



# Annual Report

2022-2023

# Contact Information:

## HEAD OFFICE:

138B Mission Road,  
Fort William First Nation, ON, P7J 1K7  
Phone: 1- 800- 465- 5581

## HUB OFFICES:

### THUNDER BAY OFFICE:

(new office September 1, 2023)  
101 Syndicate Avenue North, Thunder Bay, ON  
P7C 3V4  
Phone: (807) 622- 1413  
Toll Free: 1- 800- 465- 5581  
Fax: (807) 622- 3024

#### OFFICE HOURS:

Monday-Friday, 9:00am – 5:00pm EST

### SIoux LOOKOUT OFFICE:

56 Front Street,  
Sioux Lookout, ON P8T 1A3  
Phone: (807) 737-7981  
Toll Free: 1-800-465- 5581  
Fax: (807) 737-7297

### TIMMINS OFFICE:

119 Pine Street South-Suite 210,  
Timmins, ON P4N 2K3  
Phone: (705) 268-1105  
Fax: (705) 268-0012

## KENORA OFFICE:

308 Second Street South, Suite 14,  
Kenora, ON, P9N 1G4

## AUDITORS: MNP LLP

Chartered Professional Accounts  
Licensed Public Accountants

2022- 2023 Annual Report NALSC  
© 2023 Nishnawbe- Aski Legal Services  
Corporation

Published by: Nishnawbe- Aski Legal Services  
Corporation

## PRODUCED & PRINTED BY:



## TRANSLATIONS

*Special Thanks* to our translators:

Ojicree: Charles Brown

Cree: Madeliane Kioke



# Table of Contents

<b>5</b>	About
<b>7</b>	Programs and Services
<b>8</b>	Board of Directors
<b>10</b>	Messages from the Chair
<b>11</b>	Message from the Executive Director
<b>13</b>	Message from the Manager of Legal Services
<b>14</b>	Legal Aid Program
<b>20</b>	Gladue Program
<b>25</b>	Indigenous Bail Verification and Supervision & Community Release and Reintegration Programs
<b>31</b>	Discharge Planning Program
<b>34</b>	Restorative Justice
<b>41</b>	Victim Witness Liaison
<b>45</b>	Talking Together Program
<b>54</b>	Human Resources
<b>TAB 1</b>	Oji Cree Version
<b>TAB 2</b>	Cree Version



# NISHNAWBE ASKI LEGAL SERVICES CORPORATION

## FIRST NATIONS COMMUNITIES



## EVERY CHILD MATTERS

### NISHNAWBE ASKI LEGAL SERVICES CORPORATION SUPPORTS AND RESOURCES

**Nishnawbe Aski Legal Services Corporation**  
 Toll Free: 1-800-465-5581  
 Phone: (807) 622-1413  
 Fax: (807) 622-3024  
 Email: [info@nanlegal.on.ca](mailto:info@nanlegal.on.ca)  
 Website: [www.nanlegal.on.ca](http://www.nanlegal.on.ca)

**Argyle Community Support Program (For Indian Day Schools only)**  
 One-on-one support by a trauma informed Claims Assistant for help completing the Claims Form  
 Phone: 1-877-515-7525  
 Monday through Friday 8am - 9pm Eastern  
 (Interpretation services provided upon request)  
 Email: [idscommunitysupport@argylepr.com](mailto:idscommunitysupport@argylepr.com)  
<https://indiandayschools.com/en/support/community-support-program>

**24-hour Residential School Crises Line**  
 For immediate emotional assistance  
 Toll Free: 1-866-925-4419  
 Access Health Support Services & more information  
 Toll Free: 1-888-301-6426  
[www.healthcanada.gc.ca/irs](http://www.healthcanada.gc.ca/irs)

**NAN Hope**  
 Toll Free 1-844-626-4673  
 Text: 1-844-626-4673  
[www.nanhope.ca](http://www.nanhope.ca) with Chat Feature

**Hope for Wellness Help Line**  
 24/7 Services in English, Cree, Ojibway, Inuktitut, French  
 Toll Free 1-855-242-3310  
[www.hopeforwellness.ca](http://www.hopeforwellness.ca) with Chat Feature

**Talk 4 Healing: Talk, Text, Chat**  
 Services in Ojibway, Oji-Cree, Cree, English, French  
 24/7 culturally sensitive counselling, advice, and support to Indigenous women.  
 Toll Free: 1-855-554-4325  
[www.talk4healing.com](http://www.talk4healing.com)

**Native Women's Association of Canada**  
 In-house elders offering support,  
 Monday to Friday 9-11am and 1-3 p.m.  
 Toll Free: 1-888-664-7808  
[www.nwac.ca](http://www.nwac.ca)

**MMIW Crisis Line**  
 24/7 support to family, friends and community members impacted by the loss of a missing or murdered Indigenous woman, girl, or Two-spirit person  
 Toll Free: 1-844-413-6649  
<https://www.mmiwg-ffada.ca>

**Indian Residential Schools Survivors and Family**  
 Toll Free: 1-800-721-0066  
[www.irsss.ca](http://www.irsss.ca)

### NISHANAWBE ASKI NATION TRIBAL COUNCILS:

1. Independent First Nations Alliance
2. Keewaytinook Okimakanak Council
3. Matawa First Nations
4. Mushkegowuk Council
5. Shibogama First Nations Council
6. Wabun Tribal Council
7. Windigo First Nations Council
8. Independent Bands

# About Nishnawbe-Aski Legal Services Corporation

On March 1, 1990, Nishnawbe-Aski Legal Services Corporation was created to address the shortcomings in the administration of justice within Nishnawbe Aski Nation (NAN); and to improve access to justice for members of NAN. Since 1990, NALSC has grown steadily and worked hard to develop a professional image, and to hire qualified staff to carry out the corporation's mandate. Innovative and creative programs have made NALSC a leader, and at times – an example, in alternatives to justice options. NALSC has met with success in these areas.

## VISION

To respect and revitalize restorative justice forms of justice through Indigenous laws and Pimatisiwin (way of life)

## MANDATE

To promote creative community-based justice systems and to deliver on a wide range of law related services including legal, paralegal, public legal education, and law reform services to members of Nishnawbe Aski Nation.

## MISSION

To deliver the programs and services in a culturally appropriate manner sensitive to the unique values, customs, and traditions of NAN communities.

## OUR VALUES & PRINCIPLES

- Unity, Self Governance, and Sustainability
- Respect and Dignity
- Integrity and Honesty
- Sharing and Partnership
- Humility
- Courage
- Compassion and Caring
- Wisdom
- Truth



## A SYMBOL OF UNITY

The Nishnawbe–Aski Legal Services symbol combines the traditional elements of the Aboriginal community with those of the Euro Canadian tradition. Designer Roy Kakegamic weaves a scales of justice theme into the symbol using a balancing peace pipe. The pipe is recognized as the historical sacred symbol for bringing understanding between different people. The peace pipe is balanced on a tipi, which is the ancestral symbol for the home. On each side of the tipi is a feather hanging from the peace pipe. One side of the tipi is coloured white and the other side black symbolizing the need for understanding of the two sides of every story. In the middle of the tipi is a red opening, an open invitation to the coming together of both sides. The three elements: the peace pipe, tipi and feathers are contained in a circle – the circle of life – without beginning or end. This creates the fourth element in the design. Each of these elements represents one of the four directions of the compass. This theme is repeated in the four sacred colours in the symbol: red, yellow, white and black.

# Nishnawbe- Aski Legal Services Corporations

## Programs and Services

### Legal Aid Ontario

- Staff Lawyers
- Community Legal Workers
- Public Legal Education

### Bail Verification and Supervision Program & Community Release and Reintegration Program

- Bail Navigator

### Gladue

- Gladue Case Workers
- Gladue Writers

### Restorative Justice

- Community Youth Justice
- Community Youth Intervention
- Sexual Assault and Domestic Violence Prevention Services
- Community By-Law
- Community Learning Hub
- Guns & Gangs Services
- Pre-Charge Diversion

### Victim Witness Liaison Program

- Anti Human Trafficking

### Talking Together Program

- Youth Violence Human Trafficking Prevention Project
- Nih Keewaywin - My Journey Back Home
- Community Counselling Centre of North Bay

### Discharge Program

**PLEASE VISIT OUR WEBSITE AT**  
**[www.nanlegal.on.ca](http://www.nanlegal.on.ca)**

# Board of Directors

The Board of Directors is made up of 8 voting members representing various Tribal Councils across NAN territory. The board is also made up of special advisors, Elder representatives East/ Central/ West, Ex- Officio from Nishnawbe Aski Nation corporation whom holds the portfolio of Justice, and a Youth Representative from the Nishnawbe Aski Nation Youth Council.



## **BOARD OF DIRECTORS MEMBERSHIP 2022- 2023**

CHAIR: Jim Beardy  
Independent First Nation Alliance

VICE CHAIR: Frank McKay  
Windigo First Nations Council

SECRETARY/

TREASURER: Jason Batise  
Wabun Tribal Council

DIRECTOR: Simon Winnepetonga  
Shibogama Tribal Council

DIRECTOR: Tom Wassaykeesic  
Unaffiliated Member of Mishkeegogamang First Nation

DIRECTOR: Cory J. Meekis  
Keewaytinook Okimakanak

DIRECTOR: Rebecca Friday  
Mushkegowuk Council

DIRECTOR: Lisa Echum  
Matawa

EX-OFFICIO NISHNAWBE ASKI- NATION CORPORATION:  
Deputy Grand Chief Anna Betty Achneepineskum

NISHNAWBE ASKI- NATION YOUTH COUNCIL  
REPRESENTATIVE: Ashley Bach

ELDER EAST: Barney Batise

ELDER WEST: Vacant

ELDER CENTRAL: Sarah Waboose

## MESSAGE FROM THE CHAIR

JIM BEARDY

Aniin, Boozhoo, Wachiya!

As Chair of Nishnawbe-Aski Legal Services Corporation (NALSC), it is a pleasure to send greetings to NAN Territory on behalf of the Board of Directors and the staff of the organization. Over the past year, NALSC continued to strive to cover a wider range of legal initiatives to meet client needs, expand client-focused services and improve access to justice. As we recognize the importance of having strong communication and network between our organization and NAN First Nations communities, we strive to achieve a strong presence in the justice system serving NAN Territory.

This year has been quite busy with an organization-wide restructuring that will allow us to serve NAN Territory and our NAN clients better. With great effort and great working relationships between all levels of the organization, our new organizational model process is well underway. As NALSC continues to grow, it is our aspiration to deliver services for Mino Pimatiziwin "way of life"; and to meet our Mandate, Mission, and Vision.

On behalf of the Board of Directors and the organization, I am pleased to share that Nishnawbe-Aski Legal Services Corporation (NALSC) and Legal Aid Ontario (LAO) signed the New Legal Services Agreement on October 20, 2022, under the Legal Aid Services Act (LASA), 2020. Both organizations were dedicated in the development of this new agreement that creates an opportunity to restore a quality working relationship based on mutual respect and understanding.

As we navigate together through new hybrid-workplaces in a post-covid environment, with political and judicial injustices that continue to adhere to our Anishnawbe nations, we will work diligently toward greater authority and autonomy over our First Nations freedom and liberty.

In closing, I want to express my gratitude for all the hard work and enthusiasm that has been shown in all efforts to reach our goal. May God bless you in all aspects of your daily lives. Miigwetch and have a great year.



**JIM BEARDY**

Board Chair, Nishnawbe-Aski Legal Services Corporation

## EXECUTIVE DIRECTOR - ANNUAL REPORT 2022-2023

IRENE LINKLATER B.A., LL.B.

Aniin Boozhoo Wacheyi

Another year has gone by very quickly. I realize once again that so much more must be done to fulfill the mandate of Nishnawbe Aski Legal Services Corporation, also known as NAN LEGAL, created by the vision of the NAN Chiefs and Elders in establishing this organization.

The NAN LEGAL Annual General Meeting (AGM) 2021-2022 held in Thunder Bay titled "Investing in Community Based Justice Strategy" debated and passed resolutions that will be updated at the planned September 2023 AGM; Member Resolution No.01/ Accepting of NALSC Annual Report and Audit; Member Resolution No. 02/Satellite In-Person Fly-In Courts in NAN Territory and Ongoing Inequality and Access to Justice Issues; Member Resolution No.03/Investing in Community Based Justice Strategy for Mino Pimatisiwin; and Member Resolution No.04/Skylar's law initiative to register and monitor convicted serious personal injury offences.

A measure taken this fiscal year by the Board identified a growth strategy that includes the development and implementation of a New Organizational Model. The October session's planning approach focussed on the vision, mandate, mission, and principles that frames the NAN LEGAL 5-Year Strategic Plan 2021-2026 around four key pillars, Legal Services, Restorative Justice & Traditions, Financial Stability, Collaboration & Partnerships. From this, four priority areas were identified: Growth Strategy to the development of a new operational model; Succession Planning at all levels of the board, management, and program staff; New Legal Aid Services Agreement between Legal Aid Ontario/NAN LEGAL signing and announcement; and Incarceration, inquests, custody deaths, and wrap-around services (life stabilization). Another measure was for a Compensation Study undertaken with LAO for pay equity and wage parity to legal aid funded staff, upon which the Board decided must also apply for all programs and staff.

I am honored to sit on the Broken Trust Advisory Circle established under the Coroner's Act, comprised of six Anishnawbe Kwe for the preparing of a systemic review report on the reinvestigations of Indigenous deaths in the Thunder Bay region. This report is grounded in each Families' experience and views, with a trauma informed lens. It is to be released this next year.

I wish to express a recognition to All Staff at the front-line who are the backbone of NAN LEGAL. It is because of and through your hard work and dedication advocating for and navigating NAN members in the justice system and judicial processes that we have had another successful year. You serve as a bridge for improving access to justice and getting Justice for the North to be taken seriously by governments and its institutions, to that given to transforming change around education and health systems.

On behalf of ALL STAFF, we express our appreciation to the Board of Directors for their dedication and support that guides us in serving the First Nations members and Communities. Appreciation also goes to NAN LEGAL law partners, Judiciary, court services, and funders.

Miigwetch,

Irene



## **MANAGER OF LEGAL SERVICES - ANNUAL REPORT 2022-2023**

DON RUSNAK

Aniin Boozhoo Wacheya. The Legal Services Department of Nishnawbe- Aski Legal Services (NALSC) is currently made of up of 4 program areas, Legal Aid, Staff Lawyer, Gladue and the Indigenous Bail Verification, Supervision & Community Release & Reintegration Programs. The Department currently makes up close to one-third of the full time complement of employees at NAN Legal Services. As we continue to integrate and evolve the delivery of services across NAN Territory, we are constantly adjusting to deliver the best services across such a unique region.

The Legal Services Department is continually adjusting to the post COVID 19 Pandemic realities and the wide-reaching impacts on all aspects of life across NAN Territory. Staff across the entire Department have continually adapted to these realities during the pandemic and continue to adjust and innovate as we move into a post pandemic world. Over the last year, post pandemic realities are becoming more apparent, such as reduced resources, including planes and pilots that have affected in-person services and court sittings in communities. These realities are affecting the delivery of Legal and Court services for all Justice System partners across the territory. As we move forward, we continue to work with our Justice System partners to address resourcing and delivery of Legal and Court Services to our communities. To date all NAN Legal offices are open and where health restrictions and regional rules allow, most in person services have resumed.

It has been a difficult, few years and will continue to be challenging as we adjust to the post pandemic environment. I would again like to thank the people throughout NAN Territory for their patience and understanding during these challenging times. I would like to acknowledge the leadership in the communities for the work they have done to steer their communities through uncertainty of the past and continue to guide them through current challenges. I would also like to acknowledge and thank the staff of NAN Legal for their hard work and continued dedication throughout.

Sincerely,

Don Rusnak LL.B

Manager of Legal Services

# Legal Aid Program

ANNUAL REPORT 2022-2023

Legal aid staff returned to the office in 2022 on a hybrid basis and will be back in the office full time some time in the summer of 2023.

Northern Courts are now resuming in the communities. Advance courts continue to be held virtually except for Mishkeegogamang and Pikangikum. Community Legal Workers, Duty Counsel and Crown attend advance courts virtually or in person to prepare for the court day. Persons can call in by zoom or attend in person to see or speak to duty counsel prior to the court date. Community Legal Workers are also available to assist with completing forms, commissioning documents, referrals to NALSC programs and completing applications for legal aid.

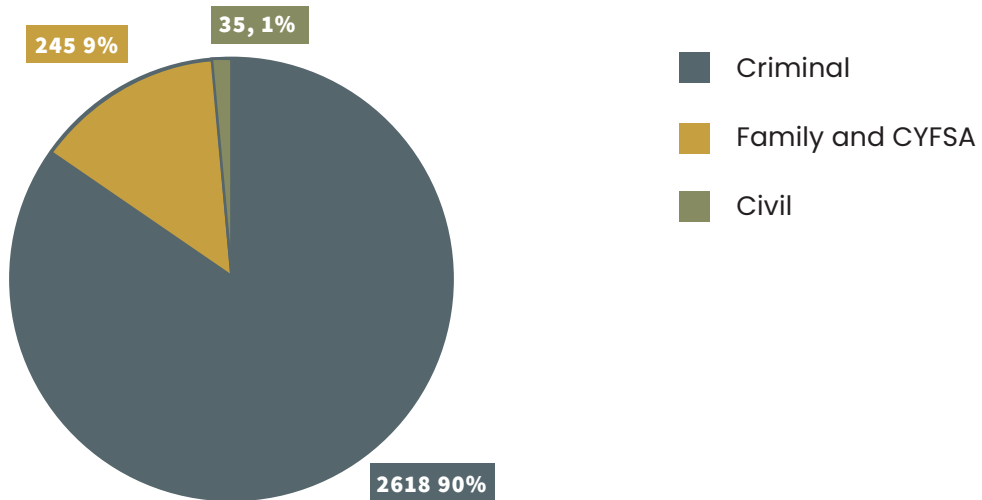
Please see legal aid legal and financial eligibility guidelines on legal aid website at [www.legalaid.on.ca](http://www.legalaid.on.ca)

Northern Duty Counsel Calendar and Zoom Advance Courts are posted on the NALSC website at [www.nanlegal.on.ca](http://www.nanlegal.on.ca).

# Certificates Issued for NAN Members

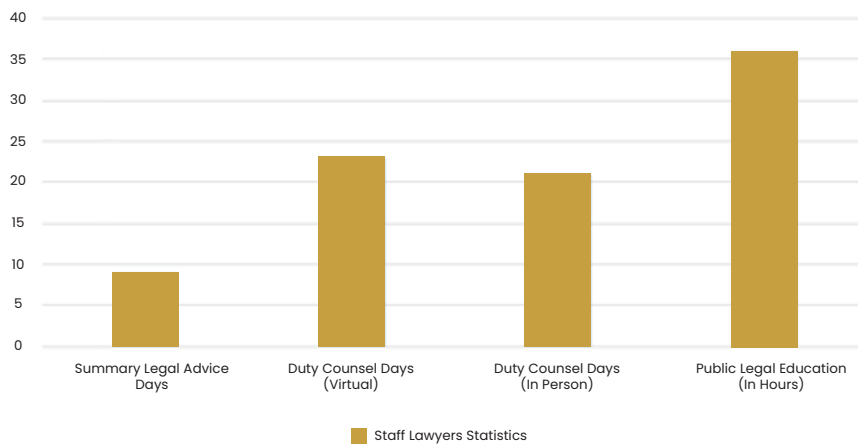
FROM APRIL 1, 2022, TO MARCH 31, 2023

## NAN A048 CERTIFICATE BREAKDOWN APRIL 2022-MARCH 2023



## STAFF LAWYER PROGRAM:

Staff Lawyers Statistics





NALSC Legal Aid with Prime Minister Justin Trudeau



Staff lawyers are available to provide summary advice to NAN members on Monday, Wednesday, and Friday from 1:00 p.m. to 5:00 pm. The lawyers are also scheduled for duty counsel in some of the fly in remote communities, and available for public legal education.

#### **PUBLIC LEGAL EDUCATION UPDATE – CHERYL SUGGASHIE**

- Anti Race Anti Hate Proposal – Community Engagement Sessions with the final booklet and presentation. Final Report due July 2023.
- DOJ/JPIP – Legal Aid and Support for Racialized Communities. Community presentations held in Sandy Lake and Thunder Bay.
- Communication with communities, confirming dates with communities for presentations, and coordinating community visits.
- Updating PLE various topic Presentations with Staff Lawyers and agencies.
- Networking with external agencies, collaborating with Organizations and represent NALSC on various committees
- Assisted Indigenous Bail Program on Mental Health Training.
- Quarterly newsletters, updating website, social media accounts and PLE resources.

## **PROFESSIONAL DEVELOPMENT AND TRAINING**

The Legal aid staff attended and participated in the following training sessions from April 2022 – March 2023.

### **PROFESSIONAL DEVELOPMENT AND TRAINING:**

- Restoring your Story – helping victims reclaim their future.
- Community Legal Education – helping clients with legal problems and navigating the Justice System
- Visit to Gladue Court
- Legal Aid Ontario Virtual Training (Financial Eligibility Training, LASA Process Enhancements, Peoplesoft Refresher Training)
- Parole Board of Canada: Program and Services
- Service Canada - Wills & Estates
- Team Building
- Parliament of Canada and Supreme Court Tour



# Courage

# Gladue Program 2022-2023

## GLADUE REPORTS

Waachay, Booshoo from the Gladue Program. 2022-2023 was another successful year for the Nishnawbe- Aski Legal Services Corporation (NALSC) Gladue department. This year, Gladue program remains focused on conducting the "Gladue Sentencing Principles," as per sections 718.2(e) of the Criminal Code.

## OBJECTIVES:

- To provide Gladue services to Indigenous Offenders who are members of Nishnawbe Aski Nation, Treaty #9 and #5 area, who are before the court for sentencing by preparing a Gladue Report.

- To highlight the systemic and historical factors which contributed to the individuals' involvement with the criminal court system through Gladue report-writing and to make culturally appropriate recommendations.

- To provide the Aftercare Program for Indigenous clients. The Gladue Caseworkers assist clients in completing the recommendations as part of the clients' sentence.

- To provide training to the Gladue Writers and Caseworkers in professional development.

- And build partnerships with other justice stakeholders (courts, police, corrections, lawyers, and judges) and provide Gladue presentations to NAN communities.

Our Gladue Writers continue to be busy preparing Gladue Reports for our Nishnawbe Aski Nation members in the forty-nine communities we serve. During the pandemic we still had a good report writing year. Our writers prepared and wrote 69 reports for this year.

## GLADUE PROGRAM HIGHLIGHTS THIS YEAR

In February 2022, Bryan Phelan, Senior Gladue Writer and Terri Zoccole, Senior Gladue Caseworker presented via zoom to “Now our minds are one”: Northwest Regional Justice Gathering, which was attended by many funding agencies such as the Ministry of Attorney General, Youth Justice and Department of Justice.

The Gladue Staff also presented to NAN communities via zoom in March 2022 on “Know your Gladue rights”, which was advertised via Facebook and Nan Legal newsletter. We had several draws which included two laptops, earphones, and an iPad. The 13 staff of the Gladue program participated and interacted with the public on various Gladue topics.

March 2022 Terri Zoccole, Senior Gladue Caseworker presented and sat on a panel for the Gladue Caseworkers/Aftercare workers Canada Conference. This event which was held via zoom was in partnership with The Department of Justice of Canada and Aboriginal Legal Services.

The Gladue team and our staff lawyer Oana Christie were trained in Ottawa in November 2023, by Jane Dickson a law professor specializing in Gladue report writing. The Gladue presentations were on the Gladue data base and case notes delivered by Senior Gladue Caseworker Terri Zoccole and a presentation on Gladue writing by the Gladue Senior writers, Bryan Phelan, and Lenny Carpenter.

The Gladue program “know your Gladue rights” presented by George Edwards, Manager of Gladue and Lenny Carpenter, Senior Gladue Writer to the Crown Attorneys via zoom in December 2022.

The Gladue team presented it to all adult probation officers in December 2022 in Northwest Ontario, to help spread awareness of Gladue and to help build up relationships for our Nan clients.

## GLADUE WRITERS AND CASEWORKERS

The Gladue Department consists of twelve staff. Six (6) Gladue Writers and Six (6) Gladue Caseworkers:

### TIMMINS OFFICE- NORTHEAST

Lenny Carpenter *Senior Gladue Writer*

Feather Metatawabin *Gladue writer, on contract*

### THUNDER BAY OFFICE- NORTH CENTRAL

Terri Zoccole *Gladue Caseworker Lead*

Alexandria Adams *Gladue Caseworker*

Jennifer Stienke *Gladue writer*

Joy Nwaubani *Gladue writer*



### KENORA OFFICE- NORTHWEST

Bryan Phelan *Senior Gladue writer*

Robert Albany *Gladue Caseworker*

### RED LAKE OFFICE- NORTHWEST

Leslie King *Gladue writer*

Diana Pine *Gladue Caseworker*



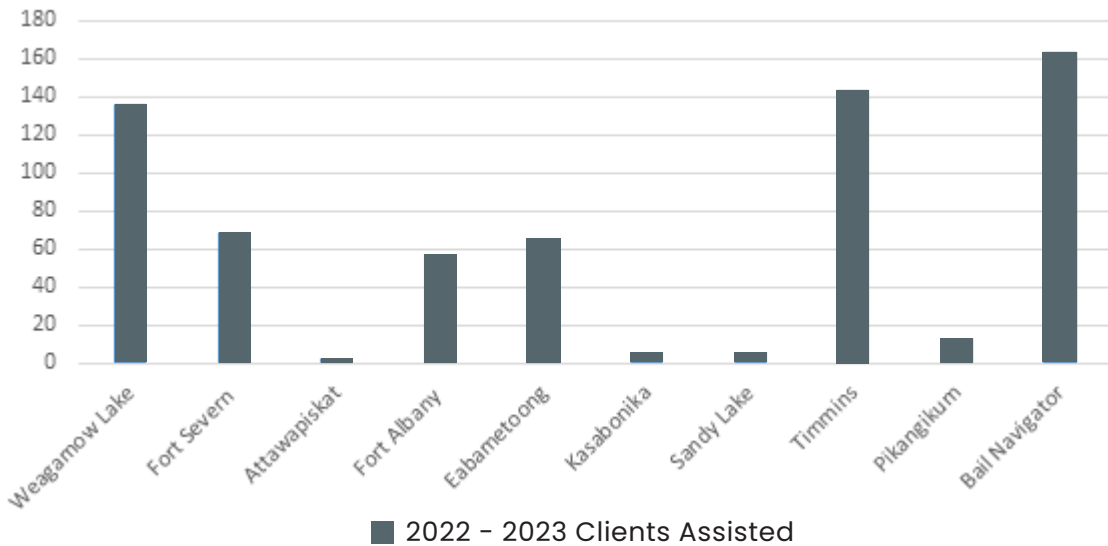
# Honesty



# **Indigenous Bail Verification and Supervision and Community Release and Reintegration Programs 2022-23**



## 2022 - 2023 STATISTICS



## TRAINING

After the long months of the pandemic, August 2022 finally allowed the team to be together in Thunder Bay for some much needed in person training along with attending team building exercises. Over the course of the week, the team attended in person training at the office but also fun activities and team building exercises outside. For some team members, it was the first-time meeting in person due to the long restrictions during Covid-19 pandemic.

## STAFFING

2022-2023 saw some movement in terms of staffing. A bail navigator was hired along with a temporary bail administrative support. A team lead was also promoted from within the program. Two vacancies remain, one in the Northeast with the Release and Reintegration program, and one in the Northwest with the Bail Supervision program.

## OUTREACH AND EDUCATION ACTIVITIES

While things have moved away from pandemic restrictions, this has allowed Indigenous Bail Verification and Supervision Program (IBVSP) and Community Release and Reintegration Program (CRR) to have more opportunities for in-person outreach with service providers and community partners.

At the end of January and early February, IBVSP/CRR Team Lead Catherine Gull and Staff Lawyer Oana Cristea provided seven presentations for the Timmins Police Service on the Bail Supervision Program and Community Release and Reintegration Program. Each platoon attended for the presentations which opened the door for meaningful dialogue and questions, and to provide understanding within respective roles. This enabled further discussion and learning on the broader issue of colonialism and how it has impacted Indigenous peoples in the context of the western justice system. Catherine and Oana were also able to introduce the Bail Bed Program to the police service as a positive asset in the work they do in the Timmins area.

In early March, they also traveled north overnight to Moosonee and Moose Factory to provide an IBVSP/CRR presentation to interested community partners at the EPR Centre in Moose Factory. Unfortunately, attendance wasn't possible as the community closed all their offices in the face of an emergency, due to a prolonged power outage the night before. Due to the ever-changing circumstances of Northern life and a very short travel timeline, a decision was made that if the community couldn't attend, they would go to them. So, once open, they attended at Moose Cree First Nation offices, Moose Cree Health Authority, Nishnawbe Aski Police and Band Rep offices to provide materials and answer any questions. The day prior they were also able to have good conversation with a worker from Probation and Parole in Moosonee who is from Moose Cree First Nation.

During the month of March again, a presentation was scheduled in Pikangikum First Nation. Catherine and Oana were able to attend and visit the bail bed and meet with attending staff. A meeting was also held with the local OPP. A presentation was organized to discuss the bail supervision program.

Another great opportunity for Outreach and Education materialized during the second week of March when Catherine and Oana put on a summarized version of the IBVSP/CRR virtual Teams presentation to many of the Northeast Justices of the Peace. This came about through prior conversations Oana had with Regional Senior Justice of the Peace J. G. McMahon about some newer developments such as the Bail Beds facility and program. Although they only had half an hour for the presentation, it served as a first step in working together with the courts and advocating directly with the bench.

Overall, it was a good start to Outreach, mixing in routine and unconventional ways. The pandemic forced us to change our perspective when in-person Outreach came to a halt and moved to a virtual platform. But while everyone can agree that virtual engagement has its advantages in some capacity, we fully recognize that in-person engagement and meet and greets can be more effective. It not only gets the information out there for our NAN members but creates effective engagement and opportunities when direct communication occurs.

### **INDIGENOUS BAIL NAVIGATOR PILOT PROJECT**

Nishnawbe Aski Legal Services Corporation (NALSC) is committed to improving access to justice, access to culturally relevant support and culturally appropriate programs and prevention for Nishnawbe Aski Nation members throughout Ontario. With funding from the Solicitor General, the Indigenous Justice Division of the Ministry of the Attorney General, NALSC started a pilot project which brought in a new position of an Indigenous Bail Navigator, to be situated at Monteith Correctional Complex. Monteith Correctional Complex Management has been supportive and has been working with NALSC to create space and provide training for the new Indigenous Bail Navigator position.

The Bail Navigator started meeting and assisting clients on October 13th, 2022. Starting out was slower initially as 36 clients were provided services from October 13 to December 31st.

Q4 saw a drastic rise in number of clients – assisting 128 unique clients. Client requests to the Bail Navigator for assistance ranged from phone calls to their legal counsel to full bail planning. In total, 68 full bail plans were created.

Navigating the limitations and possibilities within the jail and from a new position was difficult but crucial. The Bail Navigator developed working relationships with various coworkers inside the jail – including social workers, discharge workers, records personnel, Correctional Officers, and court workers. He was also able to establish connections outside of the jail with various legal counsel and duty counsel, treatment facilities, and bail supervision programs.

The Bail Navigator is required to obtain permission/accessibility from the jail CO's when attempting to see clients due to security, safety, health, capacity issues that arise daily within the facility. Once approved – he can conduct interviews at the “grill”, access private rooms/sections for confidential conversations/interviews, and provide phone calls specific to lawyer calls, bail planning, and appointments. One challenge is that access is not always guaranteed – if access to the jail floor is granted, sometimes access to the phone or private space is not possible due to use or other movements. This sometimes causes requests related to bail hearings to not be fulfilled.

The Bail Navigator's main method of assisting clients is through facilitating communication (phone calls, forwarding messages, paperwork) with their respective lawyers, duty counsel, social programs, treatment, etc. Explanations and education surrounding the bail process was provided.

The following courses of action were taken, as they are most impactful, effective, and easiest to track for bail planning with clients: Nurturing healthy lifestyles and relationships.

- Liaison with counsel (lawyer and/or duty counsel)
- Legal Aid Applications
- IBVSP intakes/communication/coordination
- Treatment/Detox applications
- BSurety assistance

While many clients have seen successful bail plans and hearings – sometimes reaching a resolution after exploring bail options occurred. Some clients also decided to waive their right to bail and the immediate update to duty counsel reduced confusion or complications in between bail hearings.

Many letters of support were provided from Legal Aid duty counsel for our bail navigator.



# Humility

# Discharge Planning Program – Annual Report 2022- 2023

SUBMITTED BY: CHANTELE JOHNSON  
RESTORATIVE JUSTICE MANAGER



Our number of referrals totaled over 1000 clients for the fiscal year 2022-2023 but with some cancellations and changes the total was 924. There were several difficulties experienced with the lack of funding for more staff. As a result, two workers, one working with Kenora District Jail (Lenard Comber) and the other worker/Coordinator (Bonnie MacDonald) with all other jails and facilities in Ontario including Thunder Bay Correctional Centre, Thunder Bay District Jail, Monteith Correctional Centre, Central North Correctional Centre (Penetanguishene) Toronto East, Milton Ladies Correctional Centre, North Bay District Jail and Sudbury District Jail. We also increased our Legal Counsel referrals by dozens more. Youth facilities also increased as word of our services spread rather quickly. The number of clients has tripled since it began in 2020.

Clients who are being sent to Detox Centre's, Treatment Centre's, Land Based Treatment Centre's by the Courts and on their own are using our services to return home. They have said it's a relief to know that after Treatment they can get home safely.

We have hired an additional Discharge Planner who will be residing in Thunder Bay and has years of experience. With the three of us working we will be able to cover weekends and evenings much better. One more staff, bringing it back up to the original four members, is needed and we hope that more funding will help with that. We have one driver in Thunder Bay and two in Kenora. We are in the process of hiring another one in Thunder Bay. We will soon need another vehicle in Timmins as we are paying increased amounts for taxi services that would be better utilized for a driver and a vehicle. Taxi charges usually amount to almost triple what we pay our drivers and maintain our vehicles, so it is saving. We have received only positive comments from our referral sources and especially from the Youth agencies as to how comfortable our clients have felt being transported home. The comments we receive from the Jails and the Lawyers are incredible. They thank us every day for being there, almost immediately, to assist them in getting our clients released earlier but safely as well. They describe the program as being something they can't imagine doing without. We are efficient and respond in a timely manner especially when Legal Counsel is attempting to negotiate releases in the courtroom. When the courts know that NAN Legal is looking after the transportation it is in the client's best interest and as a result many of our clients have been released earlier when the Courts know they have safe transportation. Thank you.





Love

# Restorative Justice Department Annual Report 2022-2023

**SUBMITTED BY:  
CHANTELLE JOHNSON  
RESTORATIVE JUSTICE MANAGER**

As pandemic restrictions begin to ease, the Restorative Justice Program is happy to report that community visits, in-person healing circles, and hands-on youth programming have begun to resume. While we are still faced with certain uncertainties in a post-pandemic world, we are grateful to each of our staff for their commitment to delivering consistent and effective programming to our NAN Communities this year. Below, you will find an overview of just some of their accomplishments for the 2022-2023 fiscal year.

Our Youth Intervention Department continued to provide virtual programming to youth and in-person programming wherever possible during a time where it was needed the most. Pandemic restrictions made for an isolating experience for many youths, however, our facilitators were creative in their approach to providing intervention services in communities. Virtual events such as online gaming tournaments, video contests, photo contests, and more were held across several communities and results were positive.

Some notable in-person events from this year include a 7-day immersive snowshoe walk hosted by Sophia Lazarus, Kashechewan Youth Justice Worker, who was joined by elders and guides that saw participation from 9 youth. In addition, during their evacuation in early 2022, Kashechewan community members were invited to the Thunder Bay Cineplex where the theater was rented exclusively for the evacuees to comply with COVID isolation measures. Youth Services Team Lead, Stallone Quequish, hosted a week-long Reach for Life experience for the Eabametoong community which ended with a fun dance party attended by many. Youth Intervention workers Elton Crow (Sandy Lake), Gloria Turtle (Pikangikum), and Quincy Okees (Guns & Gangs Program, Eabametoong) continued to provide excellent recreational and creative experiences to youth in their communities while ensuring youth with probation conditions stayed on track.

Our Bylaw program (Vernon Morris, Evangeline Meekis, Jordon Akiwenzie) was able to resume community visits, with notable trips and presentations made in the communities of Weagamow, Muskrat Dam and Mishkeegogamang. They have been working closely with NAPS, OPP, and Chief and Council to advocate for applying the Restorative Justice process to enforcing Bylaw infractions and have been working diligently to provide guidance to communities in developing their own bylaw processes.

The Sexual Assault and Domestic Violence (SADV) Program was happy to welcome Jordie (Gordie) Suggashie aboard in Pikangikum to assist with high volumes of referrals and translation in the community. Alana Odawa-Lindstone continues to process referrals from all other NAN communities and has also begun offering group sessions for Court ordered Intimate Partner Response Programming. In August 2022, all-staff training was held in Niagara Falls pertaining to the use of Restorative Justice in the context of domestic violence and sexual assault. The trainings main focus was to provide the RJ Team with extra tools tips and support in dealing with such sensitive subjects.

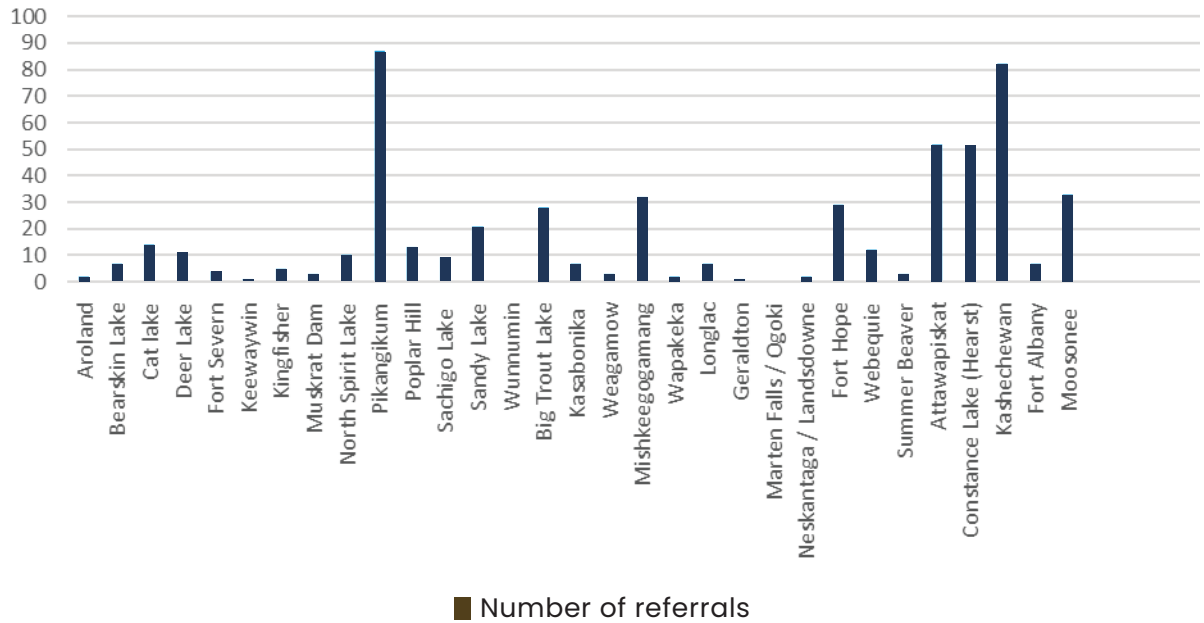
All staff training was also provided for the Community Learning HUB digital learning programs and software, where members of Springboard, our partner agency, travelled to Thunder Bay to help facilitate training. Training on HUB facilitation has also begun at the community level, with NALSC and springboard staff having travelled to Pikangikum to help introduce anti-bullying programming in schools. We are also pleased to welcome our newest HUB facilitator, Taina Martin.

The Restorative Justice Program also saw many developments over the past 12 months. Notable achievements include the development and signing of a protocol with the Thunder Bay Crown Attorney's Office to help streamline the referral process and ensure clients are receiving fair and timely services. We would like to thank staff lawyer Sarah Munsch for her assistance to the RJ program in drafting the protocol.

Since COVID, the Restorative Justice and Youth Justice programs has seen a massive influx in referrals, particularly last spring 2022 when COVID backlog files were referred to the program for diversion. Ken Sackaney, Leahan Parrott, Christopher Beardy, Shirley Keesic, Melanie Mohan, Lorilee Lessard, Ryan Sakakeep, Mary Spencer, and Elizabeth Johnson have all been instrumental in ensuring clients continue to receive excellent care during these uncertain times. The Restorative Justice department was also successful in securing additional funding through Public Safety Canada for an additional 4 Restorative Justice workers to help manage our ever-growing caseload. We look forward to welcoming more members to our team in the year ahead.

Finally, the Pre-Charge program has been successful in working in partnership with NAPS since the signing of the NALSC/NAPS protocol in early 2022. Jon Quequish and Kristy Martyn continue to work closely with community partners including Nookiwin, OPP, and Thunder Bay Police to raise awareness and advocate for the use of the program. The Restorative Justice Program looks forward to the new 2022-2023 fiscal year, particularly our all-staff gathering in fall 2023 which will be the first since the pandemic.

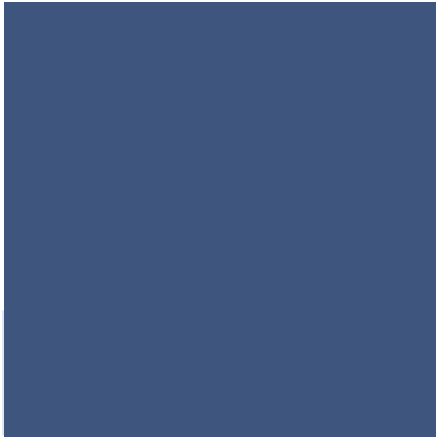
## RESTORATIVE JUSTICE REFERRALS 2022-2023





# RESTORATIVE JUSTICE PROGRAM







Respect



# **Victim Witness Liaison Annual Report 2022- 2023**

**SUBMITTED BY:  
ANN HILLER  
VICTIM WITNESS MANAGER**



## VICTIM WITNESS STATISTICS 2022-2023

2

GROUP TRAINING

59

VQRP

876

REFERRALS

In 2022, Victim Witness Liaison Program have been busy with the Broken Trust Reinvestigation and the Systemic Review of the Process of the Reinvestigations.

Mamakwa/Mckay Inquest occurred in the fall of 2022 with 23 family members. Victim Witness Liaison played an important role in supporting the families during the 4-week Inquest.

Courts have opened in certain communities and workers have been busy attending open courts but still some communities were doing them by zoom due to the community's protocol to COVID 19 in the First Nation.

In September 2022 VWL held training with the team on the court process/court procedures with victims. Presenters were Sarah Munsch, Amber Echum, Shiela Corston Charlene Tekkumah, Gillian Schaible and Special Guest Speaker of the LGBT2Q

VWL Co-ordinator & VWL Manager attended Halifax at the CAIJ Conference. 2022

6 members of the VWL team attended the Mediation Training in Toronto. The team did the exercises and improved their skills in Mediation. All succeeded in obtaining their Certificate. It was a great team effort.

VWL has been invited to be part of the new reinvestigations of 13 cases. This will be ongoing throughout the year. A meeting took place on March 6, 2023.

VWL Manager did a presentation in Toronto regarding Trauma informed Sexual Assault Investigations. "Supporting Indigenous Survivors of Sexual Assaults."

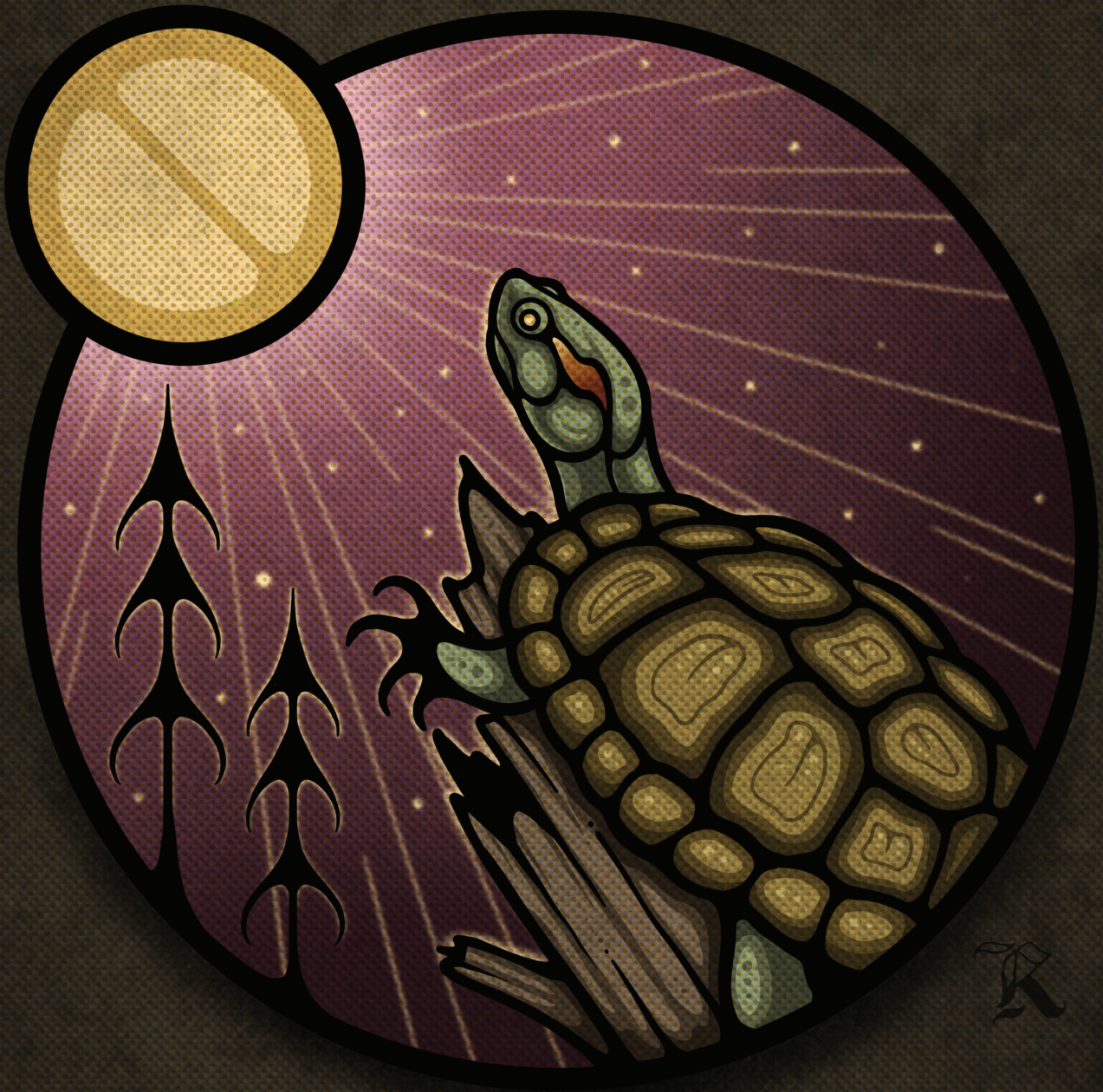
VWL workers have been taking training by zoom. Not all workers can take training as workload is to be busy.

We have a VWL Worker in the Thunder Bay Courthouse to assist with NAN Community members and provide court assistance. Referrals should increase.



**KNOW YOUR RIGHTS**  
**VICTIMS HAVE A RIGHT TO:**

- Information
- Participation
- Restitution
- Protection
- To make a complaint



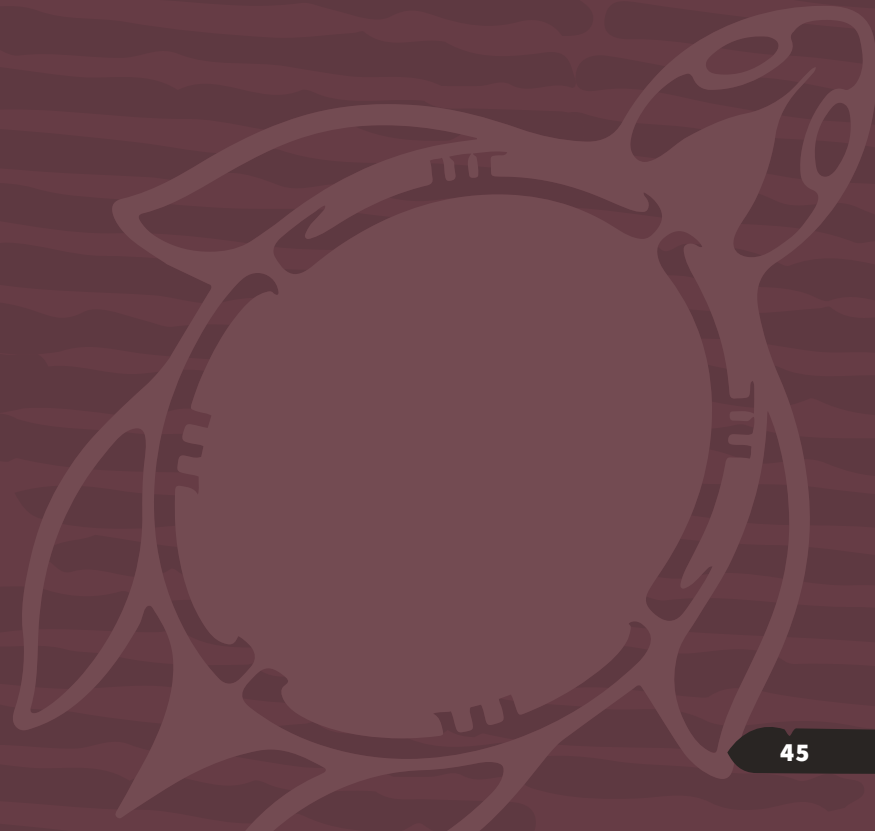
# Truth

# Talking Together Program Annual Report 2022- 2023

YOUTH VIOLENCE HUMAN TRAFFICKING PREVENTION PROJECT

NIH KEEWAYWIN - MY JOURNEY BACK HOME

COMMUNITY COUNSELLING CENTRE OF NORTH BAY



Circles have been held in-person mostly with limited virtual circles this past year. However, some First Nations, organizations and clients were still not open to in-person circles, it has been a gradual process. Some of the new Band Representative Programs have engaged and assisted with our program via clients in their respective areas. A presentation of Mushkegowuk area Band Representative Program was held recently 11 band reps and a lead has been identified. It was suggested that we develop a protocol.

Organizations and agencies are referring clients more readily. The services provided to families were in the areas of foster care, kinship care, customary care, apprehensions-parent want children place with extended family, reunification, access issues, reintegration with family, partner-violence, addictions, mental health, crown-ward, placement issues, long-term custody, CAS intervention, parent CAS conflict and youth transitioning out of care. Facilitators have been working diligently in contacting families, agencies, bands and organizations in follow ups and circle dates. There were a couple of clients and an elder who have passed on to the spirit world this past year. When this happens, we do everything we can to provide support for the



families. Facilitators have also been busy with outreach in their respective areas. This includes connecting with Agencies, clients, band representatives, organizations and families via emails, phone calls, visits and package drop offs. Staff have participated in quite a few presentations, booths, workshops, and training to help build capacity and referral base; Youth Leadership Gathering Biitigong Nishnaabeg Pic River, Gathering of Our People Moose Factory, Constance Lake Grand Opening Band Representative Program, 20th Annual Northern College Pow-wow, NAN Child and Family Services Forum 2022, ANCFSAO Child and Family Well Being Conference Blue Hills, Ginoogaming FN Health Fair, NAN/NAPS/NALSC Symposium, Meet and Greet Family Well Being Program Timmins, Confederation College-Onajigawin Indigenous Service Program and NAN Youth Conference. Other training completed, Mediation, Domestic Violence, Child Inclusive Mediation webinar and Rapid Response. This community capacity building has helped in gaining referrals and networking.

TTP ADR Customary Care Presentation was held by facilitator Mary Pearce and TTP manager via Zoom to the Native Child and Family Service Agencies of Ontario Social Service Workers. Also, a TTP/ Nih Keewaywin-My Journey Back Home presentation was also held via Zoom to Youth-in-Care Aged 16+ via OAFM conference. An in-person presentation by facilitator Melissa Sutherland and Manager was held in Timmins at Kunuwanimano CFS. TTP-MJBH ADR presentation was held with University of Windsor Law course. In-person HRIS Training took place at the office for all managers, changing of database system. Harm Reduction and Naloxone Kits took place on zoom with TTP Staff. Frontline Skills for Social Services and Motivational Interviewing Strategies for Supporting Change via CTRI took place with staff through zoom. Human-Trafficking workshop took place through Western University via zoom with TTP staff who were able to participate. Manager participated in the OFIFC Traditional Forms of Justice & Relationships via zoom. Manager participated in MCCSS Part 1 Working Effectively with Youth Who Sexually Offend. Manager and staff also participated in a webinar Protecting Children from Domestic Violence 'It takes the whole community' through the University of Western Ontario. Staff engaged in several presentations, booths, training, and workshops. A virtual presentation took place with Payukotayno CFS, Human Trafficking Conference (Timmins), TTP Training (Timmins), ADR PD Day Supporting Children, Youth & Families Involved with Child Welfare (Virtual) Trauma Informed Care & Therapeutic Process (Sudbury), Confederation College/NALSC Career Fair, Tour of Wakenagun Youth Healing Lodge (Timmins), Violence Against Women Community Council Round Table, LUNSA Pow-wow and Timmins Northern College Pow-wow. All facilitators are engaged and connecting with agencies, families, and communities in one form or another. Referrals are addressed via phone calls, email and through the above outreach. At the PAAC PD Day we heard from Lori Bennett Child Welfare Secretariat who spoke of sixty-eight million in funding for the "The Ready Set Go Program" for youth leaving care who would obtain life skills, trades, and employment. Launched April 2023. Staff lawyer Oana Cristea and I assisted the Provincial ADR Advisory Committee with the development of an ADR brochure-Information Chart: Comparison of ADR Methods for Legal Counsel. TTP also had an in-person Advisory Committee meeting held in Thunder Bay. TTP has also been busy with outreach; this includes connecting with Agencies, clients, band representatives, organizations and families via emails, phone calls, visits and package drop offs. Covid19 continued to be a bit of a barrier. However, we continued to engage as best following restrictions and utilize conferencing via telephone and virtual platforms.

TALKING TOGETHER PROGRAM

STATISTICAL REPORT - APRIL 1, 2022 - MARCH 2023

Talking Together Program Service Area	Open Files Carried Forward April 1, 2022	New Client Files Opened During Fiscal Year	Client Files Closed During Fiscal Year	Cases on Wait List at end of Fiscal Year	Circles Held during the Fiscal Year	Cases where Agreement reached during the Talking Together Circle	Children who are the focus of Talking Circle	Families Involved	Circle Participants
James Bay	4	6	4	4	5	3	13	10	21
Timmins	12	3	12	3	3	3	17	15	15
Sioux Lookout	4	3	5	2	4	3	8	7	18
Thunder Bay	8	5	12	1	6	5	15	13	30
CCCN North Bay	5	1	3	3	0	0	8	6	0
<b>Total</b>	<b>33</b>	<b>18</b>	<b>36</b>	<b>13</b>	<b>18</b>	<b>14</b>	<b>61</b>	<b>51</b>	<b>84</b>



Youth Violence Human Trafficking Prevention Program–My Journey Back Home project started late in the year due to hiring. However, we were able to hire individuals to complete the project. Specifically, facilitator Lorilee Lessard and aftercare worker Kristy Martyn who completed majority of the project with perseverance and dedication before moving on to another program within NALSC. We then hired two new workers to complete the last two months of the project who also did well in assisting us. Circles were held in-person mostly with limited virtual circles. Training and mentoring took place with weekly meetings as well as training sessions with various organizations. Introduction letters and documentation of the program was initiated with positive feedback and referrals for youth engagement. Band Representatives indicated that they would like to be involved with their off-reserve membership. Clients have engaged and requested other services and supports where referrals were made. Child and Family Services included YVHTPP– Nih Keewaywin aftercare worker in service plans and offered services during the process. We've had a lot of success with the project specifically, two youth referrals, that evolved tremendously in a short time by following through with appointments, phone calls and keeping the aftercare worker informed when help/assistance was needed. By and large, after the hiring and training of staff which took a few months and a late start in the project, 23 Indigenous Youth 12–29, Family members served 38, hours of direct service (12–18) 45 hours, young adults 244 hours, number of referrals received 23, Circles 34, presentations 10, and on-going aftercare support outside of business hours and weekends. It has come to our attention that MJBH program targets have been met. Other work included was the development of a combined TTP/MJBH power point and an MCCSS update presentation with supervisor Sara Britt. MJBH obtained office space/cubicles from the Gladue Program which had been very helpful to staff.

Overall, from July 2021 to March 2023 twenty-three youth and adults 12–29 were served with thirty-three Circles and 12 no show. Reason for referrals were homelessness, treatment, mental health, partner violence, parenting support, housing, and programming, returning home, human-trafficking, and school support. Although there were many challenges connecting with individuals our staff were available after hours to assist in any way except for crisis calls which were then directed to the crisis line and other supports. Most cases and targets were all met with successful outcomes. A lot of outreach and engagement took place via email, phone calls, presentations, booths, and package drop offs. Training in circles and administration was all part of the process, and all workers did very well in obtaining the skills needed in providing service.

## **SUCCESS STRENGTHS**

Three clients engaged in treatment, hired & trained a program facilitator who completed mediation and domestic violence training, ongoing support with aftercare worker, ability to support the client we serve after hours, rapid response circles in addition to follow up circles. Developed positive support from other agencies, direct support from Nishnawbe-Aski Legal Services management.

## **CHALLENGES**

Funding, additional aftercare worker required, connecting with clients that have no phone/ways to communicate, lack of money to break down barriers of client success, ie: phones, bus tickets, food/shelter, emergency items, transportation. Program needed funding/resources to assist clients and offset costs and had to seek out donations for client's basic needs ie: clothing.

## **EXPERIENCES AND OBSERVATIONS**

Aftercare worker and facilitator had developed trusting relationships with high barriered clients, clients reached out to aftercare worker for supports/resources when needed, able to keep clients safe and prevent relapses. Circles provided clients with the opportunity to share/speak and be heard in a safe place. Feedback from/with circles were positive, and participants expressed the importance of everyone coming together to support the client and fill in the gaps for success. Built rapport/relationships with several community partners, worked together to assist clients.

## **OTHER SERVICE DEVELOPMENT UPDATES**

Clients' experiences: mental health/addictions, unable to access programs/resources due to lack of support and funding. Ability to reduce the risk by having the opportunities to access funding for treatment/shelter/basic needs. With the number of clients this program serviced there was a need for additional Aftercare worker, on-call/after-hours worker, and coverage.



NIH KEEWAYWIN (MY JOURNEY BACK HOME) PROGRAM STATISTICAL REPORT

APRIL 1, 2022 – MARCH 2023

My Journey Back Home Thunder Bay	Start of Project September 2021	Client Files Opened	# of Circles Held	Cases where Agreement reached during the Circle	# of Circle Participants	# of Contacts-Client/ Organizations (Meetings, telephone, home visits)	Inquiries
Facilitator	0	23	34	30 Follow through with plan	157	250 250 Client Contacts 103 Agency Contacts 10 Home Visits	28 by organizations, child welfare agencies and interested individuals
Aftercare Worker	0	23	NA	NA	NA	154 Client Contacts 75 Agency contacts 26 Home Visits 10 Hospital Visits 21 Detoxification Centre Visits	40 by organizations, child welfare agencies and interested individuals
<b>Total</b>	<b>0</b>	<b>23</b>	<b>34</b>	<b>30</b>	<b>157</b>	<b>649</b>	<b>68</b>



## **BARRIERS IDENTIFIED**

- Mental Health; Severe Anxiety/agoraphobiaLegal Aid Applications
- Family members not following through to attend Circle or following through with weekly plan for childcare while ACW visits with client.
- Lack of immediate recommended services
- Covid 19
- Non-Vaccinated clients and participants
- TTC's No financial assistance to help retrieve children from their dad.
- Unable to return second contact call to Inmate

## **SUCCESSSES**

- Clients engaging and participating in MJBH-TTP
- Agency involvement and offering services
- Clients return/answer calls
- Band Representatives engaging and want to be aware if/and when their band members are involved in off reserve agencies
- Grandfather opening the Circle
- Client asking for other services and supports
- CAS includes MJBH in the services plan
- Correctional Officer informing inmate of MJBH
- NAN Legal program referrals
- Client has evolved tremendously in a short time by taking initiative in following through with appointments, phone calls and keeping ACW informed when help/assistance is needed.

## **TYPES OF AGREEMENTS REACHED**

- Agrees to counselling
- Agrees to have our MJBH-ACW-be involved in plan
- Agreed to have child visit outside of home during her counselling
- Open to supports assisting

## **ORIGIN OF INQUIRIES**

- Phone and emails, in person
- Muskrat Dam Female Youth, Sioux Lookout Male Youth, Eabametoong
- Male Youth
- Various Agencies; ONWA, Beendigen, Nokiiwin, DILICO, BZA CFS, NALC, plus other organizations from Timmins, Moosonee, Sioux Lookout, North Bay, Sault Ste Marie.



# Wisdom

# Human Resources 2022-2023 Annual Report

## **NISNAWBE-ASKI LEGAL SERVICES CORPORATION (NALSC)**

HUMAN RESOURCES MANAGER: COLETTE SHWETZ

HRIS/TRAINING COORDINATOR: MELISSA SCHOLZ

RECRUITMENT COORDINATOR: LIBERTY GORMAN

## STAFFING SUMMARY 2022 - 2022

116	Total NALSC Staff	6	New Positions
32	Total New Employees (FT/PT/Casual/Contract)	5	Short Term/Long Term Disability Claims
12	Contract Employees	2	Employees on Leave
3	Employees Transferred within the organization	0	WSIB Claims
1	Employees Retired	0	Resignations

## COMPENSATION AND BENEFITS

### NEW ORGANIZATIOAL MODEL (NOM)

In the Fall 2022, the NALSC Board of Directors, management and staff began the process of restructuring the organization. Out of this process, it was identified NALSC would develop and implement a New Organizational Model (NOM). After various consultations, a new organizational model was drafted and presented to the Board and staff. As the restructuring process began, it was identified new positions would be needed to support the new structure. We are currently developing those positions.

The implementation of the NOM started early 2023 and is currently being implemented along with the hiring of new positions to support the new structure. The NOM is expected to be in place later this year.

## COMPENSATION

All NALSC positions were being evaluated for pay equity across the organization using current job descriptions. With the assistance of a compensation study along with information already in place from our pay equity study, draft salary bands and pay grids were established and all permanent positions were placed on salary grids, with the exception of any new positions. All new positions created from the NOM are currently being evaluated and will be placed on the grid accordingly as the NOM is implemented. Training and policies are being developed for staff to support the new compensation process.

## PAY EQUITY

As we continue with the implementation of our New Organizational Model (NOM), we are also working towards pay equity to align with pay equity legislative requirements.

# HEALTH AND SAFETY



## COVID 19

Restrictions lifted early 2022. Currently on a modified hybrid work schedule till September 2023. Many NAN communities have now lifted restrictions and staff are now visiting in community to provide education and client services.

## NEW LOCATION

NALSC is now in the process of moving locations to Chapple's Building – 101 Syndicate N Suite 101. Our current location at Arthur Street did not meet all our organizational needs.



## **SIoux LOOKOUT**

Many Health and Safety updates were done including improvements to the air quality system, safety stop on stairs and overall security of the building.

## **RED LAKE**

This office received a major renovation to improve air quality & overall condition of the office space.

# **RECRUITMENT**



## **NEW POSITION**

We now have a Recruitment Coordinator that oversees all recruitment and hiring processes.

## **PROCESS IMPROVEMENTS**

There have been many improvements to our recruitment process including new processes for finance coordination, broader postings to reach more NAN communities, improved on-boarding with HRIS visual training, and improved personnel file management.

## **CAREER FAIRS**

Both the Recruitment Coordinator and HRIS/Training Coordinator initiated the first ever "NALSC focused Career Fair" at Confederation College that included only NALSC programs and services. ALL programs were represented, and it was a huge success with many students visiting all our booths.

# WHERE HAVE WE MADE IMPROVEMENTS?

## ✓ **HUMAN RESOURCE INFORMATION SYSTEM (HRIS):**

We have made many updates to our HRIS including community information tab for staff to update community services contact information, developed a user manual, and developed additional reports to pull data.

## ✓ **NEW HR STAFF:**

NALSC as also hired an HRIS/Training Coordinator and Recruitment Coordinator to assist with all HR functions.

## ✓ **STAFF TRAINING:**

The HRIS/Training Coordinator has begun the process of having staff update all Health & safety and compulsory training.

## ✓ **NEW ORGANIZATION MODEL (NOM):**

Once fully implemented, the NOM will improve organizational functionality through structuring positions to balance program oversight.

# WHAT'S NEXT?

We will continue to work towards full implementation of the New Organization Model, hiring of all new positions, and work with staff on change management.

We will continue working towards Pay Equity across the organization.

We will change from a modified hybrid work schedule to all staff working from their designated offices on a full-time basis.

Continue with training for all staff in all areas of Health and Safety and mandatory courses.

We will be working with Finance to streamline and improve the process between the financial software program and the HRIS.



# FINAL THOUGHTS

Nishnawbe Aski Legal Services Corporation continues to explore opportunities to grow and expand in indigenous justice programs to better support and provide services to the NAN Communities. With that comes continued growth in our staffing compliment and expansion of the Human Resources Dept.

The Human Resources department will continue to support all staff with their Human Resource inquiries and needs with the overall goal of promoting well balanced, employee/employer relations.



# NISHNAWBE ASKI LEGAL SERVICES CORPORATION

## FIRST NATIONS COMMUNITIES



INDEPENDENT FIRST NATIONS ALLIANCE	SHIBOGAMA FIRST NATIONS COUNCIL	MUSHKEGOWUK TRIBAL COUNCIL
<ul style="list-style-type: none"> <li>• Kitchenuhmaykoosib Inninuwug First Nation</li> <li>• Muskrat dam First Nation</li> <li>• Pikangikum First Nation</li> <li>• Whitesand First Nation</li> <li>• Lac Seul First Nation</li> </ul>	<ul style="list-style-type: none"> <li>• Kasabonika Lake First Nation</li> <li>• Kingfisher Lake First Nation</li> <li>• Wapekeka First Nation</li> <li>• Wawakapewin First Nation</li> <li>• Wunnumin Lake First Nation</li> </ul>	<ul style="list-style-type: none"> <li>• Attawapiskat First Nation</li> <li>• Chapleau Cree First Nation</li> <li>• fort Albany First Nation</li> <li>• Kashechewan First Nation</li> <li>• Missanabie Cree First Nation</li> <li>• Moose Cree First Nation</li> <li>• Taykwa Tagamou First Nation</li> </ul>
<b>WINDIGO FIRST NATIONS</b> <ul style="list-style-type: none"> <li>• Bearskin Lake First Nation</li> <li>• Cat Lake First Nation</li> <li>• Koocheching First Nation</li> <li>• North Caribou Lake First Nation</li> <li>• Sachigo Lake First Nation</li> <li>• Slate Falls First Nation</li> <li>• Whitewater Lake First Nation</li> </ul>	<b>MATAWA FIRST NATIONS</b> <ul style="list-style-type: none"> <li>• Aroland First Nation</li> <li>• Constance Lake First Nation</li> <li>• Eabametoong First Nation</li> <li>• Ginoogaming First Nation</li> <li>• Marten Falls First Nation</li> <li>• Long Lake #58 First Nation</li> <li>• Neskantaga First Nation</li> <li>• Nibinamik First Nation</li> <li>• Webequie First Nation</li> </ul>	<b>WABUN TRIBAL COUNCIL</b> <ul style="list-style-type: none"> <li>• Brunswick House First Nation</li> <li>• Chapleau Ojibwe First Nation</li> <li>• Matachewan First Nation</li> <li>• Mattagami First Nation</li> <li>• Flying Post First Nation</li> <li>• Beaverhouse First Nation</li> <li>• Wahgoshig First Nation</li> </ul>
<b>KEEWAYTINOOK OKIMAKANAK</b> <ul style="list-style-type: none"> <li>• Deer Lake First Nation</li> <li>• Fort Severn First Nation</li> <li>• Keewaywin First Nation</li> <li>• Maccdowell Lake First Nation</li> <li>• North Spirit Lake First Nation</li> <li>• Poplar Hill First Nation</li> </ul>	<p style="text-align: center;"><b>Nishnawbe-Aski Legal Services Corporations</b>                      Toll Free: 1-800-465-5581                      (T) 807-622-1413                      (F) 807-622-3024                      www.nanlegal.on.ca</p>	<b>INDEPENDENT BANDS</b> (Bands not affiliated with any Tribal Council) <ul style="list-style-type: none"> <li>• Mishkeegogamang Ojibway Nation</li> <li>• Mocrebec Eeyoud Council</li> <li>• Sandy Lake First Nation</li> <li>• Weenusk First Nation (Peawanuck)</li> </ul>

# Annual Report

2022 - 2023

CREE





# ፎላኪዮሎር ትራዲሽን ገጽ ወይን

5	ገጽ ገጽ
7	ገጽ ገጽ ገጽ ገጽ
8	ገጽ ገጽ ገጽ
10	ገጽ ገጽ ገጽ
11	ገጽ ገጽ ገጽ
13	ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ
14	ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ
20	ገጽ ገጽ ገጽ
25	ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ
31	ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ
34	ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ
41	ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ
45	ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ
54	ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ
58	ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ
TAB 1	ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ
TAB 2	ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ ገጽ





# NISHNAWBE ASKI LEGAL SERVICES CORPORATION

## FIRST NATIONS COMMUNITIES



### EVERY CHILD MATTERS

#### NISHNAWBE ASKI LEGAL SERVICES CORPORATION SUPPORTS AND RESOURCES

**Nishnawbe Aski Legal Services Corporation**  
 Toll Free: 1-800-465-5581  
 Phone: (807) 622-1413  
 Fax: (807) 622-3024  
 Email: [info@nanlegal.on.ca](mailto:info@nanlegal.on.ca)  
 Website: [www.nanlegal.on.ca](http://www.nanlegal.on.ca)

**Argyle Community Support Program (For Indian Day Schools only)**  
 One-on-one support by a trauma informed Claims Assistant for help completing the Claims Form  
 Phone: 1-877-515-7525  
 Monday through Friday 8am - 9pm Eastern  
 (Interpretation services provided upon request)  
 Email: [idscommunitysupport@argylepr.com](mailto:idscommunitysupport@argylepr.com)  
<https://indiandayschools.com/en/support/community-support-program>

**24-hour Residential School Crises Line**  
 For immediate emotional assistance  
 Toll Free: 1-866-925-4419  
 Access Health Support Services & more information  
 Toll Free: 1-888-301-6426  
[www.healthcanada.gc.ca/irs](http://www.healthcanada.gc.ca/irs)

**NAN Hope**  
 Toll Free 1-844-626-4673  
 Text: 1-844-626-4673  
[www.nanhope.ca](http://www.nanhope.ca) with Chat Feature

**Hope for Wellness Help Line**  
 24/7 Services in English, Cree, Ojibway, Inuktitut, French  
 Toll Free 1-855-242-3310  
[www.hopeforwellness.ca](http://www.hopeforwellness.ca) with Chat Feature

**Talk 4 Healing: Talk, Text, Chat**  
 Services in Ojibway, Oji-Cree, Cree, English, French  
 24/7 culturally sensitive counselling, advice, and support to Indigenous women.  
 Toll Free: 1-855-554-4325  
[www.talk4healing.com](http://www.talk4healing.com)

**Native Women's Association of Canada**  
 In-house elders offering support,  
 Monday to Friday 9-11am and 1-3 p.m.  
 Toll Free: 1-888-664-7808  
[www.nwac.ca](http://www.nwac.ca)

**MMIW Crisis Line**  
 24/7 support to family, friends and community members impacted by the loss of a missing or murdered Indigenous woman, girl, or Two-spirit person  
 Toll Free: 1-844-413-6649  
<https://www.mmiwg-ffada.ca>

**Indian Residential Schools Survivors and Family**  
 Toll Free: 1-800-721-0066  
[www.irsss.ca](http://www.irsss.ca)

#### NISHANAWBE ASKI NATION TRIBAL COUNCILS:

1. Independent First Nations Alliance
2. Keewaytinook Okimakanak Council
3. Matawa First Nations
4. Mushkegowuk Council
5. Shibogama First Nations Council
6. Wabun Tribal Council
7. Windigo First Nations Council
8. Independent Bands





# ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ ᓄᓄᓄ ᐃᓄᓂᓄᖅ

## ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ

- ᐃᓄᓂᓄᖅ
- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ
- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ

## ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ

- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ

## ᐃᓄᓂᓄᖅ

- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ
- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ

## ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ

- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ
- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ
- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ
- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ
- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ
- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ
- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ

## ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ

- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ

## ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ

- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ
- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ
- ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ

## ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ

ᐃᓄᓂᓄᖅ ᐃᓄᓂᓄᖅ  
[www.nanlegal.on.ca](http://www.nanlegal.on.ca)

# ቴሊጋሊዥኦ ቴዎሪያዊ

ፕብሊክ ፕላንና ስርዓት ለግብርና ማህበራዊ ጥቅም ለማረጋገጥ ማዘጋጀት ለሚችል ሁኔታዎች ላይ ማሰባሰብ ይገባል። ፕብሊክ ፕላን ማዘጋጀት ለሚችል ሁኔታዎች ላይ ማሰባሰብ ይገባል። ፕብሊክ ፕላን ማዘጋጀት ለሚችል ሁኔታዎች ላይ ማሰባሰብ ይገባል። ፕብሊክ ፕላን ማዘጋጀት ለሚችል ሁኔታዎች ላይ ማሰባሰብ ይገባል።



# UCV·ΔσPL° ▷Π<Π·Δ³

Γ° Λ°Π

◁σ², >², ·◁Γ⁴

▷L βΔCΛⁿ UCV·ΔσPL° ▷C ◁σ²αV ◁°Pⁿ Π<°δσ⁹·Δ ◁J°⁹·Δ ◁<Π·Δσⁿ (x>⁴J)ⁿ σΓ·ϑσU³ Δ·◁ΓⁿΓC·β Γ·V βΔCⁿ ▷C α² βΔJⁿJ°⁹ⁿ ◁σP▷Γ βLJ·◁ΛΓⁿ β▷PL·ΔΓⁿ ϑ°C ◁<Γ◁βα² ▷L V<Π·Δσ². ▷L LΓⁿ βPΛ>, x>⁴J¹ PⁿΛⁿ Pβ°P°C° VΛ<σ·C° ΓΓⁿ Π<°δσ⁹·Δσⁿ ΔU⁹ βⁿΔJα·ΔΓⁿ V·Δβ·⁹ αPⁿβ βΔJ°C·VσC·β ΓJ·ΔΓ⁴ⁿ ◁Jⁿβ·Δⁿ, VΠαPα² ▷ΠσσL ⁹PΔJ⁴J°⁹β·Δⁿ ϑ°C ΓΓα<σ C° PΔJα·Δασ·Δⁿ Π<°δσ⁹·Δσⁿ ΔU⁹. VΠσΓJ·ΔαL VΠ°UσC·β ◁βΓΔJ·Δ³ ϑ°C LJ·Δβ<Π·Δ³ ▷U P°CJ°⁹·Δσσ·Δ βJ°C L ϑ°C α² σ°C²▷βⁿβσΓ·Δα βΔJLJ·ΔCJβα·Δⁿ, δΓCα² ΓⁿJΓⁿ ΓⁿLⁿΔⁿ V CJα·Δⁿ ▷C Π<°δσ⁹·Δσⁿ βΔJ°βC α² βΔJ°VσC·β. ▷L βΛ> PΠ P°CΓΓLβ² VΠ ◁ΓΛΓβU β ΔJα·β ▷L ◁<Π·Δσ² ΓP ◁J°⁹ⁿ ▷C α² βΔJ°VσC·β ϑ°C α² βⁿJ°β·Δⁿ ·βⁿⁿ. VδΓCσ·Δⁿ ϑ°C ·βⁿⁿ Γ·ΔΓⁿ<ΠΓL·β Γ·V ▷C β·ΔΓⁿ<ΠΓL·β, ΓP°P ◁<Π·Δσ² βⁿJα·β ◁Jⁿ ◁ΠPΓα. VΠαPα< α² ▷J°⁹·Δα, C°VσJα² ΓΔJ°C L V◁J°⁹ⁿ Γα ΛLΠ·Δ³ "βΔJ α·β ΛLΠ·Δ³"; ϑ°C ΓP β°P°Cⁿ ⁹JΓβUⁿ, βΔJ°C·VσC·β ϑ°C βΔJαC·VσC·β.

▷d βLJ·◁ΛΓⁿ β▷PL·ΔΓⁿ ϑ°C ▷L ◁J°⁹·Δ³, σΓ·ϑσU³ V·ΔC L² ▷d ◁σ²αV ◁°Pⁿ ▷Π<°δσ⁹·Δ ◁J°⁹·Δ³ (TTT) ϑ°C Π<°δσ⁹·Δ ·ΔΓΔ·V·Δ³ ▷³Uα▷ (TT) P LΓα▷Π·Δⁿ ▷P Π<°δσ⁹·Δ ◁J°⁹·Δ α°δJ·Δ³ ▷ΛL▷J·ΔΛΓ° 20, 2022, ◁σL βⁿ<C° ▷Π<°δσ⁹·Δ ·ΔΓΔ·V·Δ ◁J°⁹·Δ ·Δα·V·Δ³ (TTT) , 2020. βPα² ▷d ◁<Π·Δσ² Lⁿβ·V°C·L ΓΓα P³ULβσσⁿ ▷Γα α°δΓJ·Δσσ° ΓP ▷ΓσΛ·ΔLβ ⁹ P▷Γ ΔC·β βΓ·αJⁿ ·ΔΓⁿ<ΠΓJ·Δ³ βP°UσΓJασ·Δⁿ ϑ°C βσΓJ°Cασ·Δⁿ.

VΠP°C Cⁿ LJ Vⁿ<ΓCⁿ ▷P LJ·Δ - ◁<Π·Δσ² ▷L βP VΓΔP - δΛ βPΔC·β, ▷▷ ◁Jⁿ ▷PLβσ ϑ°C Π<°δσ⁹·Δ βΔJLσ<σⁿ β▷CΓⁿβδΓⁿ P ◁σ²αV ΔCϑ°Γ·Δα, βP β<ΠΓα αJσ ΓP ◁ΠC·β PΠ ▷PL▷Δ³ ϑ°C ΓPⁿ⁴J°C Lⁿⁿ ▷▷ σ°C² ▷βⁿβσΓ·Δα VβδΠΛσΓ·V·Δ³ ϑ°C ΠVσΓΠ·Δ³.

VΠP°C Cⁿ, σ·Δαα°δJ³ Γ·V βⁿσL ◁<Π·Δσ² ϑ°C βP PΔUσΓβUⁿ βP·◁<Πσ⁹ⁿ VδΓCⁿ Γ▷ΠCΓⁿ β·ΔJ°C L. VδJ PΠΓ·αPΓδ·Δⁿ Γ·V VU⁹ βΔJΛLΠΓ⁴ J°C PJβ°. Γ·⁹ⁿϑ°C βΓα<σα·Δ³ ▷L βΛ/Vⁿ.

Γ° Λ°Π

UCV·ΔσPL°, ◁σ²αV ◁°Pⁿ Π<°δσ⁹·Δ ◁J°⁹·Δ ◁<Π·Δσ²





ዓበኛነትንና ማህበራዊ ጥበቃን ለማረጋገጥ ለሌሎች ማስተላለፍ ይቻላል።

ገራሽ ለሆነ ልጅ ለማድረግ ለሌሎች ማስተላለፍ ይቻላል። ለሌሎች ማስተላለፍ ይቻላል።

ሌሎች ለማድረግ ለሌሎች ማስተላለፍ ይቻላል። ለሌሎች ማስተላለፍ ይቻላል።

ሌሎች ለማድረግ ለሌሎች ማስተላለፍ ይቻላል። ለሌሎች ማስተላለፍ ይቻላል።

ሌሎች ለማድረግ ለሌሎች ማስተላለፍ ይቻላል። ለሌሎች ማስተላለፍ ይቻላል።

ሌሎች ለማድረግ ለሌሎች ማስተላለፍ ይቻላል። ለሌሎች ማስተላለፍ ይቻላል።

ሌሎች ለማድረግ ለሌሎች ማስተላለፍ ይቻላል። ለሌሎች ማስተላለፍ ይቻላል።

ሌሎች ለማድረግ ለሌሎች ማስተላለፍ ይቻላል። ለሌሎች ማስተላለፍ ይቻላል።

ሌሎች ለማድረግ ለሌሎች ማስተላለፍ ይቻላል። ለሌሎች ማስተላለፍ ይቻላል።

ሌሎች ለማድረግ ለሌሎች ማስተላለፍ ይቻላል። ለሌሎች ማስተላለፍ ይቻላል።

Miigwetch,  
Irene



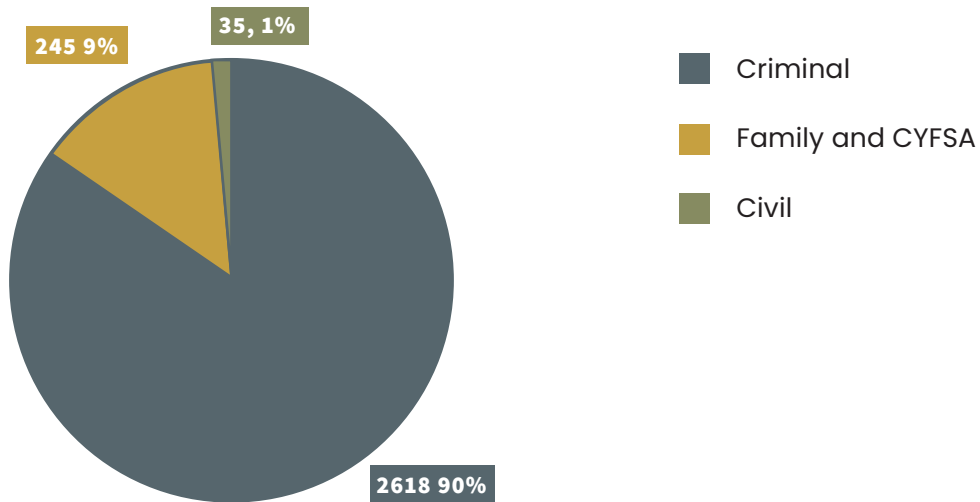




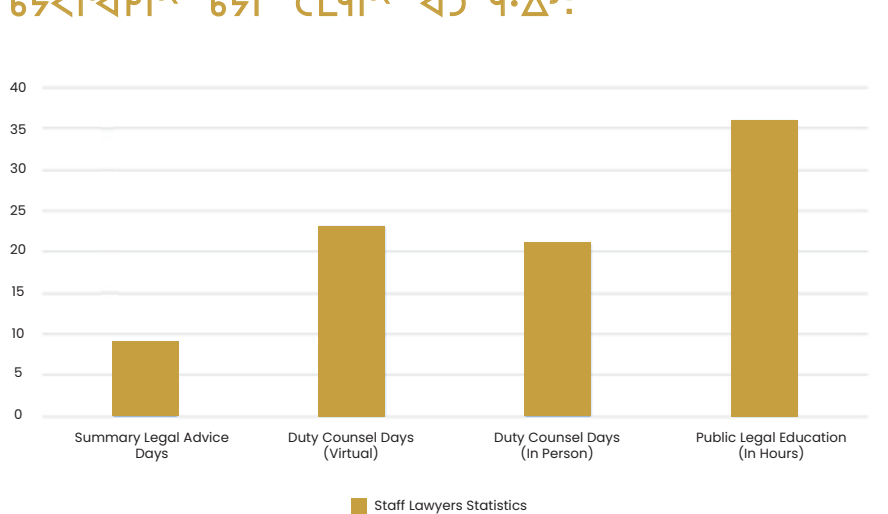
# ጌረጌ ግብይት ለግብይት ለግብይት ለግብይት

ግብይት 1, 2022 ለግብይት ግብይት 31, 2023

## NAN A048 CERTIFICATE BREAKDOWN APRIL 2022-MARCH 2023



### ግብይት ግብይት ግብይት:





NALSC ᑦᄃᑦ ᄃᄃᑦᄃᑦ ᄃᄃᑦᄃᑦᄃᑦᄃᑦ ᄃᄃᑦ ᄃᄃᑦᄃᑦ

ከፍተኛ ልማት ለማሳካት የሚችሉ የፍትህና የብቃት ጥምረት ምክርቤት ማግኘት ለመቻላት የሚገባ ማሳተፍ ዘመናዊ የጥራት ማረጋገጫ ስርዓት ማስፈጸም ይገባል።

በአጠቃላይ ለማሳካት ጥሩ የሆኑ የሰው ሀብት ጥምረት ምክርቤት ማግኘት ለመቻላት የሚገባ ማሳተፍ ዘመናዊ የጥራት ማረጋገጫ ስርዓት ማስፈጸም ይገባል።

### የጥራት ማረጋገጫ ስርዓት ማስፈጸም ለማስቻሉ ጥሩ የሆኑ የሰው ሀብት ጥምረት ምክርቤት ማግኘት ለመቻላት የሚገባ ማሳተፍ ዘመናዊ የጥራት ማረጋገጫ ስርዓት ማስፈጸም ይገባል።

- የጥራት ማረጋገጫ ስርዓት ማስፈጸም ለማስቻሉ የሚገባው የሰው ሀብት ጥምረት ምክርቤት ማግኘት ለመቻላት የሚገባ ማሳተፍ ዘመናዊ የጥራት ማረጋገጫ ስርዓት ማስፈጸም ይገባል።
- ማረጋገጫ ስርዓት ማስፈጸም ለማስቻሉ የሚገባው የሰው ሀብት ጥምረት ምክርቤት ማግኘት ለመቻላት የሚገባ ማሳተፍ ዘመናዊ የጥራት ማረጋገጫ ስርዓት ማስፈጸም ይገባል።
- የጥራት ማረጋገጫ ስርዓት ማስፈጸም ለማስቻሉ የሚገባው የሰው ሀብት ጥምረት ምክርቤት ማግኘት ለመቻላት የሚገባ ማሳተፍ ዘመናዊ የጥራት ማረጋገጫ ስርዓት ማስፈጸም ይገባል።
- የጥራት ማረጋገጫ ስርዓት ማስፈጸም ለማስቻሉ የሚገባው የሰው ሀብት ጥምረት ምክርቤት ማግኘት ለመቻላት የሚገባ ማሳተፍ ዘመናዊ የጥራት ማረጋገጫ ስርዓት ማስፈጸም ይገባል።
- የጥራት ማረጋገጫ ስርዓት ማስፈጸም ለማስቻሉ የሚገባው የሰው ሀብት ጥምረት ምክርቤት ማግኘት ለመቻላት የሚገባ ማሳተፍ ዘመናዊ የጥራት ማረጋገጫ ስርዓት ማስፈጸም ይገባል።
- የጥራት ማረጋገጫ ስርዓት ማስፈጸም ለማስቻሉ የሚገባው የሰው ሀብት ጥምረት ምክርቤት ማግኘት ለመቻላት የሚገባ ማሳተፍ ዘመናዊ የጥራት ማረጋገጫ ስርዓት ማስፈጸም ይገባል።
- የጥራት ማረጋገጫ ስርዓት ማስፈጸም ለማስቻሉ የሚገባው የሰው ሀብት ጥምረት ምክርቤት ማግኘት ለመቻላት የሚገባ ማሳተፍ ዘመናዊ የጥራት ማረጋገጫ ስርዓት ማስፈጸም ይገባል።

## PROFESSIONAL DEVELOPMENT AND TRAINING

·ᐃᓄᓗᐅᓂᓐ ᐅᐃᐅᓂᓐ ᐅᓂᐅᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ 2022 ᐱᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ 2023

### ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ:

- ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ
- ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ - ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ
- ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ
- ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ
- ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ
- ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ
- ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ
- ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ ᐅᓂᓂᐅᓂᓂᓐ



# Courage



# ბეჯი ბეჯი-ბეჯი ბეჯი-ბეჯი 2022-2023

ბეჯი-ბეჯი სე- ბეჯი - ბეჯი ბეჯი  
ბეჯი

ბეჯი, ბეჯი ბეჯი ბეჯი ბეჯი. 2022-2023 ბეჯი ბეჯი ბეჯი  
ბეჯი-ბეჯი ბეჯი ბეჯი-ბეჯი ბეჯი-ბეჯი (ბეჯი) ბეჯი ბეჯი  
ბეჯი. ბეჯი ბეჯი, ბეჯი ბეჯი-ბეჯი ბეჯი-ბეჯი ბეჯი "ბეჯი ბეჯი-ბეჯი  
ბეჯი ბეჯი-ბეჯი", ბეჯი-ბეჯი ბეჯი-ბეჯი 718.2(ბ) ბეჯი-ბეჯი  
ბეჯი-ბეჯი



ጠቅላይ ልማት ግብርና ጉዳይ ለሚመለከቱት ጉዳዮች ለማግኘት ማረጋገጫ ማድረግ፡

● የገጠማዊ ግብርና ልማት ስራዎች ለማስፈጸም ለሚያስፈልጉት ገንዘብ ለማግኘት ማረጋገጫ ማድረግ፡

● የግብርና ስራዎች ለማስፈጸም ለሚያስፈልጉት ገንዘብ ለማግኘት ማረጋገጫ ማድረግ፡

● የግብርና ስራዎች ለማስፈጸም ለሚያስፈልጉት ገንዘብ ለማግኘት ማረጋገጫ ማድረግ፡

● የግብርና ስራዎች ለማስፈጸም ለሚያስፈልጉት ገንዘብ ለማግኘት ማረጋገጫ ማድረግ፡

● የግብርና ስራዎች ለማስፈጸም ለሚያስፈልጉት ገንዘብ ለማግኘት ማረጋገጫ ማድረግ፡

ይህ ስራ ለማስፈጸም ለሚያስፈልጉት ገንዘብ ለማግኘት ማረጋገጫ ማድረግ፡



## ኔርቲቫል ስብሰባ ለግብይት ማህበራት ማህበረሰብ

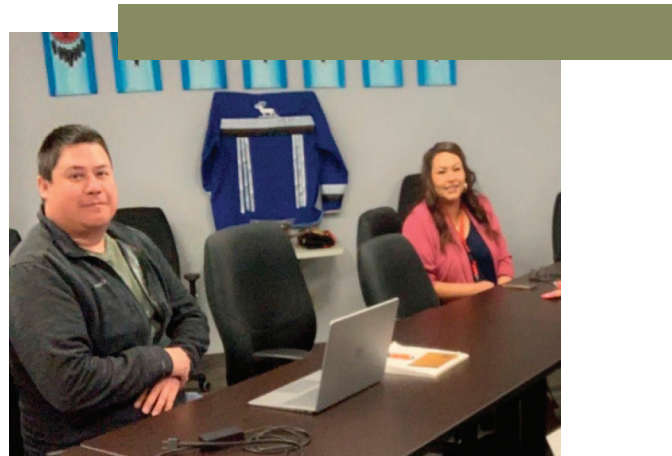
ይህ ኔርቲቫል ስብሰባ ለግብይት ማህበራት ማህበረሰብ (6) ኔርቲቫል ስብሰባ ለግብይት ማህበራት ማህበረሰብ ነው።

### በደቡብ ስብሰባ ለግብይት ማህበራት ማህበረሰብ

- ኔርቲቫል ስብሰባ ለግብይት ማህበራት ማህበረሰብ
- ኔርቲቫል ስብሰባ ለግብይት ማህበራት ማህበረሰብ
- ኔርቲቫል ስብሰባ ለግብይት ማህበራት ማህበረሰብ

### በደቡብ ስብሰባ ለግብይት ማህበራት ማህበረሰብ

- ኔርቲቫል ስብሰባ ለግብይት ማህበራት ማህበረሰብ
- ኔርቲቫል ስብሰባ ለግብይት ማህበራት ማህበረሰብ
- ኔርቲቫል ስብሰባ ለግብይት ማህበራት ማህበረሰብ
- ኔርቲቫል ስብሰባ ለግብይት ማህበራት ማህበረሰብ



### በደቡብ ስብሰባ ለግብይት ማህበራት ማህበረሰብ

- ኔርቲቫል ስብሰባ ለግብይት ማህበራት ማህበረሰብ
- ኔርቲቫል ስብሰባ ለግብይት ማህበራት ማህበረሰብ

### በደቡብ ስብሰባ ለግብይት ማህበራት ማህበረሰብ

- ኔርቲቫል ስብሰባ ለግብይት ማህበራት ማህበረሰብ
- ኔርቲቫል ስብሰባ ለግብይት ማህበራት ማህበረሰብ



# Honesty

Δσσ·Δ β<ΡΠσρ'  
τ°C ββω·∇σΓρ'  
Δ)°9·Δ' ε  
LL·Δ<Σ9·Δσ'  
β<ΡΠσ9ρ' τ°C  
β·Δ·Ρ·Δ·∇<ΡΠσρ'  
Δ)°9·Δ











ሐብት ጋራ ጠቅላይ ሥልጣን ለማስገባት ለሚታወቀው ስልጣን ለሚከፈቅ ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል።

ይህ ስልጣን ለማስገባት ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል። ለምሳሌ ለሚከፈቅ ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል። ለምሳሌ ለሚከፈቅ ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል።

ሐብት ጋራ ጠቅላይ ሥልጣን ለማስገባት ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል።

የሥራ ስልጣን (ይግባኝነት፣ ሥልጣን፣ ሥልጣን አላቸው ለሆኑ ሰዎች፣ ለሥራ ስልጣን ለሚከፈቅ ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል።

ሥራ ስልጣን ለማስገባት ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል። ለምሳሌ ለሚከፈቅ ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል።

- ሥልጣን ለማስገባት ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል።
- ሥልጣን ለማስገባት ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል።
- ሥልጣን ለማስገባት ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል።
- ሥልጣን ለማስገባት ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል።
- ሥልጣን ለማስገባት ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል።

ገንዘብ ስልጣን ለማስገባት ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል።

ሥራ ስልጣን ለማስገባት ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል። ለምሳሌ ለሚከፈቅ ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል።

ገንዘብ ስልጣን ለማስገባት ለሚችል ሰው ለሚቀርብ ወይንም ለሚቀረጥ ሰው ለሚሆን ሊችል ይገባል።



# Humility

ԵՍՏԱՆՈՒՄԻ ՍԵՐՎԻՍԻՍ  
 ԻՆՎԵՍՏԻՍԻՍ ԻՆՎԵՍՏՆԻՍՏՆԵՐՍ  
**Annual Report**  
**2022- 2023**

ԵՍՏԱՆՈՒՄԻ ՍԵՐՎԻՍԻՍԻՍ - ԵՍՏԱՆՈՒՄԻ  
 ԻՆՎԵՍՏԻՍԻՍ ԻՆՎԵՍՏՆԻՍՏՆԵՐՍԻ



မိန့်အမိန့်ပေးသော အထွေထွေအုပ်ချုပ်ရေး ကော်မရှင်တို့က ၂၀၂၀-၂၀၂၁ ခုနှစ် ဖွဲ့စည်းပုံအခြေခံဥပဒေ အကျိုးအမြတ်ဆောင်ရွက်မှု အစီရင်ခံစာကို ၂၀၂၁-၂၀၂၂ ခုနှစ် အစီရင်ခံစာအတွင်း ဖော်ပြခဲ့သည်။ ဖွဲ့စည်းပုံအခြေခံဥပဒေ အကျိုးအမြတ်ဆောင်ရွက်မှု အစီရင်ခံစာအတွင်း ဖော်ပြခဲ့သည့် အချက်အလက်များကို အကျဉ်းချုပ်ဖော်ပြရန်အတွက် အောက်ဖော်ပြပါအတိုင်း ဖော်ပြပါမည်။

ဖွဲ့စည်းပုံအခြေခံဥပဒေ အကျိုးအမြတ်ဆောင်ရွက်မှု အစီရင်ခံစာအတွင်း ဖော်ပြခဲ့သည့် အချက်အလက်များကို အကျဉ်းချုပ်ဖော်ပြရန်အတွက် အောက်ဖော်ပြပါအတိုင်း ဖော်ပြပါမည်။

၂၀၂၁ ခုနှစ် ဖွဲ့စည်းပုံအခြေခံဥပဒေ အကျိုးအမြတ်ဆောင်ရွက်မှု အစီရင်ခံစာအတွင်း ဖော်ပြခဲ့သည့် အချက်အလက်များကို အကျဉ်းချုပ်ဖော်ပြရန်အတွက် အောက်ဖော်ပြပါအတိုင်း ဖော်ပြပါမည်။

၂၀၂၁ ခုနှစ် ဖွဲ့စည်းပုံအခြေခံဥပဒေ အကျိုးအမြတ်ဆောင်ရွက်မှု အစီရင်ခံစာအတွင်း ဖော်ပြခဲ့သည့် အချက်အလက်များကို အကျဉ်းချုပ်ဖော်ပြရန်အတွက် အောက်ဖော်ပြပါအတိုင်း ဖော်ပြပါမည်။

၂၀၂၁ ခုနှစ် ဖွဲ့စည်းပုံအခြေခံဥပဒေ အကျိုးအမြတ်ဆောင်ရွက်မှု အစီရင်ခံစာအတွင်း ဖော်ပြခဲ့သည့် အချက်အလက်များကို အကျဉ်းချုပ်ဖော်ပြရန်အတွက် အောက်ဖော်ပြပါအတိုင်း ဖော်ပြပါမည်။



Love

# ፌለሚኒስቴር ብሔራዊ ትምህርት - ህንጻዎችን በኢንፎርሜሽን ቴክኖሎጂ 2022-2023

ከተማዎችን ማሻሻል  
ና ማስፈጸም

ፌለሚኒስቴር ብሔራዊ ትምህርት ኮሚሽን

ከተማዎችን ማሻሻል ወይንም የሚለሉትን ፌለሚኒስቴር ብሔራዊ ትምህርት ኮሚሽን፣ ፌለሚኒስቴር ብሔራዊ ትምህርት ህንጻዎችን ማስፈጸም ይቻላል።

ከተማዎችን ማሻሻል ወይንም የሚለሉትን ፌለሚኒስቴር ብሔራዊ ትምህርት ኮሚሽን ለጊዜያዊ ስራዎች ለሚያስፈልጉት ሰው ሀብት ማላካት ለሚችል ሁኔታ ለመፍጠር ምኞት ይገልጻል። ለዚህም ማሳሰቢያ ለማድረግ፣ ከተማዎችን ማሻሻል ወይንም የሚለሉትን ፌለሚኒስቴር ብሔራዊ ትምህርት ኮሚሽን ለሚያስፈልጉት ሰው ሀብት ማላካት ለሚችል ሁኔታ ለመፍጠር ምኞት ይገልጻል።

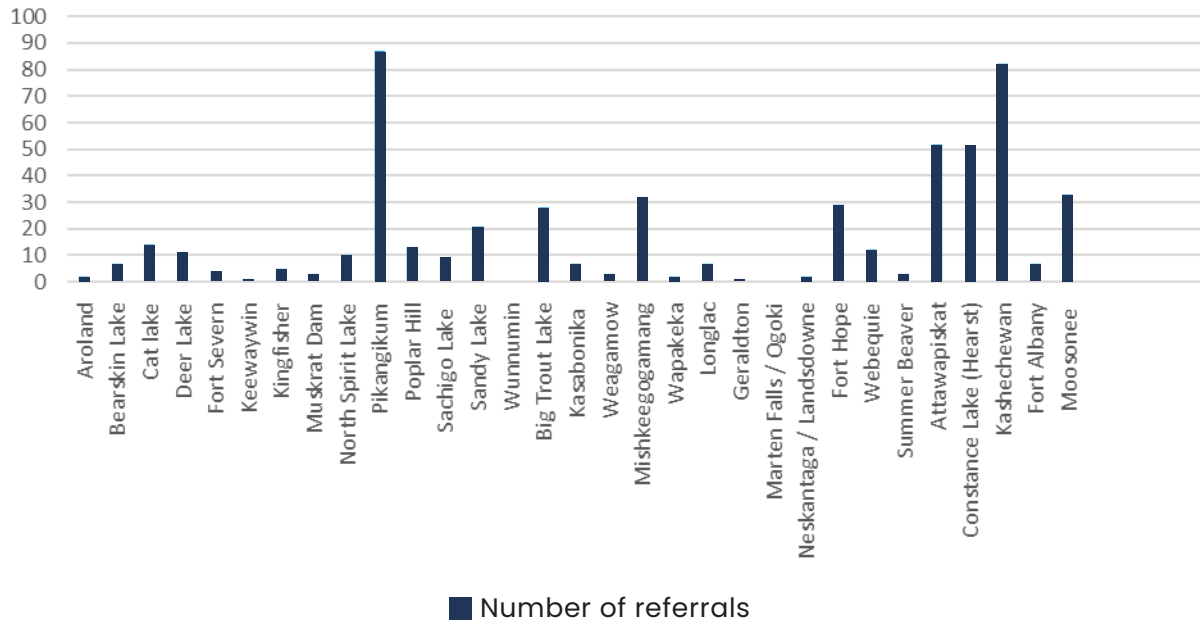








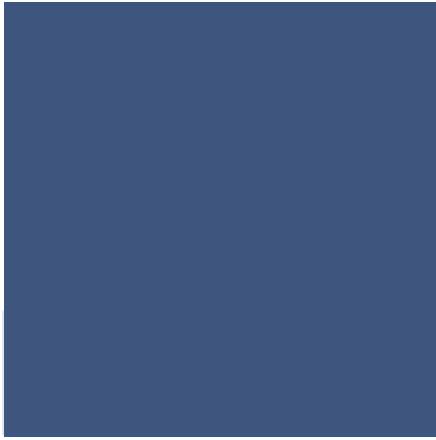
## RESTORATIVE JUSTICE REFERRALS 2022-2023





# RESTORATIVE JUSTICE PROGRAM





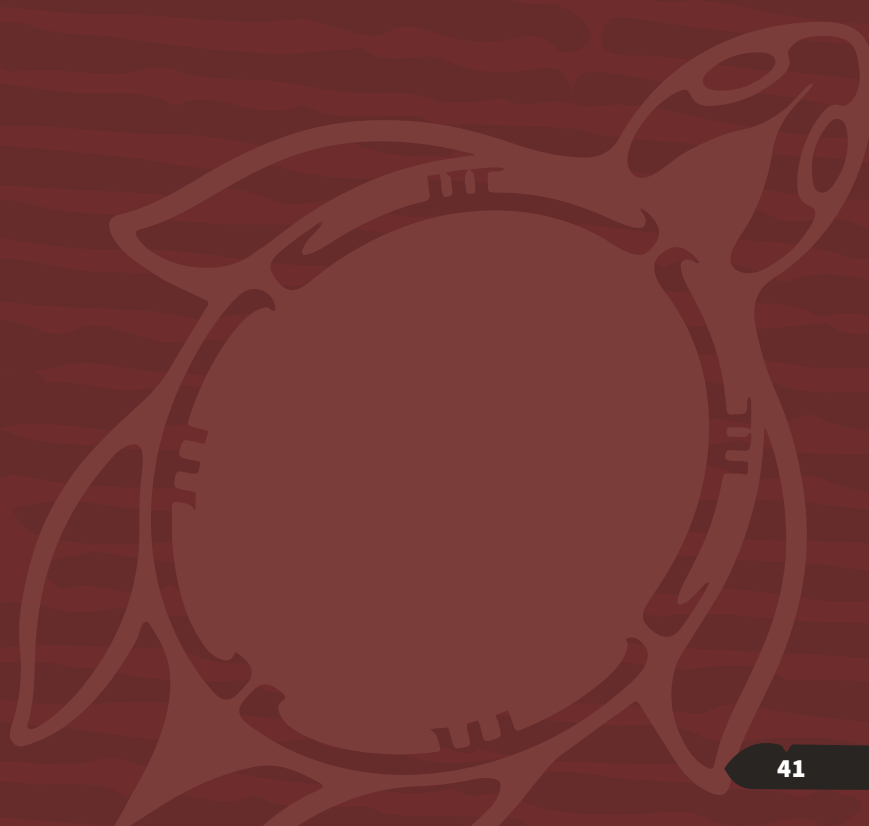


Respect

• ႁႁႃႇႁႃႇ  
• ႁႁႃႇႁႃႇ  
ႁႃႇႁႃႇ

# Annual Report 2022- 2023

ႁႃႇႁႃႇ: ႁႃ ႁႃႇ - ႁႃႇႁႃႇ ႁႃႇႁႃႇ







**ᐃᓄᓂᐱᐅ ᐃᓄᓂᐱᐅ ᐃᓄᓂᐱᐅ**

ᐃᓄᓂᐱᐅ ᐃᓄᓂ ᐃᓄᓂᐱᐅ ᐃᓄᓂᐱᐅ:

- ᐃᓄᓂᐱᐅ ᐃᓄᓂᐱᐅ
- ᐃ ᐃᓄ ᐃᓄᓂᐱᐅ
- ᐃᓄᓂᐱᐅ
- ᐃᓄᓂᐱᐅ
- ᐃᓄᓂᐱᐅ





# Truth

# LL·Δ ΔΕΓΔΩ·ΔΨ ΔΩΨ·ΔΨ - VΨ Λ>Ψ Π<ΡJ·ΔΨ 2022-2023

ΔΨ·ΔΨ·Δ Δ·Δ·Δ·Δ Δ·Δ·Δ Δ·Δ·Δ·Δ Δ·Δ·Δ·Δ Δ·Δ·Δ·Δ

σ Ρ·Δ·ΔΨ - ΔΡ·Δ ΛΛ- ΡΨ

ΔΔΔ Δ·Δ·Δ·Δ·Δ·Δ·Δ Δ·Δ·Δ·Δ·Δ·Δ·Δ Δ·Δ·Δ·Δ·Δ·Δ·Δ



ቆይታው ለህዝብ ትኩረት የሚያስፈልግ ነው። ለዚህ ምክርቤት ለሀገር ውስጥ ማንኛውንም ቅርንጫፍ ማጠፋት አይቻልም። ለዚህም ምክርቤት ለሀገር ውስጥ ማንኛውንም ቅርንጫፍ ማጠፋት አይቻልም። ለዚህም ምክርቤት ለሀገር ውስጥ ማንኛውንም ቅርንጫፍ ማጠፋት አይቻልም።

ሕገመንግሥት ስር ለሀገራዊ ተባብሮ የሚገኝ ማንኛውንም ቅርንጫፍ ማጠፋት አይቻልም። ለዚህም ምክርቤት ለሀገር ውስጥ ማንኛውንም ቅርንጫፍ ማጠፋት አይቻልም። ለዚህም ምክርቤት ለሀገር ውስጥ ማንኛውንም ቅርንጫፍ ማጠፋት አይቻልም።





ኮር ሙሉ ጎዶብሮዊ አሰጣጥ ሆኖ የሚገኝ ለአገራችን ለተፈጻሚነት ለማድረግ ማጠቃለያ ማድረግ አለብን። ገቢዎችን ለማግኘት ለማድረግ ማጠቃለያ ማድረግ አለብን። ገቢዎችን ለማግኘት ለማድረግ ማጠቃለያ ማድረግ አለብን። ገቢዎችን ለማግኘት ለማድረግ ማጠቃለያ ማድረግ አለብን።

**TALKING TOGETHER PROGRAM**

**ዘርፍ ለገንዘብ ስርዓት ለማሰባሰብ ስልጠናዎች - ጥራት 2022-ፕሮግራም 2023**

የስልጠናው ስም	የስልጠናው ተቋም/አካል	የስልጠናው ተፈጻሚ	የስልጠናው አይነት	የስልጠናው ቦታ	የስልጠናው ተመሳሳይ	የስልጠናው ልምድ	የስልጠናው ገቢ	የስልጠናው ስፋት	የስልጠናው ወጪ
ገጽ ሀ	4	6	4	4	5	3	13	10	21
በይገታ	12	3	12	3	3	3	17	15	15
ተፈጻሚ	4	3	5	2	4	3	8	7	18
ኃይማኖት	8	5	12	1	6	5	15	13	30
ሥነ ስነ ልቦና	5	1	3	3	0	0	8	6	0
ጠቅላላ	<b>33</b>	<b>18</b>	<b>36</b>	<b>13</b>	<b>18</b>	<b>14</b>	<b>61</b>	<b>51</b>	<b>84</b>





ፍ ዋጋ-ጋ (ፍ ዋጋ-ጋ) ጋጋጋ-ጋ ጋጋጋ-ጋ ጋጋጋ-ጋ

ጋጋጋ-ጋ ጋጋጋ-ጋ - ጋጋጋ-ጋጋጋ 2021 ጋጋጋ ጋጋጋ-ጋጋጋ 2023

ጋጋጋ-ጋ ጋጋጋ	ጋጋጋ-ጋ ጋጋጋ-ጋ ጋጋጋ-ጋጋጋ 2021	ጋጋጋጋ ጋጋጋ-ጋ ጋጋጋ ጋጋጋ	ጋጋጋ ጋጋጋ-ጋ ጋጋጋ	ጋጋጋ ጋጋጋ ጋጋጋ-ጋ ጋጋጋ-ጋ	ጋጋ ጋጋጋ ጋጋጋጋጋ	ጋጋጋ ጋጋ ጋጋጋ-ጋ - ጋጋጋጋ/ጋጋጋ-ጋጋጋ (ጋጋጋጋ-ጋጋጋ, ጋጋጋጋጋ ጋጋጋ ጋጋጋጋጋጋ)	ጋጋጋጋጋ-ጋጋጋ
ጋጋጋጋጋጋጋጋ	0	23	34	30 ጋጋጋጋጋጋጋ ጋጋጋ ጋጋጋ-ጋ ጋጋጋጋጋጋጋ	157	250 ጋጋጋጋ ጋጋጋጋጋጋ 103 ጋጋጋጋ ጋጋጋጋጋጋ 10 ጋጋጋጋ ጋጋጋ-ጋ ጋጋጋጋ	28 ጋጋጋጋ-ጋጋጋ ጋጋጋጋ ጋጋጋጋጋጋ ጋጋ ጋጋጋጋጋጋጋ ጋጋጋ ጋጋጋጋጋጋጋጋ ጋጋጋጋጋጋጋጋ
ጋጋጋጋ ጋጋጋጋጋ ጋጋጋጋጋጋጋ	0	23	NA	NA	NA	154 ጋጋጋጋ ጋጋጋጋጋጋ 75 ጋጋጋጋ ጋጋጋጋጋጋ 26 ጋጋጋጋጋጋጋጋጋጋጋ 10 ጋጋጋጋጋጋጋጋጋጋጋጋ 21 ጋጋጋጋጋ ጋጋጋ-ጋጋጋ	40 ጋጋጋጋ-ጋጋጋ ጋጋጋጋ ጋጋጋጋጋጋጋ ጋጋ ጋጋጋጋጋጋጋጋ ጋጋጋ ጋጋጋጋጋጋጋጋ ጋጋጋጋጋጋጋጋጋጋ
ጋጋጋጋጋጋጋጋ	0	23	34	30	157	649	68









# Wisdom

# ᐃᓂᓂᓰᐃ ᐃᓱᑦᓇᓇᓇ ᐃᓂᓂᓰᓰ ᐃᓂᓂᓰᓰ - ᑲᓂᓂᓰ ᐃᓂᓂᓰ ᐃᓂᓂᓰᓰ 2022-2023

ᐃᓂᓂᓰᓰ ᐃᓂᓂᓰᓰ ᓂᓂᓂᓰᓰᓰ:

ᐃᓂᓂᓰᓰ ᐃᓂᓂᓰᓰᓰ ᓂᓂᓂᓰᓰᓰ: ᓂᓂᓰᓰ ᓂᓂᓰᓰᓰ

ᓂᓂᓰᓰᓰ/ᓂᓂᓰᓰᓰᓰᓰᓰᓰ ᓂᓂᓂᓰᓰᓰᓰ: ᓂᓂᓰᓰ ᓂᓂᓰᓰᓰ

ᓂᓂᓰᓰᓰᓰᓰᓰᓰ ᓂᓂᓂᓰᓰᓰᓰᓰ: ᓂᓂᓰᓰ ᓂᓂᓰᓰᓰ

## STAFFING SUMMARY 2022 - 2023

116	ბცსრა x>4J' ბზ<ნიპრა	6	აპე ბაბც, 1 1A> ბაბც
32	ძორ <რ<ბა ბპ>ნიპრა (აჟ- აჟგ>Δ ბ<ნიპრა)	5	ბც·ბ' <დრ·Δ (J'L) ბაბცპ' >ნიპრა
12	აჟგ>Δ ბ<ნიპრა >ნიპრა-ბა	2	Employees on Leave
3	<რ<ბა პზრ<ნიპრა-ა აპ <რ'·Δ	0	WSIB <პო Δ-პჟ·Δ·> ა>CCLΔ·ა·>
1	<რ<ბა >ნიპრა	0	Resignations

## პ·∇ ნ<ΔL9·Δ' ოც ბუპCL9·Δა

### დპ LJ·<<ნიპრა' 9ΔΔა·ბ'(NOM):

ბც·ბპ' 2022, <პ x>4J' ბLJ·<აპრა ბსბ' ოპრა ოც <რ<ბა პპრა-ა ∇ზრაბცრა ბΔა·ბსს >ბა LJ·< <ნიპრა-ა. >L ∇პრაბუ, პრაპბუ x>4J' რპრა-ა ოც რ<პნიპრა დპ LJ·<<ნიპრა' 9ΔΔა·ბ' (x-რ) ბაბ ზგრაბუ, დპ LJ·<<ნიპრა' რ<რაბბუ ოც რ·<ნიპრა ბაბს-ბა ბსბს-ბა ოც ბ<ნიპრა. ∇პრა-ა >ბა, რ·<რაბბუ-ა რრა < <ნიპრა ა 9პ რაბა >ბა დპ 9პრა-ა-ა. ბრა-ა >> დპ <ნიპრა..

<პნიპრა >L ∇პრა-ა 2023 ∇A> ოც ·რა-ა <რა-ა-ა <რა-ა-ა <რა-ა-ა დპ <ნიპრა 9პრა >ბა დპ 9პრა-ა-ა x-რ ∇პრა-ა რ<რა >L ბA> ∇რა-ა-ა.







# ᐃርᖅ ᑲᓪᓴᓂ

ᑲᑦᑆ ᕐᕐᕆᕆᕐᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᐃᑲ ᐃᓄᑦ ᑲᓪᓴᓂᑦ  
ᕐᕐᕆᕆᕐᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ  
ᕐᕐᕆᕆᕐᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ

ᑲᑦᑆ ᕐᕐᕆᕆᕐᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ  
ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ

ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ  
ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ

ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ  
ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ

ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ  
ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ ᑲᓪᓴᓂᑦ

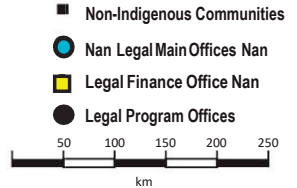






# NISHNAWBE ASKI LEGAL SERVICES CORPORATION

## FIRST NATIONS COMMUNITIES

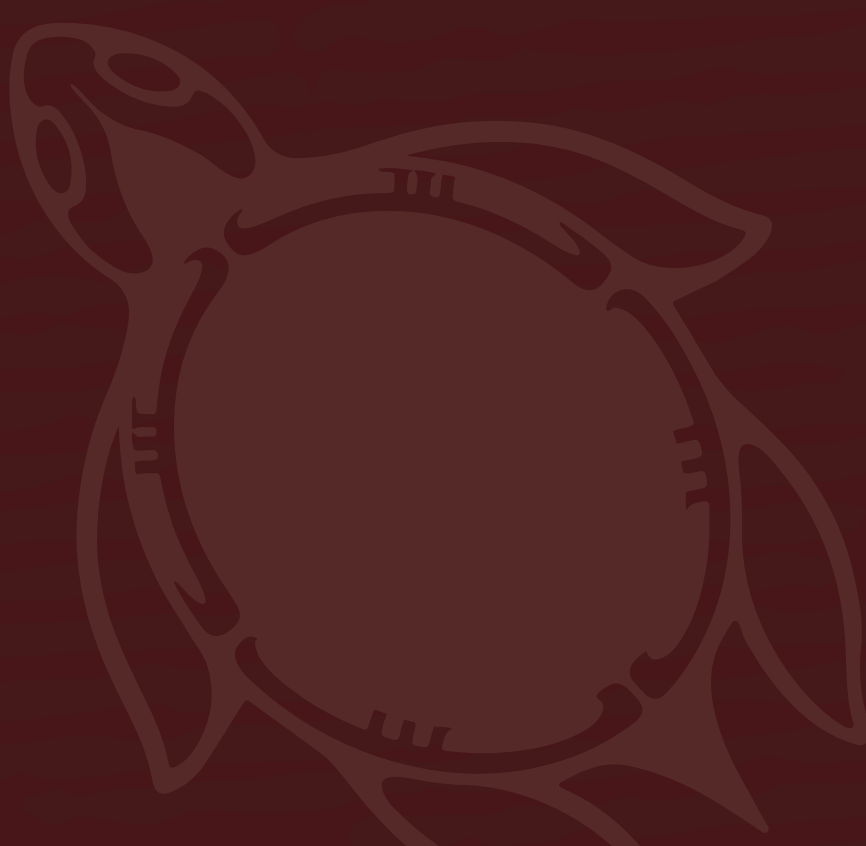


INDEPENDENT FIRST NATIONS ALLIANCE	SHIBOGAMA FIRST NATIONS COUNCIL	MUSHKEGOWUK TRIBAL COUNCIL
<ul style="list-style-type: none"> <li>• Kitchenuhmaykoosib Inninuwug First Nation</li> <li>• Muskrat dam First Nation</li> <li>• Pikangikum First Nation</li> <li>• Whitesand First Nation</li> <li>• Lac Seul First Nation</li> </ul>	<ul style="list-style-type: none"> <li>• Kasabonika Lake First Nation</li> <li>• Kingfisher Lake First Nation</li> <li>• Wapekeka First Nation</li> <li>• Wawakapewin First Nation</li> <li>• Wunnumin Lake First Nation</li> </ul>	<ul style="list-style-type: none"> <li>• Attawapiskat First Nation</li> <li>• Chapleau Cree First Nation</li> <li>• fort Albany First Nation</li> <li>• Kashechewan First Nation</li> <li>• Missanabie Cree First Nation</li> <li>• Moose Cree First Nation</li> <li>• Taykwa Tagamou First Nation</li> </ul>
<b>WINDIGO FIRST NATIONS</b> <ul style="list-style-type: none"> <li>• Bearskin Lake First Nation</li> <li>• Cat Lake First Nation</li> <li>• Koocheching First Nation</li> <li>• North Caribou Lake First Nation</li> <li>• Sachigo Lake First Nation</li> <li>• Slate Falls First Nation</li> <li>• Whitewater Lake First Nation</li> </ul>	<b>MATAWA FIRST NATIONS</b> <ul style="list-style-type: none"> <li>• Aroland First Nation</li> <li>• Constance Lake First Nation</li> <li>• Eabametoong First Nation</li> <li>• Ginoogaming First Nation</li> <li>• Marten Falls First Nation</li> <li>• Long Lake #58 First Nation</li> <li>• Neskantaga First Nation</li> <li>• Nibinamik First Nation</li> <li>• Webequie First Nation</li> </ul>	<b>WABUN TRIBAL COUNCIL</b> <ul style="list-style-type: none"> <li>• Brunswick House First Nation</li> <li>• Chapleau Ojibwe First Nation</li> <li>• Matachewan First Nation</li> <li>• Mattagami First Nation</li> <li>• Flying Post First Nation</li> <li>• Beaverhouse First Nation</li> <li>• Wahgoshig First Nation</li> </ul>
<b>KEEWAYTINOOK OKIMAKANAK</b> <ul style="list-style-type: none"> <li>• Deer Lake First Nation</li> <li>• Fort Severn First Nation</li> <li>• Keewaywin First Nation</li> <li>• Maccdowell Lake First Nation</li> <li>• North Spirit Lake First Nation</li> <li>• Poplar Hill First Nation</li> </ul>	<b>Nishnawbe-Aski Legal Services Corporations</b> Toll Free: 1-800-465-5581 (T) 807-622-1413 (F) 807-622-3024 <a href="http://www.nanlegal.on.ca">www.nanlegal.on.ca</a>	<b>INDEPENDENT BANDS</b> (Bands not affiliated with any Tribal Council) <ul style="list-style-type: none"> <li>• Mishkeegogamang Ojibway Nation</li> <li>• Mocrebec Eeyoud Council</li> <li>• Sandy Lake First Nation</li> <li>• Weenusk First Nation (Peawanuck)</li> </ul>

# Annual Report

2022 - 2023

OJI CREE



# ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ:

## ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ:

138B Mission Road,  
Fort William First Nation, ON, P7J 1K7  
ᑲᑦᑲᑦᑲᑦ: 1- 800- 465- 5581

## ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ:

### ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ:

(ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ 1, 2023)  
101 Syndicate Avenue North, Thunder Bay,  
ON, P7C 3V4  
ᑲᑦᑲᑦᑲᑦ: (807) 622- 1413  
ᑲᑦᑲᑦᑲᑦ: 1- 800- 465- 5581  
ᑲᑦᑲᑦᑲᑦ: (807) 622- 3024

### ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ:

ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ, 9:00am – 5:00pm EST

## ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ:

56 Front Street,  
Sioux Lookout, ON P8T 1A3  
ᑲᑦᑲᑦᑲᑦ: (807) 737-7981  
ᑲᑦᑲᑦᑲᑦ: 1-800-465- 5581  
ᑲᑦᑲᑦᑲᑦ: (807) 737-7297

## ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ:

119 Pine Street South-Suite 210,  
Timmins, ON P4N 2K3  
ᑲᑦᑲᑦᑲᑦ: (705) 268-1105  
ᑲᑦᑲᑦᑲᑦ: (705) 268-0012

## ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ:

308 Second Street South, Suite 14,  
Kenora, ON, P9N 1G4

## ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ: MNP LLP

ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ  
ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ

2022- 2023 ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ NALSC  
© 2023 ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ  
ᑲᑦᑲᑦᑲᑦᑲᑦ

ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ  
ᑲᑦᑲᑦᑲᑦᑲᑦ

## ᑲᑦᑲᑦᑲᑦ & ᑲᑦᑲᑦᑲᑦᑲᑦ:



## ᑲᑦᑲᑦᑲᑦ

ᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦ  
ᑲᑦᑲᑦᑲᑦ: ᑲᑦᑲᑦ ᑲᑦᑲᑦ  
ᑲᑦᑲᑦᑲᑦ: Madelaine Kioke





# NISHNAWBE ASKI LEGAL SERVICES CORPORATION

## FIRST NATIONS COMMUNITIES



### EVERY CHILD MATTERS

#### NISHNAWBE ASKI LEGAL SERVICES CORPORATION SUPPORTS AND RESOURCES

**Nishnawbe Aski Legal Services Corporation**  
 Toll Free: 1-800-465-5581  
 Phone: (807) 622-1413  
 Fax: (807) 622-3024  
 Email: [info@nanlegal.on.ca](mailto:info@nanlegal.on.ca)  
 Website: [www.nanlegal.on.ca](http://www.nanlegal.on.ca)

**Argyle Community Support Program (For Indian Day Schools only)**  
 One-on-one support by a trauma informed Claims Assistant for help completing the Claims Form  
 Phone: 1-877-515-7525  
 Monday through Friday 8am - 9pm Eastern  
 (Interpretation services provided upon request)  
 Email: [idscommunitysupport@argylepr.com](mailto:idscommunitysupport@argylepr.com)  
<https://indiandayschools.com/en/support/community-support-program>

**24-hour Residential School Crises Line**  
 For immediate emotional assistance  
 Toll Free: 1-866-925-4419  
 Access Health Support Services & more information  
 Toll Free: 1-888-301-6426  
[www.healthcanada.gc.ca/irs](http://www.healthcanada.gc.ca/irs)

**NAN Hope**  
 Toll Free 1-844-626-4673  
 Text: 1-844-626-4673  
[www.nanhope.ca](http://www.nanhope.ca) with Chat Feature

**Hope for Wellness Help Line**  
 24/7 Services in English, Cree, Ojibway, Inuktitut, French  
 Toll Free 1-855-242-3310  
[www.hopeforwellness.ca](http://www.hopeforwellness.ca) with Chat Feature

**Talk 4 Healing: Talk, Text, Chat**  
 Services in Ojibway, Oji-Cree, Cree, English, French  
 24/7 culturally sensitive counselling, advice, and support to Indigenous women.  
 Toll Free: 1-855-554-4325  
[www.talk4healing.com](http://www.talk4healing.com)

**Native Women's Association of Canada**  
 In-house elders offering support,  
 Monday to Friday 9-11am and 1-3 p.m.  
 Toll Free: 1-888-664-7808  
[www.nwac.ca](http://www.nwac.ca)

**MMIW Crisis Line**  
 24/7 support to family, friends and community members impacted by the loss of a missing or murdered Indigenous woman, girl, or Two-spirit person  
 Toll Free: 1-844-413-6649  
<https://www.mmiwg-ffada.ca>

**Indian Residential Schools Survivors and Family**  
 Toll Free: 1-800-721-0066  
[www.irsss.ca](http://www.irsss.ca)

#### NISHANAWBE ASKI NATION TRIBAL COUNCILS:

1. Independent First Nations Alliance
2. Keewaytinook Okimakanak Council
3. Matawa First Nations
4. Mushkegowuk Council
5. Shibogama First Nations Council
6. Wabun Tribal Council
7. Windigo First Nations Council
8. Independent Bands









# ▷CΛCLᑎ

ᐃᑲᓪ ᐅᐅᓪ ᐅᐃᓇᓂᓂᓪ ᑕᑦᑦᑲᓪ ᑲᐱᑦᐅᑦᐱᓂᑦᑲᓪ ᑦᐱ ᑲᑲᐱᑕᐅᑦᑲᓪ ᐅᑦᑲᑦᑲᓪ  
ᐱᑕᑦᑲᑦᑲᓪ ᐅᐅᐅᐅ ᑕᑦᑦᑲᓪ ᑕᑦᑦᑲᓪ ᐅᑲᐱᑕᐅᑦᑲᓪ ᐅᑦᑲᐅᑦᑲᓪ ᐅᑲᐱᑕᐅᑦᑲᓪ  
ᐅᑲᐱᑕᐅᑦᑲᓪ, ᑦᑲᑦᑲᓪ ᐅᑲᐱᑕᐅᑦᑲᓪ ᑕᑦᑦᑲᓪ/ᑕᑦᑦᑲᓪ/ᑕᑦᑦᑲᓪ, ᐅᑲᓪ ᑕᑦᑦᑲᓪ ᑕᑦᑦᑲᓪ  
ᐅᑲᐱᑕᐅᑦᑲᓪ ᑲᑦᑦ ᐅᑦᑲᓪ ᑲᑲᐱᑕᐅᑦᑲᓪ ᑦᐱ ᑲᑲᓇᑕᑦᑲᓪ ᑕᑦᑦᑲᓪ, ᐅᑲᓪ ᑲᑦᑦ ᐅᑦᑲᓪ  
ᐅᑦᑲᓪ ᐅᐅᐅᐅ ᐅᑦᑲᓪ ᑕᑦᑦᑲᓪ ᑕᑦᑦᑲᓪ ᐅᑦᑲᓪ ᐅᑦᑲᓪ ᐅᑦᑲᓪ.











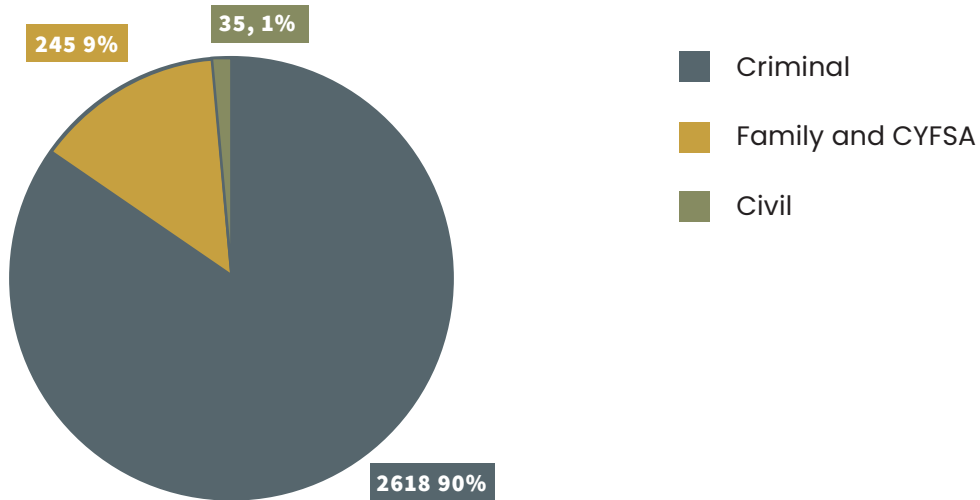




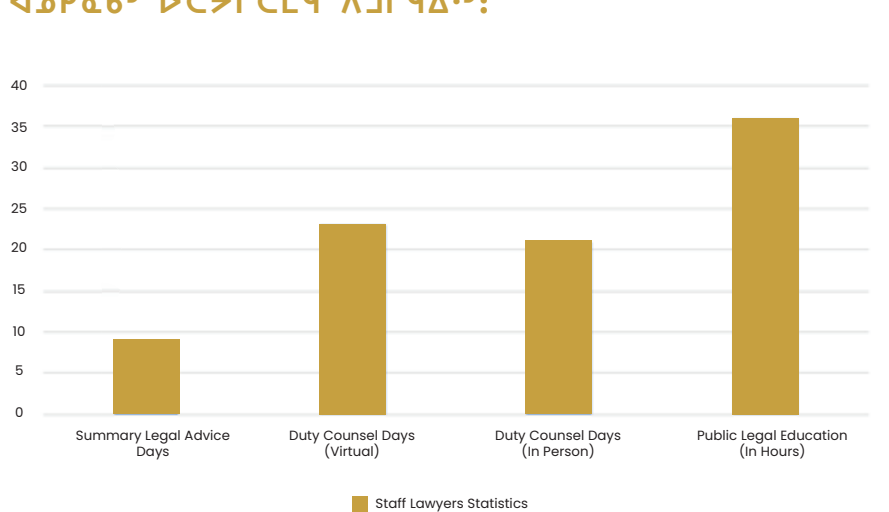
# ᐃᑦᑲᑦᑲᑦᑲᑦ ᐃᑦᑲᑦᑲᑦ ᐃᑦᑲᑦᑲᑦ

ᐃᑦᑲᑦᑲᑦ ᐃᑦᑲᑦᑲᑦ 1, 2022 ᐃᑦᑲᑦᑲᑦ ᐃᑦᑲᑦᑲᑦ 31, 2023

## NAN A048 CERTIFICATE BREAKDOWN APRIL 2022-MARCH 2023



## ᐃᑦᑲᑦᑲᑦ ᐃᑦᑲᑦᑲᑦ ᐃᑦᑲᑦᑲᑦ:





NALSC ᑦᄂᑦ ᄂፊᑦᑲᑦ ᑲᄂᑦᑲᑦᄂᑦᄂᑦᄂᑦ ᓂᑦᄂᑦ







# Courage

# ປະຊາທິການ ທາງພືດສະພາ ພາກພື້ນ 2022-2023

## ບັນດາສະມາຊິກ: ລຸ້ນ- ຈຸນລະພາບ - ປະຊາທິການ ດຽວ

ດຳລົງ, > ດຽວ ປະຊາທິການ ທາງພືດສະພາ. ຈຸນລະພາບ 2022-2023 ບຸກຄົນ  
 ລຸ້ນ- ບຸກຄົນ ສາມາດ ດຽວ ຈຸນລະພາບ ດຽວ ຈຸນລະພາບ ດຽວ ຈຸນລະພາບ  
 (NALSC) ປະຊາທິການ ທາງພືດສະພາ. ຈຸນລະພາບ ດຽວ ບຸກຄົນ, ປະຊາທິການ  
 ດຽວ ບຸກຄົນ ຈຸນລະພາບ ດຽວ ຈຸນລະພາບ," ບັນດາສະມາຊິກ ດຽວ 718.2(e)  
 ດຽວ ຈຸນລະພາບ ດຽວ ຈຸນລະພາບ.









## የግንባታ ልማት ስልጠና ለግብርና ቢሮ

የግንባታ ልማት ስልጠናው ለግብርና ቢሮ ለግብርና (6) የግንባታ ልማት ስልጠና ለግብርና ቢሮ ለግብርና:

የግንባታ ልማት ስልጠናው ለግብርና ቢሮ ለግብርና

የግንባታ ልማት ስልጠናው ለግብርና ቢሮ ለግብርና

የግንባታ ልማት ስልጠናው ለግብርና ቢሮ ለግብርና ለግብርና ለግብርና

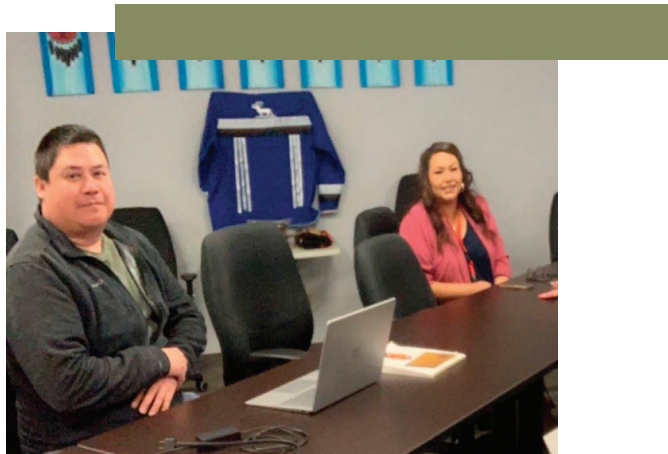
### THUNDER BAY OFFICE- NORTH CENTRAL

የግንባታ ልማት ስልጠናው ለግብርና ቢሮ ለግብርና

የግንባታ ልማት ስልጠናው ለግብርና ቢሮ ለግብርና

የግንባታ ልማት ስልጠናው ለግብርና ቢሮ ለግብርና

የግንባታ ልማት ስልጠናው ለግብርና ቢሮ ለግብርና



የግንባታ ልማት ስልጠናው ለግብርና ቢሮ ለግብርና

የግንባታ ልማት ስልጠናው ለግብርና ቢሮ ለግብርና

የግንባታ ልማት ስልጠናው ለግብርና ቢሮ ለግብርና

የግንባታ ልማት ስልጠናው ለግብርና ቢሮ ለግብርና

የግንባታ ልማት ስልጠናው ለግብርና ቢሮ ለግብርና

የግንባታ ልማት ስልጠናው ለግብርና ቢሮ ለግብርና

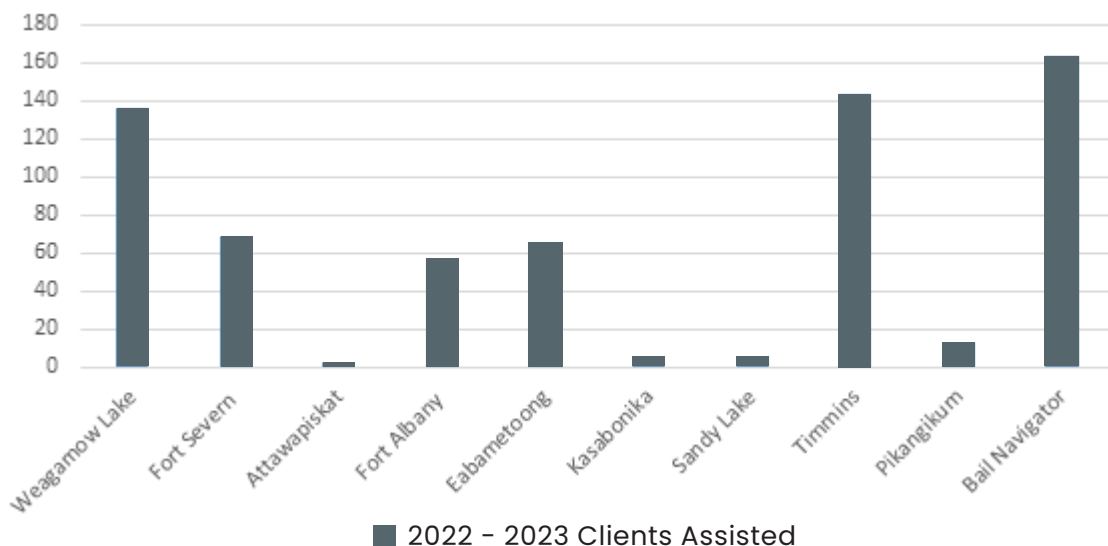


# Honesty

◀σ∑ε∇Δ·  
ԿՐՐՈ<ՊՆՈՂΔ·<sup>3</sup>  
ՐԳՐԳΔ·<sup>3</sup> Դε  
Եε∇·ՐԳΔ·<sup>3</sup> &  
ՇՏԳΔ·<sup>3</sup> ԿՐՐՊΔ∇·Δ·<sup>3</sup>  
∇Ե· εΛ Δ·ՐՊΔ∇·Δ·<sup>3</sup>  
Λ∫ՐԳΔ·ε



## 2022 - 2023 STATISTICS



### ᑭᓱᑭᓱᑭᓱᑭᓱ ᑲᑭᓱᓱ

ᑎᑲᓪ ᑲᑲᑲᓪ ᑭᓱᓱᓱᓱ ᑲᑭᑲᑲᓪ, ᑲᑲᓱᓱᓱᓱ 2022 ᑲᓱᓱ ᑲᓱᑲᓱ ᑲᑭᓱᓱᓱᓱᓱᓱᓱ ᑲᓱᓱ ᑲᑲᑲᓪ ᑎ ᑲᑲᓪ ᑭᓱᓱᓱᓱ ᑭᓱᓱᓱᓱᓱᓱᓱᓱ ᑭᓱᓱᓱᓱᓱᓱᓱ ᑭᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ. ᑎᑲᓪ ᑲᑲᑲᓪ ᑲᓱᓱᓱᓱᓱᓱᓱᓱ, ᑲᓱᓱᓱᓱ ᑲᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ ᑲᑲᓱᓱ ᑲᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ ᑎᑲᓪ ᑲᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ ᑎᑲᓪᓱᓱ. ᑎᑲᓪ ᑲᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ ᑲᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ ᓱᓱᓱ ᑭᓱᓱᓱ ᑎᓱᓱᓱᓱᓱᓱᓱᓱ ᑲᓱᓱ ᑲᑲᑲᓪ ᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ ᓱᓱᓱ 19 ᑲᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ.

### ᑲᓱᓱᓱᓱᓱᓱ

ᑎᑲᓪ 2022-2023 ᑲᓱᓱ ᓱᓱᓱᓱᓱᓱᓱᓱ ᑎᓱᓱᓱᓱᓱᓱ ᑲᓱᓱ. ᑎᓱᓱᓱᓱᓱᓱᓱᓱᓱ ᑲᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ ᓱᓱᓱᓱᓱᓱᓱᓱᓱ ᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ ᑎᑲᓱᓱ ᑎᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ ᓱᓱᓱ ᑎᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ. ᓱᓱᓱ ᑎᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ, ᓱᓱᓱ ᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ ᑎᑲᓱᓱ ᑲᓱᓱ ᑎᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ ᓱᓱᓱ ᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ ᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱᓱ.









# Humility



# ኢዮርዳኖል ፋብሪካዎች ለጋራ - Annual Report 2022- 2023

ከተለያዩ ስራዎች ለጋራ  
ኢዮርዳኖል ለጋራ ስራዎች







Love





የሥነ-ምግባር ምርምር ዘርፍ ለማቆምና ለማረጋገጥ ማህተም ማግኘት ማስፈጸም ይኖርብናል። ለምሳሌ ለግብርና ማህተም ማግኘት ማስፈጸም ይኖርብናል።

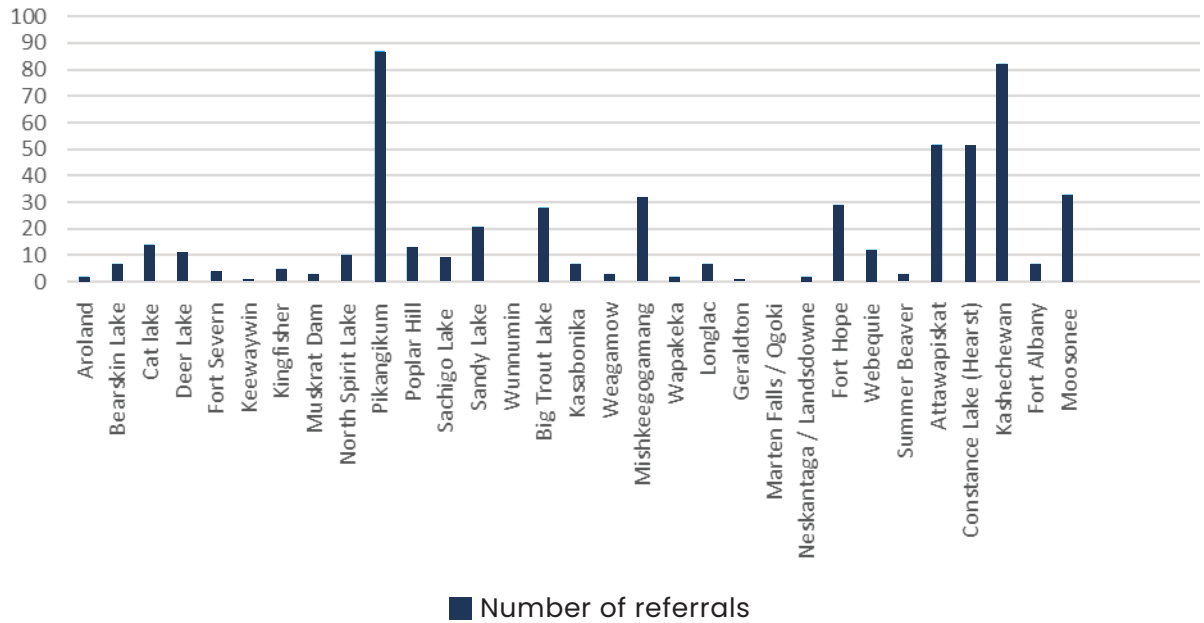
ግብርና ማህተም ማግኘት ማስፈጸም ይኖርብናል። ለምሳሌ ለግብርና ማህተም ማግኘት ማስፈጸም ይኖርብናል።

ግብርና ማህተም ማግኘት ማስፈጸም ይኖርብናል። ለምሳሌ ለግብርና ማህተም ማግኘት ማስፈጸም ይኖርብናል።

ግብርና ማህተም ማግኘት ማስፈጸም ይኖርብናል። ለምሳሌ ለግብርና ማህተም ማግኘት ማስፈጸም ይኖርብናል።

ግብርና ማህተም ማግኘት ማስፈጸም ይኖርብናል። ለምሳሌ ለግብርና ማህተም ማግኘት ማስፈጸም ይኖርብናል።

## RESTORATIVE JUSTICE REFERRALS 2022-2023

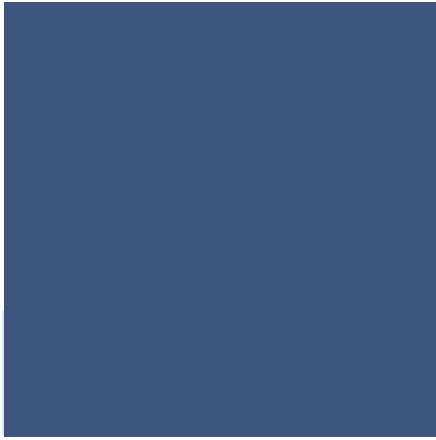




# RESTORATIVE JUSTICE PROGRAM





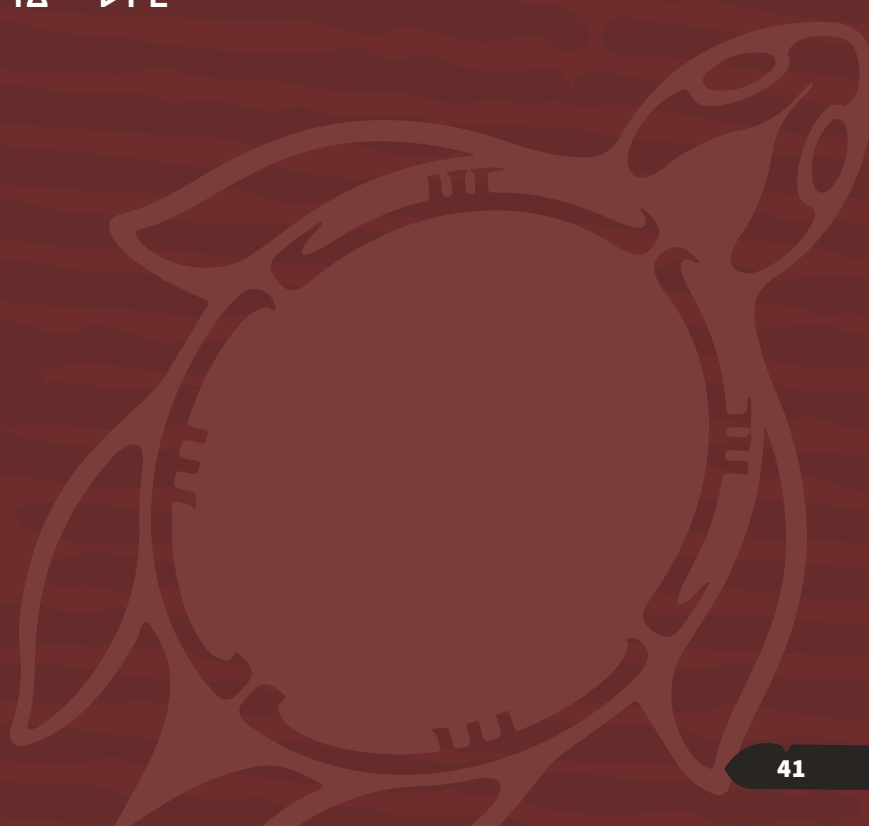




Respect

ბპლრჯცღ.ბ.ფ.  
ღ.კ.ყ.ღ.პ ღ.ფ.პ.ც.ლ.ყ.ღ.პ  
ღ.ჯ.რ.ყ.ღ.პ  
**Annual Report**  
**2022- 2023**

ბ.კ.პ.რ.ა.ე.  
ღ.პ. "ღ.ყ.ღ.პ"  
ბ.ლ.რ.ჯ.ც.ღ.ბ.ფ. ღ.კ.ყ.ღ.პ. ბ.პ.ლ.







**ᐃᓄᓂᐱᐅᓂ ᐃᓄᓂᐱᐅᓂ**

ᐃᓄᓂᐱᐅᓂ ᐃᓄᓂᐱᐅᓂ ᐃᓄᓂᐱᐅᓂ ᐃᓄᓂᐱᐅᓂ

- ᐃᓄᓂᐱᐅᓂ
- ᐃᓄᓂᐱᐅᓂ
- ᐃᓄᓂᐱᐅᓂ
- ᐃᓄᓂᐱᐅᓂ
- ᐃᓄᓂᐱᐅᓂ



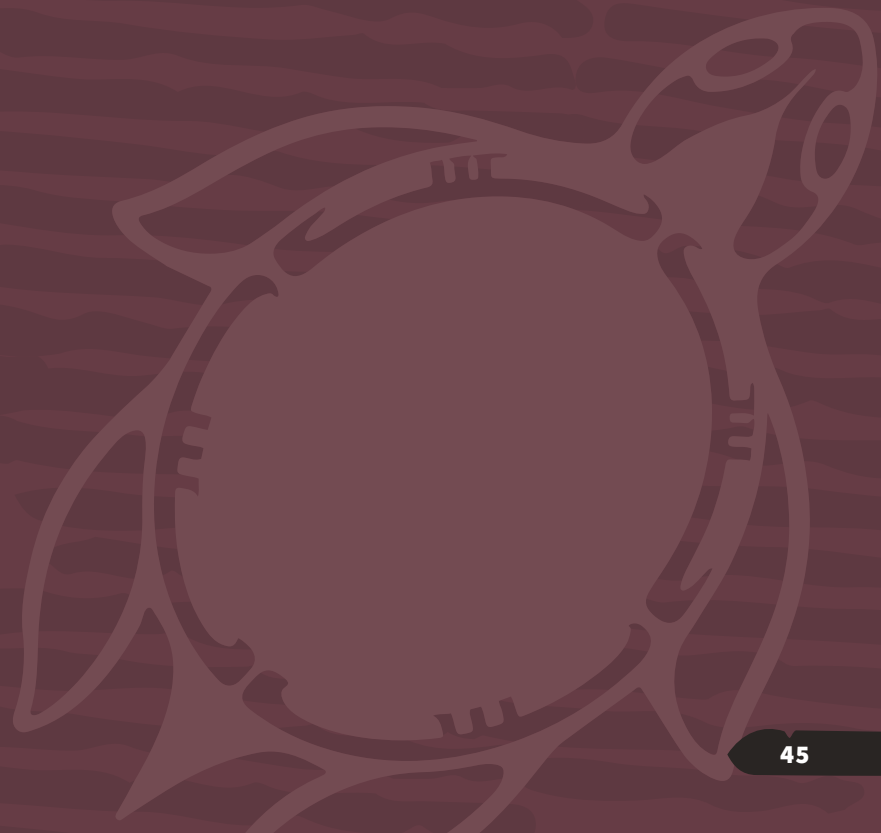
# Truth

# ԼԼ՞ ՎԵՐԴՆԱԾԱԾ՞ ՆՋՐԳԱԾ՞ - ՇՇԴՆՊ ՈՒՐՋԱԾ՞ 2022-2023

Ինքնուրույն ԼՐԿՇՎՈՒՄ ԲԱՌՏԳԱԾ՞ ՆՋՐԳԱԾ՞

ՏՐՎՈՒՄ - ՏՐՎՈՒՄ

ՇՏԳԱԾ՞ ՎԵՐԴՆԱԾՈՒՄԻՆ ԴՏԼ ԳՐՎՆՆԵՐ՝ ՎՆՆ









STATISTICAL REPORT - APRIL 1, 2022 - MARCH 2023

LL° ጋሮዓል፡፡ ድልጋ ግዳግ፡፡	# ክርል፡፡ ገዳ፡፡ ድልጋ፡፡ ግዳግ፡፡ April 1, 2022	ገዳ፡፡ ገዳ፡፡ ገዳግ፡፡ ክርል፡፡ ገዳ፡፡	# ክፍላገ፡፡ ገዳ፡፡ ገዳግ፡፡ ድልጋ፡፡ ገዳ፡፡	# LL° ገዳ፡፡ ገዳ፡፡ ክርል፡፡ ገዳ፡፡	# LL° ገዳ፡፡ ገዳ፡፡ ክርል፡፡ ገዳ፡፡	# LL° ገዳ፡፡ ገዳ፡፡ ክርል፡፡ ገዳ፡፡	# LL° ገዳ፡፡ ገዳ፡፡ ክርል፡፡ ገዳ፡፡	# LL° ገዳ፡፡ ገዳ፡፡ ክርል፡፡ ገዳ፡፡	# LL° ገዳ፡፡ ገዳ፡፡ ክርል፡፡ ገዳ፡፡
ገ፡፡ ገ፡፡	4	6	4	4	5	3	13	10	21
ገ፡፡ ገ፡፡	12	3	12	3	3	3	17	15	15
ገ፡፡ ገ፡፡	4	3	5	2	4	3	8	7	18
ገ፡፡ ገ፡፡	8	5	12	1	6	5	15	13	30
CCCN ገ፡፡ ገ፡፡	5	1	3	3	0	0	8	6	0
<b>LL°</b>	<b>33</b>	<b>18</b>	<b>36</b>	<b>13</b>	<b>18</b>	<b>14</b>	<b>61</b>	<b>51</b>	<b>84</b>





ገጽ ለገጽ

ጋራ 2021 ገጽ ለ 2023

የገጽ ስም	የገጽ ቁጥር 2021	የገጽ ቁጥር	የገጽ ቁጥር	የገጽ ቁጥር	የገጽ ቁጥር	የገጽ ቁጥር	የገጽ ቁጥር
ገጽ ስም	0	23	34	30 የገጽ ቁጥር	157	250 የገጽ ቁጥር 103 የገጽ ቁጥር 10 የገጽ ቁጥር	28 የገጽ ቁጥር
የገጽ ስም	0	23	NA	NA	NA	154 የገጽ ቁጥር 75 የገጽ ቁጥር 26 የገጽ ቁጥር 10 የገጽ ቁጥር 21 የገጽ ቁጥር	40 የገጽ ቁጥር
<b>Total</b>	<b>0</b>	<b>23</b>	<b>34</b>	<b>30</b>	<b>157</b>	<b>649</b>	<b>68</b>







# Wisdom

ᐱᓄᓂᓄ ᐱᓂᓂᓄᐱᓄ

2022-2023

ᐱᓂᓂᓄᐱᓄ ᐱᓂᓂᓄᐱᓄ

**NISNAWBE-ASKI LEGAL SERVICES  
CORPORATION (NALSC)**

ᐱᓄᓂᓄ ᐱᓂᓂᓄᐱᓄ ᐱᓂᓂᓄᐱᓄ: ᐱᓂᓂᓄᐱᓄ ᐱᓂᓂᓄᐱᓄ

HRIS/ᐱᓂᓂᓄᐱᓄ ᐱᓂᓂᓄᐱᓄ: ᐱᓂᓂᓄᐱᓄ ᐱᓂᓂᓄᐱᓄ

ᐱᓂᓂᓄᐱᓄ ᐱᓂᓂᓄᐱᓄ: ᐱᓂᓂᓄᐱᓄ ᐱᓂᓂᓄᐱᓄ















# NISHNAWBE ASKI LEGAL SERVICES CORPORATION

## FIRST NATIONS COMMUNITIES



INDEPENDENT FIRST NATIONS ALLIANCE	SHIBOGAMA FIRST NATIONS COUNCIL	MUSHKEGOWUK TRIBAL COUNCIL
<ul style="list-style-type: none"> <li>• Kitchenuhmaykoosib Inninuwug First Nation</li> <li>• Muskrat dam First Nation</li> <li>• Pikangikum First Nation</li> <li>• Whitesand First Nation</li> <li>• Lac Seul First Nation</li> </ul>	<ul style="list-style-type: none"> <li>• Kasabonika Lake First Nation</li> <li>• Kingfisher Lake First Nation</li> <li>• Wapekeka First Nation</li> <li>• Wawakapewin First Nation</li> <li>• Wunnumin Lake First Nation</li> </ul>	<ul style="list-style-type: none"> <li>• Attawapiskat First Nation</li> <li>• Chapleau Cree First Nation</li> <li>• fort Albany First Nation</li> <li>• Kashechewan First Nation</li> <li>• Missanabie Cree First Nation</li> <li>• Moose Cree First Nation</li> <li>• Taykwa Tagamou First Nation</li> </ul>
<b>WINDIGO FIRST NATIONS</b> <ul style="list-style-type: none"> <li>• Bearskin Lake First Nation</li> <li>• Cat Lake First Nation</li> <li>• Koocheching First Nation</li> <li>• North Caribou Lake First Nation</li> <li>• Sachigo Lake First Nation</li> <li>• Slate Falls First Nation</li> <li>• Whitewater Lake First Nation</li> </ul>	<b>MATAWA FIRST NATIONS</b> <ul style="list-style-type: none"> <li>• Aroland First Nation</li> <li>• Constance Lake First Nation</li> <li>• Eabametoong First Nation</li> <li>• Ginoogaming First Nation</li> <li>• Marten Falls First Nation</li> <li>• Long Lake #58 First Nation</li> <li>• Neskantaga First Nation</li> <li>• Nibinamik First Nation</li> <li>• Webequie First Nation</li> </ul>	<b>WABUN TRIBAL COUNCIL</b> <ul style="list-style-type: none"> <li>• Brunswick House First Nation</li> <li>• Chapleau Ojibwe First Nation</li> <li>• Matachewan First Nation</li> <li>• Mattagami First Nation</li> <li>• Flying Post First Nation</li> <li>• Beaverhouse First Nation</li> <li>• Wahgoshig First Nation</li> </ul>
<b>KEEWAYTINOOK OKIMAKANAK</b> <ul style="list-style-type: none"> <li>• Deer Lake First Nation</li> <li>• Fort Severn First Nation</li> <li>• Keewaywin First Nation</li> <li>• Maccowell Lake First Nation</li> <li>• North Spirit Lake First Nation</li> <li>• Poplar Hill First Nation</li> </ul>	<b>Nishnawbe-Aski Legal Services Corporations</b> Toll Free: 1-800-465-5581 (T) 807-622-1413 (F) 807-622-3024 <a href="http://www.nanlegal.on.ca">www.nanlegal.on.ca</a>	<b>INDEPENDENT BANDS</b> (Bands not affiliated with any Tribal Council) <ul style="list-style-type: none"> <li>• Mishkeegogamang Ojibway Nation</li> <li>• Moccreebec Eeyoud Council</li> <li>• Sandy Lake First Nation</li> <li>• Weenusk First Nation (Peawanuck)</li> </ul>

# Annual Report

2022 - 2023

FINANCIALS





# Nishnawbe-Aski Legal Services Corporation

## Contents

For the year ended March 31, 2023

---

	<i>Page</i>
<b>Management's Responsibility</b>	
<b>Independent Auditor's Report</b>	
<b>Financial Statements</b>	
Statement of Financial Position.....	1
Statement of Operations.....	2
Statement of Changes in Net Assets.....	4
Statement of Cash Flows.....	5
<b>Notes to the Financial Statements.....</b>	<b>6</b>

---

## Management's Responsibility

---

To the Board of Directors of Nishnawbe-Aski Legal Services Corporation:

Management is responsible for the preparation and presentation of the accompanying financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian accounting standards for not-for-profit organizations. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of financial statements.

The Board of Directors is composed entirely of Directors who are neither management nor employees of the Organization. The Board is responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the financial information included in the annual report. The Board fulfils these responsibilities by reviewing the financial information prepared by management and discussing relevant matters with management and external auditors. The Board is also responsible for recommending the appointment of the Organization's external auditors.

MNP LLP is appointed by the Board of Directors to audit the financial statements and report directly to them; their report follows. The external auditors have full and free access to, and meet periodically and separately with, both the Board and management to discuss their audit findings.

August 22, 2023

---

Irene Linklater, Executive Director

---

To the Board of Directors of Nishnawbe-Aski Legal Services Corporation:

### Opinion

We have audited the financial statements of Nishnawbe-Aski Legal Services Corporation (the "Organization"), which comprise the statement of financial position as at March 31, 2023, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### Basis for Opinion

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

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

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

### Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

Thunder Bay, Ontario

August 22, 2023

*MNP LLP*

Chartered Professional Accountants

Licensed Public Accountants

**MNP**

**Nishnawbe-Aski Legal Services Corporation**  
**Statement of Financial Position**

*As at March 31, 2023*

	<b>2023</b>	<b>2022</b>
<b>Assets</b>		
<b>Current</b>		
Cash	4,605,274	1,835,151
Accounts receivable (Note 3)	642,995	543,120
Prepaid expenses	36,134	33,902
HST receivable	285,736	147,527
	<b>5,570,139</b>	2,559,700
<b>Tangible capital assets (Note 4)</b>	<b>519,581</b>	438,130
	<b>6,089,720</b>	2,997,830
<b>Liabilities</b>		
<b>Current</b>		
Accounts payable and accruals (Note 6) (Note 14)	1,583,042	1,126,312
Deferred revenue (Note 7)	2,735,039	849,481
Deferred contributions related to tangible capital assets (Note 8)	62,214	91,697
Government remittances payable	177,083	80,262
	<b>4,557,378</b>	2,147,752
<b>Contingencies (Note 9)</b>		
<b>Net Assets</b>		
Invested in tangible capital assets	457,367	346,433
Unrestricted	1,123,440	671,043
Restricted	(48,465)	(167,398)
	<b>1,532,342</b>	850,078
	<b>6,089,720</b>	2,997,830

Approved on behalf of the Board

\_\_\_\_\_  
 Director

\_\_\_\_\_  
 Director

*The accompanying notes are an integral part of these financial statements*

## Nishnawbe-Aski Legal Services Corporation

### Statement of Operations

For the year ended March 31, 2023

	Restricted	Unrestricted	Invested in capital assets	2023	2022
<b>Revenue</b>					
Community Counselling Centre of Nipissing	129,468	-	-	129,468	117,468
Department of Canadian Heritage	-	-	-	-	256,788
Department of Justice	1,452,569	-	-	1,452,569	649,395
Interest income	-	128,143	-	128,143	10,196
Internal management fees	-	1,227,105	-	1,227,105	892,135
Legal Aid Ontario	3,506,842	-	-	3,506,842	2,533,796
Ministry of the Attorney General	7,824,928	-	-	7,824,928	4,390,612
Ministry of Children, Community and Social Services	2,074,559	-	-	2,074,559	2,309,994
Ministry of Solicitor General	18,980	-	-	18,980	18,980
Ontario Trillium Foundation	-	-	-	-	121,500
Public Safety Canada	26,270	-	-	26,270	-
Conn Smythe Foundation	10,000	-	-	10,000	-
Other revenue	-	3,797	-	3,797	2,580
Springboard	120,000	-	-	120,000	120,000
Add: prior year deferred revenue (Note 7)	849,481	-	-	849,481	1,183,543
Less: current year deferred revenue (Note 7)	(2,735,039)	-	-	(2,735,039)	(849,481)
Repayable to funders (Note 10)	(55,839)	-	-	(55,839)	(11,238)
Deferred contributions related to tangible capital assets (Note 8)	-	-	-	-	(121,180)
Amortization of deferred contributions related to tangible capital assets (Note 8)	29,483	-	-	29,483	29,483
<b>Total revenue</b>	<b>13,251,702</b>	<b>1,359,045</b>	<b>-</b>	<b>14,610,747</b>	<b>11,654,571</b>

*Continued on next page*

## Nishnawbe-Aski Legal Services Corporation Statement of Operations

*For the year ended March 31, 2023*

	Restricted	Unrestricted	Invested in capital assets	2023	2022
<i>(Continued from previous page)</i>	13,251,702	1,359,045	-	14,610,747	11,654,571
<b>Expenses (Note 14)</b>					
Advertising	73,010	2,849	-	75,859	98,006
Annual meetings of members	40,944	-	-	40,944	24,531
Automotive	63,131	-	-	63,131	30,566
Bank charges	255	3,787	-	4,042	3,745
Board of Directors - meetings	165,419	4,153	-	169,572	98,040
Community partnership	16,053	-	-	16,053	262,530
Computers and equipment	776,308	44,611	-	820,919	318,359
Elder honorarium	174,664	1,100	-	175,764	199,695
Insurance and security	11,625	56,785	-	68,410	64,407
Internal management fees	1,240,329	-	-	1,240,329	907,028
Law society fees	19,862	-	-	19,862	15,679
Lease rentals	5,011	-	-	5,011	5,325
Library	1,887	-	-	1,887	-
Miscellaneous	9,293	7,978	-	17,271	2,096
Office supplies	458,678	44,024	-	502,702	268,590
Professional fees	198,221	49,477	-	247,698	209,830
Program evaluation	64,801	-	-	64,801	33,461
Rent and utilities	752,622	62,259	-	814,882	673,979
Repairs and maintenance	8,340	995	-	9,335	17,008
Salaries and benefits	7,233,491	420,123	-	7,653,614	6,461,672
Telephone	213,102	14,735	-	227,836	184,344
Training	483,174	2,370	-	485,544	480,981
Travel	1,156,071	24,004	-	1,180,075	953,558
Workshops/circle expenses	104,393	-	-	104,393	148,102
<b>Total expenses</b>	<b>13,270,684</b>	<b>739,250</b>	<b>-</b>	<b>14,009,934</b>	<b>11,461,532</b>
<b>Excess (deficiency) of revenue over expenses before other items</b>	<b>(18,982)</b>	<b>619,795</b>	<b>-</b>	<b>600,813</b>	<b>193,039</b>
<b>Other items</b>					
Amortization of tangible capital assets	(199,110)	-	-	(199,110)	(187,842)
Tangible capital assets acquisitions included in expenses	280,561	-	-	280,561	248,765
	81,451	-	-	81,451	60,923
<b>Excess of revenue over expenses</b>	<b>62,469</b>	<b>619,795</b>	<b>-</b>	<b>682,264</b>	<b>253,962</b>

*The accompanying notes are an integral part of these financial statements*

**Nishnawbe-Aski Legal Services Corporation**  
**Statement of Changes in Net Assets**

*For the year ended March 31, 2023*

	<i>Restricted</i>	<i>Unrestricted</i>	<i>Invested in capital assets</i>	<b>2023</b>	<b>2022</b>
<b>Net assets (deficiency), beginning of year</b>	<b>(167,398)</b>	<b>671,043</b>	<b>346,433</b>	<b>850,078</b>	596,116
<b>Excess of revenue over expenses</b>	<b>62,469</b>	<b>619,795</b>	<b>-</b>	<b>682,264</b>	253,962
<b>Change in invested in tangible capital assets (Note 12)</b>	<b>(110,934)</b>	<b>-</b>	<b>110,934</b>	<b>-</b>	-
<b>Interfund Transfers (Note 13)</b>	<b>167,398</b>	<b>(167,398)</b>	<b>-</b>	<b>-</b>	-
<b>Net assets (deficiency), end of year</b>	<b>(48,465)</b>	<b>1,123,440</b>	<b>457,367</b>	<b>1,532,342</b>	850,078

*The accompanying notes are an integral part of these financial statements*



**Nishnawbe-Aski Legal Services Corporation**  
**Statement of Cash Flows**  
*For the year ended March 31, 2023*

	<b>2023</b>	<b>2022</b>
<b>Cash provided by (used for) the following activities</b>		
<b>Operating</b>		
Excess of revenue over expenses	<b>682,264</b>	253,962
Amortization	<b>199,110</b>	187,842
Amortization of deferred contributions related to tangible capital assets	<b>(29,483)</b>	(29,483)
	<b>851,891</b>	412,321
Changes in working capital accounts		
Accounts receivable	<b>(99,875)</b>	(543,120)
HST receivable	<b>(138,209)</b>	32,398
Prepaid expenses	<b>(2,232)</b>	(3,169)
Accounts payable and accruals	<b>456,730</b>	(338,650)
Government remittances payable	<b>96,821</b>	(66,228)
Deferred revenue	<b>1,885,558</b>	(334,062)
	<b>3,050,684</b>	(840,510)
<b>Financing</b>		
Cash contributions received for capital assets	-	121,180
<b>Investing</b>		
Purchase of tangible capital assets	<b>(280,561)</b>	(248,766)
<b>Increase (decrease) in cash resources</b>	<b>2,770,123</b>	(968,096)
<b>Cash resources, beginning of year</b>	<b>1,835,151</b>	2,803,247
<b>Cash resources, end of year</b>	<b>4,605,274</b>	1,835,151

*The accompanying notes are an integral part of these financial statements*

# Nishnawbe-Aski Legal Services Corporation

## Notes to the Financial Statements

For the year ended March 31, 2023

---

### 1. Incorporation and nature of the organization

Nishnawbe-Aski Legal Services Corporation (the "Organization") is registered under the Income Tax Act (the "Act") as a charitable organization and is authorized to issue charitable receipts. In order to maintain its status as a registered charitable organization under the Act, the Organization must meet certain requirements within the Act. In the opinion of management, these requirements have been met.

The Organization was formed to plan, develop, deliver, coordinate and administer the provision of legal education and restorative justice, for the people of the Nishnawbe-Aski Nation in a manner sensitive to and respectful of their unique cultural heritage.

### 2. Significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations as issued by the Accounting Standards Board in Canada using the following significant accounting policies:

#### **Cash and cash equivalents**

Cash and cash equivalents includes cash held in chartered banks and petty cash.

#### **Tangible capital assets**

Purchased tangible capital assets are recorded at cost. Contributed tangible capital assets are recorded at fair value at the date of contribution if fair value can be reasonably determined.

Amortization is provided using the straight-line method at rates intended to amortize the cost of assets over their estimated useful lives.

	<b>Years</b>
Automotive	7 years
Computer equipment	3 years
Computer software	1 year
Furniture and fixtures	5 years
Leasehold improvements	5 years
System database software	5 years

#### **Long-lived assets**

Long-lived assets consist of tangible capital assets. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

The Organization performs impairment testing on long-lived assets held for use whenever events or changes in circumstances indicate that the carrying amount of an asset, or group of assets, may not be recoverable. The carrying amount of a group of long-lived assets is not recoverable if the carrying amount exceeds the sum of the undiscounted future cash flows from their use and disposal. If the carrying amount is not recoverable, impairment is then measured as the amount by which the asset's carrying amount exceeds its fair value. Fair value is measured using prices for similar items. Any impairment is included in excess of revenue over expenses for the year.

#### **Leases**

A lease that transfers substantially all of the benefits and risks of ownership is classified as a capital lease. At the inception of a capital lease, an asset and a payment obligation are recorded at an amount equal to the lesser of the present value of the minimum lease payments and the property's fair market value. Assets under capital leases are amortized on a straight-line basis, over their estimated useful lives. All other leases are accounted for as operating leases and rental payments are expensed as incurred.

An arrangement contains a lease where the arrangement conveys a right to use the underlying tangible asset, and whereby its fulfillment is dependent on the use of the specific tangible asset. After the inception of the arrangement, a reassessment of whether the arrangement contains a lease is made only in the event that:

- there is a change in contractual terms;
  - a renewal option is exercised or an extension is agreed upon by the parties to the arrangement;
  - there is a change in the determination of whether the fulfillment of the arrangement is dependent on the use of the specific tangible asset; or
  - there is a substantial physical change to the specified tangible asset.
-

**Nishnawbe-Aski Legal Services Corporation**  
**Notes to the Financial Statements**  
*For the year ended March 31, 2023*

---

2. **Significant accounting policies** *(Continued from previous page)*

**Revenue recognition**

The Organization uses the deferral method of accounting for contributions and reports on a fund accounting basis. Restricted contributions are recognized as revenue of the Restricted Fund in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue in the Unrestricted Fund when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Restricted investment income is recognized in the Restricted Fund depending on the nature of the restrictions. Unrestricted investment income is recognized as revenue in the Unrestricted Fund when earned.

**Fund accounting**

The Organization reports using fund accounting, and maintains three funds.

The Unrestricted Fund reports the Organization's revenue and expenses related to program delivery and administrative activities.

The Restricted Fund reports assets, liabilities, revenue and expenses related to program delivery that are funded with restricted contributions.

Invested in tangible capital assets reports the assets, liabilities, revenue and expenses related to tangible capital assets.

**Allocation of expenses**

The Organization engages in various programs. The costs of each program include the costs of personnel, insurance, rent, utilities and other expenses that are directly related to providing the program. The Organization also incurs a number of general support expenses that are common to the administration of the Organization and each of its programs.

It is the Organization's policy to allocate certain administrative costs to the various programs. Such allocations are recorded as Internal Administration revenue on the statement of operations. The total program administration fees revenue recorded for the year is \$1,227,105 (2022 - \$892,135).

The Organization allocates certain of its general support expenses by identifying the appropriate basis of allocating each component expense, and applies that basis consistently each year. General support expenses are allocated on the following bases:

Personnel, insurance, rent and utilities	Budgeted amounts allowed under funding
--	--

**Contributed materials**

Contributions of materials are recognized both as contributions and expenses in the statements of operations and changes in net assets when a fair value can be reasonably estimated and when the materials are used in the normal course of the Organization's operations and would otherwise have been purchased.

**Nishnawbe-Aski Legal Services Corporation**  
**Notes to the Financial Statements**  
*For the year ended March 31, 2023*

---

2. **Significant accounting policies** *(Continued from previous page)*

**Measurement uncertainty (use of estimates)**

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary.

Amortization is based on the estimated useful lives of tangible capital assets.

Accounts payable and accruals are estimated based on historical charges for unbilled goods and services at year-end.

Deferred revenue is estimated based on management's assessment of the unspent amount of funding received as at year-end.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenue over expenses in the periods in which they become known.

**Financial instruments**

The Organization recognizes financial instruments when the Organization becomes party to the contractual provisions of the financial instrument.

**Arm's length financial instruments**

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

At initial recognition, the Organization may irrevocably elect to subsequently measure any arm's length financial instrument at fair value. The Organization has not made such an election during the year. Fair value is determined by reference to recent arm's length transactions.

The Organization subsequently measures investments in equity instruments quoted in an active market and all derivative instruments, except those designated in a qualifying hedging relationship or that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, at fair value. Fair value is determined by published price quotations. Investments in equity instruments not quoted in an active market and derivatives that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, are subsequently measured at cost less impairment. With the exception of financial liabilities indexed to a measure of the Organization's performance or value of its equity and those instruments designated at fair value, all other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in excess of revenue over expenses. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

# Nishnawbe-Aski Legal Services Corporation

## Notes to the Financial Statements

For the year ended March 31, 2023

---

### 2. Significant accounting policies (Continued from previous page)

#### Related party financial instruments

The Organization initially measures the following financial instruments originated/acquired or issued/assumed in a related party transaction ("related party financial instruments") at fair value:

- Investments in equity instruments quoted in an active market.
- Debt instruments quoted in an active market.
- Debt instruments when the inputs significant to the determination of its fair value are observable (directly or indirectly).
- Derivative contracts.

All other related party financial instruments are measured at cost on initial recognition. When the financial instrument has repayment terms, cost is determined using the undiscounted cash flows, excluding interest, dividend, variable and contingent payments, less any impairment losses previously recognized by the transferor. When the financial instrument does not have repayment terms, but the consideration transferred has repayment terms, cost is determined based on the repayment terms of the consideration transferred. When the financial instrument and the consideration transferred both do not have repayment terms, the cost is equal to the carrying or exchange amount of the consideration transferred or received.

At initial recognition, the Organization may elect to subsequently measure related party debt instruments that are quoted in active market, or that have observable inputs significant to the determination of fair value, at fair value.

The Organization subsequently measures investments in equity instruments quoted in an active market and all derivative instruments, except those designated in a qualifying hedging relationship or that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, at fair value. Fair value is determined by published price quotations. Financial instruments that were initially measured at cost and derivatives that are linked to, and must be settled by, delivery of unquoted equity instruments of another entity, are subsequently measured using the cost method less any reduction for impairment.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of related party financial instruments are immediately recognized in excess of revenue over expenses.

#### Financial asset impairment

The Organization assesses impairment of all its financial assets measured at cost or amortized cost. The Organization groups assets for impairment testing when there are numerous assets affected by the same factors. Management considers whether the issuer is having significant financial difficulty; in determining whether objective evidence of impairment exists. When there is an indication of impairment, the Organization determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year.

With the exception of related party debt instruments and related party equity instruments initially measured at cost, the Organization reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets at the statement of financial position date; and the amount expected to be realized by exercising any rights to collateral held against those assets.

For related party debt instruments initially measured at cost, the Organization reduces the carrying amount of the asset (or group of assets), to the highest of: the undiscounted cash flows expected to be generated by holding the asset, or group of similar assets, excluding the interest and dividend payments of the instrument; the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets at the statement of financial position date; and the amount expected to be realized by exercising any rights to collateral held against those assets.

For related party equity instruments initially measured at cost, the Organization reduces the carrying amount of the asset (or group of assets), to the amount that could be realized by selling the asset(s) at the statement of financial position date.

Any impairment, which is not considered temporary, is included in current year excess of revenue over expenses.

The Organization reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in excess of revenue over expenses in the year the reversal occurs.

## Nishnawbe-Aski Legal Services Corporation

### Notes to the Financial Statements

*For the year ended March 31, 2023*

#### 3. Accounts receivable

	2023	2022
Department of Canadian Heritage	-	9,630
Department of Justice	133,261	59,890
Ministry of the Attorney General	69,000	461,500
Ontario Trillium Foundation	-	12,100
Public Safety Canada	26,270	-
Community Counselling Centre of Nipissing	64,734	-
Legal Aid Ontario	349,730	-
	<b>642,995</b>	<b>543,120</b>

#### 4. Tangible capital assets

	Cost	Accumulated amortization	2023 Net book value	2022 Net book value
Automotive	206,910	87,688	119,222	148,780
Computer equipment	546,951	429,194	117,757	101,746
Computer software	67,875	67,875	-	-
Furniture and fixtures	602,260	424,660	177,600	90,413
Leasehold improvements	142,140	51,312	90,828	77,549
System database software	47,340	33,166	14,174	19,642
	<b>1,613,476</b>	<b>1,093,895</b>	<b>519,581</b>	<b>438,130</b>

Computer equipment includes computer hardware with a carrying value of \$27,473, furniture and fixtures includes furniture with a carrying value of \$52,068, and leasehold improvements includes improvements with a carrying value of \$35,262. No amortization of these assets has been recorded during the current year because they were not in use at year-end.

#### 5. Bank indebtedness

At March 31, 2023, the Organization had lines of credit available totaling \$100,000 (2022 - \$100,000), bearing interest at prime plus 2% (8.70% at year-end; 2022 - 4.70%). At March 31, 2023, the entire amount remained unused. A general security agreement has been collateralized in connection with this line of credit.

#### 6. Accounts payable and accruals

	2023	2022
Trade payables and accruals	514,526	579,481
Amounts repayable to funders ( <i>Note 10</i> )	422,279	368,767
Salaries and benefits payable	646,237	178,064
	<b>1,583,042</b>	<b>1,126,312</b>

**Nishnawbe-Aski Legal Services Corporation**  
**Notes to the Financial Statements**  
*For the year ended March 31, 2023*

**7. Deferred revenue**

Deferred revenue consists of unspent contributions externally restricted for delivery of various programs. Recognition of these amounts as revenue is deferred to periods when the specified expenditures are made. Changes in the deferred revenue are as follows:

	2023	2022
Balance, beginning of year	849,481	1,183,543
Amount received during the year	7,199,032	2,938,856
Less: amount recognized as revenue during the year	<b>(5,313,474)</b>	<b>(3,272,918)</b>
<hr/>		
Balance, end of year	<b>2,735,039</b>	849,481

**8. Deferred contributions related to tangible capital assets**

Deferred contributions related to tangible capital assets represent the unamortized amounts of contributions (grants) received for the purchase of tangible capital assets. The change in the deferred contributions related to tangible capital assets is as follows:

	2023	2022
<b>Balance, beginning of year</b>	<b>91,697</b>	-
<b>Add: contributions received during the year</b>		
- Ministry of Children, Community and Social Services	-	39,354
- Ontario Trillium Foundation	-	81,826
<hr/>		
	-	121,180
<b>Less: amount amortized to revenue during the year</b>		
- Ministry of Children, Community and Social Services	<b>(13,118)</b>	(13,118)
- Ontario Trillium Foundation	<b>(16,365)</b>	(16,365)
<hr/>		
	<b>(29,483)</b>	(29,483)
<hr/>		
<b>Balance, end of year</b>	<b>62,214</b>	91,697

**9. Contingencies**

The Organization is contingently liable to its funding agencies for any expenditures that it may have made in contravention of the contracts/agreements with these agencies. The actual amount of the contingent liability, if any, is currently not determinable.

The Organization has outstanding lawsuits, the outcomes of which are not readily determinable. As a result, no provision has been made in the financial statements for losses, if any, which may arise as a result of the resolution of these claims. If any of the actions are successful, they will be recognized in the period in which the settlement occurs.

**10. Repayable to funders**

	2023	2022
Balance, beginning of year	368,766	357,528
Less: amount repaid during the year	<b>(2,326)</b>	-
Less: amount funders approved to be retained	<b>(274,179)</b>	-
Add: amount repayable from current year	<b>330,018</b>	11,238
<hr/>		
Balance, end of year	<b>422,279</b>	368,766

**Nishnawbe-Aski Legal Services Corporation**  
**Notes to the Financial Statements**  
*For the year ended March 31, 2023*

---

**11. Commitments**

The Organization has entered into a lease for a postage machine with DLL Financial Solutions Partner that expires on August 1, 2025 with quarterly costs of \$998.

The Organization has entered into a lease for a multifunction printer with Xerox that expires on April 17, 2028 with quarterly costs of \$541.

The Organization has entered into a lease for two multifunction printers with Wells Fargo that expires on May 15, 2024 with monthly costs of \$298.

The Organization has entered into a lease for office equipment with DLL Financial Solutions Partner that expires on November 20, 2023 with quarterly costs of \$3,181.

The Organization has also committed to various leases for remote office locations with ending dates ranging from June 30, 2023 to January 31, 2028.

The amounts payable over the next five fiscal years related to the above leases are as follows:

2024	460,706
2025	325,654
2026	311,925
2027	296,534
2028	114,446
	1,509,265

**12. Change in invested in tangible capital assets**

The change in invested in tangible capital assets is calculated as follows:

	2023	2022
Purchase of tangible capital assets	<b>280,561</b>	248,766
Amortization expense	<b>(199,110)</b>	(187,842)
Deferred contributed tangible capital assets	-	(121,180)
Amortization of contributed tangible capital assets	<b>29,483</b>	29,483
	<b>110,934</b>	(30,773)

**13. Interfund transfer**

During the year, a transfer of \$167,398 from the unrestricted fund to the restricted fund to clear the historical deficit accumulated as of March 31, 2022 was approved.

**14. Related party transactions**

Included in expenses for the current year is \$123,656 (2022 - \$221,666) paid to businesses owned by an immediate family member of senior management. The expenses are measured at the exchange amount, which is the amount of consideration paid by the Organization to the business owned by an immediate family member of senior management.

**15. Economic dependence**

The Organization's primary source of revenue is grants from various government agencies. The grant funding can be cancelled if the Organization does not observe certain established guidelines. The Organization's ability to continue viable operations is dependent upon maintaining its right to follow the criteria within funding guidelines. As at the date of these financial statements, the Organization believes that it is in compliance with these guidelines.



**Nishnawbe-Aski Legal Services Corporation**  
**Notes to the Financial Statements**  
*For the year ended March 31, 2023*

---

**16. Financial instruments**

The Organization, as part of its operations, carries a number of financial instruments. It is management's opinion that the Organization is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.