

Annual Report

2024-25

**Practical.
Innovative.
Industry-Driven.**



**FILM
TRAINING
Manitoba**

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Introduction

About FTM

Film Training Manitoba aims to develop a highly skilled and adaptable workforce to support the activities of Manitoba production companies.

FTM collaborates with film and television industry members to identify the community's training needs. With this information, we can offer practical, skill-based training that targets labour gaps.



Our Vision

To provide world-class training and workforce development to support the growth of the Manitoba film industry.

Our Mission

Founded in 1999, FTM is a member of the Province of Manitoba's Sector Council program, and we provide high-calibre workforce development programs to sustain Manitoba's dynamic film and television industry. FTM works closely with the industry to identify training needs within Manitoba.

Training

FTM's online courses make training easily accessible! Through our website, FTM offers the basic courses for working in the industry.

FTM programming is designed to offer Manitoba crews the opportunity to train for advancement within the industry. We deliver practical workshops that provide entry-level and advanced skills development for Manitoba crewmembers, and we also collaborate with labour organizations and industry partners to put together workshops and presentations that provide our local crewmembers with advanced training and professional development opportunities.

FTM also offers extensive training for the development of writers, directors and workers, and works closely with ACTRA MB to develop courses for Manitoba's acting community.

FTM recognizes the value of working with established institutions to lay the foundation for the future by partnering with post-secondary institutions.

Message from the Chairperson

Andrew Yankiwski
Managing Partner of Precursor Productions



I am delighted to introduce the 2024-2025 annual report, which highlights FTM's outstanding film industry initiatives on behalf of FTM's board of directors.

2025 was my final year as FTM's Chairperson, and I am very proud of the accomplishments the organization has made in helping people with jobs and careers in the film industry. I'm very excited by FTM's newly elected executive, long-serving film industry veteran Ellen Rutter and seasoned professional Jill Latschislaw. I will continue to support the organization and wish nothing but the best for current and future initiatives.

This year, FTM celebrated its 25th anniversary, a significant achievement. I've seen the dedication and effort that goes into FTM's programming and initiatives year after year, with overwhelmingly positive feedback from the public, and I hope that the film industry continues to strengthen and grow from new and existing initiatives that the organization carries out. It's great to see more newcomers from different backgrounds enter the industry. The initiatives that FTM organizes make it easy and accessible for new and hopeful film industry workers to gain experience they may not have been able to get otherwise.

This organization is crucial for Manitoba's film industry, and I have been incredibly honoured to have worked with FTM as Chair over the past five years.

I would like to commend FTM's Executive Director, Adam Smoluk, for his collaboration with Manitoba's post-secondary institutions. These partnerships have greatly enhanced workforce development within the industry. Thanks to FTM's ongoing relationships, an increasing number of students from Manitoba are entering the film industry, effectively addressing labour shortages.

Ongoing partnerships and collaborations with post-secondary institutions are essential components of FTM's mandate as part of Manitoba's Sector Council Program, supported by the Department of Business, Mining, Trade, and Job Creation.

I would like to thank the Province of Manitoba's Sector Council Program, supported by the Department of Business, Mining, Trade and Job Creation, for their crucial assistance in FTM's workforce development initiatives. This program has significantly contributed to the growth and prosperity of Manitoba's film industry. We look forward to seeing more successes for our industry in the years to come.

ANDREW YANKIWSKI
Chairperson

Message from the Executive Director

Adam Smoluk
CPHR, SHRM-SCP



Film Training Manitoba is proudly celebrating its 25th anniversary. To commemorate this significant milestone, FTM launched the REEL Careers Campaign in March 2025. This initiative featured a series of coaching panels and personalized training sessions designed to showcase career opportunities within the province's film industry. We collaborated with senior professionals from various Manitoba production companies to implement this ground-breaking program and deliver top-notch training to our participants.

As the film industry in our province continues to grow, the demand for our programs and training sessions increases, catering to both newcomers and those seeking to advance their careers. As per our mandate, we partner with multiple organizations to host engaging and outstanding panels and sessions. This year, we experienced a remarkable turnout, with most of our programs selling out and receiving resoundingly positive feedback.

FTM hosted its third Supporting Women in Film Trades (SWIFT) Conference, featuring keynote speaker Tina Keeper. The event attracted over 100 attendees, and an impressive 98% of participants agreed or strongly agreed that the sessions would benefit them in their current or future roles within the industry. With participants finding value in these conferences, we are working on our fourth SWIFT Conference, taking into consideration all the feedback from our previous conferences to make it better than ever.

For the first time, FTM has formed a new partnership with the Ukrainian Canadian Congress – Manitoba District Council to host three panel sessions featuring Ukrainian Canadian film professionals. These sessions were designed for Ukrainian newcomers in Manitoba who aspire to enter the industry. This new collaboration with the UCC-MDC will create fresh opportunities for working together on future initiatives to encourage others from the Ukrainian community to join the industry.

The 2024-25 year proved to be both busy and successful, and we are actively developing new programs to provide even more opportunities for both current and future film industry professionals in Manitoba.

All of FTM's training could not exist without the tremendous support of FTM's board of directors, Manitoba production companies, ACTRA MB, The City of Winnipeg, the DGC MB District Council, IATSE 856, ICG 669, Indigenous Filmmakers Association, the Manitoba Construction Sector Council, and William F. White.

FTM is grateful to the Province of Manitoba's Department of Business, Mining, Trade and Job Creation for their support.

ADAM SMOLUK
Executive Director

Film Training Manitoba's Team



Adam Smoluk
Executive Director



Allison Bile
**Director of Workforce
Development and SWIFT**



Kathe Meseman
Financial Officer



Emily Labby
**Training and Partnerships
Manager**



Jenna Paterson-Coutts
**Communications and
Outreach Coordinator**

Film Training Manitoba's Board of Directors 2024-25

Chair:

Andrew Yankiwski – Producer, Precursor Productions

Vice Chair:

Terence Fuller

Directors:

Ellen Rutter

Kyle Irving

Tanya Mazur

John. B. Lowe

Community Members at Large:

Aaron Graham

Jill Latschislaw

Carrie Wilkins

Luther Alexander



FILM
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Manitoba

Select Programming 2024-25

April to June

- Demystifying Light and Sound for Public Events
- CSC Indigenous Cinematography Workshop
- 48 Hour Film Festival Panel for Emerging Filmmakers
- African Movie Film Festival in Manitoba: Screenwriting
- Cinematic Fundamentals

July to September

- Intro to Final Draft and Movie Magic
- In-Person Set Orientation
- Filmmaker in Conversation: Kristen Wall
- SWIFT: Paths to Success
- Screenwriting Intensive
- ARRI Training
- Ukrainian Newcomers Welcome Session
- Demystifying Light and Sound for Public Events
- Filmmakers Mixer – African Movie Festival
- Emerging Filmmakers Panel – Reel Pride Film Festival



October to December

- Super 6 Panel -UWPG Film Festival
- Start Your REEL Career - Comiccon
- Lights, Camera, Phantom! Insider's View: Development and Making of Phantom of the Paradise
- Ukrainian Newcomers Welcome Session
- SWIFT 2024

January to March

- Film Expo 2025
- Ukrainian Newcomers Welcome Session
- One-on-One Career Coaching with Ellen Rutter
- Set Orientation
- Post-Production Workflow
- Assiniboine College – Lighting Bootcamp
- Assiniboine College – One-on-One Sessions
- Personal Budgeting for Taxes
- REEL Careers: Business of Film
- REEL Careers: Trades of Film
- Master Series: Documentary Essentials with Mark Bailey
- Master Series: One-on-One Sessions with Mark Bailey
- REEL Career: Launching Your Career in Manitoba's Film Industry

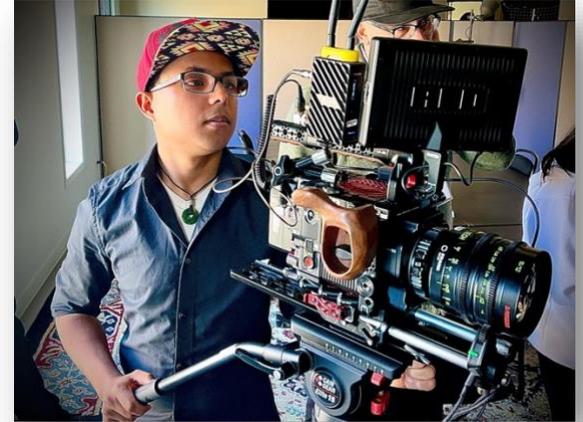


Film Training Manitoba

Outreach 2024-25

Career Fairs and Outreach:

- University of Winnipeg
- Churchill High School – Grade 12 Film Class
- Grant Park High School Career Fair
- Sisler Highschool Career Fair
- Steinbach Regional Secondary School – Career Options
- RB Russel High School Career Fair
- Louis Riel Arts and Tech Centre Career Fair
- River East Transcona School Division Career Fair
- Tec Voc – Spring Career Expo
- Gimli International Film Festival and FTM Panel
- Comiccon
- REEL Careers in partnership with Ukrainian Canadian Congress
- REEL Careers Panel – Manitoba Institute of Trades and Technology (MITT)
- Reel Pride International Film Festival FTM Panel
- Filmmakers Mixer – Partnership with the African Movie Festival in Manitoba (AM-FM)
- Red River College Polytechnic – DMMT



Select Initiatives

Highlights

Supporting Women in Film Trades (SWIFT) Conference 2024



On Saturday and Sunday, November 30 and December 1, 2024, Film Training Manitoba (FTM), with partners and sponsorship support from 21 organizations, conducted the third annual **Canada's Supporting Women in Film Trades (SWIFT) Conference**. This event has sold out every year well in advance of the start date, with 100 participants in attendance.

Film Training Manitoba (FTM) is a not-for-profit charity that is a member of the Province of Manitoba's Sector Council Program, which supports economic development, jobs and innovation.

FTM has also created a recap video of the 2024 SWIFT Conference.

In 2021, FTM gathered labour market information and noted that less than 30 per cent of Manitobans working in trade positions in the film industry are women and women-identifying individuals. Around this time, FTM's staff attended the Manitoba Construction Sector Council (MCSC)'s Women in Trades Conference, which was developed to create equity and diversity in Manitoba construction workplaces. This highly successful event has become a major conference in Winnipeg, with participants, exhibitors, and business owners travelling from all parts of the province to attend.

Following the MCSC's ground-breaking event, FTM began working with the MCSC's Executive Director, Carol Paul, to learn how FTM could develop and launch a film industry conference for women.



With the business intelligence from the MCSC, Canada's SWIFT Conference was founded, and FTM created a group of 15 women film professionals to design the first SWIFT Conference program. The overall aim of SWIFT was to deliver a greater level of skills development for women crew members, filmmakers, performers and anyone interested in film and media. Due to the COVID-19 pandemic, the first SWIFT Conference was held in 2021.

Canada's SWIFT Conference is the only annual conference ever developed to focus on learning for women working in trade positions within the film industry. All speakers, panels and training sessions are centred around improving the workplace culture to retain and attract more women-identifying workers within the film and media industry.

In addition, two large-scale Canadian studies: The Women in View 2023 report and the Writers Guild of Canada's 2023 Equity, Diversity and Inclusion Report, have findings that women, gender diverse, LGBTQ2S, non-binary, Indigenous people, and Black creatives experienced an overall decrease in share of work on media projects in 2020 and 2021. The findings of these reports point toward the continued need for Canada's Supporting Women in Film Trades (SWIFT) Conference to grow and develop more women to enter and advance in Canada's film industry.

With the success of the first SWIFT Conference in 2021, FTM began hosting customized SWIFT workshops such as the Women's Camera Lab, Hair and Make-Up courses, and a Post-Production course with Farpoint Films. FTM also conducted a special SWIFT Master Class with two-Oscar-nominated filmmaker Rory Kennedy.

Using a combination of participant evaluations, survey results, and committee and staff feedback from the 2023 SWIFT Conference, FTM developed the program and theme for the SWIFT 2024 Conference: Advancing and Building Your Reel Career.

The 2024 conference featured customized learning sessions, panels and networking opportunities designed to champion the growth and development of women-identifying and gender-diverse workers in the film industry.

FTM hired instructor, recruiting specialist, and career coach Michelle (Mitch) Nadon from Toronto-based Media Intelligence to conduct five training sessions for film workers on career development.



Nadon is known for her comprehensive knowledge of the media and entertainment industries. In 2004, she launched her own coaching and training company, Media Intelligence (MI). In its 20th year, MI has undertaken recruiting assignments with all major Canadian television networks, worked with dozens of independent production companies and cultural organizations, and delivered proprietary career development training at Canadian colleges and universities.

During the development of the SWIFT 2024 Conference, FTM worked with Nadon to create a large-scale training booklet for the participants, which would provide workplace exercises and other learning geared around jobs and careers.

The 2024 SWIFT Conference opened with a land acknowledgment and introductory remarks from the SWIFT committee co-chair and FTM board member Carrie Wilkins, along with FTM's Director of Workforce Development and SWIFT Allison Bile.

Aileen Najduch, Acting Vice President Academic, provided greetings on behalf of Educational Partner RRC Polytechnic. This was followed by a smudge and opening prayer from FTM's Elder Geraldine Shingoose, which provided participants with a clear and open mind set to begin the conference.



The conference then moved into Nadon's first three cutting-edge job and career educational sessions. These sessions were designed for participants in a variety of career stages and featured in-class exercises to support the participants with goal planning and addressing upscaling hard skills and soft skills within workplaces.

Following a networking break, a panel discussion sponsored by IATSE 856 was conducted. This session was the Women in Film Trades panel, moderated by film veteran and IATSE 856 member Angela Wells, who works in the costume department. Wells has an extensive background in film, which also includes her leadership role as a SWIFT committee member.



Following a networking break, a panel discussion sponsored by IATSE 856 was conducted. This session was the Women in Film Trades panel, moderated by film veteran and IATSE 856 member Angela Wells, who works in the costume department. Wells has an extensive background in film, which also includes her leadership role as a SWIFT committee member.

With Wells moderating, the various panellists were engaged in an in-depth discussion exploring the advantages and benefits of working within trades positions within the film industry. The panellists also shared advice on self-advocacy and career advancement tips.

The first day of SWIFT ended with a career café mixer where long-serving film industry professionals met and interacted with the conference participants. This session had the added enjoyment of coffee provided by conference sponsor DeLuca's.



Day 2 of the SWIFT Conference started with a highly inspirational and educational session, Resilience and Optimizing Mental Health, with Dr. Hygiea Casiano. Dr. Casiano is the President of the Canadian Psychiatric Association (CPA). She is also an assistant professor of psychiatry, the medical director of adult forensic services and on staff with the Manitoba Adolescent Treatment Centre at the University of Manitoba (U of M).

Dr. Casiano's session included strategies and the importance of investing in yourself and building a work/life balance. During the session, Dr. Casiano cautioned about the overuse and addiction to social media platforms, which she advised can lead to burnout and other challenges.



The afternoon moved into the last two sessions with Nadon: The Effective Job Search of Film & Media and a session on Negotiations and Interviewing.

These two learning sessions provided participants with effective and practical strategies for job searching for positions in the film industry and negotiating terms of employment. Nadon shared that women can be overly accommodating in jobs and do not often self-advocate for advancement or wage increases. With her teaching, Nadon imparted various strategies for engaging with employers to improve compensation.



FTM's Allison Bile moderated the second SWIFT panel session, Supervisors and Employers, which included four senior-level managers as panellists. Each panellist discussed at length how to develop teams and how workers can stand out as professionals in the workplace.

The senior-level managers and department heads also provided the participants with practical workplace tips for workers on ways to make great impressions while working on a film project. All of the panellists spoke at length and emphasized the importance of getting daily work, which can lead to additional working relationships in the film industry. Each panellist provided details on motivating their team when working long hours and under deadlines by positively reinforcing each worker's abilities. They also shared about who personally impacted and positively influenced them in their development as a manager and the personal qualities that good mentors and leaders possess.



Throughout the conference, participants were also given the opportunity to ask questions and utilize networking opportunities between sessions to develop new working connections. These aspects of the conference were planned and encouraged by the SWIFT committee members. Near the end of the conference, Minister Jamie Moses, the Minister of Business, Mining, Trade, and Job Creation, provided greetings from the Province of Manitoba. Minister Moses had previously spoken at the 2023 SWIFT Conference, and the SWIFT committee eagerly invited him to speak again for the 2024 Conference.

During his speech, Minister Moses spoke positively about women working in their chosen fields and shared the importance of women's contributions to Manitoba's economic growth and growing film industry.



The SWIFT Conference's keynote speaker was renowned Canadian Tina Keeper. Ms. Keeper is from the Inninuk of Norway House Cree Nation in the Treaty 5 territory and of the Muskrat Dam First Nation of the Treaty 9 territory.

Ms. Keeper is a film, television, and theatre producer, actor, advocate, and former Member of Parliament. She has a BA in theatre from the University of Winnipeg (U of W) and trained at the Centre for Indigenous Theatre, the Banff Centre, and the Sundance Institute.

Keeper won a Gemini Award for acting in the long-running television series *North of 60*. She was the first Indigenous person to win a Gemini for a leading role in a TV series in Canada. As an Honorary Witness for the Truth and Reconciliation Commission, Keeper co-produced the Royal Winnipeg Ballet's highly acclaimed ballet *Going Home Star*, guided by Indian Residential School Survivors. Keeper served as a Member of Parliament for the federal riding of Churchill from 2006-2008.





Keeper was the first Indigenous woman to serve as a Member of Parliament from Manitoba. In 2008, she introduced a Private Member's Bill into the House that would ensure Canadian laws are consistent with the United Nations Declaration on the Rights of Indigenous Peoples and introduced a Private Member's Bill regarding Jordan's Principle to address First Nations children's healthcare in Canada.

She serves on the board of directors for the Academy of Canadian Cinema and Television, is an Honorary Witness for the Truth and Reconciliation Commission, and is a member of the Manitoba Coalition for MMIWG & 2SLGBTQ, the Order of Manitoba and Canadians for a New Partnership.

Keeper is a recipient of an Aboriginal Achievement Award, a Canadian Civil Liberties Association Award for Public Engagement, a Governor General's Meritorious Service Medal, and the Earl Grey Lifetime Achievement Award. With her lifetime of work in the arts, politics, and advocacy, Tina Keeper is a role model and source of inspiration to all Manitobans.

Keeper gave a highly motivational and passionate keynote speech in which she shared her experiences pursuing a career as an actor, film producer, and advocate, as well as her time as a member of the Parliament of Canada. Her speech was met with a standing ovation from all the participants.

Following her speech, Keeper engaged with filmmaker and reporter Joanne Roberts and the pair engaged in a one-on-one discussion and took questions from the audience.



Following the Keynote speech, FTM's Allison Bile and recipient of the 2023 SWIFT Award, Heather Neale introduced the 2024 SWIFT Award winner, veteran ICG 669 Camera Operator Shauna Townley.

Shauna thanked FTM and the SWIFT committee for recognizing and supporting her during her career in the film industry. Townley also spoke about the importance of building community and the ongoing need for more women to advance in the film industry.





The conference closed with a reception, which provided the participants with a last opportunity to network before the close of the conference.

During the SWIFT Conference, FTM collected 236 evaluations. This in-depth self-evaluation had excellent results, with the conference receiving strong approval ratings, including over 98% of the participants strongly agreeing or agreeing that:

- The skills they learned at SWIFT would increase their ability and confidence in their job.
- The instructors were knowledgeable and provided good direction.
- The programming was effectively delivered and held the participants' interest.

As FTM looks toward the future, Canada's SWIFT remains committed to fostering an inclusive and supportive environment for women, women-identifying, and non-binary individuals within the film industry. FTM believes that the growth of this community is essential not only for the future of the industry but also for ensuring that diverse voices are represented in every frame, every story, and every role.

Thank you to Canada's SWIFT 2024 Conference Sponsors!



Funding Provided by: The Government of Canada, The Manitoba Government
Financement fourni par : Le gouvernement du Canada, Le gouvernement du Manitoba

Manitoba's EmpowHer 2024 Wraps at Manitoba's Government House



In 2023-2024, Film Training Manitoba (FTM) partnered with the Manitoba Construction Sector Council (MCSC) and the Canadian Manufacturers and Exporters (CME) to create the EmpowHer Program which was a first of its kind collaboration to support the growth of women workers in trades. The three organizations designed a custom series of training and learning events which also included one-on-one mentorships with industry professionals. Each partner organization ran its own division with a long serving industry professional program manager. FTM's EmpowHer Program Manager was filmmaker Fawnda Neckoway (founder of Nikâwiy Productions).

EmpowHer successfully graduated 42 women cross-sector, with the Film Sector graduating 10 participants while also supporting seven additional accelerator mentorships. The program spans from November 6 – February 9 for full-time participants then carried forward with ten additional weeks dedicated to mentorship and community engagement.



EmpowHer concluded with a gracious invite from the Honourable Anita R. Neville, Lieutenant-Governor of Manitoba, to attend an evening of celebration for our graduates. The event took place at the Government House on April 16, 2024. The Government House is the official residence of the lieutenant governor of Manitoba and that of the Canadian monarch in Winnipeg.

FTM, MCSC, and CME attended as a team, inviting industry partners, employers, and mentors to join FTM to celebrate the graduates with the Government of Manitoba. Minister Nahanni Fontaine was present and shared a heartfelt speech on women's empowerment.

Program graduate Amber Catagas represented the film sector as a class valedictorian and gave a heartfelt speech about her experience in the EmpowHer Program.



Work Experience and Crew Mentorships



The DEEP Dive Mentorship Program returned in 2024 in partnership with DOC Manitoba. This program supports the development of more advanced-level learners.

Interested applicants were asked to submit a CV and cover letter, which a selection committee would review and select **four** participants for the program.

Selected participants received a 10-hour mentorship with a DOC Manitoba member, where each placement was customized to the applicant's needs.

The Crew Mentorships and Skills Upgrades included:

- Travel Coordinator
- Location Manger
- Assistant Location Manager
- 1st Assistant Accountant
- 2nd Assistant Director
- Assistant Production Coordinator
- Art Department Coordinator
- Art Department Assistant
- Sound Trainee
- Camera Assistant

Select Partnerships

Partnerships are an effective way to share resources, funds and attract participants to training and other opportunities. FTM partnered with over 30 different organizations to support the development of Manitoba's film industry workforce. These partners include:

- ACTRA Manitoba
- Baker Films
- Folks Films
- IATSE 856
- ICG Local 669
- The Directors Guild of Canada – Manitoba District Council
- Tec Voc High School
- Inferno Productions
- Red River College Polytechnic
- William F. White
- Manitoba Institute of Trades and Technology
- Manitoba Construction Sector Council
- Manitoba Music
- Mid Ocean School of Media Productions
- Julijette Inc.
- Cartel
- FascinAsian Film Festival
- Reel Pride International Film Festival
- Eagle Vision
- Farpoint Films
- RED Digital Cinema
- Zoot Pictures
- Urban Prairie Post
- Unit 204
- On Screen Manitoba
- Assiniboine Community College
- Creative Manitoba
- University of Winnipeg – UWpg Film Festival
- Precursor Productions
- Sisler High School
- Seven Oakes School Division: CVE Performing Arts and Industry
- FRANK Digital
- The Ukrainian Canadian Congress – Manitoba Provincial Council
- University of Winnipeg's Finance and Economics Students' Association



Financials

Film Training Manitoba Inc. Financial Statements
March 31, 2025

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Independent Auditors' Report

To the Directors of
Film Training Manitoba Inc.

Opinion

We have audited the financial statements of Film Training Manitoba Inc. (the "Organization"), which comprise the statement of financial position as at March 31, 2025, the statements of operations, 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 of March 31, 2025, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

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 the 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.

Other Information

Management is responsible for the other information. The other information comprises the Organization's annual report. Our opinion on the financial statements does not cover the other information and will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

The annual report is expected to be made available to us after the date of this auditors' report. If, based on the work we will perform on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact to those charged with governance.

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 Canadian accounting standards for not-for-profit organizations, 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.

Independent Auditors' Report - continued

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 auditors' 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 auditors' 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 auditors' 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.



Winnipeg, Canada
June 24, 2025

Chartered Professional Accountants

Film Training Manitoba Inc.
Statement of Operations

Year ended March 31

2025

2024

Revenues

Manitoba Business, Mining, Trade and Job Creation

Canada/Manitoba Labour Market Development Agreement	\$ 212,125	\$ 212,125
Industry and Labour Force Investment Fund	112,875	218,945
In-kind contributions	170,992	82,783
Registration fees	63,585	68,350
Women in Film Trades	49,000	45,785
Other initiatives	19,576	26,773
Interest income	7,374	11,913
Directors Guild of Canada	5,469	4,035
Alliance of Canadian Cinema, Television and Radio Artists	5,000	5,500
	645,996	676,209
Expenses		
Crew training - Entry and Advanced Level Courses	8,399	7,202
Diversity program workshops	383	2,644
Enable access to individual training	54,502	50,415
Engagement	1,952	8,460
Expand labour pool	14,275	20,632
HR management support to SMEs	23,187	79,345
In-kind expenses	170,992	82,783
Interest and bank charges	1,763	2,553
Marketing and communications	10,083	10,291
Office	90,860	96,639
Salaries and benefits	259,930	288,539
Special projects	500	-
Team alignment	-	7,282
Work experience	2,230	14,631
	639,056	671,416
Excess of revenues over expenses	\$ 6,940	\$ 4,793

See accompanying notes to the financial statements.

Film Training Manitoba Inc.
Statement of Changes in Net Assets
Year ended March 31

	Unrestricted	Internally Restricted	Total 2025	Total 2024
Balance, beginning of year	\$ 277,574	\$ 127,541	\$ 405,115	\$ 400,322
Excess of revenues over expenses	<u>6,940</u>	<u>-</u>	<u>6,940</u>	<u>4,793</u>
Balance, end of year	<u>\$ 284,514</u>	<u>\$ 127,541</u>	<u>\$ 412,055</u>	<u>\$ 405,115</u>

See accompanying notes to the financial statements.

Film Training Manitoba Inc.
Statement of Financial Position

March 31

2025

2024

Assets

Current

Cash (Note 3)

Unrestricted cash	\$ 294,142	\$ 313,272
Internally restricted cash	127,541	127,541
Receivables (Note 4)	5,839	17,527
Prepaid expenses	920	219
	<u>\$ 428,442</u>	<u>\$ 458,559</u>

Liability

Current

Payables and accruals

Payables and accruals	\$ 16,387	\$ 53,444
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Fund Balances

Unrestricted

Internally restricted

Unrestricted	284,514	277,574
Internally restricted	127,541	127,541
	<u>412,055</u>	<u>405,115</u>
	<u>\$ 428,442</u>	<u>\$ 458,559</u>

Commitment (Note 5)

Approved by the Board

_____ Director

_____ Director

See accompanying notes to the financial statements.

Film Training Manitoba Inc.		
Statement of Cash Flows		
Year ended March 31	2025	2024
Cash derived from (applied to):		
Operating		
Excess of revenues over expenses	\$ 6,940	\$ 4,793
Change in non-cash operating working capital items		
Receivables	11,688	(7,934)
Prepaid expenses	(701)	781
Payables and accruals	<u>(37,057)</u>	<u>38,600</u>
Net (decrease) increase in cash	(19,130)	36,240
Cash		
Beginning of year	<u>440,813</u>	<u>404,573</u>
End of year	<u>\$ 421,683</u>	<u>\$ 440,813</u>

Cash consists of:		
Unrestricted cash	\$ 294,142	\$ 313,272
Internally restricted cash	<u>127,541</u>	<u>127,541</u>
	<u>\$ 421,683</u>	<u>\$ 440,813</u>

See accompanying notes to the financial statements.

Film Training Manitoba Inc.
Notes to the Financial Statements
March 31, 2025

1. Nature of operations

Film Training Manitoba Inc. (the "Organization") undertakes activities relating to training in the film, video, and related industries. The Organization was incorporated as a not-for-profit entity without share capital under the Corporations Act of Manitoba and is a registered charity under the Income Tax Act.

2. Summary of significant accounting policies

The financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. The significant accounting policies used are detailed as follows:

(a) Revenue recognition

The Organization follows the deferral method of accounting for contributions, which includes donations and government grants.

Restricted contributions are recognized as revenue in the year in which the related expenditures are incurred.

Unrestricted contributions are recognized as revenue when received or receivable when the amount to be received can be reasonably estimated and collection is reasonably assured.

Registration fees are recognized when services have been performed and collection is reasonably assured. Interest income is recognized as it is earned.

(b) Internally restricted net assets

Internally restricted net assets represent an operating reserve fund for the Organization. This operating reserve is to be used to respond to extraordinary, unplanned costs and to provide a temporary source of financing for cash flow purposes when necessary.

These internally restricted amounts are not available for other purposes without prior approval of the Board of Directors.

(c) Accounting estimates

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amount of revenues and expenses during the reported period. These estimates are reviewed periodically and are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Film Training Manitoba Inc.
Notes to the Financial Statements
March 31, 2025

2. Summary of significant accounting policies - continued

(d) Financial instruments

The Organization recognizes its financial instruments when the Organization becomes party to the contractual provisions of the financial instrument. Financial instruments are initially recorded at fair value with subsequent reporting at amortized cost.

It is management's opinion that the Organization is not exposed to significant credit, currency, interest rate, liquidity, market or price risks arising from its financial instruments.

(e) In-kind contributions and expenses

In-kind contributions represent the value of volunteer services by the Board of Directors and members, by production companies for wages and expenses paid directly to trainees and trainers in excess of the amounts covered by the Organization, and service by suppliers for discounted equipment costs for workshops. An equal in-kind expense is also recorded as these are incremental costs incurred in carrying out the programs.

3. Cash

A line of credit has been authorized by Assiniboine Credit Union to a maximum of \$20,000, bearing interest at the credit union's prime lending rate plus 2.0% per annum. The line of credit is secured by a first charge over all assets of the Organization, supported by a General Assignment of Provincial Grants. No amount is outstanding on the line of credit as of year-end (2024 - \$Nil).

4. Receivables

	<u>2025</u>	<u>2024</u>
Grants receivable	\$ 2,820	\$ 13,259
GST receivable	<u>3,019</u>	<u>4,268</u>
	<u>\$ 5,839</u>	<u>\$ 17,527</u>

Film Training Manitoba Inc.
Notes to the Financial Statements
March 31, 2025

5. Commitment

The Organization has entered into a rent agreement for office space at 245 McDermot Avenue, 2nd Floor. The Organization's annual minimum lease payments over the remainder of the lease term are as follows:

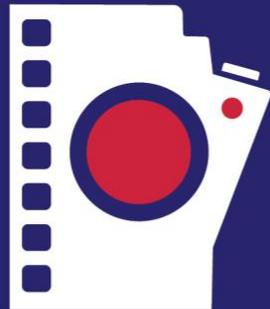
2026	\$	23,370
2027		23,370
2028		7,790

6. Economic dependence

The volume of financial activity undertaken by the Organization with its funding bodies is of sufficient magnitude that the discontinuance of funding would endanger the ability of the Organization to continue as a going concern.



2024-25



FILM
TRAINING
Manitoba

Practical. Innovative. Industry-Driven.

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