workers.

Tricia's performance has been solid and she is affirmed by co-workers and supervisors alike. She is embraced by others in her workplace and she feels their acceptance and respect.

"The people here they treat me like anybody else. They treat me with respect. They respect me and treat me like everyone else," she says after a recent afternoon shift. "I like that."

"WHEN TRICIA'S NOT  
HERE ON MONDAYS  
WE REALLY FEEL IT. WE  
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WHEN SHE'S NOT HERE  
WE MISS HER."

- Rayne Greyeyes, Production Manager

Tricia was hired last fall after learning about the job with Value Village through Ready, Willing & Able (RWA), a national partnership between the Canadian Association for Community Living (CACL), the Canadian Autism Spectrum Disorders Alliance (CASDA) and member organizations such as Epic Opportunities. The mandate of the government-funded RWA is to increase the participation of people with an intellectual disability or Autism Spectrum Disorder in the labour force.

She had to take part in a job interview and demonstrate she possessed the skills necessary to complete all of the required tasks.

“After the interview they asked me when I wanted to start. I was shocked. I said ‘I got the job?’ ” she recalls, laughing. “I had to tell everyone. I was so excited. Everyone was so happy for me.”

Tricia is one of several ‘rollers’ employed at Value Village’s Unicity location. As such, it’s her job to roll racks of clothes that have been sorted in the store’s warehouse to its 11,000-square foot retail space where they have to be hung in the correct department according to size and category. She also helps out with toys and games, bedding and personal items such as purses and wallets.

It’s meticulous work that has to be performed quickly and accurately. Tricia proved to be a quick study. So quick, in fact, she was able to dispatch her job coach after just a couple of weeks on the job.

“I got to know people here and communicate with them and they were very friendly with me. That really helped,” Tricia recalls.

“I think it was just meant to be. If you don’t challenge yourself you’ll never know if you can do something. I really challenged myself. I’m really proud of myself. I kind of surprised myself with how good I did.”

Production Manager Rayne Greyeyes says Tricia has never received special treatment from management or staff at the store and says her performance is a credit to her ability and work ethic.

“When Tricia’s not here on Mondays we really feel it. We really count on her. When she’s not here we miss her,” Greyeyes says.

“She catches on very quickly. We’ve had team members take days to learn how to rack stuff. I think Tricia got it in two and a half days. Tricia has done her job and she does it well. She doesn’t come here to fool around.”

The success Tricia has enjoyed on the job has paid dividends in other aspects of her life. The support she’s received from her co-workers has made her feel more confident and willing to take on new challenges.

“They always give me good feedback on how I’m working. They are very supportive. If I don’t know something and I ask them...they show me. And they challenge me on stuff. I want to be challenged and I want to try to learn new things,” she says.

“I’ve gained more experience working with people when customers ask me questions. I’ve gotten a lot better at that. I was scared at first but I’m not anymore.”

Tricia is still in the process of determining her long-term career goals. However, she acknowledges she has no plans to move on any time soon.

“I would love to be here long-term. I like the people here and they enjoy having me,” she says. “They are all team players. They help each other out. It makes me feel good being here.”



## PLAN ENCOURAGES ACTIVE ENGAGEMENT

As Epic Opportunities enters Year Three of its five-year strategic plan, a major element of the organization's focus for the coming year will be to enhance the way it engages with employees.

The aim of this endeavour is to build a capacity for excellence among Epic Opportunities staff that will enable them to best support people the organization serves. As part of this undertaking, the agency is in the process of updating and improving all of its internal training programs, launching a new human resources information system, augmenting professional development for its leadership team and enriching orientation materials for all new employees.

"The people we serve are our purpose and helping them live their best lives possible is our goal, but it's our employees who make that happen," says Human Resources Coordinator Kristin Knockaert.

"Being an employer means that we need to focus on the performance and well-being of our employees. In order to do that we need to engage our employees, we need to hear from them, we need to listen to them, we need to involve them. Without full support and active participation from our employees we're not going to move forward as an organization."

"WE REALLY WANT TO CONCENTRATE ON THE EMPLOYEE PIECE OF THE PLAN IN YEAR THREE AND YOU REALLY CAN'T DO THAT WITHOUT ENGAGING YOUR EMPLOYEES."

- Kristin Knockaert, Human Resources Coordinator

Although several engagement initiatives will be rolled out during the coming year, the groundwork had already been laid in Years One and Two of the strategic plan.

This work included updating and formalizing an exit survey for departing employees as well as surveying all new incoming employees to make sure they understand their roles and are receiving the support they need to be successful. In addition, the human resources team met with managers and senior managers to identify professional improvement opportunities and offered a series of five sessions that targeted leadership development.

Another key component of those initial engagement efforts was a series of town hall meetings that were held throughout 2016. The meetings were an opportunity for senior management to update staff on where the organization was in its five-year strategic plan and to get their feedback on efforts to date.

“The idea behind the town halls was really about how we get employee feedback...and where we’re headed from here,” Knockaert says. “We really want to concentrate on the employee piece of the plan in Year Three and you really can’t do that without engaging your employees.”

A huge part of those efforts in Year Three will be on expanding and bettering the tools available to Senior Managers and Coordinators to provide a real-time snapshot of where the organization is at in terms of training and competencies. This will include a focus on:

- the types of training employees have
- what trainings they need
- turnover rates across the organization but also at specific locations.

One of those tools is a new human resources information system that is part of the iSTEDY.com management software system. It will allow all of Epic Opportunities’ human resources information, including performance reviews and training histories, to be stored in one central, online location.

“We won’t require all of the paperwork that we currently do. At the push of a button a Senior Manager will be able to go in and

determine exactly what training each of their employees has completed or may require,” Knockaert says. “It will help us get better at matching staff to people we serve and really encourage more of that person-centred support.”

Epic Opportunities is also in the process of updating employment packages for all new employees as well as revising an orientation checklist for Disability Support Workers to help them better understand their responsibilities during their first few weeks on the job.

Knockaert says the organization has also undertaken a comprehensive review of all of its internal training policies, programs and procedures and these will be implemented by the end of the year.

“We want to make sure that they are consistent with our vision, mission and values,” she says. “It’s not that they weren’t before but we want to make sure employees are invested in living out the Epic Opportunities vision, mission and values and understand how they connect to their work.”

Jeff Keller, an overnight Direct Support Worker, says he appreciates that the organization is reaching out to get feedback from employees.

“I appreciate that they care about the staff...and that management takes us into consideration and what we need to do our jobs better,” he says. “I feel more appreciated. It makes us feel like we’re heard and it makes for more of a team environment.”

Senior Manager Deryl Sagun agrees.

“Having this continuous communication and just taking time to share what their thoughts are I think that’s a great thing,” she says. “Being heard is one of the things that helps staff to do their job well. They don’t feel like they’re being ignored.”

Knockaert says the organization’s efforts to engage staff won’t be a one-time thing, adding it’s part of an ongoing effort to provide employees with the tools and training they need to effectively do their job.

“Year Three is not about doing all these things and then saying we’ve arrived. It’s about setting the foundation for employee engagement that keeps us going and sustaining it. It’s really about building a culture.”



## ATHLETE SHOWS HIS METTLE

Adam responds without hesitation when asked to name his favourite song.

“It’s O Canada,” he says, smiling.

Adam’s love of the Canadian national anthem isn’t simply a case of patriotic fervour. It’s also a tune that conjures up recollections of some of the most memorable moments in his life.

Adam, 32, has represented Manitoba at six Special Olympics National Games, winning an impressive 14 medals dating back to 2000. He’s also participated in three Special Olympics World Games, earning five medals as a member of Team Canada. While winning all of that hardware was special, some of his most enduring memories from those competitions are of athletes and spectators joining in to sing the national anthem.

Athletics has been a huge part of Adam’s life almost from the time he began to walk. He started participating in gymnastics when he was

“I THINK IT ALL COMES FROM WITHIN HIM. THIS IS SOMETHING HE’S DETERMINED TO DO AND SO HE’S DOING IT AND HE’S DOING IT VERY WELL.”

- Joanne Zahaiko, Special Olympics Coach

just two years old before switching to track and snowshoeing with the E.K. Rascals at the age of nine.

Adam, who joined Epic Opportunities' Connections program three years ago, competed internationally for the first time in 2007 when he ran the 3,000 and 5,000 metre events at the Special Olympics Summer World Games in Shanghai, China. Although he didn't medal, he finished a commendable fourth in the 3,000 and sixth in the 5,000.

"There were 80,000 people there (at the stadium). Can you imagine fitting all those people in there?" he says, chuckling. "I was not scared. It was really hot in there. It was like an oven. I didn't think about the people. I was just thinking about how hot it was."

The experience Adam gained from competing in Shanghai proved invaluable when he was named to Team Canada for his first Special Olympics World Winter Games in 2009 in McCall, Idaho. This time, he earned a pair of silver medals, in the 1,600 metre snowshoeing competition and as a member of Canada's 4 x 400 snowshoeing relay team.

As it was in China, weather was a factor in Idaho. Warm temperatures led to a sudden melt that threatened to cancel some events including snowshoeing. Adam persevered and was rewarded with his first two medals in international competition.

"It felt good. I was more relaxed (than in Shanghai)," he recalls.

Adam returned to Asia in 2013 for the World Winter Games in Pyeongchang, South Korea, the host site for the upcoming 2018 Olympic Winter Games. Once again, weather was a major factor. A day of rain was followed by nearly 10 inches of snow that made conditions treacherous for many of the athletes. That didn't stop Adam from earning gold in the 5,000 and 1,600 metre snowshoeing events and bronze in the 4 x 400 team relay.

"Can you imagine how soaked I got? I was drenched by the end of my races," he recalls, laughing.

Perhaps even more impressive than the five medals Adam has won in international competition is that he's the first Special Olympian from Manitoba to ever compete in both World Summer and Winter Games.

It's something the humble athlete admits has special meaning for him.

"It's kind of neat, isn't?" he says.

Adam's success has by no means been a fluke. He typically trains six times a week, whether it's on the track at the University of Manitoba, in the field at Kildonan Park or at the gym.

Joanne Zahaiko, who has coached Adam on Special Olympics provincial and national teams, says he is one of the hardest working athletes she's ever been associated with.

"Seeing him be able to do some of the things he's done and take his training to the next level has been pretty awesome. He's found something that he's really good at and enjoys. He wants to continue doing it so he can keep getting better and better," she says.

"I think it all comes from within him. This is something he's determined to do and so he's doing it and he's doing it very well."

While naming his favourite tune is easy, naming a favourite sport isn't quite so easy.

Adam loves snowshoeing and distance running equally and would like to continue in both for as long as he can. He plans to compete in the 2017 Special Olympics provincial games in Brandon and hopes to advance to next year's nationals in Antigonish, Nova Scotia, where he could earn a spot for the 2019 World Games in Abu Dhabi in the United Arab Emirates.

Zahaiko says a fourth trip to the World Games isn't out of the realm of possibility for Adam.

"No, not at all. In fact, as a distance runner he's just entering his prime," she says.

Adam has been equally successful outside of athletics. He's earned the praise of staff at Polson School, where he assists staff in the student services office. In 2012, he was presented with a Queen Elizabeth II Diamond Jubilee Medal for his achievements as an athlete and role model by then-Premier Greg Selinger.



## *EFFORTS TO PROMOTE ADVANCEMENT HONOURED*

Epic Opportunities was recently recognized for its contributions to the advancement of highly skilled newcomers in Manitoba and for being an advocate for newcomer employment and inclusion.

On May 18, Epic Opportunities received a Legacy Award for Excellence at the 3rd Annual Manitoba Start Employer Awards luncheon. The award recognizes a distinguished organization that has strategically embedded processes which value the skills that internationally trained workers add to their business through demonstrated excellence. Organizations must have been a partner with Manitoba Start for at least five years to be eligible for the award.

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OPPORTUNITIES”*

*- Chantal Dionne, Human Resources Generalist*

This marks the second year in a row Epic Opportunities has been recognized by Manitoba Start, a not-for-profit organization that provides career development services for newcomers to the province which has served more than 30,000 new immigrants to Manitoba since 2010. Epic Opportunities was one of the recipients of the organization's Employment Partner of the Year awards in 2016.

Epic Opportunities Human Resources Generalist Chantal Dionne says the latest award is a huge honour for the agency and its mission to provide holistic, person-centred supports to people with intellectual disabilities.

"It shows we have been committed to growing our talent pool of staff with people who are internationally educated and trained and can bring these transferrable skills to our organization and to the field of community living," she says.

Dionne says receiving such a prestigious honour reaffirms the agency's strong vision, mission and values and will also help with efforts to boost its public profile.

"I think it's huge to get that kind of exposure about the kind of work that we do at Epic Opportunities," she adds.

Epic Opportunities has been partnered with Manitoba Start since 2011. It hired a total of 63 employees through the government-funded agency during the past six years and that number has continued to climb in 2017.

As part of that partnership, Epic Opportunities participates in a handful of employer cafes with Manitoba Start each year. The day-long cafes are an opportunity for employers to share information about their organizations with newcomers and conduct interviews with them. The agency also regularly participates in industry insight sessions, which serve as informal 'getting to know you' meetings with prospective employees.

In addition, Epic Opportunities is a strong supporter of Manitoba Start's Work Starts program. The eight-week program offers individuals an opportunity to work with Epic Opportunities staff and receive valuable on-the-job training in a variety of settings. All of the people who have taken part in the program with Epic since 2015 have ended up being hired by the agency.

"It's an exciting opportunity for the people involved. It's a chance for them to get to know us and see if we are a good fit for them and if they want to be part of Epic," Dionne adds. "The ultimate goal is to have that person work for us at the end of Work Starts. We want it to be win-win for us and Manitoba Start."

Dionne says one of the main reasons why the two organizations have enjoyed such a strong working relationship is the fact that they share many of the same values. Both are people-centric and make every effort to promote inclusiveness, she says.

"We've worked very hard to understand what each other's goals are and what each organization's culture is all about."



## SEED COMPANY HELPING EPIC OPPORTUNITIES TO GROW

A prominent family-owned Manitoba business with deep roots in the agricultural sector has provided some seed money to Epic Opportunities to help renovate two of the agency's properties.

Earlier this year, BrettYoung Seeds donated \$15,000 to assist the non-profit agency, which supports people with intellectual disabilities at more than 50 locations throughout the city of Winnipeg. The grant will be used to fund renovations at the agency's day service locations at 1745 Portage Ave. and 250 Goulet St.

The two locations are developing resource areas to serve as drop-in sites for people choosing to enjoy a more community-based day service through Epic Opportunities. The agency has always taken an approach that emphasizes empowering people to live, learn and work in their community, but this change in focus will help the organization to move even more firmly towards helping people establish valued community roles and connections.

“WE ARE SO  
VERY GRATEFUL  
AND FEEL BLESSED  
TO ESTABLISH THIS  
WORKING PARTNERSHIP  
WITH A COMPANY LIKE  
BRETTYOUNG.”

- Ruby Reimer, Executive Director

BrettYoung Seeds is owned by Lloyd and Jacqueline Dyck and their family. It is one of the country's biggest suppliers of seed, forage and turf products with customers in more than 40 countries including Canada, the U.S., China, Germany, Japan and Poland.

Lloyd says the family-owned business has supported a number of charitable causes over the years and recently began examining how it might step up those efforts and be more proactive in providing funding.

"It was serendipitous that Epic had a need and our company was going through some changes in terms of how we go about corporate giving," he says.

Executive Director Ruby Reimer says the Dyck family's contribution is an example of how much the agency can achieve with the support of community partners.

"This contribution is a generous gift that fits so well with our goal to increase community engagement," Reimer says.

"We are pleased beyond words that BrettYoung has chosen to invest in our work as an organization. We are so very grateful and feel blessed to establish this working partnership with a company like BrettYoung. Their belief in our vision for all people to be valued members of our community is so evident and we are honoured to help them carry out these shared goals."

The Dycks already had a connection with Epic Opportunities and the community living sector. Chad, one of their two sons, is autistic and was supported by the agency for 17 years. Their daughter, Kali, worked on behalf of a number of different non-profits and was one of Chad's biggest supporters until her tragic death in an automobile accident five years ago. The family recently established the Kali Dyck Foundation to honour her memory.

Lloyd says his mother's family also played a key role in encouraging him and Jacqueline to support agencies like Epic Opportunities. Three of his uncles had intellectual disabilities and were supported by his maternal grandmother until her passing. At the time, there was little in the way of community-based support available to the family, he adds.

"It just struck us that this was a cause that we wanted to support," Lloyd says.

"We'd seen first-hand what a challenge it can be for families to get funding for people with disabilities. That's what really drove it. We understand what it's like to be parents with a child with [an intellectual] challenge and what they have to go through. We empathize with them and will continue to try and support them through organizations like Epic Opportunities."

Lloyd says his family gave no specific instructions on how it would like to see the grant money spent but supports Epic Opportunities' plans to renovate the two buildings. BrettYoung will consider renewing funding to the agency once the renovations are complete, he adds.

The donated funds will be spent entirely on the two renovation projects at 250 Goulet and 1745 Portage. Work began this past February and is expected to be completed in July.

Both locations are being developed to serve as resource access points. People will have access to computers and other needed tools to research employment, volunteer, learning or social and recreational opportunities.

Reimer says Epic Opportunities believes that all people have the potential to live a rich and full life filled with opportunities to contribute and continually grow. She adds these supports will emphasize the goal of full inclusion and the belief that communities are stronger when values that celebrate diversity and full participation are embraced.





The Epic Opportunities Foundation was officially established in 2011 as the primary fundraising body for Epic Opportunities. It is governed by a volunteer board of directors who represent the community we serve as well as the community at large.

# EPIC OPPORTUNITIES FOUNDATION

## CURRENT BOARD MEMBERS

Mark Mercier – *President*  
Raymond Currie – *Vice-President*  
Nellie Redekopp – *Treasurer*  
Shari Diamond – *Director*  
Ralph Guy – *Director*  
Shawn Mahoney – *Director*  
Ruth-Ann Soodeen – *Director*  
Ron Wasylcyia-Leis – *Director*

In addition to developing and implementing fundraising initiatives, the foundation manages all funds raised on behalf of Epic Opportunities and promotes community awareness of the organization and its activities. The foundation's primary fundraiser is the annual An Evening with Epic held each fall in Winnipeg. The foundation hopes to expand on this work to increase its visibility in the community and promote a stronger emphasis on planned giving.

### **The three main objectives of the Epic Opportunities Foundation are:**

- *To provide funding to Epic Opportunities for capital expenditures such as long-term, community-based housing for individuals with intellectual disabilities*
- *To provide funding to Epic Opportunities for special projects or initiatives that might not otherwise be available for persons with intellectual disabilities.*
- *Raise the profile of Epic Opportunities and its work in the community*

The Epic Opportunities Foundation began disbursing funds for various one-time projects in 2014. Its ultimate goal is to establish an endowment fund to purchase additional homes and provide long-term, stable housing tailored to the needs of individuals the organization supports.

For more information on the Epic Opportunities Foundation's activities or on how to become involved in the foundation contact Epic Opportunities at [info@epicmb.ca](mailto:info@epicmb.ca) or call **(204) 982-4673**.



We would like to acknowledge and thank all of our corporate donors for their ongoing support of our work. This assistance has been critical to our efforts to support individuals with intellectual disabilities to live independently in the community.

# THANK YOU TO OUR SUPPORTERS

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- Winnipeg Foundation

We would also like to offer our sincere thanks to all of the groups, families and community partners who contributed to our various fundraising initiatives throughout the year. We are also grateful to all the individuals, companies and organizations who donated prizes for our annual An Evening With Epic fundraiser.



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Winnipeg MB R3C 4L5 Canada

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

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### To the Members of EPIC OPPORTUNITIES INC.

The accompanying summary financial statements, which comprise the summary statement of financial position as at March 31, 2017, and the summary statement of operations for the year then ended, are derived from the audited financial statements of **EPIC OPPORTUNITIES INC.** for the year ended March 31, 2017. We expressed an unmodified audit opinion on those financial statements in our report dated May 30, 2017.

The summary financial statements do not contain all the statements and disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of **EPIC OPPORTUNITIES INC.**

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

Management is responsible for the preparation of a summary of the audited financial statements on the basis described in Note to Summary Financial Statements.

### Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Audit Standard (CAS) 810, 'Engagements to Report on Summary Financial Statements.'

### Opinion

In our opinion, the summary financial statements derived from the audited financial statements of **EPIC OPPORTUNITIES INC.** for the year ended March 31, 2017 are a fair summary of those financial statements, on the basis described in Note to Summary Financial Statements.

Chartered Professional Accountants  
Winnipeg, Manitoba  
May 30, 2017

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# SUMMARY STATEMENT OF FINANCIAL POSITION

MARCH 31	2017	2016
<b>Assets</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	\$ 934,049	\$ 837,189
Accounts receivable	157,667	199,336
Prepaid expenses and supplies	45,168	51,303
	<b>1,136,884</b>	1,087,828
<b>CAPITAL ASSETS</b>		
	<b>4,599,563</b>	4,044,848
	<b>\$ 5,736,447</b>	\$ 5,132,676
<b>Liabilities and Net Assets</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued liabilities	\$ 517,590	\$ 510,416
Advance - Province of Manitoba	556,346	556,346
Required cash repayments for callable debt	121,769	182,256
Current portion of long-term debt	14,013	-
	<b>1,209,718</b>	1,249,018
Callable debt	<b>2,214,490</b>	1,600,167
	<b>3,424,208</b>	2,849,185
<b>DEFERRED CONTRIBUTIONS</b>		
	<b>503,227</b>	541,224
<b>LONG TERM DEBT</b>		
	<b>62,890</b>	-
	<b>3,990,325</b>	3,390,409
<b>COMMITMENTS</b>		
<b>NET ASSETS</b>		
Internally restricted reserve funds	<b>60,000</b>	60,000
Unrestricted	<b>2,948</b>	(38,934)
Investments in capital assets	<b>1,683,174</b>	1,721,201
	<b>1,746,122</b>	1,742,267
	<b>\$ 5,736,447</b>	\$ 5,132,676

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

# SUMMARY STATEMENT OF OPERATIONS

FOR THE YEAR ENDED MARCH 31	2017	2016
<b>REVENUE</b>		
Province of Manitoba	<b>\$ 11,287,532</b>	\$ 10,651,286
Winnipeg Regional Health Authority	<b>118,042</b>	118,859
Program revenue	<b>171,833</b>	104,132
Amortization of deferred contributions	<b>44,517</b>	57,035
Rental revenue	<b>44,710</b>	44,248
Donations and fundraising	<b>42,353</b>	31,876
Interest	<b>3,037</b>	3,237
Gain on sale of capital assets	<b>5,684</b>	9,600
	<b>11,717,708</b>	11,020,273
<b>EXPENDITURES</b>		
Advertising and promotion	<b>12,889</b>	17,257
Amortization	<b>309,314</b>	270,124
Bank charges	<b>4,660</b>	4,566
Information technology	<b>24,243</b>	15,251
Insurance	<b>45,154</b>	42,879
Interest on callable debt	<b>57,980</b>	51,950
Licenses, memberships, dues	<b>3,498</b>	2,261
Office supplies, postage, copies	<b>36,482</b>	41,467
Professional fees	<b>110,016</b>	113,823
Program cost	<b>473,505</b>	469,432
Rent	<b>750,097</b>	688,476
Repairs and maintenance	<b>146,274</b>	125,887
Salaries and benefits	<b>9,199,635</b>	8,761,049
Start-up costs	<b>21,019</b>	27,270
Taxes	<b>61,116</b>	45,788
Training	<b>35,044</b>	25,278
Transportation	<b>223,590</b>	213,028
Utilities	<b>184,744</b>	195,383
	<b>11,699,260</b>	11,111,169
<b>Excess (deficiency) of revenue over expenditures before other item</b>	<b>18,448</b>	(90,896)
<b>OTHER ITEM</b>		
Transfer to Epic Opportunities Foundation Inc.	<b>14,593</b>	-
<b>Excess (deficiency) of revenue over expenditures for the year</b>	<b>\$ 3,855</b>	\$ (90,896)

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, 2017**

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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, 2017 financial statements are available at the organization's office at 1644 Dublin Avenue, Winnipeg, Manitoba.



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