

Manitoba Sport, Culture, Heritage and Tourism

Sport, Culture, Patrimoine et Tourisme Manitoba

Annual Report Rapport annuel

**For the year ended March 31, 2025
Pour l'exercice terminé le 31 mars 2025**

LAND ACKNOWLEDGEMENT

We acknowledge that Manitoba is located on the Treaty Territories and ancestral lands of the Anishinaabeg, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk Nations.

We acknowledge that Manitoba is located on the National Homeland of the Red River Métis.

We acknowledge that northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

RECONNAISSANCE TERRITORIALE

Nous reconnaissons que le Manitoba se trouve sur les territoires visés par un traité et sur les terres ancestrales des peuples anishinaabeg, anishinewuk, dakota oyate, denesuline et nehethowuk.

Nous reconnaissons que le Manitoba se situe sur le territoire national des Métis de la Rivière-Rouge.

Nous reconnaissons que le nord du Manitoba comprend des terres qui étaient et sont toujours les terres ancestrales des Inuits.

Annual Report

2024-25

**Manitoba Sport, Culture,
Heritage and Tourism**

Rapport annuel

2024-2025

**Sport, Culture,
Patrimoine et Tourisme
Manitoba**

Manitoba Sport, Culture, Heritage and Tourism
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Minister of Sport, Culture, Heritage and Tourism

Legislative Building, Winnipeg, Manitoba R3C 0V8 CANADA

Her Honour the Honourable Anita R. Neville, P.C., O.M.
Lieutenant Governor of Manitoba
Room 235 Legislative Building
Winnipeg, MB R3C 0V8

May it Please Your Honour:

I have the privilege of presenting, for the information of Your Honour, the Annual Report of Manitoba Sport, Culture, Heritage and Tourism, for the fiscal year ending March 31, 2025.

Respectfully submitted,

Original Signed By

Honourable Nellie Kennedy
Minister of Sport, Culture, Heritage and Tourism





Ministre du Sport, de la Culture, du Patrimoine et du Tourisme

Palais législatif, Winnipeg (Manitoba) R3C 0V8 CANADA

Son Honneur l'honorable Anita R. Neville, P.C., O.M.
Lieutenante-gouverneure du Manitoba
Palais législatif, bureau 235
Winnipeg (Manitoba) R3C 0V8

Madame la Lieutenante-Gouverneure,

J'ai l'honneur de vous présenter, à titre d'information, le rapport annuel du ministère du Sport, de la Culture, du Patrimoine et du Tourisme pour l'exercice qui s'est terminé le 31 mars 2025.

Le tout respectueusement soumis,

Original signé par

Nellie Kennedy
Ministre du Sport, de la Culture, du Patrimoine et du Tourisme



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Honourable Nellie Kennedy
Minister of Sport, Culture, Heritage and Tourism
Room 118 Legislative Building
Winnipeg, MB R3C 0V8

Madam:

I am pleased to present for your approval the 2024-25 Annual Report of Manitoba Sport, Culture, Heritage and Tourism

Respectfully submitted,

Original Signed By

Jeff Hnatiuk
Deputy Minister of Sport, Culture, Heritage and Tourism



Manitoba 
Sport, Culture, Patrimoine et Tourisme
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Nellie Kennedy
Ministre du Sport, de la Culture, du Patrimoine et du Tourisme
Palais législatif, bureau 118
Winnipeg (Manitoba) R3C 0V8

Bonjour,

J'ai le plaisir de soumettre à votre approbation le rapport annuel du ministère du Sport, de la Culture, du Patrimoine et du Tourisme pour l'exercice 2024-2025.

Le tout respectueusement soumis,

Original signé par

Jeff Hnatiuk
Sous-ministre du Sport, de la Culture, du Patrimoine et du Tourisme



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Introduction/Introduction (French)

This Annual Report fulfills the department reporting requirements described in The Financial Administration Act. The Annual Report is organized in accordance with departments' appropriation structure as at March 31, 2025, which reflects the authorized appropriations approved by the Legislative Assembly.

Consistent with the Supplement to the Estimates of Expenditure, the annual report includes the Manitoba Government Performance Measurement Framework to foster operational improvements by reinforcing transparency, urgency, alignment and accountability. Performance Measurement aligns the departments' work to the government's mandate and strategic priorities. Departments then create operating plans that further translate strategy into day-to-day operations.

The Annual Report includes information on the department and its Other Reporting Entities (OREs) summary financial results, provides a more detailed breakdown of any changes to its voted budget and also reports on the department's progress in achieving diversity milestones. The financial results and associated variance explanations continue to be provided at the sub-appropriation level. The Annual Report provides a comprehensive picture of the department's financial performance.

Le présent rapport annuel répond aux exigences ministérielles en matière de rapports qui sont décrites dans la Loi sur la gestion des finances publiques. Il est présenté conformément à la structure des postes budgétaires du ministère au 31 mars 2025, qui tient compte des crédits autorisés ayant été approuvés par l'Assemblée législative.

En cohérence avec le budget complémentaire, le rapport annuel comprend le cadre de mesure de la performance du gouvernement du Manitoba, qui favorise l'amélioration sur le plan opérationnel en mettant l'accent sur la transparence, l'urgence, l'uniformité et la reddition de comptes. La mesure de la performance permet d'harmoniser les travaux des ministères avec le mandat et les priorités stratégiques du gouvernement. Les ministères élaborent ensuite des plans opérationnels qui intègrent ces thèmes aux activités quotidiennes.

Le rapport annuel contient les résultats financiers sommaires du ministère et de ses autres entités comptables, fournit une ventilation plus détaillée des changements apportés au budget des crédits votés et rend compte des progrès du ministère en matière de diversité. Il continue de fournir les résultats financiers accompagnés d'explications sur les écarts au niveau des postes secondaires. Le rapport annuel fournit un portrait global de la performance financière du ministère.

Department At a Glance – 2024-25 Results

Department Description	Manitoba Sport, Culture, Heritage and Tourism is responsible for supporting the development of community arts, amateur sport, heritage and library programs; preserving government publications and archival records; and promoting Manitoba’s unique identity.
Minister	Honourable Nellie Kennedy
Deputy Minister	Jeff Hnatiuk

Other Reporting Entities	7	<ul style="list-style-type: none"> • Centre culturel franco-manitobain • Manitoba Arts Council • Manitoba Centennial Centre Corporation • Manitoba Combative Sports Commission • Manitoba Film and Sound Recording Development Corporation • Sport Manitoba • Travel Manitoba
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Summary Expenditure (\$M)	
116.6	115.9
Authority	Actual

Core Expenditure (\$M)		Core Staffing
103.7	102.3	134.60
Authority	Actual	Authority

Coup d'œil sur le ministère – Résultats en 2024-2025

Nom et description du ministère	Le ministère du Sport, de la Culture, du Patrimoine et du Tourisme est responsable d'appuyer l'élaboration de programmes dans les domaines des arts communautaires, du sport amateur, du patrimoine et des bibliothèques, de préserver les publications gouvernementales et les documents d'archives, et de promouvoir l'identité exceptionnelle du Manitoba.
Ministre	Nellie Kennedy
Sous-ministre	Jeff Hnatiuk

Autres entités comptables	7	<ul style="list-style-type: none"> • Centre culturel franco-manitobain • Conseil des Arts du Manitoba • Société du Centre du centenaire du Manitoba • Commission des sports de combat du Manitoba • Société manitobaine de développement de l'enregistrement cinématographique et sonore • Sport Manitoba • Voyage Manitoba
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Dépenses globales (en millions de dollars)	
116,6	115,9
Dépenses autorisées	Dépenses réelles

Dépenses ministérielles (en millions de dollars)		Personnel ministériel
103,7	102,3	134,60
Dépenses autorisées	Dépenses réelles	Dépenses autorisées

Departmental Responsibilities

Manitoba Sport, Culture, Heritage and Tourism contributes to a vibrant and prosperous Manitoba by celebrating, developing, supporting and promoting the identity, creativity and well-being of Manitobans, their communities and their province.

The overall responsibilities of the minister and Manitoba Sport, Culture, Heritage and Tourism include:

- Generating sustainable economic growth based on Manitoba's unique identity and attributes.
- Increasing community capacity to improve the well-being of Manitobans.
- Enhancing public access to knowledge and information while protecting privacy and personal information.
- Engaging Manitobans in sharing and making use of the province's cultural and heritage resources.
- Building Manitoba's identity and reputation as a centre of artistic excellence.
- Supporting Manitoba's investments in amateur sport and encourage the hosting of regional, national, and international sport events.
- Supporting tourism as a key economic driver that generates revenue, creates jobs, and fosters regional growth in Manitoba.
- Providing effective leadership and support to corporate and departmental priorities.

Appendix B – Statutory Responsibilities lists acts under the minister's responsibility.

Department Shared Services

A shared service is a centralized function that provides common services or resources to multiple business units or departments. It aims to streamline operations, improve efficiency by reducing duplication and reduce costs to better support the department's overall objectives.

Finance and Administration Shared Service Branch

The branch is responsible for the effective management and accountability for the department's resources. The branch provides shared services to the departments of Municipal and Northern Relations, Natural Resources and Indigenous Futures, and Sport, Culture, Heritage and Tourism.

Responsabilités ministérielles

Le ministère du Sport, de la Culture, du Patrimoine et du Tourisme contribue au dynamisme et à la prospérité du Manitoba en valorisant, en renforçant, en soutenant et en promouvant l'identité, la créativité et le bien-être des Manitobains, de leurs collectivités et de leur province.

Les responsabilités générales de la personne occupant le poste de ministre et du ministère du Sport, de la Culture, du Patrimoine et du Tourisme comprennent les suivantes :

- susciter une croissance économique durable, fondée sur l'identité et sur les attributs exceptionnels du Manitoba;
- accroître la capacité des collectivités à améliorer le bien-être de leurs résidents;
- améliorer l'accès du public au savoir et à l'information, tout en protégeant la vie privée et les renseignements personnels;
- faire participer les Manitobains à la mise en commun et à l'utilisation des ressources culturelles et patrimoniales de la province;
- renforcer l'identité et la réputation du Manitoba en tant que centre d'excellence artistique;
- soutenir les investissements du Manitoba dans le sport amateur et encourager la tenue de manifestations sportives régionales, nationales et internationales;
- appuyer le tourisme en tant que moteur économique essentiel qui génère des revenus, crée des emplois et soutient la croissance régionale au Manitoba;
- assurer un leadership et un soutien efficaces quant aux priorités ministérielles et organisationnelles.

L'annexe B portant sur les responsabilités législatives dresse la liste des lois qui relèvent de la personne occupant le poste de ministre (en anglais seulement).

Services partagés du ministère

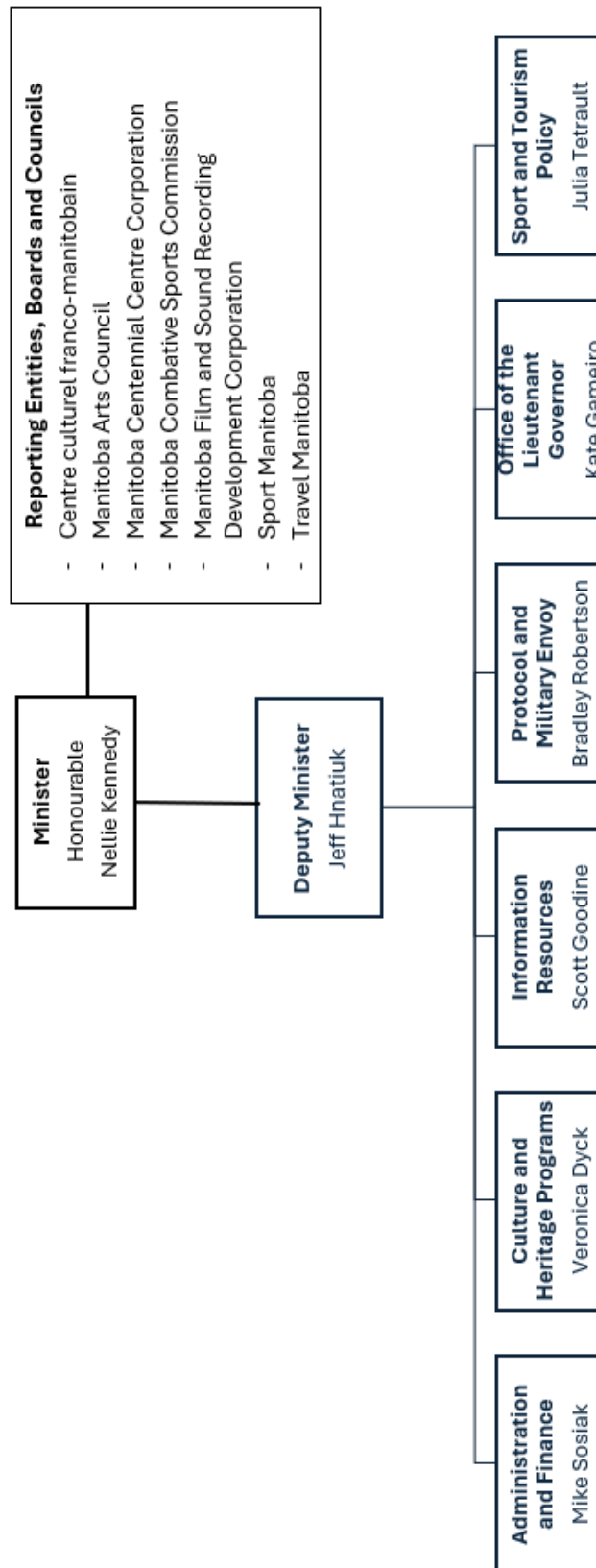
Un service partagé est une fonction centralisée qui fournit des ressources ou des services communs à plusieurs unités fonctionnelles ou ministères. Il a pour objet de rationaliser les activités, d'améliorer l'efficacité en évitant les chevauchements et de réduire les coûts pour mieux soutenir les objectifs globaux du ministère.

Direction des services partagés des finances et de l'administration

La Direction est chargée d'assurer la gestion appropriée des ressources ministérielles et l'obligation redditionnelle à cet égard. Elle fournit des services partagés au ministère des Relations avec les municipalités et le Nord, au ministère des Ressources naturelles et des Futurités autochtones et au ministère du Sport, de la Culture, du Patrimoine et du Tourisme.

Organizational Structure

Sport, Culture, Heritage and Tourism as of March 31, 2025



Operating Environment and Departmental Risk

Manitoba Sport, Culture, Heritage and Tourism operates in a dynamic environment shaped by evolving public expectations, economic pressures, and the growing importance of cultural inclusion and Reconciliation. The department faces challenges such as labour shortages, inflation, and the need for technological modernization. These are compounded by the long-term effects of the pandemic and geopolitical tensions affecting trade and economic stability.

Labour market constraints have impacted staffing and operations especially for specialised roles like archeologists, archivists, and librarians. This makes it difficult to fill certain positions on a timely basis. Implementing advances in technology provides an opportunity to empower staff, improve process efficiency, and automate repetitive processes. Staff expertise spans heritage conservation, archaeology, archival theory, policy development, and financial administration, and they have developed strong collaborative partnerships with stakeholders as another way of mitigating labour market risks.

Inflation continues to raise costs across sectors, while program-specific complexities make it difficult to align consistently with government priorities. The sports, arts, culture, and tourism sectors have seen recovery since the 2020 pandemic, but high inflation continues to impact operating costs.

The department, and by extension Manitoba's tourism sector, has benefited from Federal Government funding, which has supported provincial tourism initiatives. The department continues to invest in support for Manitoba's vibrant festivals and ethnocultural events. These important aspects of Manitoba's culture, along with historical landmarks, and our charming towns instill a sense of pride in its citizens, and the public has a positive perception of the department's work. The continued development of a provincial events strategy aims to position Winnipeg, Brandon, and rural and northern destinations as hosts for conventions and major events, boosting tourism and economic benefits.

The department also faces increasing demand for authentic Indigenous and cultural tourism experiences, requiring support for truth-telling and Reconciliation through heritage preservation. Heritage resources, historical research, and interpretation are essential components of advancing Reconciliation. There is an opportunity to promote Manitoba's diversity through arts and cultural programming. Improved partnerships with Francophone and Indigenous communities can help preserve and promote their history, traditions, and culture.

To address these challenges, the department is embracing technology by upgrading systems and automating processes to improve efficiency. It is also strengthening partnerships with Indigenous communities and collaborating across sectors such as health, education, and social services. These efforts aim to amplify the cultural and social impact of departmental initiatives and enhance the sociocultural benefits of arts and sports participation.

The department is promoting cultural and heritage growth by responding to increased interest in cultural tourism and supporting heritage research and interpretation. Strategic partnerships with public and private funders are helping to strengthen the economic impact of the arts and heritage sectors. Increased connection with stakeholders in creative industries, museology, and heritage conservation also creates opportunities for job creation.

Looking ahead, there is a growing opportunity to integrate arts and culture with health, education, and social services to enhance broader social outcomes. Public interest in culturally rich tourism, particularly Indigenous and ethnocultural experiences, is rising. Heritage resources are increasingly recognized as essential tools for advancing Reconciliation. Deeper engagement with communities is needed to preserve languages and traditions. Despite its various challenges, the department’s modernization efforts and strategic investments position it for continued cultural leadership, and support a cultural landscape poised for sustainable growth.

2024-25 Key Achievement Highlights

During the fiscal year, Manitoba Sport, Culture, Heritage and Tourism accomplished the following:

- Delivered over \$17.5 million in operations and program support, including grant application assessments, program administration, and program support to the arts and creative industries, heritage organizations and initiatives, ethnocultural communities, and public libraries.
- Provided \$27.3 million to seven major arts, culture, and heritage organizations to grow the creative sector economy, promote Manitoba's cultural and geographic diversity, help market Manitoba to the world, and ensure access to quality arts, culture, and heritage experiences for all Manitobans.
- Undertook various reconciliation initiatives in support of the Truth and Reconciliation Commission's (TRC) Call to Action (CTA) 80, including providing over \$185,000 to various heritage sector projects focusing on reconciliation. Partnered with the Department of Families and the Manitoba Indigenous Reconciliation Secretariat to provide \$200,000 to the National Centre for Truth and Reconciliation for Truth and Reconciliation Week.
- Performed 1,578 reviews through the Provincial Heritage Screening Service, issuing 189 heritage permits for archaeological work taking place across the province. The provincial archaeological sites registry increased by 128 sites, with the majority of these located within the Northern, Central, and Eastern regions of Manitoba.
- Collaborated with the Canadian Museum for Human Rights, guided by its Council of Elders, to establish a stewardship agreement that facilitated the return of over 70 boxes of heritage resources - more than 50 per cent of the 475,000 heritage objects collection - to their original recovery site.
- Expanded the Manitoba government art collection with 23 new artists, including BIPOC and first-generation immigrant artists, enhancing the representation of Manitoba's rich diversity. The new works showcase a range of media including photography, painting, printmaking, mixed-media, textiles, ceramics, and woodwork. New permanent installations were added in the Legislative Building cafeteria and the Legislative Library. Four portraits of former Premiers Roblin, Lyon, Schreyer, and Campbell underwent conservation.
- Provided \$4.4 million to the film and music production industries, \$4 million of which was distributed through Manitoba Film and Music. This investment helped to attract and build production volume, including local, Canadian, and foreign service productions. Sixty-four film and television projects were produced with 59 per cent of them by Manitoba-owned or co-owned companies.
- Worked to support publishers in Manitoba by making the Cultural Industries Printing Tax Credit permanent. The tax credit helps support eligible printers in Manitoba who print cultural books.
- Continued to improve access to records relevant to Indigenous history through priority projects in description, indexing, and digitization at the Archives of Manitoba. Supported individuals, communities, and other clients requesting information about themselves and/or conducting research in Indigenous history, in alignment with CTA 70.
- The department implemented the revised Public Libraries Allocation of Grants Regulation, informed by stakeholder engagement and evidence-based analysis to support more equitable and sustainable funding for public library services in Manitoba. The updated funding model increased provincial grant support by \$1.49 million, for a total of \$8.3 million.

- The department delivered a total of \$475,000 to 82 applicants through the Ethnocultural Community Support Program (ECSP). The ECSP helps to promote intercultural understanding and multicultural values, facilitate dialogue, and combat racism and discrimination.
- In support of vitality in various geographic communities, the department provided operating support totalling \$329,700 to 107 museums and \$231,800 to 44 community festivals and events, across all regions of the province.
- Government invested \$806,700 to Centre culturel franco-manitobain to stimulate local economic activity and provide vital stability to the social fabric of the Francophone community. Government provided \$13.7 million to Manitoba Arts Council. \$3 million was provided to Manitoba Centennial Centre Corp to support the needs of staff, artists, and audiences. Investments in Manitoba's arts and culture sector generate \$1.75 billion in GDP and support over 21,000 jobs.
- Manitoba provided increased funding of \$500,000 to Sport Manitoba to further support operating costs, including the Safe Sport strategy, which integrates inclusion and anti-racism in sport initiatives.
- Manitoba committed \$5 million to support the YMCA-YWCA of Winnipeg Inc.'s downtown Y redevelopment "Heart of the City Campaign" project, with \$4 million in funding provided in 2024-25. This initiative aims to revitalize and redevelop the Downtown Y into a new community hub, emphasizing accessibility, community partnerships, expanded childcare spaces, additional classrooms for mental health and newcomer programs, and more areas for community engagement and recreation, including a new indoor splash pad.

Principales réalisations en 2024-2025

Au cours de l'exercice, le ministère du Sport, de la Culture, du Patrimoine et du Tourisme a accompli les réalisations suivantes.

- Octroi de plus de 17,5 millions de dollars pour soutenir les opérations et les programmes, y compris l'évaluation des demandes de subvention ainsi que l'administration et le soutien de programmes destinés aux secteurs des arts et de la création, aux organisations et initiatives patrimoniales, aux communautés ethnoculturelles et aux bibliothèques publiques.
- Attribution de 27,3 millions de dollars à sept grands organismes voués aux arts, à la culture et au patrimoine afin de stimuler l'économie du secteur de la création, de favoriser la diversité culturelle et géographique de la province, de promouvoir le Manitoba partout dans le monde et d'offrir à l'ensemble de la population manitobaine des expériences artistiques, culturelles et patrimoniales de qualité.
- Lancement de diverses initiatives de réconciliation pour soutenir l'appel à l'action 80 de la Commission de vérité et réconciliation, notamment en accordant plus de 185 000 \$ à divers projets patrimoniaux axés sur la réconciliation. Conclusion d'un partenariat avec le ministère des Familles et le Secrétariat pour la réconciliation avec les peuples autochtones afin de verser 200 000 \$ au Centre national pour la vérité et la réconciliation pour la tenue d'événements dans le cadre de la Semaine de la vérité et de la réconciliation.
- Réalisation de 1 578 examens par l'entremise du Service provincial de revue patrimoniale, qui ont permis la délivrance de 189 permis en matière de patrimoine autorisant la tenue de travaux archéologiques dans l'ensemble de la province. Ajout de 128 sites au registre provincial des sites archéologiques, dont la majorité se trouve dans les régions du nord, du centre et de l'est du Manitoba.
- Collaboration avec le Musée canadien pour les droits de la personne, sous la direction de son conseil des aînés, pour conclure une entente d'intendance permettant le retour de plus de 70 boîtes de ressources patrimoniales (soit plus de 50 % des 475 000 objets qui composent la collection) vers leur lieu de provenance initial.
- Élargissement de la collection d'art du gouvernement du Manitoba avec l'ajout de 23 nouveaux artistes, dont des personnes noires, autochtones et racialisées et des immigrants de première génération, améliorant ainsi la représentation de la riche diversité du Manitoba. Les nouvelles œuvres couvrent diverses formes d'expression allant de la photographie et de la peinture à la gravure, aux techniques mixtes, aux textiles, à la céramique et à la menuiserie. Ajout de nouvelles installations permanentes à la cafétéria du palais législatif et à la Bibliothèque de l'Assemblée législative. Restauration de quatre portraits d'anciens premiers ministres (Roblin, Lyon, Schreyer et Campbell).
- Octroi de 4,4 millions de dollars aux secteurs de la production cinématographique et musicale, dont 4 millions distribués par l'entremise de Musique et Film Manitoba. Cet investissement a contribué à attirer des productions locales, canadiennes et étrangères et à accroître leur volume. Soixante-quatre projets de films et de séries télévisées ont été produits, dont 59 % ont été réalisés par des entreprises manitobaines ou des sociétés manitobaines en copropriété.
- Soutien aux éditeurs du Manitoba par la pérennisation du crédit d'impôt pour l'impression d'œuvres des industries culturelles, qui aide à soutenir les imprimeurs admissibles du Manitoba qui produisent des livres culturels.

- Poursuite de l'amélioration de l'accès aux documents relatifs à l'histoire autochtone grâce à des projets prioritaires de description, d'indexation et de numérisation aux Archives du Manitoba. Soutien offert aux particuliers, aux collectivités et aux autres clients souhaitant obtenir des renseignements les concernant ou effectuer des recherches sur l'histoire autochtone, conformément à l'appel à l'action 70 de la Commission de vérité et réconciliation.
- Mise en œuvre de la version révisée du Règlement sur l'octroi de subventions à l'égard des bibliothèques publiques à la suite d'une consultation des parties prenantes et d'une analyse fondée sur des données probantes afin de favoriser un financement plus équitable et durable des services de bibliothèques publiques au Manitoba. Le modèle de financement actualisé a accru la valeur des subventions provinciales offertes de 1,49 million de dollars, pour un total de 8,3 millions.
- Attribution d'un total de 475 000 \$ à 82 bénéficiaires dans le cadre du Programme de soutien aux communautés ethnoculturelles. Ce programme favorise la compréhension interculturelle et les valeurs multiculturelles, facilite le dialogue et lutte contre le racisme et la discrimination.
- Octroi d'une aide financière au fonctionnement de 107 musées et de 44 festivals et événements communautaires totalisant 329 700 \$ et 231 800 \$ respectivement pour soutenir la vitalité des diverses collectivités locales dans toutes les régions de la province.
- Réalisation d'investissements gouvernementaux de 806 700 \$ dans le Centre culturel franco-manitobain pour stimuler l'économie locale et contribuer à la stabilité essentielle du tissu social de la communauté francophone, de 13,7 millions de dollars dans le Conseil des Arts du Manitoba et de 3 millions de dollars dans la Société du Centre du centenaire du Manitoba pour répondre aux besoins du personnel, des artistes et du public. Les investissements dans le secteur des arts et de la culture de la province génèrent 1,75 milliard de dollars de produit intérieur brut et soutiennent plus de 21 000 emplois.
- Octroi de 500 000 \$ supplémentaires à Sport Manitoba pour mieux l'aider à couvrir ses coûts de fonctionnement, notamment la stratégie Sport sécuritaire qui intègre l'inclusion et l'antiracisme dans les initiatives sportives.
- Engagement du gouvernement à octroyer 5 millions de dollars pour soutenir le projet « Heart of the City Campaign » de YMCA-YWCA of Winnipeg Inc. à l'appui du réaménagement du YMCA du centre-ville, dont 4 millions de dollars versés en 2024-2025. Cette initiative vise à revitaliser et à mettre en valeur le YMCA du centre-ville afin d'en faire un nouveau carrefour communautaire en mettant l'accent sur l'accessibilité, les partenariats avec la communauté, l'agrandissement des locaux pour les services de garde d'enfants, l'ajout de salles pour les programmes de santé mentale et ceux destinés aux nouveaux arrivants ainsi que la création d'espaces réservés à la participation communautaire et aux loisirs, dont une nouvelle aire de jeux d'eau intérieure.

Department Performance Measurement

The departmental objectives reflect the elected government priorities listed in the department mandate letters. The government identified five provincial themes: Lowering Costs for Families, Rebuilding Health Care, Growing Our Economy, Healthier Families and Safer Communities and A Government that Works for You, with the department's objectives listed under each of the themes.

Vision

Manitoba's past, present, and future supports a vibrant, inclusive, and engaged society, and the continued advancement of inclusion, diversity, and equality.

Mission

To support the cultural, physical, and social well-being of Manitobans.

Values

- **Respect and Integrity** - We treat all individuals with respect and dignity, and demonstrate fair, honest, and transparent action with all.
- **Partnership and Collaboration** - We focus on the needs of our clients, while fostering teamwork and collaboration across government and with our stakeholders.
- **Inclusion** - We foster an inclusive culture that embraces a diversity of viewpoints, experiences, and ideas.
- **Reconciliation** - We work to strengthen relationships between Indigenous and non-Indigenous citizens recognizing that reconciliation requires ongoing commitment.
- **Innovation and Initiative** - We are proactive in our work, seeking out creative, responsive, and fiscally responsible solutions.
- **Stewardship** - We are responsible stewards of invaluable assets and heritage.
- **Learning and Growth** - We embrace our employees' diverse talents, initiative, and leadership, prioritizing professional development.
- **Accountability** - We are open and transparent in our communication and decision-making processes and demonstrate social and fiscal responsibility.

Provincial Themes and Department Objectives

Growing Our Economy

2. Help Market Manitoba to the World
3. Support the Creative Sector

Healthier Families and Safer Communities

4. Promote and Support Manitoba's Cultural Diversity, and Rich Heritage Across the Province
5. Support Manitobans' Participation in Sport, including through Policies to End Racism in Sports

A Government that Works for You

7. Find Efficiencies and Enhance Productivity to Improve Service Delivery

Mesure de la performance du ministère

Les objectifs ministériels reflètent les priorités du gouvernement élu, qui sont décrites dans les lettres de mandat. Le gouvernement a désigné cinq thèmes provinciaux (Réduire les coûts pour les familles, Rebâtir le système de soins de santé, Faire croître notre économie, Des familles plus en santé et des communautés plus sûres et Un gouvernement qui travaille pour vous) sous lesquels sont répertoriés les objectifs ministériels.

Vision

Le passé, le présent et l'avenir du Manitoba constituent le fondement d'une société dynamique, inclusive et mobilisée qui encourage la promotion continue de l'inclusion, de la diversité et de l'égalité.

Mission

Appuyer le bien-être culturel, physique et social de la population manitobaine.

Valeurs

- **Respect et intégrité** – Nous traitons toute personne avec respect et dignité et agissons de façon juste, honnête et transparente avec tous.
- **Partenariat et collaboration** – Nous priorisons les besoins de nos clients, tout en encourageant le travail d'équipe et la collaboration à l'échelle du gouvernement et avec nos intervenants.
- **Inclusion** – Nous favorisons une culture inclusive qui accueille la diversité des points de vue, des expériences et des idées.
- **Réconciliation** – Nous travaillons à renforcer les liens qui unissent les Manitobains autochtones et non autochtones, tout en reconnaissant que la réconciliation exige un engagement continu.
- **Innovation et initiative** – Nous travaillons de façon proactive et nous cherchons des solutions créatives, adaptées et financièrement responsables.
- **Gérance** – Nous sommes des gardiens responsables d'actifs et d'un patrimoine précieux.
- **Apprentissage et croissance** – Nous encourageons les divers talents, les initiatives et le leadership de nos employés, tout en priorisant l'épanouissement professionnel.
- **Obligation redditionnelle** – Nous sommes ouverts et transparents dans nos communications et nos processus décisionnels et faisons preuve de responsabilité sociale et financière.

Thèmes provinciaux et objectifs ministériels

Faire croître notre économie

2. Aider à promouvoir le Manitoba partout dans le monde
3. Soutenir le secteur de la création

Des familles plus en santé et des communautés plus sûres

4. Promouvoir et soutenir la diversité culturelle et le riche patrimoine du Manitoba dans toute la province
5. Soutenir la participation des Manitobains à des activités sportives, notamment au moyen de politiques pour lutter contre le racisme dans le sport

Un gouvernement qui travaille pour vous

7. Optimiser l'efficacité et accroître la productivité afin d'améliorer la prestation de services

Department Performance Measurement - Details

The following section provides information on key performance measures for Manitoba Sport, Culture, Heritage and Tourism for the 2024-25 reporting year. All Manitoba government departments include a performance measurement section in a standardized format in their annual reports.

Performance indicators in Manitoba government annual reports are intended to complement financial results and provide Manitobans with meaningful and useful information about government activities and their impact on the province and its citizens.

Growing Our Economy

2. Help Market Manitoba to the World

Key Initiatives

- **Support for Manitoba's Indigenous Tourism Industry:** In 2024-25, SCHAT collaborated with the Department of Northern Relations and Indigenous Futures (NRIF) to secure \$320,000 in funding for Indigenous Tourism Manitoba (ITM) to support the Indigenous tourism industry. Indigenous tourism is an important contributor to reconciliation, enabling Indigenous Peoples to share their cultures on their own terms in ways that are meaningful and beneficial to them. The sector is also a growing economic force, contributing \$91.3 million in GDP, \$24.8 million in provincial tax revenues, and supporting 1,682 jobs in 2023. Travel Manitoba continued to work in partnership with the Indigenous Tourism Association of Canada and ITM to foster a thriving Indigenous tourism sector in the province. This initiative aligns with Travel Manitoba's Indigenous Tourism Strategy and supports the Manitoba government's commitment to advancing reconciliation. It also addresses CTA 43 and 92, and UNDRIP articles 3, 20, 21 and 23.
- **Provincial Events Strategy:** In 2024-25, SCHAT continued working with Travel Manitoba and industry stakeholders to develop a province-wide events strategy aimed at maximizing the potential of Winnipeg, Brandon, and rural and northern destinations to host meetings, conventions, and major sporting events. These events play a key role in driving economic development through increased visitor spending, job creation, and enhanced marketing of Manitoba. In 2024, events hosting in Winnipeg generated an estimated economic impact of \$106 million, attracting 81,494 delegates and accounting for 87,517 room nights. This activity supported multiple sectors, including accommodations, transportation, food and beverage, retail, and recreation. The strategy will position Manitoba as a premier destination for future events, generating tax revenue, improving venues, and elevating the province's profile on the national and international stage.
- **Market Manitoba:** In 2024-25, Travel Manitoba invested \$8.4 million in marketing to support the Minister's mandate to market Manitoba to the world and to support our thriving tourism industry. Leveraging its lead brand, Canada's Heart is Calling, Travel Manitoba launched regional, national and international campaigns showcasing the province's unique tourism assets—including Indigenous, Francophone, and other cultural experiences; four-season travel with world-class winter and northern adventures; water-based activities like fishing and paddling; and diverse wilderness and wildlife offerings, with continued support for Churchill as a premier international destination. In addition, Travel Manitoba worked directly with Destination Canada and the Destination Management Organizations in both the Northwest Territories and the Yukon to market Canada (Churchill in Manitoba) as a global destination for northern lights viewing.

Performance Measures

Measure	2022-23 Actual	2023-24 Actual	2024-25 Target	2024-25 Actual
2.a Total number of Indigenous owned and operated businesses within the tourism sector annually.	149	175	190	170
2.b Total tourism visitor dollars spent in Manitoba annually.	\$1.8B	\$1.82B	\$2.25B	\$1.89B
2.c Number of tourism visits to Manitoba annually.	8.7M	10.4M	10.8M	10.6M
2.d Total number of tourism businesses that are market and export ready annually.	840	955	1,000	948

2.a Total number of Indigenous owned and operated businesses within the tourism sector annually: This measure captures all Indigenous owned and operated tourism businesses in Manitoba that are either market or export ready, defined as businesses that offer a visitor experience, market to both domestic and international audiences, and accept advance reservations. Businesses must be at least 51 per cent Indigenous owned and/or operated, as defined by Indigenous Tourism Association of Canada, to be included in the measure. Indigenous tourism plays a vital role in advancing Reconciliation by educating visitors about Indigenous history and culture, and by providing opportunities for Indigenous Peoples to share and reclaim their stories and traditions. In addition, this measure addresses CTA 43 and 92, and the UNDRIP articles 3, 20, 21, and 23. This is the final year for reporting on this measure. This measure is being replaced with “Number of active members of Indigenous Tourism Manitoba annually”. The new measure better reflects the strength and engagement of the Indigenous tourism sector, as the number of businesses can fluctuate significantly year to year. This fluctuation occurs as businesses open, close and move from “doors open” and “visitor ready” status. The data represents a snapshot capture at the end of 2024-25.

2.b Total tourism visitor dollars spent in Manitoba annually: This measure tracks the number of visitor dollars spent in Manitoba annually. Visitor spending, as defined by Statistics Canada, includes provincial, domestic, and international visitor spending in Manitoba’s tourism industry. The tourism industry includes transportation, accommodation and food services, travel arrangement and reservation services, and recreation and entertainment. Data for this measure is tracked on a calendar year by Statistics Canada through the Visitor Travel Survey and the National Travel Survey. Tourism boosts revenue and creates jobs. The revenue from this spending has impacts beyond the tourism industry. The flow-through effects of travel means that a portion of every dollar spent by a visitor supports secondary businesses and contributes to the development of the community economy. Visitor spending is also reported in Travel Manitoba’s Annual Report. The department identifies this measure as a KPI. Although our department is responsible for the outcome of this measure, there are exogenous factors that impact the total visitor dollars spent in Manitoba, including: inflation, environmental factors, ease of access, currency rates, emergencies, etc. The 2024-25 target was based on forecasts from Tourism Economics from 2023; however, post-pandemic volatility and ongoing political and economic uncertainty have made projections less predictable. Although the department did not meet its 2024-25 target, Manitoba saw a 4.0 per cent year-over-year increase in visitor spending, reaching \$1.89 billion.

2.c Number of tourism visits to Manitoba annually: This measure tracks the total number of visitors to Manitoba in a year. Visitation numbers include provincial, domestic, and international visitors to Manitoba. Data for this measure is tracked on a calendar year by Statistics Canada through the Visitor Travel Survey and the National Travel Survey. An increase in visitation numbers leads to an increase in tourism money spent. Tourism boosts revenue and creates jobs. The flow-through effect of travel means that a portion of every dollar spent by a visitor supports secondary business and contributes to the development of the community economy. The department identifies this measure as a KPI. Although our department is responsible for the outcome of this measure, there are exogenous factors that impact the number of tourism visits to Manitoba, including: inflation, environmental factors, ease of access, currency rates, emergencies, etc. The 2024-25 target was based on forecasts from Tourism Economics from 2023; however, post-pandemic volatility and ongoing political and economic uncertainty have made projections less predictable. Although the department did not meet its 2024-25 target, Manitoba saw a 2.6 per cent year-over-year increase in visitation numbers, reaching 10.7 million.

2.d Total number of tourism businesses that are market and export ready annually: This measure tracked the total number of tourism businesses in Manitoba that were market and export ready – defined as businesses that offer a visitor experience, market to both domestic and international audiences, and accept advance reservations. Achieving market or export readiness offers significant benefits, including increased visitation, higher visitor satisfaction, and a greater share of the tourism market. The data represents a snapshot taken at the end of 2024-25 as the number of businesses may fluctuate throughout the year. Although the 2024-25 target was not met, due in part to limited destination development support for operators, the number of businesses remained consistent with 2023-24 levels. External economic and business environment factors may have also contributed to a reduction in the number of businesses. This is the final year for reporting on this measure. The overall strength of the tourism industry is more effectively captured through existing measures that track visitation numbers and visitor spending.

3. Support the Creative Sector

Key Initiatives

- Modernizing the Manitoba Film and Video Production Tax Credit:** The department continued to work with the film industry to find efficiencies and build accountability within the existing tax credit program to support workforce development, strengthen accounting practices, and improve client services. The Manitoba Video and Film Production Tax Credit plays an important role in attracting production to all regions within Manitoba and enables local producers to grow local talent and industry. This aligns with the Minister’s mandate to support the film industry and entertainment sector. The department’s engagement with the sector has helped to build sustainable industry relationships that will continue to benefit Manitoba’s economy.

Performance Measures

Measure	2024-25 Target	2024-25 Actual
3.a Total funding provided to the book, media (film/TV/Web) and music production industries annually.	-	\$4.63M

3.a Total funding provided to the book, media (film/TV/Web), and music production industries annually:

This measure tracks departmental operating and grant funding provided to the book, media, and music production industries. Engagement by the department to appropriately fund these industries supports Manitoba's creative talent and creates business incentives that result in jobs, company growth, and out-of-province sales and investments. This supports the government's commitment to investing in the creative and entertainment sector. In 2024-25, the department provided \$4.42 million to the film and music production industries, \$4 million of which was distributed through Manitoba Film and Music. The department also administered \$209,000 in publishing grants to further support production in Manitoba for a total of \$4.63 million. There is no target for 2024-25, as this is a new measure. The year was used to collect baseline data, which informed the development of a target for 2025-26.

Healthier Families and Safer Communities

4. Promote and Support Manitoba's Cultural Diversity, and Rich Heritage Across the Province

Key Initiatives

- **Support Manitoba's Diverse Cultural and Geographic Communities:** The department delivered a total of \$475,000 through the Ethnocultural Community Support Program (ECSP). ECSP helps to promote intercultural understanding and multicultural values, facilitate dialogue, and combat racism and discrimination. The government's continued investment has helped to connect and strengthen cultural organizations in Manitoba to promote multiculturalism in the province. The department provided a total of \$231,800 to support 44 signature festivals through the Community Festivals and Events Program. This funding helped to support rural and northern communities to host events that promote an appreciation of heritage, culture, and identity across Manitoba.
- **Equitable Library Access Development:** In 2024-25, the department implemented the revised Public Libraries Allocation of Grants Regulation, informed by stakeholder engagement and evidence-based analysis to support more equitable and sustainable funding for public library services in Manitoba. The updated funding model increased provincial grant support by \$1.49 million and introduced a more responsive approach that both recognizes and incentivizes local investment and regional cooperation. A stabilization framework was established to ensure that no library receives less funding under the new model, provided municipal contributions meet or exceed their 2023 levels, establishing a baseline to measure the improved policy impact. The department collaborated with libraries across the province to support the transition and to help integrate the model into local planning efforts aimed at improving and expanding public access. These efforts demonstrate the department's commitment to equitable library access and long-term sector sustainability.
- **Promote Archives:** Promoted and supported access to the Archives through a public open house, as well as through the website and social media platforms. In April 2024, the Archives hosted a two-day open house featuring a selection of maps from the Archives of Manitoba's collection, including the Hudson's Bay Company Archives. Over 850 people attended the event. Promoting the Archives through events and social media creates opportunities for the public to learn about the Archives and its holdings and fosters a greater understanding of the history of Manitoba and of the Hudson's Bay Company.
- **Provide Access to Records Documenting Indigenous History:** Prioritized projects that increase accessibility of Archives of Manitoba records relevant to the history of Indigenous Peoples. This includes the identification of records relevant to the history and legacy of residential schools in response to CTA 77. Projects included the ongoing indexing of financial account books kept at Hudson's Bay Company posts documenting trade with Indigenous Peoples and the completion of the digitization of half-yearly attendance records (1915-1966) which have been shared with the National Centre for Truth and Reconciliation due to documentation related to day schools.
- **Collect and Provide Access to Manitoba Publications:** Continued to collect works published in or about Manitoba, and work with Manitoba publishers and authors to ensure publications that document Manitoba's social, cultural, intellectual, political, and creative heritage is preserved and made accessible through the Legislative Library.

Performance Measures

Measure	2022-23 Actual	2023-24 Actual	2024-25 Target	2024-25 Actual
4.a Number of grant applications approved that support anti-racism and anti-discrimination initiatives annually.	-	-	-	82
4.b Total funding support committed to heritage initiatives in the province annually.	-	-	\$1.7M	\$1.3M
4.c Percentage of Manitobans who have access to library services provided by their local government annually.	-	-	-	88%
4.d Number of records added to the Archives of Manitoba Keystone database and available to the public annually.	25,656	81,106	12,000	125,101
4.e Percentage of new publications added to the collection produced by Indigenous authors and publishers or on relevant topics such as Indigenous culture, governance, etc. annually.	25%	15%	15%	32%

4.a Number of grant applications approved that support anti-racism and anti-discrimination initiatives annually: This measure tracks how many ethnocultural community initiatives received government support through targeted grant programming. Engagement by the department in anti-racism and anti-discrimination activities can help to reduce disparities, barriers, and violence experienced by racialized people or because of traits including one's faith, gender identity, sexual orientation, or ability. The measure is calculated by the number of approved applications through the Ethnocultural Community Support Program. The department funded 82 grant applications this year. The initiatives that received funding directly contributed to programs and events that support the promotion, sharing and preservation of ethnocultural traditions, language, arts, and culture. There is no target for 2024-25, as this is a new measure. The year was used to collect baseline data, which informed the development of a target for 2025-26.

4.b Total funding support committed to heritage initiatives in the province annually: This measure shows the support provided for various communities or stakeholders to undertake and accomplish heritage initiatives that meet their needs across the regions of the province. Conservation work on heritage buildings increases their social, education, tourism and re-use value while supporting climate change action. Historical research and interpretation initiatives, archival enhancements, and capacity-building projects improve knowledge, awareness and appreciation for Manitoba heritage and contribute to social cohesion and individual/collective well-being. Museum initiatives help ensure collections of cultural and heritage objects are stewarded and presented for the enjoyment, benefit, and education of the public. This measure is calculated by the total grant support committed through the Heritage Resources Conservation Grant,

Heritage Grants, Community Museum Project Support, Military Memorial Conservation Grant, and Heritage Initiatives programs. Although this is a new performance measure that was introduced in 2024-25, the target was established based on departmental funding support for heritage initiatives over the last several years. In 2024-25, the department administered \$1.3 million to heritage initiatives. The department did not meet the 2024-25 target, due to reduced program demand, compounded by capacity limitations that affect outreach and supports required for full delivery of the Heritage Resources Conservation Grant.

4.c Percentage of Manitobans who have access to library services provided by their local government annually: This measure tracks the percentage of Manitobans who have access to public library services supported by their local government, including municipalities, cities, towns, and other Statistics Canada census subdivisions. Public libraries contribute to community well-being by supporting literacy and education, providing equitable access to information, fostering community connection, and enhancing quality of life. Introduced in 2024-25, this performance measure provides a baseline understanding of provincial coverage. In its first year, the department reports that 88 per cent of Manitobans have access to locally supported library services. Progress on this measure will be indicated by increased access to library services. However, results may be affected by updated census data, particularly if population growth occurs in communities that do not currently offer local library services. This is a known limitation of the measure.

4.d Number of records added to the Archives of Manitoba Keystone database and available to the public annually: Keystone is the Archives of Manitoba's online database through which clients gain access to archival records. This measure tracks the amount of archival material that is searchable in Keystone. Increased content in Keystone makes it easier for the public to search and access the Archives' holdings. This fosters a greater understanding of the history of Manitoba and of the Hudson's Bay Company. This performance measure captures the number of authority, description, and listings records added to the Archives of Manitoba Keystone database each year. In 2024-25, the department prioritized increasing accessibility to records related to Indigenous Peoples and communities in Manitoba and surpassed its 2024-25 target.

4.e Percentage of new publications added to the collection produced by Indigenous authors and publishers or on relevant topics such as Indigenous culture, governance, etc. annually: This measure tracks the percentage of publications added to the Legislative Library that are produced by Indigenous authors and publishers, as well as publications that explore Indigenous issues, subjects and topics. Increasing Indigenous-related publications in our collection will foster greater/deeper understanding of Indigenous cultural, social, governance, and economic subjects. The department exceeded the 2024-25 target of 15 per cent. The target remains unchanged because the department does not control publishing schedules, and the availability of relevant Indigenous publications can vary from year to year.

5. Support Manitobans' Participation in Sport, including through Policies to End Racism in Sports

Key Initiatives

- **Develop Policies to End Racism in Sports:** Increased the number of sport organizations engaged in anti-racism and Safe-Sport initiatives, in support of the Minister's mandate. Sport Manitoba is a member of the Advisory Committee for the Anti-Racism in Sport Campaign (ARISC) to combat racism in sports. In 2024-25, Sport Manitoba provided funding to ARISC to support anti-racism initiatives in collaboration with Provincial Sport Organizations (PSOs), including a public awareness campaign, anti-racism training for coaches, and social media initiatives.

- **Support Manitoba’s Athletes and Highlight their Achievements:** Recognized the achievements of Manitoba athletes, monthly, by sending congratulatory letters from the Minister to all athletes that successfully participated in national or international competitions as identified by PSOs.

Performance Measures

Measure	2023-24 Actual	2024-25 Target	2024-25 Actual
5.a Number of athletes recognized by the Minister for participating in national or international competitions annually.	558	-	251
5.b Number of amateur athletes registered with a recognized Provincial Sport Organizations in Manitoba annually.	104,601	-	130,078

5.a Number of athletes recognized by the Minister for participating in national or international competitions annually: This measure tracks the number of athletes that have participated in a National or International competition recognized by a Provincial, National, or International governing sport body. The achievements are identified and reported by a PSO to Sport Manitoba. This measure supports increased recognition of athletes’ success/effort. It may also support more participation in amateur sport as the celebration of athletic achievement may serve as a source of inspiration for current and prospective athletes. The number of athletes recognized decreased in 2024-25 from the previous year as no major multi-sport events took place. The 2023-24 number of letters is particularly high due to the 221 athletes who participated in the North American Indigenous Games, an event that takes place every three to four years. There is no target for 2024-25, as this is a new measure and the data from 2023-24 is considered an anomaly. The 2024-25 period was used to collect more reliable baseline data to inform the target for 2025-26.

5.b Number of amateur athletes registered with a recognized Provincial Sport Organization in Manitoba annually: This measure tracks sport participants registered with a recognized PSO in Manitoba. Athletes registered with private or non-affiliated sport clubs or those registered in a sport that does not have a recognized PSO will not be captured in this measure. Participation in amateur sport provides a multitude of health benefits for individuals of all ages, including supporting physical, mental, and social well-being. Amateur sport also supports economic development through tourism. There is no target for 2024-25, as this is a new measure. The 2023-24 Actual has been revised from 164,092 to 104,601 due to an error in the original reporting, which included both athletes and volunteers. The data reported for 2024-25 reflects information collected in the 2023-24 fiscal year, in line with a standard two-year reporting lag for Sport Manitoba.

A Government that Works for You

7. Find Efficiencies and Enhance Productivity to Improve Service Delivery

Key Initiatives

- Budget Control:** Continued to prudently monitor the department’s core and summary budget expenditure requirements on a quarterly basis. This enables efficient and effective use of the department’s financial resources, ensures total expenditure is within the annual budget, and helps the department make informed budgeting decisions in the future.
- Comptrollership and Stewardship:** Conducted an annual review of the department’s comptrollership plan and made any necessary updates. This ensures accurate, relevant, understandable, and timely information to enable informed management decisions related to the delivery of departmental programs; achieve results for costs incurred; determine financial status of programs; and mitigate financial and operational risks.
- Audit Committee and Risk Management:** Prioritized the effective functioning of the departmental audit committee to assist Executive Management in their governance, accountability, and comptrollership responsibilities. This initiative ensures that departmental risks are appropriately addressed through a strong governance, risk, control and compliance framework, appropriate stewardship, and an adequate and effective internal control function.
- Leverage Information Technology:** Reviewed information technology processes to ensure optimal use of available technology to enhance productivity and improve service delivery.

Performance Measures

Measure	2022-23 Actual	2023-24 Actual	2024-25 Target	2024-25 Actual
7.a Total number of accessible departmental documents posted to InfoMB annually.	7	4	7	5

7.a Total number of accessible departmental documents posted to InfoMB annually: This measure tracks the number of documents posted to InfoMB that are in an accessible format. Posting on InfoMB increases the department’s level of transparency to the public and addresses the Minister’s commitment to accountability as highlighted in the Mandate Letter. The department fell short of its 2024–25 target. In October 2024, the Francophone Affairs Secretariat was transferred to the Department of Municipal and Northern Relations, excluding a document that would have contributed to the total. The 2025-26 target has been adjusted accordingly.

FINANCIAL DETAILS

Consolidated Actual Expenditures

This table includes the expenditures of the department and Other Reporting Entities (OREs) that are accountable to the minister and aligns to the Summary Budget.

Manitoba Sport, Culture, Heritage and Tourism includes the following OREs:

- Centre culturel franco-manitobain
- Manitoba Arts Council
- Manitoba Centennial Centre Corporation
- Manitoba Combative Sports Commission
- Manitoba Film and Sound Recording Development Corporation
- Sport Manitoba
- Travel Manitoba

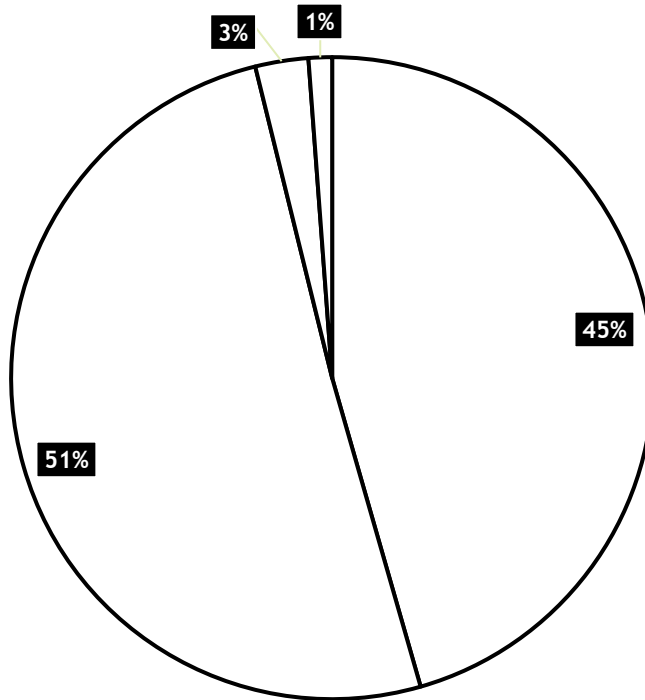
Consolidated Actual Expenditures

For the fiscal year ended March 31, 2025, with comparative figures for the previous fiscal year \$(000s)

Main Appropriations	Part A - Operating	Other Reporting Entities	Consolidation and Other Adjustments	2024-25 Actual	2023-24 Actual
Administration and Finance	47,564	33,541	(28,416)	52,689	42,880
Culture and Heritage Programs	51,649	26,981	(20,114)	58,516	108,342
Information Resources	3,089	-	-	3,089	2,866
Costs Related to Capital Assets (NV)	12	1,354	-	1,366	1,282
Interfund Activity	-	-	200	200	173
TOTAL	102,314	61,876	(48,330)	115,860	155,543

NV – Non-Voted

**Percentage Distribution of Consolidated Actual Expenditures
by Operating Appropriation,
2024-25, Actuals**



- 45% Administration and Finance
- 51% Culture and Heritage Programs
- 3% Information Resources
- 1% Costs Related to Capital Assets (Non-Voted)

Summary of Authority

Part A – Operating	2024-25 Authority \$(000s)
2024-25 PRINTED ESTIMATES - PART A	92,081
Allocation of funds from:	
Enabling Vote & Internal Service Adjustments for salaries and benefits	954
Enabling Vote & Internal Service Adjustments for grant payments associated with Culture and Heritage programs (11,250K) and Sport and Event hosting programs (5,360K)	16,610
Subtotal	17,564
In-year re-organization to:	
Department of Natural Resources and Indigenous Futures	(400)
Department of Municipal and Northern Relations	(5,504)
Subtotal	(5,904)
2024-25 Authority	103,741

Detailed Summary of Authority by Appropriation \$(000s)

Detailed Summary of Authority	2024-25 Printed Estimates	In-Year Re-organization	Virement	Enabling Authority	Authority 2024-25	Supplementary Estimates
Part A – OPERATING (Sums to be Voted)						
Administration and Finance	42,853	(5,504)	-	10,545	47,894	-
Culture and Heritage Programs	46,368	(400)	-	6,759	52,727	-
Information Resources	2,855	-	-	260	3,115	-
Subtotal	92,076	(5,904)	-	17,564	103,736	-
Part A – OPERATING (NV)	5	-	-	-	5	-
TOTAL PART A - OPERATING	92,081	(5,904)	-	17,564	103,741	-
Part B – CAPITAL INVESTMENT	-	-	-	-	-	-
Part C – LOANS AND GUARANTEES	-	-	-	-	-	-
Part D – OTHER REPORTING ENTITIES CAPITAL INVESTMENT	-	-	-	-	-	-

NV – Non-Voted

Part A: Expenditure Summary by Appropriation

Departmental Actual Expenditures

For the fiscal year ended March 31, 2025, with comparative figures for the previous fiscal year \$(000s)

Authority 2024-25	Appropriation	Actual 2024-25	Actual 2023-24	Increase (Decrease)	Expl. No.
14.1 ADMINISTRATION AND FINANCE					
47	(a) Minister's Salary	49	50	(1)	
	(b) Executive Support				
1,001	Salaries and Employee Benefits	915	883	32	
94	Other Expenditures	90	71	19	
	(c) Financial and Administration Services				
894	Salaries and Employee Benefits	772	963	(191)	
194	Other Expenditures	229	211	18	
	(d) Office of Lieutenant Governor				
447	Salaries and Employee Benefits	447	503	(56)	
129	Other Expenditures	116	135	(19)	
	(e) Protocol and Military Envoy				
334	Salaries and Employee Benefits	317	330	(13)	
209	Other Expenditures	132	164	(32)	
	(f) Sport and Tourism Policy				
523	Salaries and Employee Benefits	545	526	19	
10	Other Expenditures	20	-	20	
44,012	Grant Assistance	43,931	34,472	9,459	
47,894	Subtotal 14-1	47,563	38,308	9,255	
14-2 CULTURE AND SPORT PROGRAMS					
	(a) Strategic Policy				
1,526	Salaries and Employee Benefits	1,508	1,525	(17)	
584	Other Expenditures	563	553	10	
9,138	Grant Assistance	9,133	7,808	1,325	
	(b) Historic Resources				
1,147	Salaries and Employee Benefits	1,180	1,228	(48)	
145	Other Expenditures	140	147	(7)	
9,634	Grant Assistance	8,841	13,981	(5,140)	
	(c) Major Agencies and Program Support				
1,597	Salaries and Employee Benefits	1,443	1,343	100	
281	Other Expenditures	242	357	(115)	
28,675	Grant Assistance	28,599	74,929	(46,330)	
52,727	Subtotal 14-2	51,649	101,871	(50,222)	

14-3 INFORMATION RESOURCES					
(a) Archives of Manitoba					
2,701	Salaries and Employee Benefits	2,892	2,784	108	
705	Other Expenditures	437	406	31	
(1,140)	Less: Recoveries from Other Appropriations	(1,134)	(1,140)	6	
(b) Legislative Library					
670	Salaries and Employee Benefits	735	676	59	
179	Other Expenditures	159	140	19	
3,115	Subtotal 14-3	3,089	2,866	223	
14-4 COSTS RELATED TO CAPITAL ASSETS					
(a) General Assets					
5	Amortization	12	9	3	
5	Subtotal 14-4	12	9	3	
103,741	Total Expenditures	102,313	143,054	(40,741)	1

Explanation:

1. \$(40,741) decrease in year over year operating expenditures variance shows is due to the following:
 - \$(40,686) - Grants and transfer payments decreased due to wind down of the ACSC program in 2024-25 offset by increases in funding to OREs and Sport event hosting recipients in 2024-25.
 - \$(55) – Net decrease in Other Expenditures, salaries and benefits arising from vacancies offset by annual amortization costs for equipment purchased in 2023-24.

Revenue Summary by Source

Departmental Actual Revenue

For the fiscal year ended March 31, 2025, with comparative figures for the previous fiscal year \$(000s)

Actual 2023-24	Actual 2024-25	Increase/ (Decrease)	Expl. No.	Source	Actual 2024-25	Estimate 2024-25	Variance Over/(Under)	Expl. No.
				Taxation				
				Nil				
-	-	-		Subtotal	-	-		-
				Other Revenue				
276	271	(5)		Government Records Centre Fees	271	279	(8)	
782	839	57		Hudson's Bay Co. History Foundation	839	946	(107)	
1,318	8,103	6,785		Sundry	8,103	6,473	1,630	
2,376	9,213	6,837		Subtotal	9,213	7,698	1,515	
				Government of Canada				
				Nil				
-	-	-		Subtotal	-	-		-
2,376	9,213	6,837	1	Total Revenue	9,213	7,698	1,515	2

Explanations:

1. **\$6,837** year over year increase driven by:

- \$5,000 capital funding for the Bay Building from Winnipeg Foundation Endowment fund.
- \$2,000 interest income from capital returned by International Curling Centre of Excellence, offset by reductions in heritage conservation funds.
- \$57 increase for Manitoba Archives from Hudson's Bay due to new GEMA salary agreement.
- \$(5) reduction in archival service fees from lower volumes.

2. **\$1,515** increase in 2024-25 revenue vs budget driven by:

- \$1,630 increase in Sundry revenue, mainly from \$2 million interest income recovered from the International Curling Centre of Excellence, offset by a (\$370,000) decline in Military Memorial and Heritage endowment fund receipts.
- \$(107) reduction in the recovery from the Hudson's Bay Company History Foundation due to lower than anticipated departmental expenditures.
- \$(8) decrease in Special Operating Agencies (SOAs) storage, destruction and retrieval charges.

Departmental Program and Financial Operating Information

Administration and Finance (Res. No. 14.1)

Main Appropriation Description

Provides for the overall planning, management, and control of departmental policies and programs. Delivers central financial, administrative, and information technology services.

Provides for the operation of the Office of the Lieutenant Governor (OLG), the Protocol and Military Envoy Office, and the Sport and Tourism Policy branch.

Sub-Appropriations	2024-25 Actual	2024-25 Authority	
	\$(000s)	FTEs	\$(000s)
1(a) Ministers Salary	49	1.00	47
1(b) Executive Support	1,005	9.00	1,095
1(c) Financial and Administration Services	1,001	9.00	1,088
1(d) Office of Lieutenant Governor	563	4.00	576
1(e) Protocol and Military Envoy	449	3.00	543
1(f) Sport and Tourism Policy	44,496	5.00	44,545
TOTAL	47,563	31.00	47,894

14.1(a) Minister's Salary

Sub-Appropriation Description

Provides additional compensation to which an individual appointed to the Executive Council is entitled.

14.1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	49	1.00	47	2	
Total Sub-Appropriation	49	1.00	47	2	

14.1(b) Executive Support

Sub-Appropriation Description

Accommodates administrative support for the Minister and Deputy Minister.

Provides executive management direction and monitoring to the department.

14.1(b) Executive Support

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	915	9.00	1,001	(86)	
Other Expenditures	90	-	94	(4)	
Total Sub-Appropriation	1,005	9.00	1,095	(90)	

14.1(c) Financial and Administrative Services

Sub-Appropriation Description

Financial and Administrative Services is responsible and accountable for departmental financial operations, financial administration and reporting functions, and management of information technology.

Key Results Achieved

- **Budget Management:** Prepared the department's annual budget, including ongoing monitoring and the preparation of quarterly and annual summary reports on revenue and expenditures for both the department's core operations and Other Reporting Entities.
- **Comptrollership:** Conducted the annual review of the department's comptrollership plan and updated relevant departmental policies and guidelines as needed.
- **Development and Implementation of a Comprehensive IT Roadmap:** Spearheaded the development of a forward-looking IT roadmap designed to guide proactive technology investments and deliver substantial long-term cost savings over the next five years. Successfully implemented the roadmap in 2024-25, aligning IT initiatives with strategic departmental priorities and enhancing the department's capacity for efficient, future-ready service delivery.

14.1(c) Financial and Administrative Services

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	772	9.00	894	(122)	
Other Expenditures	229	-	194	35	
Total Sub-Appropriation	1,001	9.00	1,088	(87)	1

Explanation:

1. (\$87) variance due to lower net salaries and benefits from vacant positions.

14.1(d) Office of the Lieutenant Governor

Sub-Appropriation Description

Office of the Lieutenant Governor (OLG) provides staffing, office operating expenses, as well as incidental allowances to enable the Lieutenant Governor to fulfill the official duties and functions of the role.

Key Results Achieved

- **Lieutenant Governor Activities:** Between April 1, 2024, and March 31, 2025, Lieutenant Governor Neville hosted 111 internal events at Government House to represent and celebrate Manitobans. She also represented Manitoba at 112 community events - 93 in Winnipeg, 17 in rural or northern Manitoba, and 2 outside the province. Events included award ceremonies, milestone receptions, formal dinners, and diplomatic visits. The Lieutenant Governor continues to expand her commitment to visit communities across Manitoba during her mandate, including plans to visit a number of northern communities in 2026. In November of 2024, Winnipeg was selected as one of the three stops on the Governor General's Mental Health Learning and Listening tour at her request.
- **Order-in-Councils:** 335 OIC's signed.
- **LGO Online:** The Office of the Lieutenant Governor's website and social media platforms (Facebook, Instagram) were regularly updated. The updates provide opportunities to expand OLG's outreach, enhancing community engagement and sharing timely, relevant information about the Lieutenant Governor's role and celebrating Manitoban achievements.
- **Lieutenant Governor's Sharing Hope Initiative:** For the duration of Lieutenant Governor Neville's mandate, all visitors to Government House are invited to consider bringing a non-perishable food item. Based on the volume of donations, a charitable organization is selected to receive the items, delivered in person by the Lieutenant Governor and her staff/aides. As of March 31, 2025 nearly 5,000lbs of food and over \$1,000 in cash were distributed mainly to small charitable organizations across Manitoba under this initiative.

- **Path to Reconciliation:** Initiated by the Office of the Lieutenant Governor, a partnership was formed with The National Centre for Truth and Reconciliation to develop a seven-part monthly speakers' series at Government House. Titled *Reconciliation through Education*, from April through November of 2024 these free public events had capacity crowds. Each session was live-streamed and remain available on the Lieutenant Governor's website. The Lieutenant Governor remains committed to the path to reconciliation, including the TRC calls to action, and will continue to work to build respectful relationships between the Crown and Indigenous people. This will include ongoing meetings and roundtable discussions with Indigenous leadership and other stakeholders to allow the Office of the Lieutenant Governor to engage appropriately.
- **Levee on the Lawn:** In response to the discontinuation of the previous traditional Lieutenant Governors' New Years Day Levee at the Legislative Building, the Office of the Lieutenant Governor developed and hosted its first annual *Levee on the Lawn* in June 2024. The event featured local entertainment, historical games on the lawn, Indigenous teachings, tours of Government House, and the opportunity to meet the Lieutenant Governor. The event had over 700 attendees.
- **King Charles III Coronation Medal Program:** As part of this national honours program, Lieutenant Governor Neville received and presented the inaugural medals in our province to 57 outstanding Manitobans. She also participated in the presentation of medals throughout the year to numerous groups and organizations including RCMP, the military, veteran's associations, Indigenous communities, and the Royal Commonwealth Society. In addition, she hosted medal presentation events for four Manitoba senators at Government House.
- **Lieutenant Governor Outreach:** Continued outreach and relationship - building with several cultural and social organizations , reinforcing the Lieutenant Governor's commitment to diversity, inclusion, and human rights.

14.1(d) Office of the Lieutenant Governor

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	447	4.00	447	-	
Other Expenditures	116	-	129	(13)	
Total Sub-Appropriation	563	4.00	576	(13)	1

Explanation:

1. (\$13) under expenditure arising from savings in Other Expenditures.

14.1(e) Protocol and Military Envoy

Sub-Appropriation Description

Protocol and Military Envoy provides leadership and coordination of all provincial ceremonial, protocol, and diplomatic activities and manages the Special Envoy for Military Affairs. It is the principal point of contact for Embassies, High Commissions, and Consulates for the purpose of inbound diplomatic visits and foreign trade missions, while also serving as the provincial Honours and Awards Secretariat.

Key Results Achieved

- **Diplomatic Engagements:** The Protocol Office facilitated 51 diplomatic engagements in 2024-25, a modest decrease from 2023-24. The previous year was unusually busy due to the resurgence of diplomatic travel following the COVID-19 pandemic.
- **SEMA Military Engagements:** The Special Envoy for Military Affairs (SEMA) facilitated 124 military engagements. This is an increase over the previous year.
- **Protocol Office Major Ceremonial Responsibilities:** The Protocol Office facilitated an Order of Manitoba Ceremony (12 recipients), an Order of the Buffalo Hunt ceremony (134 Carberry Tragedy First Responders), and the King Charles III Coronation Medal Program (166 recipients). In addition, the government's second speech from the Throne was arranged, as was a ceremony to unveil the portrait of former Premier Greg Selinger.
- Two major memorial services were arranged to honour the passing of two prominent Indigenous Leaders:
 - Lying-in-State for Grand Chief Cathy Merrick (September 11, 2024, at the Manitoba Legislative Building); and
 - National Commemorative Ceremony for The Honourable Murray Sinclair (November 10, 2024, at Canada Life Centre).

14.1(e) Protocol and Military Envoy

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	317	3.00	334	(17)	
Other Expenditures	132	-	209	(77)	
Total Sub-Appropriation	449	3.00	543	(94)	1

Explanation:

1. (\$94) variance due to savings in operations and in year vacant positions.

14.1(f) Sport and Tourism Policy

Sub-Appropriation Description

The Sport and Tourism Policy branch provides support for three Other Reporting Entities (OREs) including Travel Manitoba, Sport Manitoba, and the Manitoba Combative Sports Commission; oversight and accountability for priority projects; strategic planning coordination; and support for corporate functions.

Key Results Achieved

- **Legislation Proclaimed:** Amendments to The Combative Sports Act and Combative Sports Regulation came into force in December 2024. The Act expands the mandate and authority of the Manitoba Combative Sports Commission (MCSC) to oversee, sanction, and regulate designated amateur combative sports in addition to professional combative sports. The changes will help ensure the safety of participants during combative sport events.
- **Strategic Planning and Financial Oversight:** Provided administration and oversight of government funding for tourism and sport organizations and priority projects including: Travel Manitoba, Sport Manitoba, Manitoba Combative Sports Commission, Manitoba Jockey Club, Red River Exhibition Association, the Winnipeg Jets Whiteout Parties, Winnipeg Sea Bears, YMCA-YWCA of Winnipeg Inc., and the successful bids to host the 2025 Grey Cup and the 2025 Canadian Elite Basketball League Championship in Winnipeg.
- **Indigenous Tourism Support:** Collaborated with the Department of Northern Relations and Indigenous Futures (NRIF) to secure \$320,000 in provincial government funding for Indigenous Tourism Manitoba (ITM) to support the development and growth of Indigenous tourism throughout the province.
- **Major Events Strategy:** Collaborated with Travel Manitoba and industry stakeholders to begin the development of a province-wide events strategy that will maximize the potential of Winnipeg, Brandon, and rural destinations to host meetings, conventions, and major sporting events.
- **Support Manitoba's Athletes and Highlight their Achievements:** Recognized 251 athletes that successfully participated in national or international competitions with congratulatory letters from the Minister through the Sport Achievement Program.
- **Safe Sport and Anti-Racism:** Provided an annual increase of \$500,000 to Sport Manitoba to further support amateur sport development in Manitoba, including enhancing The Safe Sport strategy and the implementation of an independent third-party mechanism to report maltreatment in sport. Support is also being provided to address racism in sport as well as enhance diversity, equity, inclusion, and accessibility initiatives.
- **Community Sport Support:** Administered the annual application-based Sport Event Hosting Program and the 2024-25 Curling Development Program, a one-time grant program to support sport development and small capital projects initiated by community curling clubs.
- **Supporting Recreation Opportunities:** Invested \$5 million to support the YMCA-YWCA of Winnipeg Inc.'s Downtown Y redevelopment "Heart of the City Campaign" project. This initiative aims to redevelop the Downtown Y into a revitalized community hub, emphasizing accessibility, community partnerships, expanded childcare spaces, additional classrooms for mental health and newcomer programs, and more areas for community engagement and recreation, including a new indoor splash pad.

- **Supporting Federal/Provincial/Territorial Discussions:** Participated in Federal/Provincial/Territorial (FPT) collaborative discussion groups for the Canadian Council for Tourism Ministers and the Sport, Physical Activity and Recreation Council. Activities included supporting one in-person and one virtual ministerial meeting and two Deputy Minister meetings; as well as participation on the FPT Directors Committee, FPT Sport Committee and several FPT working groups. The department was also represented on the Canada Sport Policy Renewal Committee.

14.1(f) Sport and Tourism Policy

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	545	5.00	523	22	
Other Expenditures	20	-	10	10	
Grant Assistance	43,931	-	44,012	(81)	
Total Sub-Appropriation	44,496	5.00	44,545	(49)	1

Explanation:

1. (\$49) lower expenditures due to lapses in event hosting and funding to International Curling Centre, partially offset by higher salary, benefits, and associated operating costs.

Culture and Heritage Programs (Res. No. 14.2)

Main Appropriation Description

Supports the development of community arts, heritage, and library programs and services, and fosters partnerships between government and ethnocultural communities. Supports the protection of heritage resources and regulates the conservation of significant aspects of Manitoba's heritage. Reflects the principles of multiculturalism in government priorities and activities. Supports statutory agencies to develop the arts and cultural industries.

Sub-Appropriations	2024-25	2024-25 Authority	
	Actual \$(000s)	FTEs	\$(000s)
2 (a) Strategic Policy	11,204	20.00	11,248
2 (b) Historic Resources	10,161	17.00	10,926
2 (c) Major Agencies and Program Support	30,284	19.00	30,553
TOTAL	51,649	56.00	52,727

14.2(a) Strategic Policy

Sub-Appropriation Description

Strategic Policy supports development of responsive provincial policy options related to creative industries, public library services, multiculturalism, community, and professional arts and heritage.

Key Results Achieved

- **Ethnocultural Community Support:** As part of a three-year grant program evaluation cycle, the Ethnocultural Community Support Program transitioned to a single annual intake in 2023-24. This process brought the program in line with other funding program schedules and included the release of updated application materials. In 2024-25, materials were again reviewed and amended to further clarify and simplify processes for applicants. The program successfully supported a record number of 82 grant applications.
- **Public Library Sector Support:** Implemented the revised Public Libraries Allocation of Grants Regulation to support more equitable and sustainable funding for public library services in Manitoba. Collaborated with libraries across the province to support the transition and to help integrate the model into local planning efforts aimed at improving and expanding public access.
- **Policy and Research Support:** Relaunched the departmental French Language Services (FLS) Committee to start work on a new departmental Multi-Year FLS Plan, in accordance with the Francophone Community Enhancement and Support Act.

- **FPT Participation:** Participated in FPT tables for the ministers responsible for culture and heritage and supported one in-person ministerial meeting. Contributed to a number of FPT working groups, including the Artificial Intelligence Working Group, the Cultural Statistics Working Group, the National Research Group, and the Provincial and Territorial Public Library Council.
- **Grant Program Administration:** Administered grant programs that distributed \$9.3 million to Manitoba public libraries, the creative industries (film, music, and publishing) and ethnocultural community organizations. These funds supported 138 organizations with operating and project support to preserve, share, and celebrate Manitoba’s commitment to multiculturalism and develop and promote Manitoba’s creative and cultural sectors.

14.2(a) Strategic Policy

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,508	20.00	1,526	(18)	
Other Expenditures	563	-	584	(21)	
Grant Assistance	9,133	-	9,138	(5)	
Total Sub-Appropriation	11,204	20.00	11,248	(44)	1

Explanation:

1. (\$44) lower expenditures mainly due to vacant positions, and savings in other operating expenditures.

14.2(b) Historic Resources

Sub-Appropriation Description

Historic Resources provides archeological services, expertise regarding built heritage and heritage site designations, and administers a variety of grant programs to support heritage organizations, cultural groups, and community festivals.

Key Results Achieved

- **Provincial Heritage Screening Reviews Service:** Performed 1,578 reviews, issuing 189 heritage permits for archaeological work taking place across the province. The provincial archaeological sites registry increased by 128 sites, with the majority of these located within the Northern, Central, and Eastern regions of Manitoba.
- **Heritage Funding:** Provided \$8.4 million to over 325 heritage organizations, initiatives, and community celebrations across the province to enable Manitobans to protect, conserve, interpret, share, and celebrate their diverse heritage.

- **Heritage Covenant Guidelines:** Developed Heritage Covenant guidelines to better support mitigation efforts for development projects that have the potential to impact sites of a sensitive nature. These guidelines have been made available for municipal governments, provincial departments, and/or other interested parties and support the development of agreements under provincial heritage legislation, to address long-term protection and/or the avoidance of impacts on heritage resources, particularly at sensitive sites. Heritage agreements run with the title of the land, ensuring that awareness and knowledge about any heritage protections in place are not lost and that they remain accessible to future landowners and decision-makers.

14.2(b) Historic Resources

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,180	17.00	1,147	33	
Other Expenditures	140	-	145	(5)	
Grant Assistance	8,841	-	9,634	(793)	
Total Sub-Appropriation	10,161	17.00	10,926	(765)	1

Explanation:

1. (\$765) lower expenditures mainly due to lapsed funding for grants under the military memorial programs impacted by lower application volumes.

14.2(c) Major Agencies and Program Support

Sub-Appropriation Description

Provides expertise through a variety of business, liaison, engagement, and consultation functions. Functions as the primary point of contact for division finances, with administrative support functions, a designated granting unit and responsibility for managing the Manitoba government art collection. Provides oversight for major agencies, other reporting entities and endowments with the responsibility to oversee and support engagement, liaison, and consultation initiatives for the division.

Key Results Achieved

- **Arts, Culture and Sport in Community Fund:** Successfully administered the Arts, Culture and Sport in Community (ACSC) Fund, a \$100 million program to enhance access to quality arts, culture and sport programming and facilities in Manitoba. By the end of 2024-25, over 300 ACSC community led initiatives were completed.
- **Strategic Planning and Financial Oversight:** Funded, supported, and provided financial oversight to seven government reporting entities and major agencies in the arts, culture, and heritage sector to ensure effective delivery of statutory mandates, sound management, accountability, and awareness of government priorities.

- **Manitoba Government Art Collection:** Managed approximately 4,000 artworks currently on loan to government departments in 96 buildings across the province and expanded the Manitoba government art collection with 23 new artists, including BIPOC and first-generation immigrant artists, enhancing diversity and representation in the collection.

14.2(c) Major Agencies and Program Support

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,443	19.00	1,597	(154)	
Other Expenditures	242	-	281	(39)	
Grant Assistance	28,599	-	28,675	(76)	
Total Sub-Appropriation	30,284	19.00	30,553	(269)	1

Explanation:

1. (\$269) variance is mainly due to lower salary costs arising from vacancies.

Information Resources (Res. No. 14.3)

Main Appropriation Description

The Information Resources division is made up of two branches: the Archives of Manitoba and the Legislative Library. Programs and services in this division are delivered in accordance with The Archives and Recordkeeping Act and The Legislative Library Act.

Sub-Appropriations	2024-25	2024-25 Authority	
	Actual \$(000s)	FTEs	\$(000s)
3(a) Archives of Manitoba	2,195	37.60	2,266
3(b) Legislative Library	894	10.00	849
TOTAL	3,089	47.60	3,115

14.3(a) Archives of Manitoba

Sub-Appropriation Description

Archives of Manitoba protects, preserves, and makes available records in all media; promotes good recordkeeping in government; and provides centralized services and facilities for managing retention and disposal of records.

Key Results Achieved

- **Access to Records Documenting Indigenous History:** Continued to increase access to records relevant to Indigenous history:
 - Improved access to records relevant to Indigenous history through priority projects in description, indexing, and digitization at the Archives of Manitoba. Supported individuals, communities, and other clients requesting information about themselves and/or conducting research in Indigenous history, in alignment with CTA 70.
 - Welcomed several Indigenous community and heritage groups from Manitoba and across Canada requesting access to the Archives and provided consultation space for groups to access archival records.
 - Supported ongoing work of government departments responsible for responding to requests from Indigenous communities for access to records.
- **Frontline Client Services:** Continued to provide support to individuals, groups, government, and other clients requesting information about themselves and using archival records to conduct research on a variety of topics. Provided access to semi-active and archival records required for the delivery of critical services to Manitobans.
- **Protect Manitoba's Diverse Cultural Heritage:** Acquired and preserved archival records of fundamental significance to Manitobans including 1,546 feet of archival records created within the

Manitoba government and 171 feet of archival records from organizations and individuals in the private sector that document the history of Manitoba and of the Hudson’s Bay Company.

- **Performance Audit:** Supported the completion of a performance audit by the Office of the Auditor General (OAG). The audit report, Archives of Manitoba: Preservation and Access to Records 2024, was released in February 2024. The Archives immediately began its response to the OAG Audit recommendations which continued in 2024-25 and included appearing at the November 13, 2024, meeting of the Manitoba Legislature’s Standing Committee of Public Accounts.
- **Preserve Digital Archival Records:** Carried out scoping activities for the acquisition of a digital preservation system. The scoping project will continue in 2025-26.
- **Promote Archives:** Hosted a two-day open house in April 2024 featuring a selection of maps from the Archives of Manitoba, including the Hudson’s Bay Company Archives. Over 850 visitors attended the open house.
- **Recordkeeping Standards and Guidance:** Updated and issued 20 pieces of guidance under s.8 of The Archives and Recordkeeping Act.
- **Records Management Modernization:** Transformed the roles and responsibilities for recordkeeping in departments and agencies including the requirement for designation of a new senior management role, the Executive Lead, and created a community of practice to support them.
- **Records Management Services:** Provided expert government records advisory services to departments and agencies on recordkeeping issues and projects. Assisted departments and agencies to fulfil their statutory duties under s.17 of The Archives and Recordkeeping Act – appraising new and revised records schedules that authorize the retention and disposal of government records. Provided support to departments and agencies in the transfer, retention, protection, and disposition of government records.
- **Records Management Training:** Worked with Executive Leads to increase the number of employees completing the “Introduction to Records and Information Management in the Manitoba Government” training in their departments and agencies.

14.3(a) Archives of Manitoba

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	2,892	37.60	2,701	191	
Other Expenditures	437	-	705	(268)	
Less: Recoverable from	-	-	-	-	
Other Appropriations	(1,134)	-	(1,140)	6	
Total Sub-Appropriation	2,195	37.60	2,266	(71)	1

Explanation:

1. (\$71) under-budget mainly due to delay in MIRA licensing.

14.3(b) Legislative Library

Sub-Appropriation Description

Legislative Library provides access to specialized information resources for the Legislature, government, and people of Manitoba; and ensures current and future access to Manitoba's published heritage.

Key Results Achieved

- **Published Heritage:** Added 582 books, both current and historical, 2,739 issues of Manitoba newspapers and 422 magazine and journal issues, all published in Manitoba while continuing to work with Manitoba publishers to collect and preserve Manitoba's published heritage.
- **Manitoba Government Publications Collection:** Increased the percentage of Manitoba government publications available digitally through the Digital Collection of Manitoba Government Publications.
- **Outreach:** Targeted outreach activities, for the public, civil service and staff of the Assembly, including tours, information sessions and orientation for new MLAs totaled 533 persons.
- **Research and Reference Services:** Answered 1,697 client requests for service which included 437 hours of reference assistance and 393 hours of research assistance. Supplied 51,904 print and/or digital publications to Members of the Assembly and their staff, members of the Manitoba Public Service, Crown Corporations, and other Manitoba government entities as well as the general public.

14.3(b) Legislative Library

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	735	10.00	670	65	
Other Expenditures	159	-	179	(20)	
Total Sub-Appropriation	894	10.00	849	45	1

Explanation:

1. \$45 over expenditure mainly due to higher staffing costs under the new MGEU agreement.

Costs Related to Capital Assets (Non-Voted)

Description

The appropriation provides for the amortization expense related to capital assets.

14.4(a) Costs Related to Capital Assets

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Amortization Expense	12	-	5	7	1
Total Sub-Appropriation	12	-	5	7	

Explanation:

1. Amortization costs for the forklift for Government Records Centre

Other Key Reporting

The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007 and was amended in 2018. It gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service and protects employees who make those disclosures from reprisal. The act builds on protections already in place under other statutes, as well as collective bargaining rights, policies, practices and processes in the Manitoba public service.

Wrongdoing under the act may be: contravention of federal or provincial legislation; an act or omission that endangers public safety, public health or the environment; gross mismanagement; or knowingly directing or counseling a person to commit a wrongdoing. The act is not intended to deal with routine operational or administrative matters.

A disclosure made by an employee in good faith, in accordance with the act, and with a reasonable belief that wrongdoing has been or is about to be committed is considered to be a disclosure under the act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the act and must be reported in a department's annual report in accordance with Section 29.1.

The following is a summary of disclosures received by Manitoba Sport, Culture, Heritage and Tourism for fiscal year 2024-25.

Information Required Annually (per section 29.1 of PIDA)	Fiscal Year 2024-25
The number of disclosures received, and the number acted on and not acted on. Subsection 29.1(2)(a)	-
The number of investigations commenced as a result of a disclosure. Subsection 29.1 (2)(b)	-
In the case of an investigation that results in a finding of wrongdoing, a description of the wrongdoing and any recommendations or corrective actions taken in relation to the wrongdoing, or the reasons why no corrective action was taken. Subsection 29.1(2)(c)	-

Equity and Diversity Benchmarks

Manitobans are best served by a public service that is inclusive and representative of the diverse population of Manitoba at all levels of the organization, including senior management. Employment equity status is self-identified on a voluntary basis when individuals are hired into a position or at any time during their employment with Manitoba's public service. Employment equity groups include women, Indigenous peoples, visible minorities, and persons with disabilities. This measure will capture diversity in Manitoba's public service and in senior management. The statistic reflects employment equity representation at the department level.

Equity Group	Benchmarks	% Total Employees as at March 31, 2025
Women	50%	74%
Indigenous Peoples	16%	12%
Visible Minorities	13%	19%
Persons with Disabilities	9%	5%

Appendices

Appendix A – Other Reporting Entities

Other Reporting Entities (OREs) are accountable to the minister. OREs are directly or indirectly controlled by government as prescribed by the Public Sector Accounting Board.

The following Other Reporting Entities (OREs) form part of the department’s consolidated results:

Centre culturel franco-manitobain

The purpose of the Centre culturel franco-manitobain is to present, promote, foster, and sponsor cultural and artistic activities in the French language for all Manitobans; and manage and develop the buildings and property within the area where the corporation has jurisdiction.

For more information please visit: ccfm.mb.ca

Manitoba Arts Council

The Manitoba Arts Council is mandated to promote the study, enjoyment, production, and performance of works in the arts. The council also provides grant assistance to Manitoba artists and arts organizations, in a range of artistic disciplines.

For more information please visit: artscouncil.mb.ca

Manitoba Centennial Centre Corporation

The corporation’s mandate is to manage the operation of the Centennial Concert Hall; maintain, develop, and provide property management services to the buildings and property within the Centennial Centre campus; develop and maintain buildings and property outside the campus; and support culture and the arts in the province for the benefit of all Manitobans.

For more information please visit: mbccc.ca

Manitoba Combative Sports Commission

The purpose of the Manitoba Combative Sports Commission is to regulate professional combative sport contests in the province of Manitoba in accordance with regulations as set out in The Combative Sports Act.

For more information please visit: mbcombativesports.com

Manitoba Film and Sound Recording Development Corporation

Operating as Manitoba Film and Music, Manitoba Film and Sound Recording Development Corporation supports the Manitoba film and music industry to create, stimulate, employ, and invest in Manitoba by developing and promoting Manitoba companies, producing and marketing film, television, video, and music recording projects as well as to promote Manitoba as a film location for offshore production companies.

For more information please visit: mbfilmmusic.ca/en

Sport Manitoba

Sport Manitoba leads and supports sport for life through access, participation, and achievement in sport by all Manitobans and invests in amateur sport and community programming around the province. Sport Manitoba envisions creating the best sport community through initiatives and leadership, and by establishing a highly supportive environment that will enhance the abilities of all Manitobans in their pursuit of excellence and in their joy of effort in amateur sport.

For more information please visit: sportmanitoba.ca

Travel Manitoba

Travel Manitoba supports tourism's contribution to the provincial economy by leading the marketing of Manitoba as a tourism destination and by fostering a competitive and sustainable tourism industry. Its primary function is to increase tourism visitation and spending in all regions of the province.

For more information please visit: travelmanitoba.com

Appendix B - Statutory Responsibilities

Any statutes that are not assigned to a particular minister are the responsibility of the Justice Minister, as are any amendments to acts. Manitoba Sport, Culture, Heritage and Tourism operates under the authority of the following acts of the Continuing Consolidation of the Statutes of Manitoba:

- The Archives and Recordkeeping Act
- The Arts Council Act
- The Manitoba Centennial Centre Corporation Act
- The Centre culturel franco-manitobain Act
- The Combative Sports Act
- The Manitoba Emblems Act
- The Manitoba Film and Sound Recording Development Corporation Act
- The Foreign Cultural Objects Immunity from Seizure Act
- The Heritage Resources Act
- The Income Tax Act [sections 7.5 to 7.9, 10.4 and 10.4.1]
- The Legislative Library Act
- The Manitoba Multiculturalism Act
- The Manitoba Museum Act
- The Public Libraries Act
- The Travel Manitoba Act

In addition, policies specific to departmental programs are documented in the General Manual of Administration and various Manitoba government catalogues and publications.

Glossary

Alignment – This is the process of enabling all employees to see how their day-to-day actions are consistent with the values of the organization and how living those values is contributing to overall success. Creating alignment ensures employees are working toward the common goal or vision.

Annual Report – Departmental annual reports are a supplement to the public accounts and provide variance explanations and background information to support the public accounts. Annual reports are either released (if the Legislature is not in session) or tabled in the Legislature (if in session) by Sept. 30, following the fiscal year end.

Appropriation – This is the amount voted by the Legislative Assembly, approving the maximum amount that may be expended on a specific program or major activity during a fiscal year.

Main Appropriation – This is the total amount of each resolution passed by the Legislative Assembly as reported in the printed estimates of expenditure.

Sub-Appropriation – the total amounts applicable to the various breakdowns of the main appropriations in the printed estimates of expenditure.

Authority – In the financial tables throughout this report, authority represents the authorized votes approved by the Legislative Assembly in the Estimates of Expenditure (budget) as well as any changes (if applicable) as a result of government reorganizations, allocations from Enabling Appropriations, or and virement transfers between Main appropriations within the department. For a full reconciliation of the Printed Estimates of Expenditure to the Authority, please see the Expense Summary by Appropriation Report in the Report on the Estimates of Expenditure and Supplementary Information.

Borrowings – Borrowings are securities issued in the name of the province to capital markets investors. Securities include debentures, treasury bills, promissory notes, medium-term notes and Manitoba Savings Bonds.

Full-Time Equivalent (FTE) – This is a measurement for the number of positions. Every full-time regular position represents one full-time equivalent position. Other categories (e.g., term, departmental, seasonal and contract) are measured in proportional equivalents. For example, a program with a vote of 1.50 term FTE could hire staff in any combination that results in a total of one-and-a-half years (or 78 weeks) of employment [e.g., six staff for three months (13 weeks) each; two staff for nine months (39 weeks) each; one full-time and one half-time staff for one year; three half-time staff for one year; etc.]

Government Reporting Entity (GRE) – This includes core government and Crown organizations, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges.

Grants – Public money provided to an individual, organization or another government to assist in attaining their objectives and for which the government does not receive a good or service.

Guarantees – The province, in the normal course of business, may provide a guarantee to honour the repayment of debt or loans of an organization, primarily Government Business Enterprises. Such a guarantee is provided on the Manitoba Hydro Savings Bonds.

Interfund Activities – These are Public Sector Accounting Standards adjustments, including Health and Education Levy, Employee Pension and Other Contributions, that are attributed to the entire department.

Key Initiatives – These are the specific programs, activities, projects or actions an organization will undertake to meet performance targets. Initiatives are often projects or events that aim to improve a process or an outcome in one of the four perspectives.

Key Performance Indicators (KPI) – KPIs refer to an ultimate result for which the department is responsible for monitoring and reporting, but for which given its complexity, it has only partial direct influence over. Departments may identify certain performance measures as KPIs.

Mission – A mission statement defines the core purpose of the organization — why it exists and reflects employees' motivations for engaging in the organization's work. Effective missions are inspiring, long-term in nature, and easily understood and communicated.

Objective – The objective is a concise statement describing the specific things an organization must do well to execute its strategy. Objectives often begin with an action verb such as increase, foster, reduce and improve.

Other Reporting Entity (ORE) – These are reporting organizations in the Government Reporting Entity (GRE) such as Crown corporations, government agencies, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges that are directly or indirectly controlled by the government, as prescribed by the Public Sector Accounting Board (excludes core government).

Performance Measure – A performance measure is a standard used to evaluate and communicate performance against expected results. Measures are normally quantitative in nature, capturing numbers, dollars, percentages and so on. Reporting and monitoring measures helps an organization gauge progress toward effective implementation of strategy.

Performance Results – These are the most important outcomes the departments want to achieve by reaching their objectives. Performance results represent the essence of the outcomes the department seeks to achieve.

Provincial Themes: Provincial themes are the overarching strategic priorities that align departmental activities with government's direction.

Special Operating Agencies (SOAs) – These are service operations within departments that are granted more direct responsibility for results and increased management flexibility needed to reach new levels of performance. SOAs embrace market disciplines of the private sector while adhering to the public policy imperatives of government. Annual business plans define financial goals and performance targets. SOAs have the ability to raise capital outside of the Consolidated Fund.

Strategy – This represents the broad priorities adopted by an organization in recognition of its operating environment and pursuit of its mission. All performance objectives and measures should align with the organization's mandate and strategy.

Target – The target presents the desired result of a performance measure. They provide organizations with feedback about performance.

Values – Values represent the deeply-held beliefs of the organization, which are demonstrated through the day-to-day behaviours of all employees. An organization's values make an open proclamation about how it

expects everyone to behave. Values should endure over the long-term and provide a constant source of strength for an organization.

Virement – This refers to a transfer of authority between operating expenditure appropriations within a department.

Vision – A powerful vision provides everyone in the organization with a shared mental framework that helps give form to the future that lies ahead. This statement should contain a concrete picture of the desired state and provide the basis for formulating strategies and objectives. The vision serves as the guiding statement for the work being done. It should answer why the work being done is important.