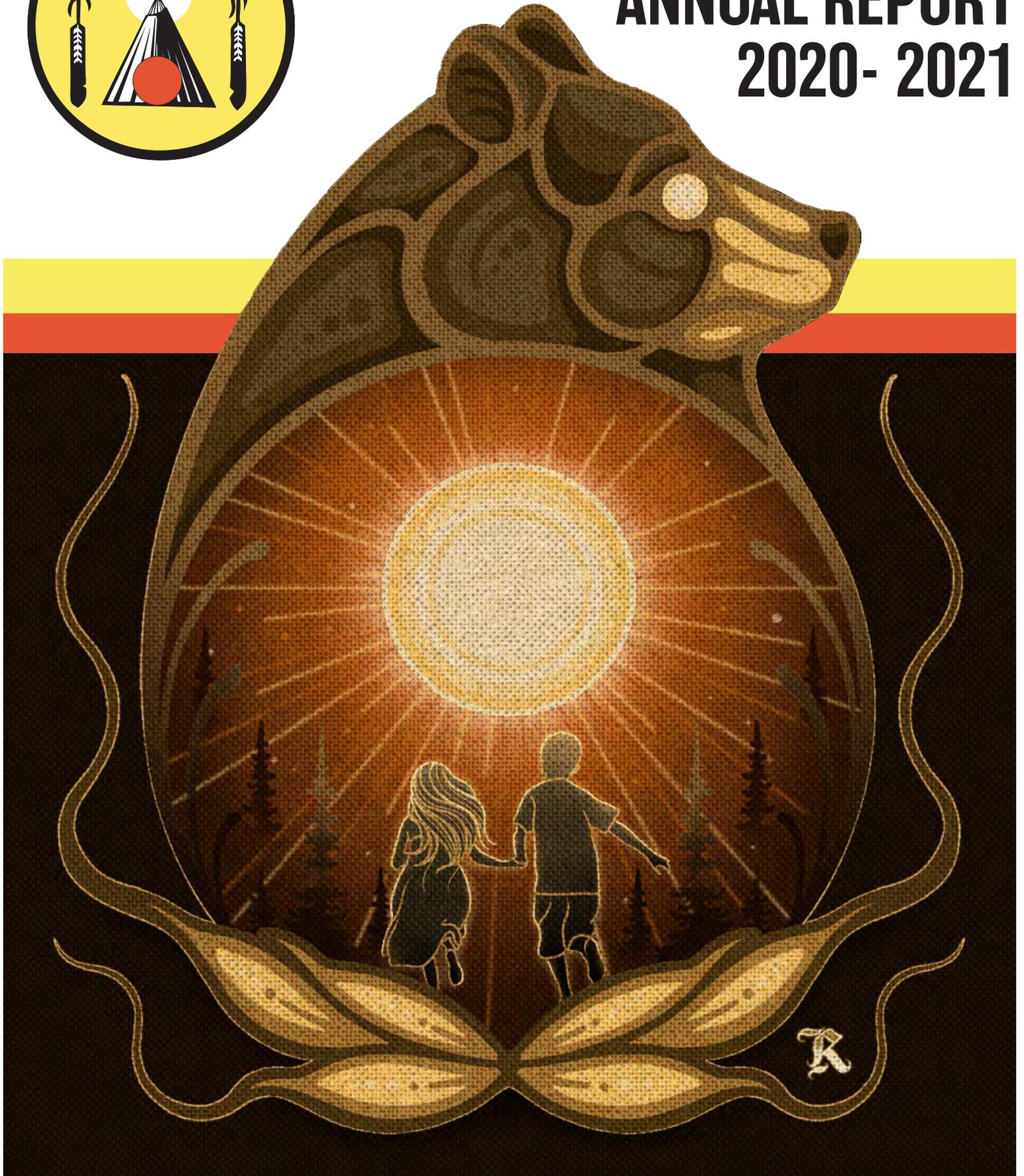
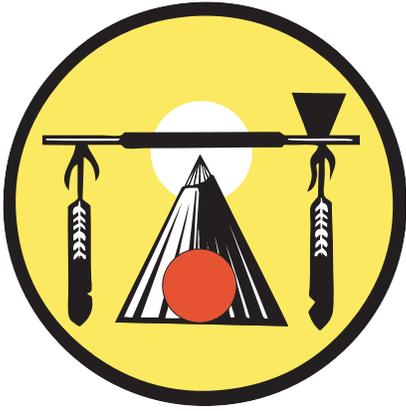


Nishnawbe Aski Legal Services Corporation

ANNUAL REPORT 2020- 2021



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2020- 2021 Annual Report NALSC

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Published by: (NALSC) Nisnawbe- Aski Legal.

Design, Produced & Printed by: Staples

Translations:

Special Thanks to our translators.

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Welcome to NALSC Annual Report for 2020- 2021

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About Information:

Please visit our website at www.nanlegal.on.ca

About NALSC

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.

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.

Dedication of the 2020 - 2021 NALSC Annual Report to CHIEF CELIA ECHUM (Ashe Celina (Celia) Echum)

Chief Celia Echum left this world too soon on May 9, 2020. Her passing left a big vacuum on our Board in the fight for Access to Justice, delivery of Legal Services and restoration of land-based traditional justice ways for the peoples of the Nishnawbe Aski Nation. The Nishnawbe Aski Legal Services Corporation (NALSC) with the support of the Echum Family, dedicates the 2019-2020 Annual Report in Chief Celia Echum's honor in recognition of her ten years of dedicated service, leadership and mentoring on the NALSC Board of Directors as the Secretary-Treasurer. In addition to championing justice, Chief Echum dedicated her life with a commitment to economic, social, human and community well-being for Ginoogaming First Nation, being inspired by the youth and the future generations.

Together with her late husband Gabriel, Celia and Gabriel were Ginoogaming First Nation Chiefs from 1993 for 21 of the 27 years, improving governance, financial stability, management systems, and advanced unity communication in the "Community First Newsletter," for members and to work together with other First Nations. First elected in 2007 having served as a Councillor, she also raised a family of five sons. During her leadership years she always assembled Elders in meetings to receive direction and guidance from them. She was relentless in her desire to advance her people's interests and Treaty rights.

Celia worked tirelessly for her people and a few of her many extra-ordinary contributions include; Kiikenomaga Kikenjigewen Employment & Training Services co-founder, construction of Nimiki Migizi Secondary School, Ginoogaming Development Corporation co-founder, Ginoogaming First Nation Hydro Settlement, Long Lac Forest Products Partnership Agreement, Greenstone Gold Mine Long Term Relationship Agreement Negotiations, Matawa First Nations Council, Dilico Ojibway Child & Family Services Board of Director, Anishnabek Police Services Board of Director, Nishnawbe Aski Nation, Women's Council Assembly of First Nations.

Chief Echum was the driving force behind the Ginoogaming First Nation Treaty Land Entitlement Claim negotiations, that sought the Governments of Ontario and Canada to provide land and compensation for lands owed to the community, under Treaty No. 9, realizing her vision for a vibrant, self reliant First Nation through opportunities. She consistently pressed the Crown Governments to fulfil their Treaty and constitutional obligations for full consultation and accommodation to First Nations for the preservation, protection, and implementation of Treaty, in all aspects of working with Treaty partners in the economy, social, education, health, and justice. She supported land based traditional Anishnawbek spirituality and ceremonies at Wiisennewii Zaaahgaygin Healing Camps and practiced Christian beliefs accepting the different spiritual beliefs as she saw them all unified in one Creator, God, Manitou.

Chief Echum was widely known as a "Peoples Chief" and this transcended into her determination with dignity, on the NALSC Board's recognition that she was an "advocate for all," to addressing the many challenges faced in the existing Justice system. She saw in her own words "the dream – formation of our own justice system," and for expanded Legal Aid services to better meet the needs of NAN peoples.

She was instrumental in the negotiation of the Memorandum of Understanding Protocol regarding the Release of Indigenous Persons from Custody, in response to the COVID-19 Pandemic signed on May 13, 2020, for NALSC to assist all NAN members released from custody, judicial interim release (bail), early release and upon completion of full sentence, that is currently limited to during COVID-19 pandemic.

Chief Echum pressed the NAN leadership and Government representatives “to ensure this will continue after the pandemic and to keep in mind this has been happening a long time and still an ongoing issue that needs support as some of our members still don’t make it home when released.”

Celia Echum was a visionary, intelligent, strategic, and powerful leader for Ginoongmaning First Nation.

NALSC Board and Staff express our love and gratitude to Chief Celia Echum and say Miigwetch to the Echum Family, and Ginoogaming First Nation for sharing her friendship, mentoring and leadership.



CHIEF CELIA ECHUM (Ashe Celina (Celia) Echum)

**Miigwetch to the Echum Family for their support to NALSC to write the dedication and permission for the use of her photo.*

Wachiya! Members of Nishnawbe Aski Nation (NAN).

As we continue to evolve in our new world, adjusting to the new normal way of life; isolating, staying home, keeping your distance, and taking vaccine to stay healthy, this Covid-19 pandemic has forced humanity to change its life course drastically.

Not only are we changing in a personal way, our social and economic world is altered too. This pandemic has posed great difficulty in delivering legal services and programs to our people at the community level.

As NAN Legal Services Corporation (NLSC) negotiates with Legal Aid Ontario (LAO) on new MOU/Service Agreement, based on recent legislative changes leading to the development of new rules and policies, NAN Chiefs resolutions passed in previous years will be up front calling for authority, autonomy and advocating for restoration of land-based traditional justice for First Nation communities.

Revitalization of traditional justice practices based on healing, teaching and reconciliation will continue to be the focus of NLSC. The original goals and mandate of NLSC still apply as a revised five-year strategic plan was recently created by board and staff.

The new MOU/ Service Agreement between NLSC and LAO creates an opportunity to restore a quality working relationship based on mutual respect and understanding. The restructuring of LAO that occurred over a year now, created a setback for our agency due to lack of consultation and participation in the process. Failure to consult NLSC will be addressed in the new proposed MOU/Service Agreement.

As we navigate through uncharted waters with insurmountable judicial and political injustice and confronting colonial adversary, we shall never lose hope in achieving freedom and liberty for our people based on our inherent and treaty rights.

In closing of my message, may the Great Spirit, the Creator and God of all creation guide us to reach our destination claiming our rightful place here in Canada.

I wish all the best for all Nishnawbe-Aski Nation.

Meegwetch, thank you all for your support!

Jim Beardy

Board Chair, Nishnawbe-Aski Legal Services Corporation

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 2020- 2021

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
Mishkeegogamang First Nation

Director: Vontane Keno
Keewaytinook Okimakanak

Director: DGC Rebecca Friday
Mushkegowuk Council

Director: Lisa Echum
Matawa

Ex-Officio Nishnawbe Aski- Nation Corporation:
Deputy Grand Chief Derek Fox

Nishnawbe Aski- Nation Youth Council
Representative: Ashley Bach

Elder East: Barney Batise

Elder West: Vacant

Elder Central: Sarah Waboose

Executive Director – Annual Report 2020-2021

Irene Linklater B.A., LL.B.

June 1, 2020, marked the 30th year that Nishnawbe Aski Legal Services Corporation (NALSC) has been advocating Access to Justice, and supporting Nishnawbe Aski Nation (NAN) members in addressing systemic justice issues for improvements to the administration of justice, to better meet the needs of NAN member individuals. Although we were unable to celebrate our successes and honor those who contributed, due to the challenges of the COVID-19 pandemic this has been deferred to a later time, when it is safe for everyone to travel once again.

As a new reality set in into the unprecedented impact of the new virus around the world, and to uncertainties for the immediate future across NAN Territory, the Staff, supported by the Board, quickly mobilized to keeping NALSC operational during the pandemic, to remote work stay-at-home. Key changes included the closing of travel into and out of First Nation communities by order of the Chiefs and Councils, to ensure the safety and protection of members and the closing of court operations that has resulted in a major backlog in the Ontario Court of Justice. By fiscal year end court proceedings have not returned to in-person and continue with remote technology, with appearances held by virtual or phone conference. The satellite drive-in and fly-in courts continue to be significantly impacted with diminished Access to Justice while the pandemic continues. An opportunity to discuss what impact does this bring to a post-pandemic in the administration of justice in the NAN territory is to be addressed through Leadership.

The Legal Services and Program reports demonstrate the resilience of community based and hub office staff on how they quickly found creative ways to face challenges, in moving from face-to-face community contact to phone conference and on-line virtual services, to keep both the Legal Services and restorative justice related programs successfully operational.

An unprecedented number of Board, Executive Committee or Special meetings beyond the required quarterly Board meetings totaled 15 meetings being held virtually (phone/zoom) in April, May, July, September, October, December, January, February, and March.

Virtual Management meetings were held bi-weekly, and All Staff meetings held monthly.

Key issues and developments during this fiscal year included:

1. May 13: NALSC drafting lead to “Protocol Regarding the Release of Indigenous Persons from Custody in response to the COVID-19 Pandemic” signed May 13, 2020, by NAN, NALSC, SOLGEN, MAG-IJD for NALSC to provide support to NAN First Nation citizens released from custody, judicial interim release (bail), early release and upon completion of full sentence. By fiscal year end over 300 individuals assisted by Discharge staff to return home safely following travel approvals of Chiefs and Councils. Periodic updates made to NAN Grand Chief’s COVID-19 conference calls bi-weekly with Leadership.
2. June 12: Prepared Submission to the Standing Committee on Justice on the Legal Aid Services Act, 2020 to virtual Zoom presentation by NALSC Board Chair Jim Beardy and NAN Deputy Grand Chief Derek Fox. The primary concern with the new legislation is lack of consultation with NAN communities, delegation of broader authority to the LAO Board, diminished role of NALSC and lack of a geographic diversity for NAN representation of permanency, with a call on Ontario to engage with First Nations for

the creation of independent NAN Legal Services to serve the NAN communities for improved access to justice and as an authentic path to reconciliation.

3. October 2: Attended Kenora Court to Justice David M. Gibson's decision on R. v. Sherry Turtle, Audrey Turtle, Loretta Turtle, Rocelyn Moose, Cherilee Turtle, Tracy Strang, (Pikangikum Case), highlights continuing failures of the Justice System, as legislated and administered by the Provinces and Government of Canada, exposing Crown's failures to fulfill Treaty obligations to an urgent need to transform the justice system, and that it is in the best interest and practical duty of the Crown to consult and accommodate meaningfully, with First Nations, in the administration of justice that supports strengthening the distinct Legal Systems and cultural institutions of First Nations.

4. October 20-21: Attended NAN Chiefs Virtual Assembly, assisted in presenting two Resolutions, 20/13 *Community Safety and Justice Recommendations* based on the 2020, 1st Joint Justice Symposium report recommendations; 20/14 *Justice and Law Transformation in NAN Territory* mandate for NAN, based on the Pikangikum Case.

5. February 23-24: 2nd Joint Justice Conference held virtually by NAN, NAPS, NALSC included presentations on Gladue, Restorative Justice, Law Making, NAPS-NALSC Protocol renewal and a panel of three Justices on courts and COVID-19. The 2020 NALSC Annual Report and Audit were presented and approved by NAN Resolution.

6. March 9-10: NALSC 5-Year Strategic Planning virtual session with the Board facilitated by a consultant firm, was carried over into April for a final report and will include a virtual session of Elders to visioning and affirming NALSC's Vision Statement.

7. The current 2004 Legal Services agreement Memorandum of Understanding is outdated, does not address the full scope of legal services for NAN communities and individuals served and is challenged by funding constraints. It is directly impacted by item 2 noted above. Negotiation for a new Legal Services agreement between NALSC and Lega Aid Ontario (LAO) remains stalled. LAO placed a hold on negotiations until the RULES to the new Ontario Legal Aid Services Act, 2020 are in place, and by end of fiscal year LAO had not released draft Rules. There has been no consultation with First Nations to date.

We are into a second year of COVID public health safety measures that has again deferred our Staff Training Conference. Hoping greater population vaccinations will soon return us to in-person services and meetings at community.

Miigwetch to Staff, Board and Chiefs and Councils.

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"> Kitchenuhmaykoosib Inninuwug First Nation Muskrat Dam First Nation Pikangikum First Nation Whitesand First Nation Lac Seul First Nation 	<ul style="list-style-type: none"> Kasabonika Lake First Nation Kingfisher Lake First Nation Wapekeka First Nation Wawakapewin First Nation Wunnumin Lake First Nation 	<ul style="list-style-type: none"> Attawapiskat First Nation Chapleau Cree First Nation Fort Albany First Nation Kashechewan First Nation Missanabie Cree First Nation Moose Cree First Nation Taykwa Tagamou First Nation
WINDIGO FIRST NATIONS	MATAWA FIRST NATIONS	WABUN TRIBAL COUNCIL
<ul style="list-style-type: none"> Bearskin Lake First Nation Cat Lake First Nation Koocheching First Nation North Caribou Lake First Nation Sachigo Lake First Nation Slate Falls First Nation Whitewater Lake First Nation 	<ul style="list-style-type: none"> Aroland First Nation Constance Lake First Nation Eabametoong First Nation Ginoogaming First Nation Marten Falls First Nation Long Lake #58 First Nation Neskantaga First Nation Nibinamik First Nation Webequie First Nation 	<ul style="list-style-type: none"> Brunswick House First Nation Chapleau Ojibwe First Nation Matabechewan First Nation Mattagami First Nation Flying Post First Nation Beaverhouse (affiliate) Wahgoshig First Nation
KEEWAYTINOOK OKIMAKANAK	<p>Nishnawbe-Aski Legal Services Corporation 1805 E Arthur St., Thunder Bay, ON P7E 2R6 138-B Mission Road, Fort William First Nation, ON Toll Free: 1-800-465-5581 (T) 807-622-1413 (F) 807-622-3024 www.nanlegal.on.ca</p>	INDEPENDENT BANDS (Bands not affiliated with any Tribal Council)
<ul style="list-style-type: none"> Deer Lake First Nation Fort Severn First Nation Keewaywin First Nation MacDowell Lake First Nation North Spirit Lake First Nation Poplar Hill First Nation 		<ul style="list-style-type: none"> Mishkeegogamang Ojibway Nation McCrebec Eayoud Council Sandy Lake First Nation Weenusk First Nation (Peawanuck)

Nishnawbe- Aski Legal Services Corporations Programs and Services

Legal Aid Ontario

- Advice Lawyer & Summary Advice (Criminal and Family)
- Duty Counsel
- Community Legal Workers
- Public Legal Education

Bail Verification and Supervision Program

Community Release and Reintegration

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 & Ganges Services
- Pre-Charge Diversion

Victim Witness Liaisons

Talking Together Program

Discharge Program

Legal Aid Program – Annual Report 2020- 2021

Submitted by: Danielle Wood, Area Director

The COVID-19 Global Pandemic in March 2020 resulted in significant impacts to court operations and access to justice over the last fiscal year. NALSC quickly mobilized its response by offering remote services, launching the Release from Custody Discharge Program, offering support and information to courts and stakeholders, joining the NAN COVID-19 Chiefs Meetings, collaborating with LAO on gaps in coverage and through supporting temporary zoom court operations.

NALSC did not retain outside support for its response to the health and safety of staff and clients in the pandemic. The organization limited staff in offices and client walk-ins as well as adopted regional approaches to operations. NALSC developed its IT system to support remote and rotational staff operations through computer infrastructure, telephone automation, and training on virtual platforms.

Throughout the initial phases of the pandemic, the Ontario Court of Justice moved to remote court operations via teleconference then by zoom. On November 30, 2020, all NAN satellite courts proceeded through Virtual Judicial Case Management Court by Zoom (with internet video and telephone options).

NALSC, in partnership with Legal Aid Ontario, collaborated on issues of service operations and coverage through biweekly meetings. NALSC was proud to partner with and support Legal Aid Ontario's announcement launching coverage for to counsel on behalf of in-custody clients requesting temporary absence passes.

Per Diem Duty Counsel were scheduled for all satellite courts in NAN throughout the course of the pandemic. NALSC launched a "Northern Duty Counsel Referral Program" to promote access to duty counsel. The program functioned by receiving a completed referral form that was then forwarded to the Duty Counsel scheduled for the next court date. The Duty Counsel then undertook the referral between the court date by contacting the client, ordering disclosure, conducting Crown Pre-trials, discussing resolutions and next steps to be addressed at the next court date.

In March 2021, NALSC launched virtual advance days for all NAN Satellite courts. The Advance Days were scheduled for the day before court from 1-3 pm EST in partnership with Duty Counsel, Justice Workers, and Crown Attorneys. The Virtual Advance Days were an opportunity for individuals to meet with Duty Counsel and justice workers for access to justice while courts are not travelling to communities.

For the last year, NALSC met with numerous stakeholders and committees to provide advice and guidance on the administration of justice in the COVID-19 pandemic, including Attorney Offices, Court Services Division, Criminal Justice Digital Design Branch of MAG Criminal Law Division and SOLGEN, SOLGEN, Indigenous Affairs Ontario, Indigenous Justice Division of MAG, Program Modernization and Appointments Branch of MAG, and more. NALSC Executive Director, Area Director and staff attended, and supported Northwest and Northeast Fly-in Court Committees lead by the Regional Senior Judges for the regions.

NALSC continued to provide high quality legal services and receive positive feedback by adopting a creative approach to service delivery through mostly virtual means, and in-person services where possible.

NALSC recognized that NAN First Nation communities face unique challenges in providing for health and preventing spreading of contagious and infectious diseases. Accordingly, NALSC joined with NAN, MAG-IJD and SOLGEN to support clients and communities in ensuring safe transitions from custody to community by developing and signing the Protocol on the Release of Indigenous Persons from Custody. NALSC mobilized and undertook discharge planning in partnership with stakeholders and government to support hundreds of releases from custody. NALSC also created a plan to establish a permanent discharge planning program as part of its services to NAN clients and communities.

Public legal education team were on-boarded, trained and offered important services to NALSC and NAN clients and communities. A workshop was offered for a NAN community on an important social/legal issue through coordination with leadership, the justice council, the crown attorney's office, and all related stakeholders and partners. Numerous workshops were held on NALSC services and programs. NALSC also launched a quarterly newsletter. An all staff gathering was held on December 18, 2020, to promote collaboration, togetherness, self-care, and support training on the use of virtual technology.

NALSC Public Legal Education developed a plan to open ID Clinic and ID Bank in Timmins and Sioux Lookout, ON. Meetings took with stakeholders, partners, and Kinne-Aweya Legal Clinic in Thunder Bay.

Community Legal Workers (CLWs) continued to attend all NAN Satellite Courts and support clients in custody and in community. The team liaised with Chief and Council and justice partners to support the administration of justice at this time. CLWs offered support to NAN clients and communities in completing Indian Day Schools Applications.

All LAO-funded staff received training from Community Legal Education Ontario on using legal information to help people address legal problems on the January 29, 2021. LAO staff are receiving training on Microsoft excel and office 365 technology. NALSC developed a CLW database to capture information on legal inquiries and support to NAN clients and communities outside of AO 40 services.

Legal Aid Ontario increased the financial eligibility guidelines 6 percent effective April 1, 2020. The financial threshold increased from \$17731 gross annual income to \$18795 gross annual income for single applicant with no dependents.

Financial Eligibility Guidelines March 2020 – April 2021

Number of Family members	The amount of money your family earns is a year	For domestic abuse cases
1	\$18,795	\$22,720
2	\$32,131	\$32,131
3	\$39,352	\$39,352
4	\$45,289	\$45,440
5	\$50,803	\$50,803
Single boarder	\$12,330	

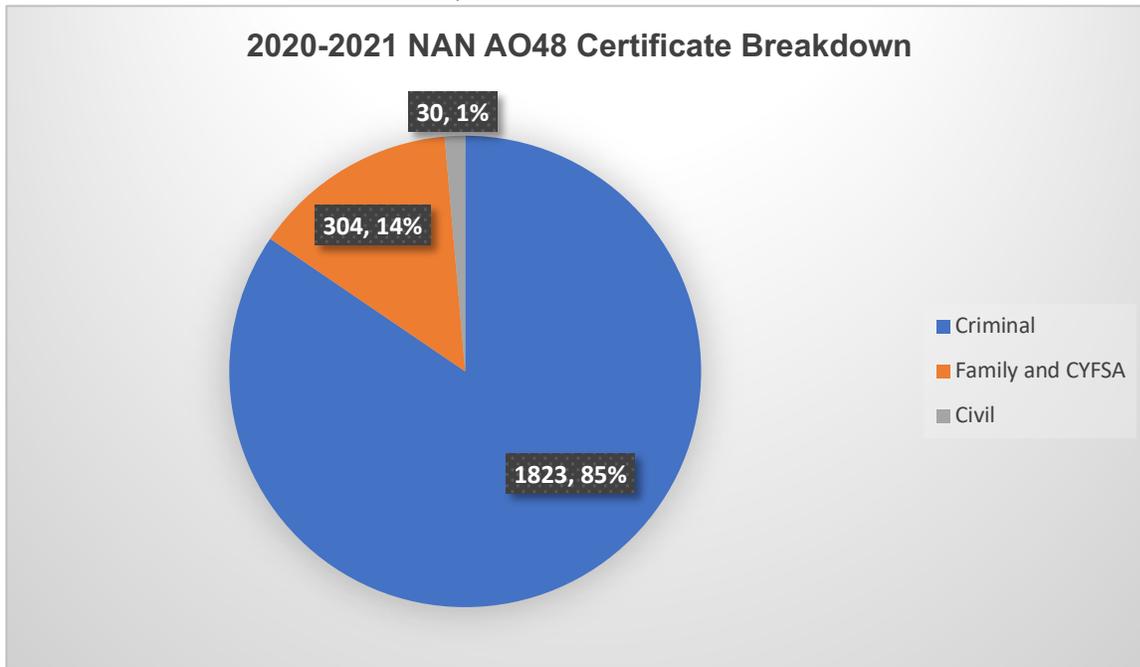
Clients applying for family law DV applications after March 31 will be approved for a certificate with no legal or financial testing required during COVID.

Legal Aid Ontario set up a designated telephone line for in custody clients to apply for legal aid. All applications are transferred to the NALSC worklist for review and issuance of legal aid certificate.

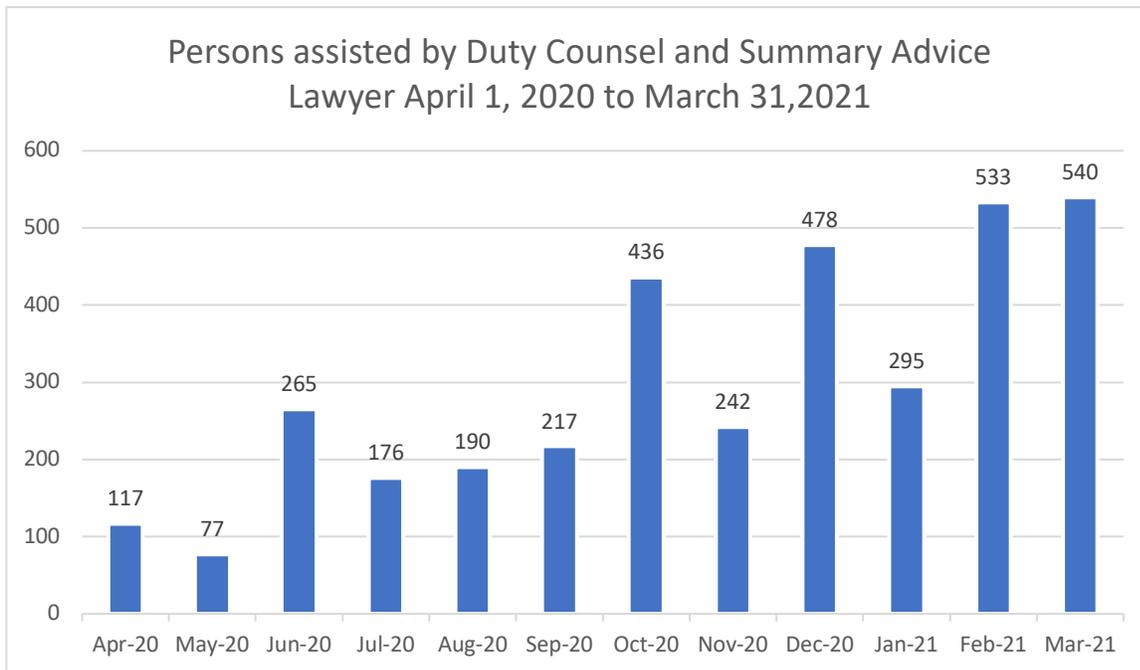
Effective April 2, lawyers can apply for legal aid coverage for clients in custody requesting temporary absence permits allowing authorized inmates to be absent from an institution unescorted for a period of 72 hours or longer.

More information on legal and financial eligibility can be found on the Legal Aid Ontario website at www.legalaid.on.ca

NALSC Certificates issues from April 1/2020 to March 31, 2021



Persons assisted by Duty Counsel and Summary Advice Lawyer



NAN COURTS - ZONE 1 (NORTHEAST)

ATTAWAPISKAT	FORT ALBANY	KASHECHEWAN
April 15/20, May 13/20(F) June 17/20(F), June 24/20 July 29/20, September 23/20 September 30/20(F), November 18/20, December 9/20(F) December 16/20, January 13/21(F) March 17/21(F),	April 1/20, May 27/20 August 5/20, October 21/20 November 25/20, January 27/21 March 31/21	May 28/20, June 4/20 June 18/20, July 16/20 August 20/20, September 17/20 October 15/20, November 12/20 November 26/20, December 10/20 January 14/21, February 11/21 March 11/21
MOOSONEE	PEAWANUK	
April 7,8,9/20, May 5,6, /20 June 9,10,11/20, July 7,8,9/20 August 11,12,13/20, September 1,2,3/20, October 6,7,8/20, November 3,4,5/20, December 1,2,3/20. January 5,6,7/21, February 2,3,4/21 March 2,3,4/21	August 27/20, March 25/21	
CONSTANCE LAKE, MISSINABIE CREE, CHAPLEAU CREE, BRUNSWICK HOUSE, CHAPLEAU OJIBWAY, WAHGOSHIG, MATACHEWN, MATTAGAMI, NEW POST, MOCREEBEC, BEAVERHOUSE, FLYING POST, HORNEPAYNE		
Nishnawbe-Aski Nation members attend urban courts in NAN territory		

NAN COURTS ZONE - 2 (NORTH CENTRAL)

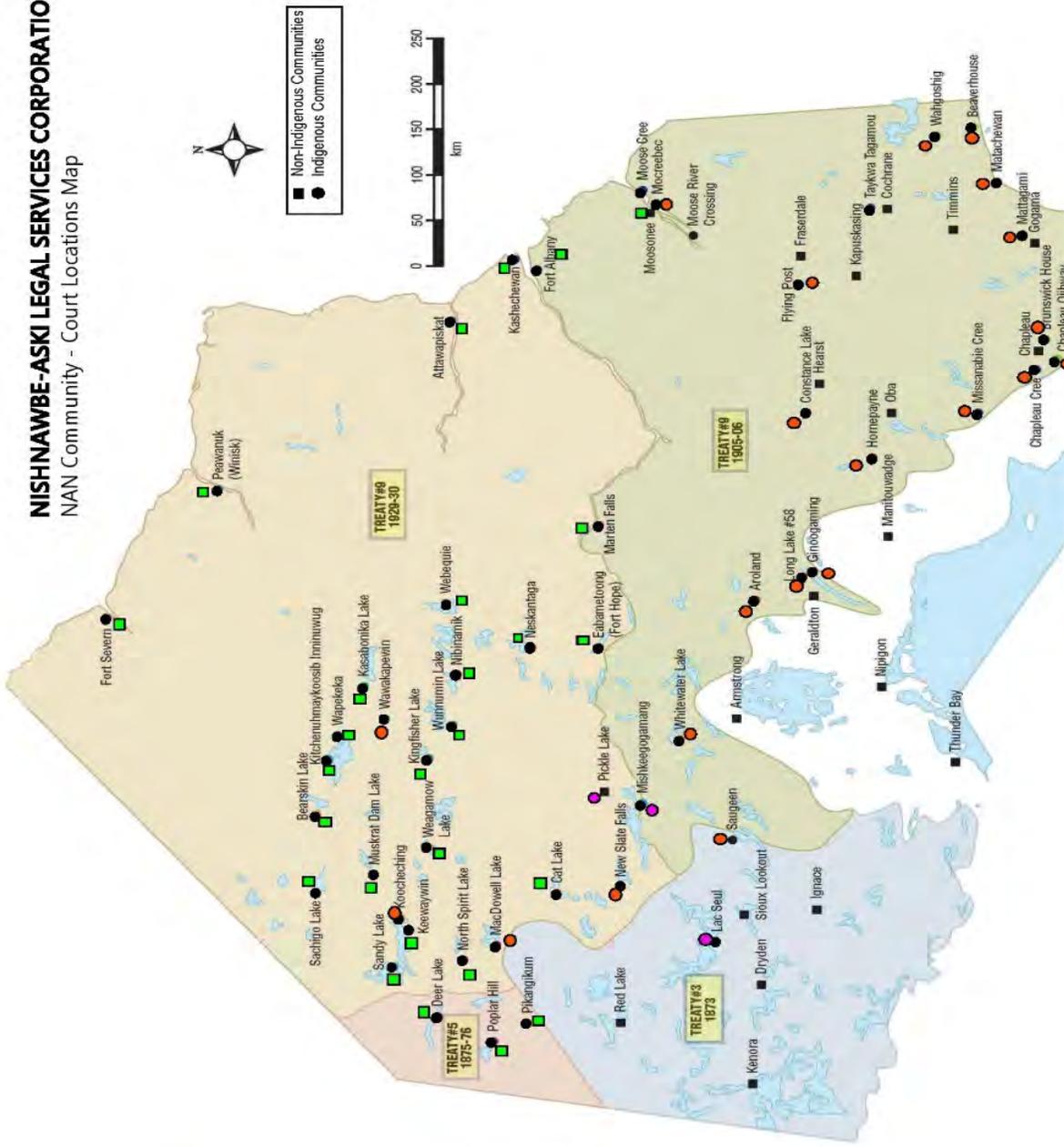
EABAMETOONG	NESKANTAGA	OGOKI POST
April 30/20, May 28/20 June 25/20, August 27/20 September 24/20, October 22/20 December 3/20, January 14/21 February 25/21, March 25/21	May 7/20, August 6/20 November 19/20, February 18/21	May 13/20, August 26/20 November 26/20, March 10/21
NIBINAMIK	WEBEQUIE	FORT SEVERN
May 14, 20/, August 13/20 November 12/20, January 28/21	April 29/20, July 8/20 October 19/20, January 7/21	May12/20, August 17/20 November 30/20, February 16/21
AROLAND, GINOOGAMING, LONGLAKE#58, WHITEWATER LAKE		
Nishnawbe-Aski Nation members attend urban courts in NAN territory		

NAN COURTS ZONE - 2 (NORTH CENTRAL)

BEARSKIN LAKE	CAT LAKE	DEER LAKE
May 11/20, August 24/20, November 9/20, February 8/21	June 9/20, July 21/20, September 21/20, November 16/20 January 19/21, March 15/21	June 15/20, July 28/20, September 28/20, November 23/20, January 18/21 March 22/21
KASABONIKA	KEEWAYWIN	KINGFISHER
June 18/20, September 17/20, December 10/20, February 11/21	June 22/20, November 17/20 February 22/21	June 29/21, October 13/20 January 21/21
MUSKRAT DAM	NORTH SPIRIT	POPLAR HILL
May 25/20, October 19/20 January 11/21	May 26/20, August 31/20 November 10/20, March 1/21	April 14/20, June 1/20, July 10/20, August 25/20 September 22/20, October 20/20 December 7/20, December 21/20, January 12/21, March 29/21
SACHIGO LAKE	SANDY LAKE	WUNNUMIN LAKE
April 27/20, July 13/20 October 26/20, January 25/21	April 6/20, May 4/20 June 8/20, June 12/20, July 6/20 August 10/20, September 14/20, October 5/20, November 2/20, February 1/21, March 8/21	April 20/20, July 27/20 November 24/20 January 26/21
PIKANGIKUM YCJA, CFSA/CLRA, JPT's	PIKANGIKUM Lists	PIKANGIKUM Trials
April 7/20, June 2/20, July 7/20, August 4/20, September 1/20, October 6/20, November 3/20 December 1/20, January 5/21 February 9/21, March 2/21	April 8 & 22/20, May 6/20 June 10/20, June 24/20, July 8/20 July 22/20, August 5, 19/20, September 2, 16, 30/20, October 7, 21/20, November 4, 25/20, December 2, 16/20 January 6, 20/21, February 10, 24/21, March 3, 17, 31/21	April 2, 15, 20, 28, 30/20 May 5, 8, 11, 13, 14, 27/20 June 3, 16, 16, 23/20 July 9, 14, 15/20 August 12, 18/21 September 15, 29/20 October 14/20, November 18/20 December 8, 14, 15/20
KITCHENUHMAYKOOSIB	WEAGAMOW	WAPEKEKA
April 9/20, May 7/20, June 4/20 July 2/20, August 6/20 September 3/20, October 1/20 November 5/20, December 3/20 January 7/21, February 4/21 March 4/21	April 23/20, June 25/20, July 23/20 August 27/20, September 24/20 October 22/20, November 26/20 December 17/20, January 28/21 February 25/21, March 18/21	July 17/20, September 25/20 December 11/20, February 12/21
LAC SEUL – DRIVE IN	MISHKEEGOGAMANG PICKLE LAKE - DRIVE IN	
April 29/20, May 27/20, June 24/20 July 29/20, August 26/20 September 23/20, October 21/20 November 25/20, December 23/20 January 27/21, February 24/21 March 31/21	April 23, 24/20, May 1/20 June 5, 26/20, July 3, 24/20 August 7, 21/21, September 4, 18/20 October 2, 23/20, November 6, 27/20 December 4, 18/20, January 8, 22/21 February 5, 19/21, March 5, 19/21	
NEW SLATE FALLS, MACDOWELL LAKE, WAWAKAPEWIN, KOOCHECHING, SAUGEEN		
Nishnawbe-Aski Nation members attend urban courts in NAN territory.		

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION

NAN Community - Court Locations Map



LEGEND

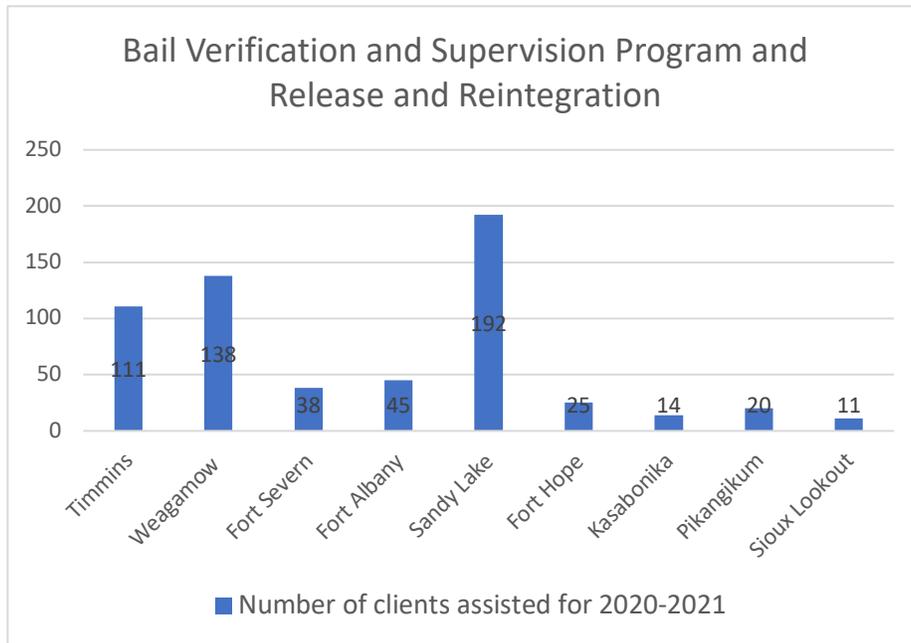
- NAN Community Court Locations
- Drive in Court Locations
 - Fly in Court Locations
 - Attends Urban Courts

- Non-Indigenous Communities
- Indigenous Communities

Indigenous Bail Verification and Supervision & Community Release and Reintegration Programs - Annual Report 2020-2021

Submitted by Oana Cristea, Gladue Staff Lawyer and Manager of IBVSP & CRR

A full year of Covid-19 has not slowed us down! The Bail & Release and Reintegration workers are working harder than ever despite the ongoing challenges. These two programs are ever expanding, and their importance and positive impact are clear from the number of clients being assisted as we can see from the following chart.



Database

The year 2020 also marked the launch of our Bail & Release and Reintegration database. Still in its infancy, the database is a simple yet effective tool to pursue case management, statistical data and to facilitate reporting. So far, we have been making good use of it for our Bail program in Timmins, Sioux Lookout and Pikangikum. With working from home, digitalizing files is always a good idea as it eases a burden on our workers and facilitates remote working. Also, this cloud base database allows for easy information sharing and access from different locations. It has reduced tremendously the amount of time needed to produce reports for our funders. Our next step is to ensure all our workers from the release and reintegration program have the training required to use this database.

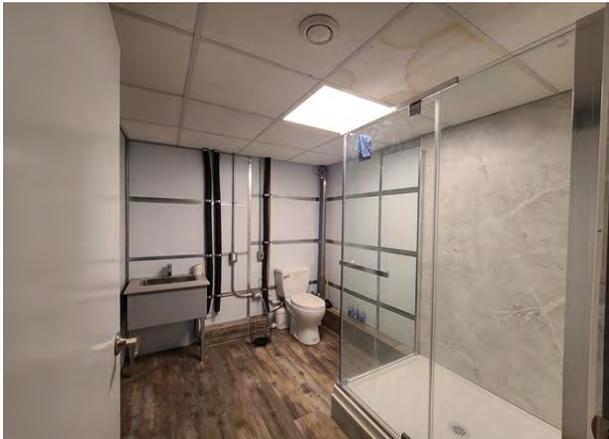
Pikangikum Bail Bed Facility

After close to two years in the making, the Pikangikum Bail Bed Facility was finally inaugurated. This is a huge step for the community and its members. With 16 beds, this brand-new facility will welcome individuals on bail release which will prevent them from being housed outside the community, far removed from family, friends, and supports. Our workers in Pikangikum, Brianna Owen and Morningstar Quill, are closely working with the staff at the bail bed and they even have an office space at the facility to better serve clients.

KII-WE-YAN Pikangikum First Nation Bail Bed and Transition Home

Photos provided by: Morningstar Quill, Release & Reintegration Worker







Kii- We- Yan Pikangikum First Nation & Transition Home

New Hires

We are happy to share that our programs have expanded in the last fiscal year and now include workers in the following communities and hubs:

- Timmins
- Fort Albany
- Attawapiskat
- Fort Severn
- Sandy Lake
- Kasabonika
- Weagamow
- Fort Hope
- Pikangikum.

Indeed, we have welcomed two workers in Pikangikum, Brianna Owen and Morningstar Quill, along with a new worker in Attawapiskat, Christina Edwards. Furthermore, we have hired two new bail workers for our Bail Supervision Program in Timmins, namely Trisha Wesley and Amanda Ratte. We are currently actively looking for a Bail Worker for our Sioux Lookout office.



Kii- We- Yan Pikangikum First Nation Bail Bed & Transition Home

Gladue Program - Annual Report 2020-2021

Gladue Reports

The Nishnawbe-Aski Legal Services Corporation serves 49 First Nation communities in each of the three catchment areas: Sioux Lookout-Kenora, Thunder Bay, and Timmins where courts are located (urban and Remote fly-in communities). The Gladue Writers continued to prepare Gladue Reports in the Nishnawbe-Aski territory during COVID-19 when the pandemic started on March 17th, 2020. From April 1, 2020, to March 31, 2021, the Gladue report requests were significantly down during the COVID-19 emergency shutdown. The Gladue Team still received Gladue requests from the courts throughout the year.

The COVID-19 did not stop the Gladue writers from preparing Gladue Reports, they prepared reports for in-custody matters, no in-person contact with clients, and they had to make alternatives arrangements for interviewing Gladue clients. The correctional centres in the three areas were affected by COVID-19, preventing Gladue writers from accessing interview rooms due to outbreaks within the institutions. The northern remote court fly-in communities also impacted court operations due to community lockdown, all criminal matters were adjourned through telephone and virtual hearings.

The Gladue Aftercare workers worked remotely from home during the pandemic and had no in-person contact with their clients. Clients were contacted through telephone, this made it difficult for the Aftercare workers, some clients did not have contact numbers, and follow-up for services made it difficult at the beginning of the pandemic. Detox centres, alcohol and drug treatment centres, and counselling centres were shut down for the first four months into the pandemic. The services gradually began to open, staggered admissions into detox and treatment centres were allowed, and virtual counselling was available for Gladue clients.

Gladue Reports Requests 2020-2021:

	Initial (April 1, 2020- Sept 30, 2021)	Interim (Oct 1, 2020- Dec 31, 2020)	Final (Jan 1, 2021- March 31, 2021)
Sioux Lookout-Kenora	5	6	11
Thunder Bay	9	4	5
Timmins	10	5	8
Total	24	15	24

Note: Gladue Report requests were down this year due to the COVID-19 pandemic. Total Gladue reports requested this year are 63.

Professional Development and Presentations:



Photo submitted by the Gladue Program

The Gladue staff continued to partake in professional development to increase their knowledge and skills in their field of discipline to better assist Gladue clients in our NAN territory. During 2020-21, the Gladue team had to transition to virtual meetings, training, and providing presentations to external resources and other service providers. Some of the training and presentations are listed below:

- Trauma and Addiction;
- Trauma-Informed Care;
- Journey to Healing;
- Trauma and Childhood;
- Gladue presentation to Lakehead University Bora Laska Law Students;
- And one Gladue Writer completed Gladue Writers' training certification course.

Gladue Database

The Gladue program has reached out to Court & Red to develop a Gladue Database Management System for managing all Gladue client information to be stored in a secured computer system. It is still under development and anticipates being operational by mid-summer. The Gladue team (writers and aftercare) will benefit from the database for managing Gladue Reports and client file information for their clients. For the Gladue writers, it will store the client's court information and disposition results; and for the Gladue Aftercare, workers will have ongoing case management information.

Restorative Justice Department Program - Annual Report 2020 - 2021

Submitted By: Chantelle Johnson, Restorative Justice Department Manager

Throughout this difficult year relating to the effects of COVID-19 on the organization and the Restorative Justice Department of Nishnawbe-Aski Legal Services Corporation, the department has continued to thrive under pressure. We have continued to receive referrals to all the programs under the department and have been providing continuous education to Law Enforcement Officers and Justice Personnel.

Restorative Justice/Youth Intervention/Youth Justice/ Pre-Charge

The Restorative Justice and Youth Justice programs have continued to perform post charge referrals as they are being received from the Crown attorney's office within a timely manner. These completed circles have been done through video conferencing or telephone conferencing and have continued to show positive responses and participation from both offenders and victims. The department has also implemented new mandatory Database training to ensure everyone has a clear understanding of the required information needed. We have also created a Guide to Restorative Justice Newsletter which outlines the process of doing restorative justice and some of the processes we go through to ensure the safety and well being of our clients.

Since the implementation of the Pre-Charge program, it has made a great effort in not only making great working relationships with law enforcement, but also working with its multiple stakeholders to ensure its success. Meetings have been held over telephone and ZOOM with law enforcement offices on the West Side and East Side, with training sessions happening with officers regularly. Information packages have also been created to provide to Chief and Council as well as law enforcement officials within each of the communities. This includes a brochure and newsletter along with a pre-charge referral form. A webpage is also in the process of being created to ensure this information is available. Referrals have begun coming in and will



Kitchenuhmaykoosib Inninuwig Youth



Kitchenuhmaykoosib Inninuwig Youth

be dealt with in collaboration with the RJ Team until training in the circle process has been completed. Over the past few months, the program has expanded to include three programs through different funding opportunities and ensures we have workers based in Sioux Lookout, Thunder Bay and Cochrane. In addition, year end spending for this program was focused on providing added programming for the youth including on the land activities and sporting equipment to provide youths within the program interactive activities that will allow them to socialize in a safe and healthy environment.

The Youth Intervention program has continued to strive as they have continued to provide programming in the community where possible, and at times where it has not been a possibility, we have been done online webinars. These include painting, baking, crafts, stories, music and other such topics and is updated regularly. We have continued to provide additional online programming including the creation of a live streaming radio show as well as continue providing video programming for youth to view and participate in. The online programming has been a rousing success with over 10,000 views from on programming and interactive videos. Also, during this time, staff have received HUB Training on the module updates currently in the program and will be expected to attend additional training as changes are being made and new workers are being put in place.



Kitchenuhmaykoosib Inninuwig Youth

Training has also been an important part of programming this year for the Restorative Justice Department, as such we have received multiple training opportunities for staff including topics of Sexual Assault and Domestic Violence, the Duluth Model PAR Facilitator Program, Community Learning HUB, Indigenous History related courses, and other such training sessions that have been available to staff. All training has been completed and we continue to look for additional courses to supplement our current knowledge.

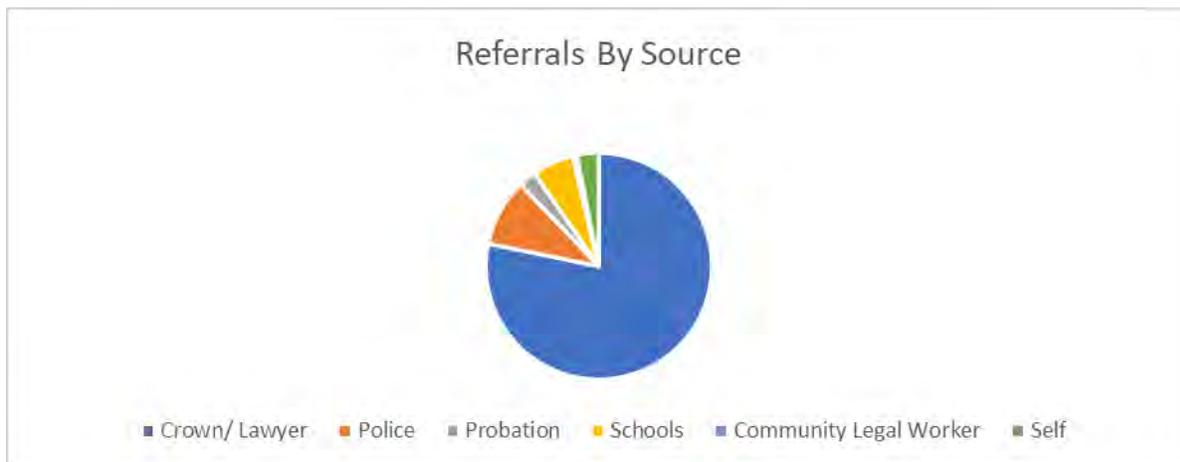
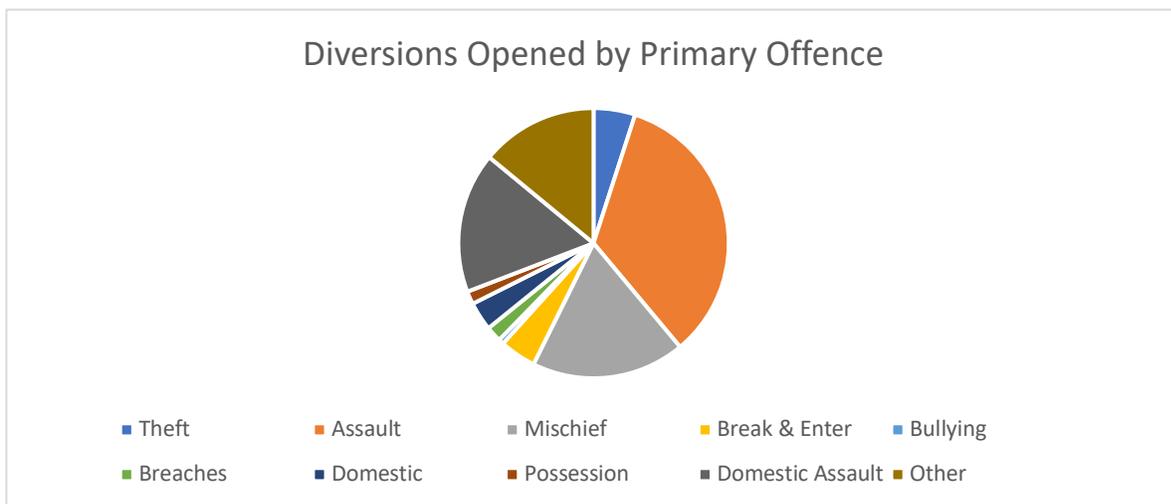
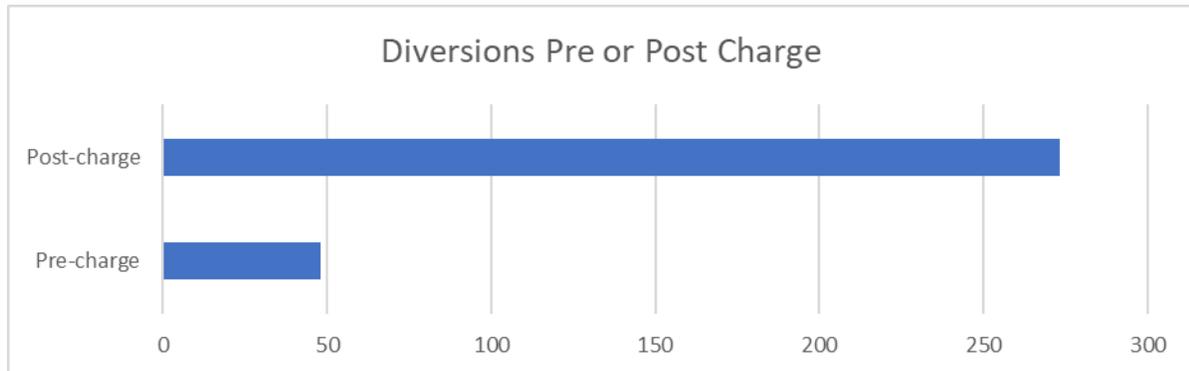


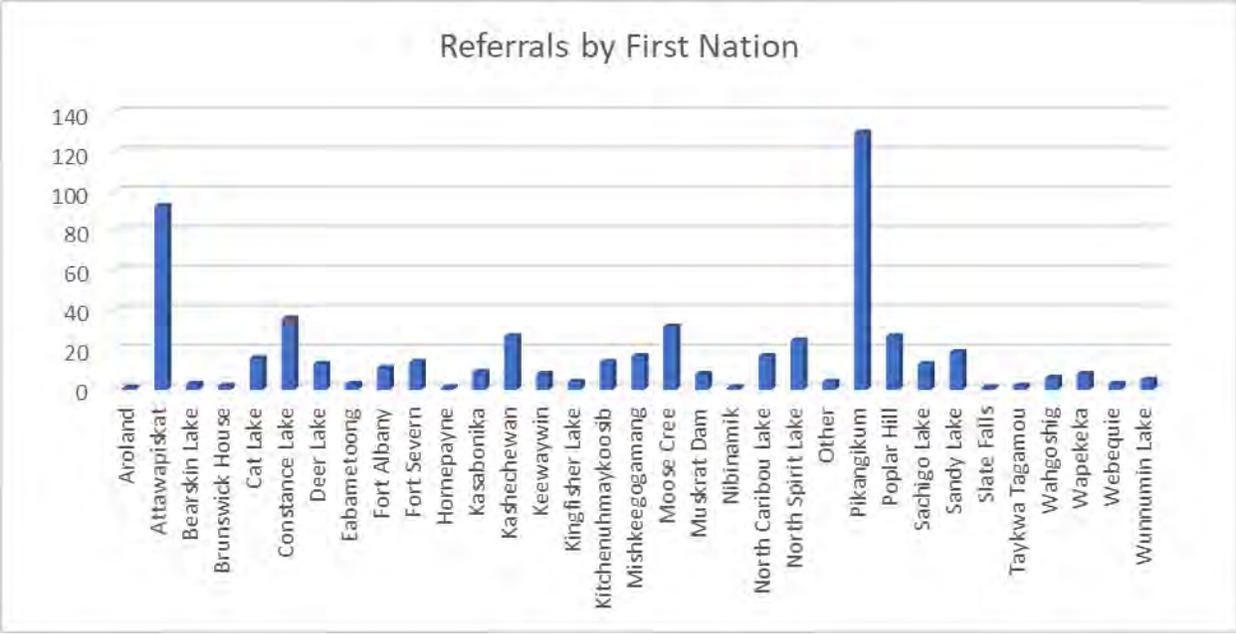
Kitchenuhmaykoosib Inninuwig Youth



Kitchenuhmaykoosib Inninuwig Youth

Statistical Information





Band By-Law Program

The By-Law program has finally received a full compliment of staff and will be working towards assisting communities with the enforcement of their BCR's. Currently, the program is working towards creating a digital database where all BCR's brought to our attention will be available to staff, this will ensure that staff will have a full understanding of what changes are being implemented by Chief and Council and follow their discretion when working with their community in relation to By-Laws. Currently, we are also creating a working relationship with the community of Fort Hope to assist them with their BCR's and assisting in implementing a Restorative Justice program based within that community. This is in the beginning stages of this process, and we will update as changes become available.

Sexual Assault and Domestic Violence

Referrals have continued to come in for the Sexual Assault and Domestic Violence program, and we have also connected with Victim Witness to ensure clients are receiving the services they need. The Sexual Assault and Domestic Violence program has also partnered with springboard to create HUB modules. These modules will focus on building healthy life skills relating to relationships and will be implemented for both children and adults.

Also, in addition to the new HUB programming, we have also had multiple workers trained to be PAR Facilitators with the Duluth Training Model for Domestic Violence. This will allow our workers to facilitate this programming with clients, and have the program recognized in the Ontario courts as being a legitimate program.

Pikangikum's Restorative Youth Justice & Youth Intervention Program



Restorative Justice Program checking in on Pikangikum Elders



Pikangikum's Restorative Youth Justice & Youth Intervention Program



Victim Witness Liaison Program – Annual Report 2020 – 2021

Submitted by: Gillian Schaible, Victim Witness Manager

Since 2001, NALSC has offered support and assistance to victims of and witnesses to crimes in Nishnawbe Aski Nation communities.

The Victim Witness Liaison Program (VWLP) assists victims and witnesses of all ages in dealing with the consequences of victimization and helps them understand the criminal justice system and their rights. The mandate of the VWLP is to improve the quality of service to crime victims and witnesses of crime, including acting as a support, ensuring immediate needs are met, referring to appropriate resources, and assisting victims and witnesses with the court process or restorative justice process.

VWLP offices are in Red Lake, Kenora, Sandy Lake First Nation, Sioux Lookout, Thunder Bay, Kashechewan First Nation and Timmins. For the time April 1, 2020, to March 31, 2021 VWLP provided service to 625 new referrals from across NAN communities. In addition to referrals, our VWLP is offering support and assistance to nine families identified in the Office of the Independent Police Review Director (OIPRD) report “Broken Trust”. This report, which investigated the deaths of First Nations people in Thunder Bay, identified systemic failings of death investigations and recommended that nine of the cases that were reviewed be reinvestigated.

Covid 19 has created challenges for offering support services to victims and witnesses. Over the past year, our team has responded to requests for service in a professional manner adhering to community and NALSC protocols. To achieve this, our team has embraced adaptability and creativity allowing us to offer; immediate support to those who have been harmed, assistance with navigation of the criminal justice system, and support to victims to participating in restorative justice processes. Our Team has also recognized a need to support those who are victims of unreported and underreported crimes, with a goal to avoid victimization. At the request of police partners and community leadership, our workers assisted twelve at risk women, by providing access to communication and safe transportation.

To address the gap in service resulting from travel bans, the Victim Witness Liaison Program in collaboration with Restorative Justice has created online programming including Virtual Beading Classes with Jean Marshall, and weekly talks by Indigenous Life Skills Coach Teresa Snow. These sessions are offered on the NALSC Activities Webpage and Facebook Live. We have also initiated the Finding Our Way Podcast Series which aired on Wawatay in February and March 2021. There are a total of four Podcasts currently developed, and available on our NALSC website; Greif and Loss; Healthy Habits; Having Difficult Conversations and Finding Our Gifts.

Community outreach and support began in December, as a response to feelings of isolation experienced by Elders in NAN communities, because of Covid 19 community lockdowns. Over 200 comfort packages have been delivered to Elders across the NAN territory at the request of community leadership. The comfort packages contained a variety of items, including fresh fruit, bannock making supplies, games, puzzles, and blankets.



Victim Witness Support's Ann Hiller with Chief David Masakeyash



Victim Witness Liaison Worker Wilma Carpenter with Elder Ronald Roundhead

Ann Hiller, Victim Witness Support, with Chief David Masakeyash in Mishkeegogamang. We also have Wilma Carpenter, Victim Witness Liaison Worker, delivering a comfort package to Elder, Ronald Roundhead.

Other community-based projects this year included Sewing for Healing in Sandy Lake, organized by Sandy Lake Victim Witness Liaison Worker, Steffany Fiddler. Groups of women come together to learn how to sew Mitts, Moccasins and make beaded Asayzins. The women are taught by Elders who share that sewing as healing and encourage the women to sew with a positive mind and then donate the item to someone who needs it.

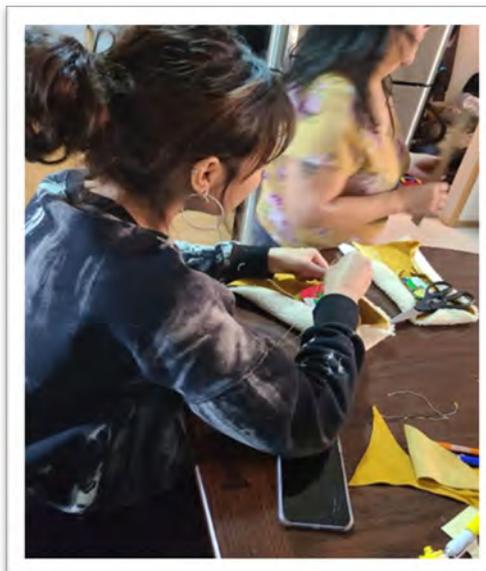


Photo submitted by the Victim Witness Liaison Program

NALSC Victim Witness Liaison's are made aware of victims through referrals from police services, justice partners, or directly from victims who self refer. A victim in Canada, has rights under The Canadian Victims Bill of Rights (CVBR), which defines a victim as an individual who has suffered physical or emotional harm, economic loss, or property damage because of a crime committed in Canada.

KNOW YOUR RIGHTS; VICTIMS HAVE A RIGHT TO:



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

Talking Together Program Annual Report 2020 – 2021

Submitted by: Carol Buswa, Talking Together Program Manager

As we continue following Covid19 protocols and safety measures in the Nishnawbe Aski Nation on and off first nation community service, it continues to challenge Talking Together Program in-person Circle services. Facilitators are contacting stakeholders and clients, but some barriers identified are call backs from clients and agency workers, clients either have no phones or internet and high turnover of workers coupled with lockdown restrictions. We are nowhere near normal statistics as we have been in previous years due to covid19. We have made some headway regarding after work hour contact, connecting with band representatives, use of Facebook private messaging, presentations, protocols, and meetings with our stakeholders. Our facilitators are working from home and doing their best to connect with clients, agency workers and supports. This includes completing reports, closing files, file reviews and weekly staff meetings. A Talking Together Advisory Committee meeting took place with some of the Child Welfare Agency representatives, this gave us some insight on how they are managing and addressing their families with Covid19 safety measures. Main challenges expressed was adjusting and applying safety measures to their work environment, youth understanding the current state of their communities and working with communities in lockdown. However, we are slowly gaining momentum as we adapt to working from home and connect with clients via conference calls, technology via Outlook Teams and Zoom.



Photo submitted by the Talking Together Program

TTP submitted a proposal to MCCSS Youth Violence and Human Trafficking Prevention Program My Journey Back Home or Nih Keewaywin. We sought funding to provide an Aboriginal Alternative Dispute Resolution Facilitator and Aftercare Worker specifically for youth facing crisis, violence, human-trafficking, homelessness, drug addiction, mental health, lack of education, legal issues, lack of life skills, basic needs and who have lost their path in their life cycle journey. The project target is youth ages 16-29 encompassing ADR Circle support services and those transitioning out of the Child Welfare System. This model would allow youth, to make decisions, safely, share, speak freely, and be acknowledged in a respectful traditional manner but most importantly empower and build on strengths, skills, and resiliency through a holistic approach with their supporting family/participants. The Aftercare Worker would follow the individual and provide navigating skills until goals have successfully been obtained and are able to move on independently. We have received a response from MCCSS and I am happy to announce that our proposal was accepted for the project funding. We are currently working with the ministry to adjust work plan and budget and hoping to launch project in July/August 2021.

Referrals have been gaining momentum now that we have adjusted to Covid restrictions and regulations in each area, our fourth quarter received nineteen new referrals. Based on the provincial governments next steps to opening the province we are hoping to return to possible in-person Circles in the fall/winter.

A Rapid Response Process fourth option has been developed in addressing ADR needs during Covid19 to capture and address the onset of clients needs. This option of ADR is currently available to families at the onset of their child welfare involvement. Once there is a determination made that a child is or may need protection, early planning is intended to prevent a child from being admitted into care, or in the



Photos submitted by the Talking Together Program

event of removal, promptly planning for the safe return of the child to his/her parent(s) or a consideration for alternate placements or supports, within the family or extended family. Engaging families and community members at the beginning of the child welfare spectrum will ensure critical information is presented and collaborative efforts are initiated. Rapid Response is a forum for all participants to take a stake in the safety, well-being, and stability of a child, while promoting the achievement of positive results. It is hoped that this process can address child protection concerns in a timely manner.

Several training opportunities this past year took place that has assisted staff in developing their skill sets in the Talking Together Program. Some of the training acquired was with Mediation Services where facilitators and other NALSC departments participated in Mediation Training and Screening of Domestic Violence & Power Imbalance, Family Relations, Mental Health First Aid, Office 365, Human Trafficking Training which took place via Zoom. The Duluth Model -Domestic

Abuse Intervention Program via Restorative Justice program for all staff also took place this past year.

A few strategic planning meetings have also taken place with our own TTP staff and Superior Strategy Consultants to address or identify barriers that NALSC staff, communities and families are facing during Covid19 but also to develop a 3–5-year plan as whole.

Currently, we have a full compliment of facilitators for the Talking Together Program in all areas, Moose Factory and coastal communities, Timmins, Thunder Bay, Sioux Lookout and CCCN Special Project North Bay. Each facilitator continues to work from home and office, contacting workers, clients, First Nation communities and band representatives. We have a few referrals in process wanting to have Circles in their communities, but we are only able to provide service based on the community Covid19 protocols and utilizing teleconferencing and virtual platforms based on client, agency, and First Nation technology capabilities. This is a work in progress, and we continue to maintain the relationships and develop innovative ways of providing service.

A meeting took place with a Moose Factory Band Representative where we reviewed twenty-four new referrals in need of service. She initiated the meeting as the agencies of the area were not able to act expeditiously. Due to the high need in Child Welfare issues, they now have three Band Representatives and a possible fourth. We also discussed utilizing the TTP Rapid Response Process where two facilitators would be working on each referral to fast-track Child Welfare risks. This meeting was the first of its kind and was helpful in obtaining new referrals, navigating details, and identifying agency workers involved.

All TTP staff participated in the Moccasin Tracks Skill Building and Cultural Exchange Conference February 8-12, 2021. The conference theme was based on a teaching about the importance and responsibility to leave a good path for the coming generations to follow. Several presenters shared their personal journey related to trauma, mental wellness, and addictions. The conference also had a line up of Elders who shared their cultural teachings. The workshops shared information about trauma, decolonization & Indigenization, understanding and dealing with our emotions and working reciprocally with medicine, understanding addictions and treatments, along with cultural teachings. Overall, our TTP staff gained a lot of insight and new learning that could be applied to themselves but most importantly to the clients they serve. All nineteen conference presentations are available via video on Maamwesying website.



Photos submitted by the Talking Together Program

This past year, TTP also had the opportunity to meet with Deputy Grand Chief Victor Linklater from Taykwa Tagamou First Nation in-regard to ADR programs and processes. The inquiry was mainly about existing ADR programs operating in Indigenous communities and organizations and whether there were limitations to child protection, criminal matters, focus on traditional dispute resolution practices and/or blend with mainstream ADR processes. Their interests are to set up their own mediation services for their community in six months. To date we have had two meetings virtually that included Kayla Viau Director of Services for TTN a lawyer and in-training mediator. Their research continues seeking other ADR processes in Ontario in hopes to gain more insight. A spin-off to this inquiry has led TTP to the Family Dispute Resolution Institute of Ontario and Riverdale Mediation Ltd who are in process of redesigning their five-foundation mediation course that is inclusive to Indigenous perspectives. They have asked for our participation in the revamping of the Family Relations course scheduled May 3-5, 2021, free of charge in exchange for providing feedback in making it more inclusive of Indigenous perspectives and experiences. There are three other indigenous individuals participating who are Cree, Mayan/Aztec and Inuit. All participants have extensive background in either child protection, family law, alternative dispute resolution and mediation. FDRIO is currently applying for a training grant application inclusive of Indigenous cultural processes and has asked for a support letter which NALSC has provided.

This initiative would be advantageous to assisting our NAN community members in obtaining certification and professional skill sets in mediation. As members become certified, this will help in providing support to our families and members who need ADR/mediation. As our First Nations historical

impacts and colonial practices such as the Indian Act, residential school and sixties scoop continue to affect our indigenous communities in a negative way, it is hoped that this initiative will provide an opportunity to help families and communities address conflict in a restorative manner that is community based.

Overall, staff have adjusted to working from home, following NALSC safety measures, and continuously looking for better ways to communicate and obtain information needed to provide service for their clients.

Talking Together Program Statistical Report – April 1, 2020, to March 31, 2021

Talking Together Program Service Area	# Open Files Carried Forward April 1, 2020	New Client Files Opened During Fiscal Year	# of Cases on Wait List at end of Fiscal Year	# of Circles Held during the Fiscal Year	# of Cases where Agreement reached during the Talking Together Circle	# of Children who are the focus of Talking Circle	# of Families Involved	# of Circle Participants
James Bay	15	3	14	5	3	58	18	36
Timmins	6	15	19	4	2	54	21	38
Sioux Lookout	2	3	5	0	0	13	5	0
Thunder Bay	13	6	18	1	1	46	19	8
CCCN North Bay	2	2	4	0	0	11	4	0
Total	38	29	60	10	6	182	67	82



Photos submitted by the Talking Together Program

Human Resources – Annual Report 2020 - 2021

STAFFING

TOTAL STAFF: 101 NEW POSITIONS: 14

Recruitment:	Leaves:
33 New employees hired	1 8mo leave, 1 - 1yr Leave
5 Contract employees hired	5 Short Term Disability leave claims
2 Employees moved within the Corporation	0 WSIB claims
1 Employee retired	

**Human Resource Department also added a new HR Assistant to the Team.

HR POLICY MANUAL

We have now implemented our new HR Policy Manual. The new HR Policy Manual was approved by the NALSC Board of Directors and introduced to staff on March 25, 2021. We are planning staff training for it that will take place in July/21.

COMPENSATION AND BENEFITS

Compensation: We have begun the process of building our compensation pay grids and finalizing a pay equity plan. The project is expected to be completed in June/22.

Benefits: After full review of our current benefit carrier the decision to move from Manulife to CINUP has been approved. A full transition expected by July 1, 2021.

HEATH AND SAFETY

COVID-19 PANDEMIC

The 2020 fiscal year began with the announcement of a pandemic in mid March/20. Since then, NALSC administration has worked diligently with staff to find ways to continue to provide services to clients, while keeping staff safe.

In the start, the Joint Health and Safety Committee and staff came together, packing boxes of PPE to sending them out to all staff, in all locations. Throughout the year, we closely monitored public health recommendations and regularly communicated with staff through memos, giving updates on how the pandemic was affecting our daily operations and delivery of services. In July/20, staff and management developed a “Return to Office Plan” for a safe return to the office on October 13, 2020. Staff returned to offices on a staggered schedule. It was not long after that, the second wave of the pandemic was declared, and staff were asked to work from home once again.

We continued to communicate regularly with all staff about office closures, safety risks, and availability of PPE. In March/21, all offices were closed regardless the provincial risk level. Staff in communities were encouraged to follow all restrictions in place in their community.

As of March 31, 2021, the office remained closed to the public and staff were still working from home.

COVID-19 ADDITIONAL SAFETY & STAFFING

- Reception Staff: Full time reception staff continued working out of our Thunder Bay and Timmins offices.

- Custodial staff: A full time Custodial/Maintenance worker was added to the Thunder Bay location to ensure PPE was distributed to staff regularly and to clean and maintain the Thunder Bay office.
- Retrofitting Offices: Our Thunder Bay and Timmins were retrofitted with separate entrances to client meeting rooms with plexiglass installed and PPE made available. As staff begin to return to the office, our other satellite offices - Sioux Lookout, Kenora and Red Lake - have received temporary plexiglass and all necessary PPE to safely provide services to clients. Staff in our smaller offices or in communities have also been provided temporary plexiglass and all necessary PPE to safely assist their clients.

GENERAL HEALTH & SAFETY

Our JHSC continues to meet monthly to discuss the overall health and safety of the organization. Staff were also surveyed about their “home” workspaces to improve safety and share their ideas.

SUMMARY

WHERE HAVE WE MADE IMPROVEMENTS?

- Human Resource Information System (HRIS): We are in the last stage of development with our internal information system. The anticipated “go live” date is July 1, 2021.
- Staff Training: All staff participated in various online safety and wellness training. Support resources and information updates continue to be sent out to all staff regularly.
- Communication: We have improved our recruitment process by interviewing candidates using Teams and adding a PowerPoint presentation to assist new staff with the onboarding process.
- Human Resource Policy Manual: We developed a new HR policy manual to meet all legislative requirements and the needs of our organization.

WHAT’S NEXT?

- We are updating and re-formatting all job descriptions for accuracy and continuity.
- We will continue in the development & implementation of compensation grids.
- We will be working closely with staff as we plan to safely return to working from our offices.
- We plan to improve our recruitment strategies to better reach our NAN communities/members with employment opportunities.

FINAL THOUGHTS

We have had a very successful year in recruitment and retention. Our staff retention rate has increased exponentially in comparison to the prior year, and vacancies are being filled immediately with qualified candidates – many from our NAN communities. Although the COVID-19 pandemic presented NALSC with many challenges over this past year, NALSC staff worked extremely hard and successfully come up with innovative ways to provide services to our NAN communities and clients.

Nishnawbe-Aski Legal Services Corporation, more specifically the Human Resources department, will continue to support all staff in their Human Resource inquiries with the goal of promoting well balanced, employee/employer relations.

Nishnawbe-Aski Legal Services Corporation
Financial Statements

For the year ended March 31, 2021

Nishnawbe-Aski Legal Services Corporation

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For the year ended March 31, 2021

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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, as required.

August 6, 2021

Tara Thompson

Tara Thompson, Controller

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, 2021, 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, 2021, 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.

Supplementary Information

The supplementary information contained in the schedules is presented for the purposes of additional analysis and is not part of the basic audited financial statements. The information in the schedules was derived from the accounting records tested in forming an opinion on the financial statements as a whole.

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 6, 2021

MNP LLP

Chartered Professional Accountants

Licensed Public Accountants

Nishnawbe-Aski Legal Services Corporation
Statement of Financial Position

As at March 31, 2021

	2021	2020
Assets		
Current		
Cash	2,803,247	2,189,910
Accounts receivable	-	79,071
Prepaid expenses	30,733	25,617
HST receivable	179,925	232,754
	3,013,905	2,527,352
Capital assets (Note 3)	377,206	158,971
	3,391,111	2,686,323
Liabilities		
Current		
Accounts payable and accruals (Note 5)	1,464,962	1,403,267
Deferred revenue (Note 6)	1,183,543	869,657
Government remittances payable	146,490	125,659
	2,794,995	2,398,583
Contingencies (Note 7)		
Significant event		
Net Assets		
Invested in capital assets	377,206	158,971
Unrestricted	386,308	296,167
Restricted	(167,398)	(167,398)
	596,116	287,740
	3,391,111	2,686,323

Approved on behalf of the Board

Director

Director

SARON BUKHISK

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, 2021

	<i>Restricted</i>	<i>Unrestricted</i>	<i>Invested in capital assets</i>	2021	2020
Revenue					
Community Counselling Centre of Nipissing	117,468	-	-	117,468	117,468
Department of Canadian Heritage	120,000	-	-	120,000	-
Department of Justice	507,041	-	-	507,041	551,792
Interest income	-	15,415	-	15,415	37,827
Internal management fees	-	764,286	-	764,286	736,271
Legal Aid Ontario	2,261,673	-	-	2,261,673	2,196,086
Ministry of the Attorney General	4,137,578	-	-	4,137,578	3,807,393
Ministry of Children and Youth Services	1,763,133	-	-	1,763,133	1,721,133
Other revenue	-	2,231	-	2,231	1,543
Springboard	120,000	-	-	120,000	120,000
Add: prior year deferred revenue (Note 6)	869,657	-	-	869,657	146,523
Less: current year deferred revenue (Note 6)	(1,183,543)	-	-	(1,183,543)	(869,657)
Recovery from funders (Note 8)	446,066	-	-	446,066	90,343
Total revenue	9,159,073	781,932	-	9,941,005	8,656,722

Continued on next page

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, 2021

	<i>Restricted</i>	<i>Unrestricted</i>	<i>Invested in capital assets</i>	2021	2020
<i>(Continued from previous page)</i>	9,159,073	781,932	-	9,941,005	8,656,722
Expenses					
Advertising	41,811	3,559	-	45,370	49,176
Annual meetings of members	20,000	-	-	20,000	24,018
Bad debts expense (recovery)	-	(1,326)	-	(1,326)	(7,585)
Bank charges	2,100	1,685	-	3,785	5,136
Board of Directors - meetings	90,000	-	-	90,000	87,732
Community partnership	10,867	-	-	10,867	10,477
Computers and equipment	323,290	35,533	-	358,823	154,498
Elder honorarium	67,725	200	-	67,925	53,214
Insurance and security	15,000	40,003	-	55,003	50,702
Internal management fees	764,286	-	-	764,286	736,271
Law society fees	2,930	-	-	2,930	7,244
Lease rentals	9,139	-	-	9,139	10,567
Library	2,074	-	-	2,074	3,437
Miscellaneous	1,195	721	-	1,916	2,281
Office supplies	207,853	31,490	-	239,343	214,928
Professional fees	56,053	119,367	-	175,420	105,177
Program evaluation	21,953	-	-	21,953	27,428
Rent and utilities	545,603	39,824	-	585,427	540,520
Repairs and maintenance	22,452	3,978	-	26,430	35,102
Salaries and benefits	5,615,428	396,951	-	6,012,379	5,063,228
Telephone	171,731	15,499	-	187,230	142,970
Training	349,769	4,307	-	354,076	376,597
Travel	657,535	-	-	657,535	725,270
Workshops/circle expenses	160,279	-	-	160,279	119,672
Total expenses	9,159,073	691,791	-	9,850,864	8,538,060
Excess of revenue over expenses before other items	-	90,141	-	90,141	118,662
Other items					
Amortization of capital assets	(140,006)	-	-	(140,006)	(93,232)
Capital assets acquisitions included in expenses	358,241	-	-	358,241	115,495
	218,235	-	-	218,235	22,263
Excess of revenue over expenses	218,235	90,141	-	308,376	140,925

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, 2021

	<i>Restricted</i>	<i>Unrestricted</i>	<i>Invested in capital assets</i>	<i>2021</i>	<i>2020</i>
Net assets (deficiency), beginning of year	(167,398)	296,167	158,971	287,740	146,815
Excess of revenue over expenses	218,235	90,141	-	308,376	140,925
Change in invested in capital assets (Note 10)	(218,235)	-	218,235	-	-
Net assets (deficiency), end of year	(167,398)	386,308	377,206	596,116	287,740

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, 2021

	2021	2020
Cash provided by (used for) the following activities		
Operating		
Excess of revenue over expenses	308,376	140,925
Amortization	140,006	93,232
	448,382	234,157
Changes in working capital accounts		
Accounts receivable	79,071	62,199
HST receivable	52,829	28,727
Prepaid expenses	(5,116)	(3,102)
Accounts payable and accruals	61,695	208,134
Government remittances payable	20,831	56,108
Deferred revenue	313,886	723,134
	971,578	1,309,357
Investing		
Purchase of capital assets	(358,241)	(115,494)
Increase in cash resources	613,337	1,193,863
Cash resources, beginning of year	2,189,910	996,047
Cash resources, end of year	2,803,247	2,189,910

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, 2021

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.

Impact on operations of COVID-19

In early March 2020 the impact of the global outbreak of COVID-19 began to have a significant impact on businesses through the restrictions put in place by the Canadian, provincial and municipal governments regarding travel, business operations and isolation/quarantine orders.

The Organization's operations were not significantly impacted by COVID-19.

At this time, it is unknown the extent of the impact the COVID-19 outbreak may have on the Organization as this will depend on future developments that are highly uncertain and that cannot be predicted with confidence. These uncertainties arise from the inability to predict the ultimate geographic spread of the disease, and the duration of the outbreak, including the duration of travel restrictions, business closures or disruptions, and quarantine/isolation measures that are currently, or may be put, in place by Canada and other countries to fight the virus. While the extent of the impact is unknown, we anticipate this outbreak may cause reduced customer demand, supply chain disruptions, staff shortages, and increased government regulations, all of which will negatively impact the Organization's business and financial condition.

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.

Capital assets

Purchased capital assets are recorded at cost. Contributed 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.

	Years
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

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

Long-lived assets

Long-lived assets consist of 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.

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

Allocation of administration and management 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.

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.

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

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.

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 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 its financial instruments when the Organization becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value, including financial assets and liabilities originated and issued in a related party transaction with management. Financial assets and liabilities originated and issued in all other related party transactions are initially measured at their carrying or exchange amount in accordance with CPA Canada Handbook 4460 *Related Party Transactions*.

At initial recognition, the Organization may irrevocably elect to subsequently measure any financial instrument at fair value. The Organization has not made such an election during the year.

The Organization subsequently measures investments in equity instruments quoted in an active market at fair value. Fair value is determined by published price quotations. Investments in equity instruments not quoted in an active market are subsequently measured at cost less impairment. 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 the excess (deficiency) of revenue over expenses for the current period. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at amortized cost or cost.

Nishnawbe-Aski Legal Services Corporation
Notes to the Financial Statements
For the year ended March 31, 2021

3. Capital assets

	<i>Cost</i>	<i>Accumulated amortization</i>	<i>2021 Net book value</i>	<i>2020 Net book value</i>
Automotive	200,000	28,571	171,429	-
Computer equipment	321,553	264,060	57,493	50,204
Computer software	67,875	67,875	-	-
Furniture and fixtures	426,839	316,860	109,979	108,767
Leasehold improvements	36,733	7,347	29,386	-
System database software	31,149	22,230	8,919	-
	1,084,149	706,943	377,206	158,971

4. Bank indebtedness

At March 31, 2021, the Organization had lines of credit available to it totaling \$100,000 (2020 - \$100,000), bearing interest at prime plus 2% (4.45% at year-end; 2020 - 5.45%). At March 31, 2021, the entire amount remained unused. A general security agreement has been collateralized in connection with this line of credit.

5. Accounts payable and accruals

	<i>2021</i>	<i>2020</i>
Trade payables and accruals	435,751	223,052
Amounts repayable to funders	357,528	803,594
Salaries and benefits payable	671,683	376,621
	1,464,962	1,403,267

6. 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:

	<i>2021</i>	<i>2020</i>
Balance, beginning of year	869,657	146,523
Amount received during the year	1,183,543	6,003,479
Less: amount recognized as revenue during the year	(869,657)	(5,280,345)
Balance, end of year	1,183,543	869,657

7. 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 identified measurement uncertainty with respect to the classification of restricted and unrestricted net assets arising from its accounting policies for the allocation of administrative and management expenses as described above. Specifically, Legal Aid Ontario had identified amounts from 2014 that it believes should be reclassified from unrestricted net assets to restricted net assets. While management disputes this assessment, the impact of the change, if realized, would be to increase restricted net assets and decrease unrestricted net assets. Any reclassification will be recorded in the period the amount becomes measurable.

Nishnawbe-Aski Legal Services Corporation
Notes to the Financial Statements
For the year ended March 31, 2021

8. Recovery from (repayable to) funders

	2021	2020
Balance, beginning of year	803,594	856,714
Less: amount repaid during the year	(37,820)	(595,000)
Less: amount funders approved to be retained	(666,137)	-
Amount repayable from current year	257,891	541,880
	<hr/>	
Balance, end of year	357,528	803,594

Nishnawbe-Aski Legal Services Corporation
Notes to the Financial Statements
For the year ended March 31, 2021

9. 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 November 1, 2022 with quarterly costs of \$390.

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 commitment with Immeubles Eindev Inc. that expires on August 31, 2023 with monthly payments of \$22,613.

The Organization has entered into a lease commitment with Abela Holdings that expires on December 31, 2021 with monthly payments of \$2,701.

The Organization has entered into a lease commitment with 401731 Ontario Limited that expires December 31, 2023 with monthly payments of \$6,997.

The Organization has entered into a lease commitment with 401731 Ontario Limited that expires December 31, 2022 with monthly payments of \$1,926.

The Organization has entered into a lease commitment 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.

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

2022	591,655
2023	538,831
2024	311,586
2025	116,726
2026	105,730
	1,664,528

10. Change in invested in capital assets

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

	2021	2020
Purchase of capital assets	358,241	115,494
Amortization expense	(140,006)	(93,232)
	218,235	22,262

11. 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, 2021

12. 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.

13. Comparative figures

Certain comparative figures have been reclassified to conform with current year presentation.

NISHAWBE-ASKI LEGAL SERVICES CORPORATION
 Schedule of Attorney General Program Revenue and Expenses
 For the Year Ended March 31, 2021
 Unaudited

	VICTIM WITNESS LIAISON	RELEASE & REINTEGRATION	DISCHARGE	RESTORATIVE JUSTICE	BAIL V&S	GLADUE SERVICES	PRECHARGE	GUNS & GANGS	2021	2020
REVENUE										
Ministry of the Attorney General	\$ 1,058,688	\$ 714,496	\$ -	\$ 610,000	\$ 574,810	\$ 1,002,984	\$ 60,000	\$ 116,600	\$ 4,137,578	\$ 3,807,393
Prior Year Deferred Revenue	-	-	640,000	-	-	-	-	-	640,000	24,514
Less: Current Year Deferred Revenue (Repayable to) Recovered from Funders	(76,566)	(24,395)	(900,000)	-	(78,973)	-	(16,500)	-	(916,500)	(640,000)
	982,122	690,097	365,407	610,000	495,837	1,002,984	43,500	116,600	4,306,547	3,282,847
EXPENSES										
Advertising	2,763	237	-	13,054	1,265	5,009	-	1,000	23,328	26,772
Computers and Equipment	7,271	375	-	25,760	203,845	1,000	-	1,112	239,363	42,065
Elder Honorarium	8,554	175	-	8,018	1,056	6,200	-	4,647	28,650	29,926
Insurance and Security	-	-	-	-	-	-	-	-	-	102
Internal Management/Overhead Fees	96,868	64,955	13,400	56,000	22,600	92,499	12,000	13,600	371,922	341,590
Janitorial	7,903	-	-	-	-	-	-	-	7,903	3,688
Office Supplies	22,133	7,767	3,078	13,278	9,831	26,829	-	5,854	88,770	59,243
Professional Fees	1,200	-	-	3,250	500	-	-	-	4,950	1,200
Program Evaluation	-	-	-	-	-	10,996	-	-	10,996	10,118
Rent and Utilities	73,994	41,000	9,001	28,000	17,286	49,918	-	9,993	229,192	197,637
Salaries and Benefits	623,344	540,096	75,400	258,095	214,846	725,702	11,500	56,664	2,505,647	1,872,211
Telephone	16,276	11,000	1,728	8,361	5,966	7,334	-	6,000	56,665	34,173
Training	44,929	10,443	-	84,640	11,044	37,590	20,000	17,730	226,376	288,545
Travel	48,009	3,786	241,206	79,809	7,598	39,907	-	-	420,315	302,214
Workshops/Circles	28,878	10,263	21,594	31,735	-	-	-	-	92,470	73,362
	982,122	690,097	365,407	610,000	495,837	1,002,984	43,500	116,600	4,306,547	3,282,847
Excess (Deficiency) of Revenue over Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
Schedule of Legal Aid Program Revenue and Expenses
For the Year Ended March 31, 2021
Unaudited

	LEGAL AID		GLADUE		2021	2020
	ONTARIO		CASEWORKER			
REVENUE						
Legal Aid Ontario	\$ 2,022,753	\$	238,920	\$	2,261,673	\$ 2,196,086
Prior Year Deferred Revenue	229,657	-	-	-	229,657	122,010
Less: Current Year Deferred Revenue	(267,043)	-	-	-	(267,043)	(229,657)
	<u>1,985,367</u>	<u>238,920</u>	<u>238,920</u>	<u>2,224,287</u>		<u>2,088,439</u>
EXPENSES						
Advertising	5,030		412		5,442	4,490
Annual Meeting	20,000		-		20,000	24,018
Bank Charges	-		-		-	150
Board of Directors	70,000		-		70,000	67,188
Computers and Equipment	25,030		437		25,467	50,778
Elder Honorarium	-		900		900	109
Insurance and Security	15,000		-		15,000	5,605
Internal Management/Overhead Fees	110,063		15,000		125,063	126,468
Janitorial	4,800		-		4,800	12,943
Law Society Fees	2,930		-		2,930	7,244
Lease Rentals	8,455		-		8,455	9,268
Library	2,074		-		2,074	3,437
Miscellaneous	343		-		343	1,017
Office Supplies	47,074		8,478		55,552	47,307
Professional Fees	33,910		-		33,910	31,986
Rent and Utilities	167,026		16,696		183,722	158,062
Salaries and Benefits	1,345,935		174,094		1,520,029	1,371,350
Telephone	51,746		4,901		56,647	45,385
Training	18,282		4,911		23,193	26,335
Travel	57,469		13,091		70,560	95,298
Workshops/Circles	200		-		200	-
	<u>1,985,367</u>		<u>238,920</u>		<u>2,224,287</u>	<u>2,088,439</u>
Excess (Deficiency) of Revenue over Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

NISHAWBE-ASKI LEGAL SERVICES CORPORATION
Schedule of Children and Youth Program Revenue and Expenses
For the Year Ended March 31, 2021
Unaudited

	TALKING TOGETHER	COMMUNITY YOUTH & JUSTICE	COMMUNITY PARTNERSHIP	YOUTH DIVERSION	2021	2020
REVENUE						
Ministry of Children and Youth Services	\$ 628,300	\$ 1,073,833	\$ 11,000	\$ 50,000	\$ 1,763,133	\$ 1,721,133
EXPENSES						
Advertising	1,220	5,141	-	-	6,361	8,011
Bank Charges	600	500	-	-	1,100	1,205
Community Partnership	-	967	9,900	-	10,867	10,477
Computers and Equipment	6,354	23,212	-	2,500	32,066	8,059
Elder Honorarium	10,396	15,240	-	-	25,636	18,912
Insurance and Security	-	-	-	-	-	89
Internal Management/Overhead Fees	62,800	108,223	1,100	5,000	177,123	175,650
Janitorial	3,236	3,171	-	-	6,407	7,828
Lease Rentals	192	492	-	-	684	1,299
Miscellaneous	175	677	-	-	852	-
Office Supplies	9,932	30,894	-	6,881	47,707	63,166
Professional Fees	3,520	2,327	-	6,846	12,693	6,299
Program Evaluation	-	10,957	-	-	10,957	17,310
Rent and Utilities	21,624	54,676	-	739	77,039	98,170
Salaries and Benefits	447,230	644,214	-	418	1,091,862	987,242
Telephone	16,820	22,649	-	258	39,727	36,279
Training	11,085	40,514	-	19,859	71,458	37,306
Travel	30,712	64,895	-	499	96,106	210,550
Workshops/Circles	2,404	45,084	-	7,000	54,488	33,281
	628,300	1,073,833	11,000	50,000	1,763,133	1,721,133
Excess (Deficiency) of Revenue over Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
Schedule of Other Program Revenue and Expenses
For the Year Ended March 31, 2021
Unaudited

	DEPARTMENT OF JUSTICE	COMMUNITY COUNSELLING CENTRE OF NIPISSING	COMMUNITY LEARNING HUBS	PRECHARGE PROGRAM	2021	2020
REVENUE						
Community Counselling Centre of Nipissing	\$ -	\$ 117,468	\$ -	\$ -	\$ 117,468	\$ 117,468
Department of Justice	507,041	-	-	-	507,041	554,092
Operation Springboard	-	-	120,000	-	120,000	120,000
Department of Canadian Heritage	-	-	-	120,000	120,000	-
(Repayable to) Recovered from Funders	597	-	-	-	597	(597)
	507,638	117,468	120,000	120,000	865,106	790,963
EXPENSES						
Advertising	982	616	943	4,139	6,680	5,171
Bank Charges	500	500	-	-	1,000	500
Board of Directors	20,000	-	-	-	20,000	20,409
Computers and Equipment	24,749	-	-	1,645	26,394	4,242
Elder Honorarium	8,501	3,030	-	1,008	12,539	10,752
Insurance and Security	-	-	-	-	-	127
Internal Management/Overhead Fees	39,200	20,978	12,000	18,000	90,178	72,178
Janitorial	3,342	-	-	-	3,342	4,294
Office Supplies	8,729	2,985	2,692	1,418	15,824	22,045
Professional Fees	-	-	-	4,500	4,500	2,375
Rent and Utilities	45,893	-	9,757	-	55,650	38,168
Salaries and Benefits	301,549	70,290	59,138	66,913	497,890	472,783
Telephone	15,330	871	2,491	-	18,692	17,112
Training	11,708	1,748	7,786	7,500	28,742	15,097
Travel	24,857	12,000	24,081	9,616	70,554	99,217
Workshops/Circles	2,298	4,450	1,112	5,261	13,121	6,496
	507,638	117,468	120,000	120,000	865,106	790,963
Excess (Deficiency) of Revenue over Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

OJICREE TRANSLATION

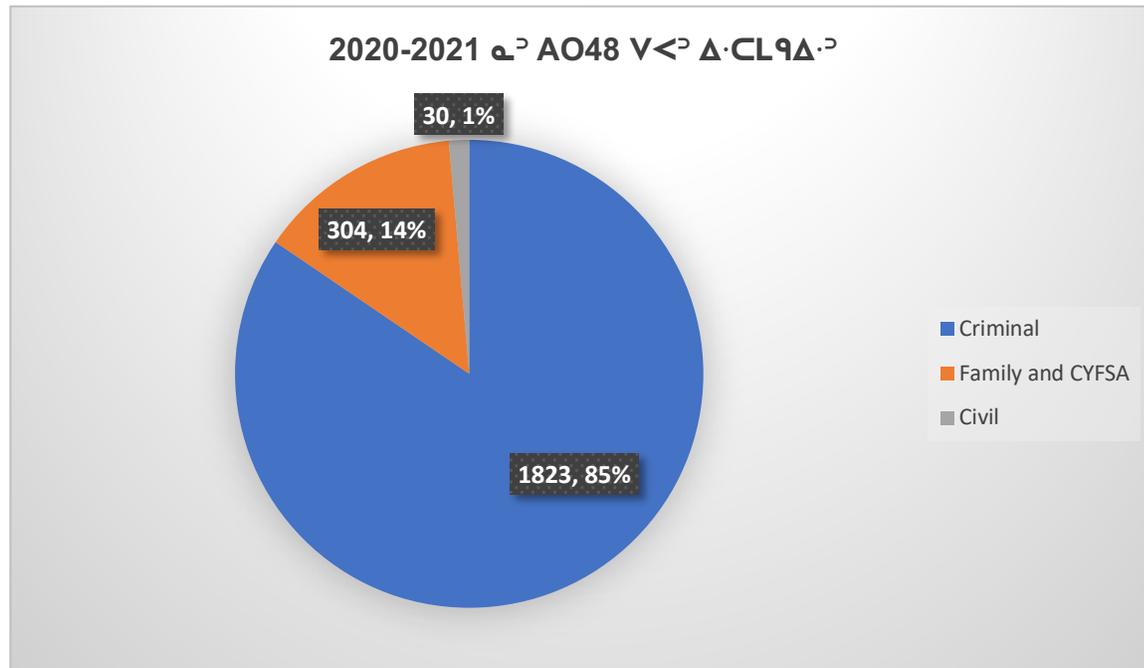


NISHNAWBE ASKI LEGAL SERVICES CORPORATION FIRST NATIONS COMMUNITIES

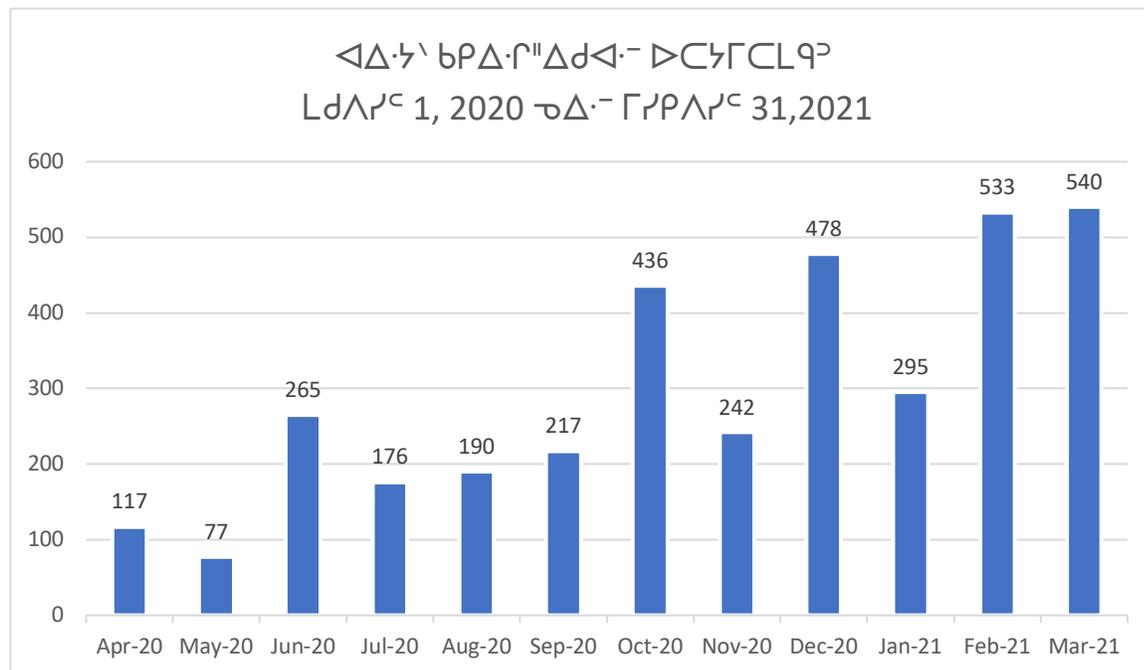


INDEPENDENT FIRST NATIONS ALLIANCE	SHIBOGAMA FIRST NATIONS COUNCIL	MUSHKEGOWUK TRIBAL COUNCIL
<ul style="list-style-type: none"> • Kitchenuhmaykoosib Inninuwug First Nation • Muskrat Dam First Nation • Pikangikum First Nation • Whitesand First Nation • Lac Seul First Nation 	<ul style="list-style-type: none"> • Kasabonika Lake First Nation • Kingfisher Lake First Nation • Wapekeka First Nation • Wawakapewin First Nation • Wunnumin Lake First Nation 	<ul style="list-style-type: none"> • Attawapiskat First Nation • Chapleau Cree First Nation • Fort Albany First Nation • Kashechewan First Nation • Missanabie Cree First Nation • Moose Cree First Nation • Taykwa Tagamou First Nation
WINDIGO FIRST NATIONS <ul style="list-style-type: none"> • Bearskin Lake First Nation • Cat Lake First Nation • Koocheching First Nation • North Caribou Lake First Nation • Sachigo Lake First Nation • Slate Falls First Nation • Whitewater Lake First Nation 	MATAWA FIRST NATIONS <ul style="list-style-type: none"> • Aroland First Nation • Constance Lake First Nation • Eabametoong First Nation • Ginoogaming First Nation • Marten Falls First Nation • Long Lake #58 First Nation • Neskantaga First Nation • Nibinamik First Nation • Webequie First Nation 	WABUN TRIBAL COUNCIL <ul style="list-style-type: none"> • Brunswick House First Nation • Chapleau Ojibwe First Nation • Matachewan First Nation • Mattagami First Nation • Flying Post First Nation • Beaverhouse (affiliate) • Wahgoshig First Nation
KEEWAYTINOOK OKIMAKANAK <ul style="list-style-type: none"> • Deer Lake First Nation • Fort Severn First Nation • Keewaywin First Nation • MacDowell Lake First Nation • North Spirit Lake First Nation • Poplar Hill First Nation 	<p style="text-align: center;">Nishnawbe-Aski Legal Services Corporation</p> <p>1895 E Arthur St., Thunder Bay, ON P7E 2R6 138-B Mission Road, Fort William First Nation, ON</p> <p style="text-align: center;">Toll Free: 1-800-465-5581 (T) 807-622-1413 (F) 807-622-3024 www.nanlegal.on.ca</p>	INDEPENDENT BANDS (Bands not affiliated with any Tribal Council) <ul style="list-style-type: none"> • Mishkeegogamang Ojibway Nation • Mocrebec Eeyoud Council • Sandy Lake First Nation • Weenusk First Nation (Peawanuck)

NALSC ህጋዊ ጥያቄዎችን ለመቀጠል ለሚገባው ለደህረ ገጽ 1/2020 ጠቅላይ ገጽ 31, 2021

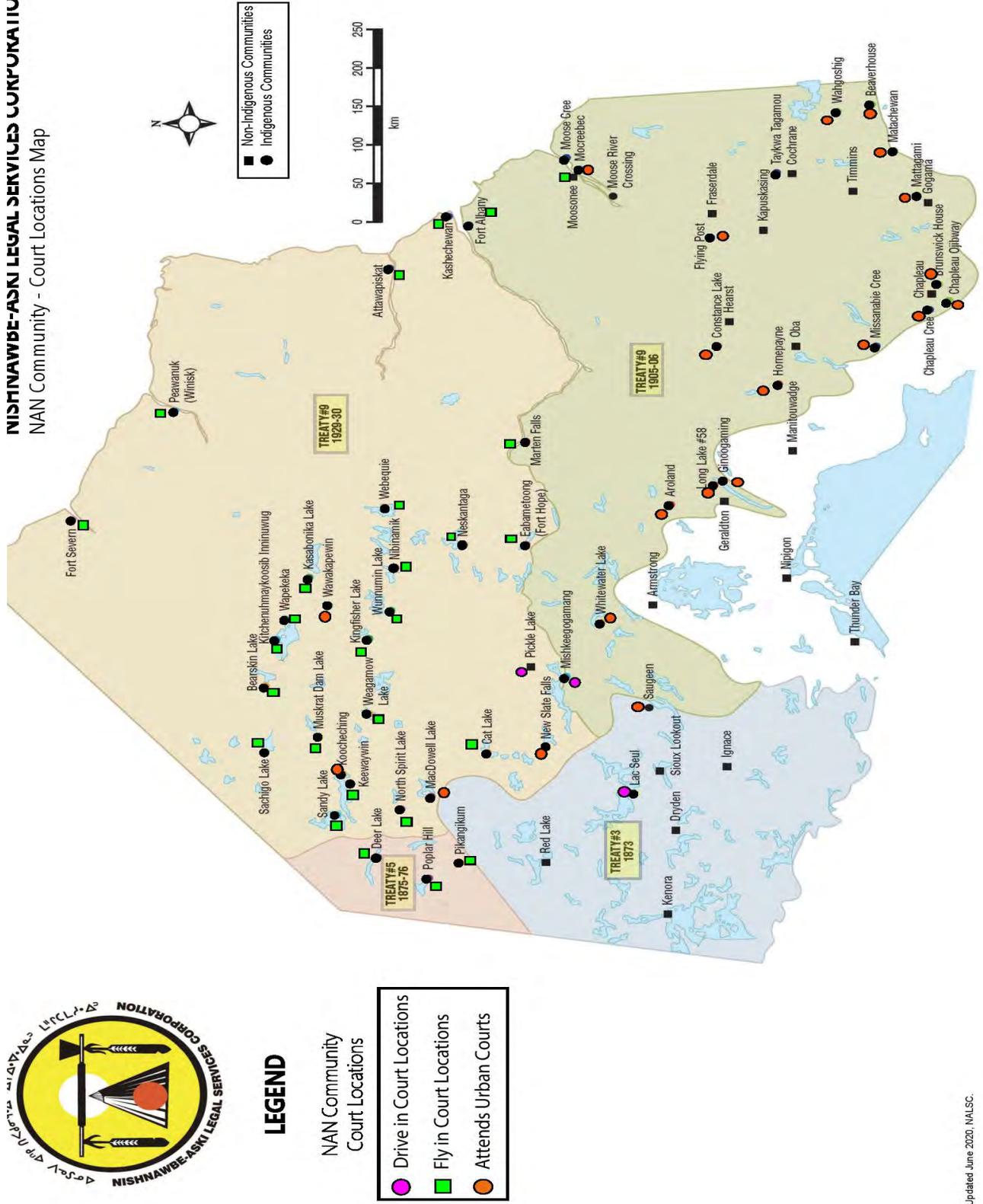


የህጋዊ ጥያቄዎችን ለመቀጠል ለሚገባው ለደህረ ገጽ 1, 2020 ጠቅላይ ገጽ 31, 2021





NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
NAN Community - Court Locations Map



■ Non-Indigenous Communities
 ● Indigenous Communities

LEGEND

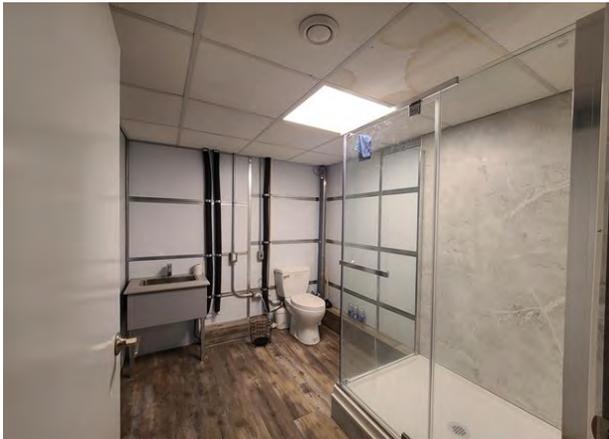
NAN Community
 Court Locations

- Drive in Court Locations
- Fly in Court Locations
- Attends Urban Courts

Updated June 2020, NALSC.

Ք-Վ-ԿՅ ԱԵՅԻՆ ԿՐԻՈՒՄՆԻՍՏԻՆԻ ԺՎԵՐԴԻ ԴԵ ԴՐՈՒՄՆԻՍՏԻՆԻ
ԵՐԵՎԱՆԻ ԳՐԱԿԱՆԱԿԱՆՈՒԹՅԱՆ ԿՐԻՈՒՄՆԻՍՏԻՆԻ ԴԵ ԴՐՈՒՄՆԻՍՏԻՆԻ ԳՐԱԿԱՆԱԿԱՆՈՒԹՅԱՆ





ለኔቶሪያ ሊገደብናል። ስለሌሎች ስራዎቻችን & ስለሌሎች ለገደብናል።



ለኔቶች ሊገቡ የሚችሉ ምርጫዎች ለመስጠት ለሚችሉ ለገቢዎች



ጃሉ-19 የጎረቤት ጥራት ማረጋገጫ ለግብርና

- የግብርና ማረጋገጫ: ማን እንደሚሰጥ ለግብርና ማረጋገጫ ማረጋገጥ ይቻላል።
- የግብርና ማረጋገጫ: ማን እንደሚሰጥ ለግብርና ማረጋገጫ ማረጋገጥ ይቻላል።
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የግብርና ማረጋገጫ ለግብርና

ማን እንደሚሰጥ ለግብርና ማረጋገጫ ማረጋገጥ ይቻላል። ለግብርና ማረጋገጫ ማረጋገጥ ይቻላል።

የግብርና ማረጋገጫ

የግብርና ማረጋገጫ ለግብርና?

- የግብርና ማረጋገጫ ለግብርና (HRIS): ማን እንደሚሰጥ ለግብርና ማረጋገጫ ማረጋገጥ ይቻላል።
- የግብርና ማረጋገጫ ለግብርና: ማን እንደሚሰጥ ለግብርና ማረጋገጫ ማረጋገጥ ይቻላል።
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ማን እንደሚሰጥ ለግብርና?

- ማን እንደሚሰጥ ለግብርና ማረጋገጫ ማረጋገጥ ይቻላል።

Cree Translations



NISHNAWBE ASKI LEGAL SERVICES CORPORATION FIRST NATIONS COMMUNITIES



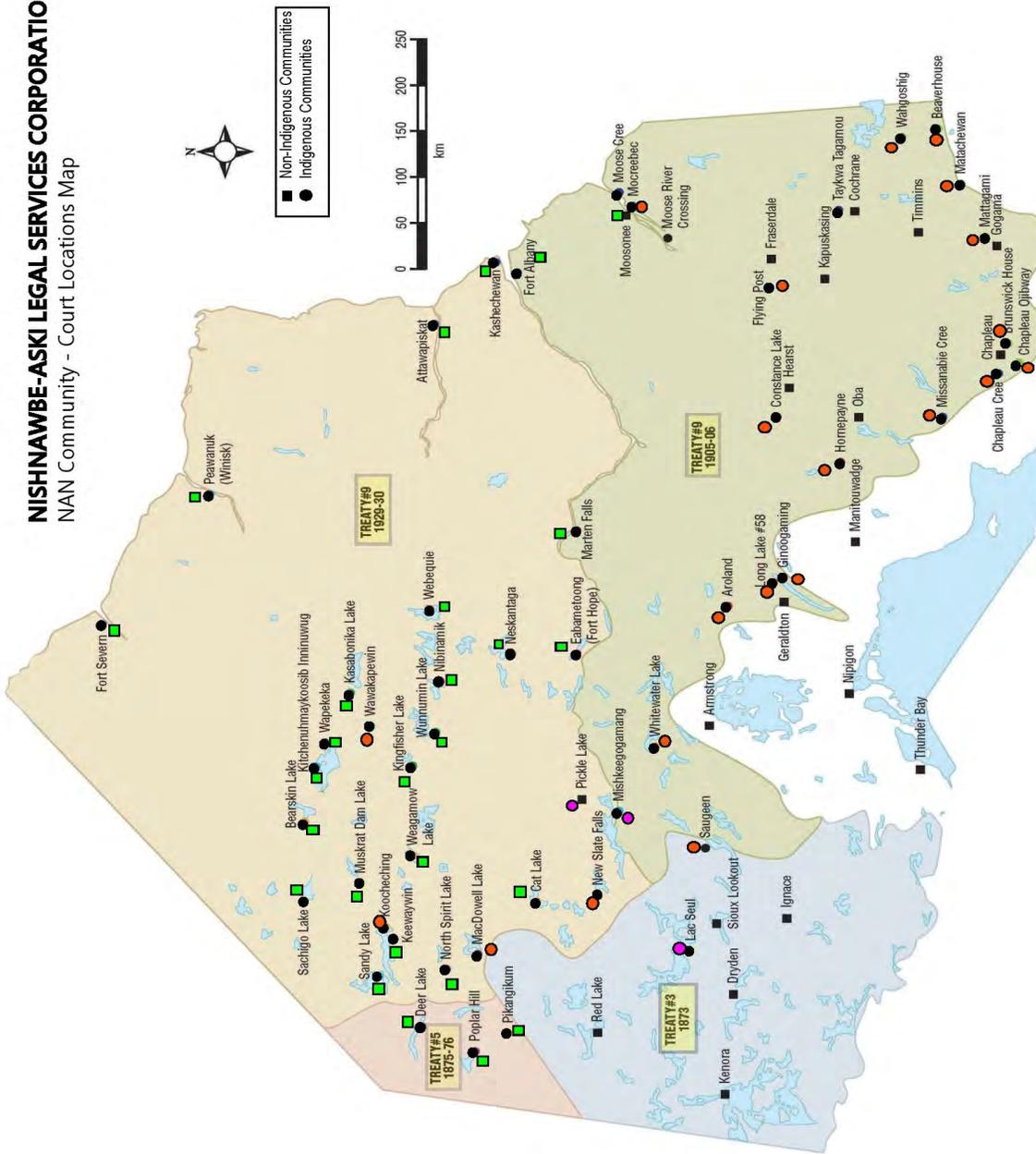
INDEPENDENT FIRST NATIONS ALLIANCE <ul style="list-style-type: none"> • Kitchenuhmaykoosib Inninuwug First Nation • Muskrat Dam First Nation • Pikangikum First Nation • Whitesand First Nation • Lac Seul First Nation 	SHIBOGAMA FIRST NATIONS COUNCIL <ul style="list-style-type: none"> • Kasabonika Lake First Nation • Kingfisher Lake First Nation • Wapekeka First Nation • Wawakapewin First Nation • Wunnumin Lake First Nation 	MUSHKEGOWUK TRIBAL COUNCIL <ul style="list-style-type: none"> • Attawapiskat First Nation • Chapleau Cree First Nation • Fort Albany First Nation • Kashechewan First Nation • Missanabie Cree First Nation • Moose Cree First Nation • Taykwa Tagamou First Nation
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ሚኒስቴር	ገቢ	ብሔር
ጥቅምት 14, 20/21, ጥቅምት 13/20 ጥቅምት 12/20, ጥቅምት 28/21	ጥቅምት 29/20, ጥቅምት 8/20 ጥቅምት 19/20, ጥቅምት 7/21	ጥቅምት 12/20, ጥቅምት 17/20 ጥቅምት 30/20, ጥቅምት 16/21
ጥቅምት, ጥቅምት, ጥቅምት #58, ጥቅምት		
ጥቅምት ጥቅምት ጥቅምት ጥቅምት ጥቅምት ጥቅምት		

ጥቅምት ጥቅምት - 2 (ጥቅምት ጥቅምት)

ጥቅምት ጥቅምት	ጥቅምት	ጥቅምት
ጥቅምት 11/20, ጥቅምት 24/20, ጥቅምት 9/20, ጥቅምት 8/21	ጥቅምት 9/20, ጥቅምት 21/20, ጥቅምት 21/20, ጥቅምት 16/20 ጥቅምት 19/21, ጥቅምት 15/21	ጥቅምት 15/20, ጥቅምት 28/20, ጥቅምት 28/20, ጥቅምት 23/20, ጥቅምት 18/21 ጥቅምት 22/21
ጥቅምት	ጥቅምት	ጥቅምት
ጥቅምት 18/20, ጥቅምት 17/20, ጥቅምት 10/20, ጥቅምት 11/21	ጥቅምት 22/20, ጥቅምት 17/20 ጥቅምት 22/21	ጥቅምት 29/21, ጥቅምት 13/20 ጥቅምት 21/21
ጥቅምት ጥቅምት	ጥቅምት ጥቅምት	ጥቅምት ጥቅምት
ጥቅምት 25/20, ጥቅምት 19/20 ጥቅምት 11/21	ጥቅምት 26/20, ጥቅምት 31/20 ጥቅምት 10/20, ጥቅምት 1/21	ጥቅምት 14/20, ጥቅምት 1/20, ጥቅምት 10/20, ጥቅምት 25/20 ጥቅምት 22/20, ጥቅምት 20/20 ጥቅምት 7/20, ጥቅምት 21/20, ጥቅምት 12/21, ጥቅምት 29/21
ጥቅምት	ጥቅምት	ጥቅምት ጥቅምት
ጥቅምት 27/20, ጥቅምት 13/20 ጥቅምት 26/20, ጥቅምት 25/21	ጥቅምት 6/20, ጥቅምት 4/20 ጥቅምት 8/20, ጥቅምት 12/20, ጥቅምት 6/20 ጥቅምት 10/20, ጥቅምት 14/20, ጥቅምት 5/20, ጥቅምት 2/20, ጥቅምት 1/21, ጥቅምት 8/21	ጥቅምት 20/20, ጥቅምት 27/20 ጥቅምት 24/20 ጥቅምት 26/21
ጥቅምት	ጥቅምት	ጥቅምት
ጥቅምት 7/20, ጥቅምት 2/20, ጥቅምት 7/20, ጥቅምት 4/20, ጥቅምት 1/20, ጥቅምት 6/20, ጥቅምት 3/20 ጥቅምት 1/20, ጥቅምት 5/21	ጥቅምት 8 & 22/20, ጥቅምት 6/20 ጥቅምት 10/20, ጥቅምት 24/20, ጥቅምት 8/20 ጥቅምት 22/20, ጥቅምት 5, ጥቅምት 19/20, ጥቅምት 2, 16, 30/20,	ጥቅምት 2, 15, 20, 28, 30/20 ጥቅምት 5, 8, 11, 13, 14, 27/20 ጥቅምት 3, 16, 16, 23/20 ጥቅምት 9, 14, 15/20 ጥቅምት 12, 18/21 ጥቅምት 15, 29/20 ጥቅምት 14/20, ጥቅምት 18/20

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION NAN Community - Court Locations Map



LEGEND

NAN Community
Court Locations

- Drive in Court Locations
- Fly in Court Locations
- Attends Urban Courts

- Non-Indigenous Communities
- Indigenous Communities

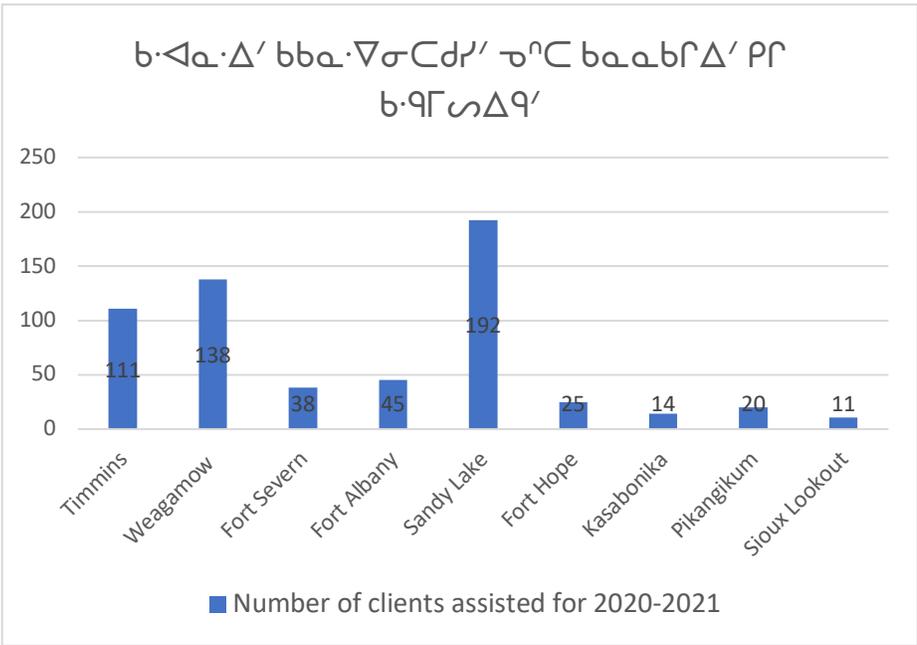


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Ν<ρ·Δρ· Vλδλ>· Δσδ' 2020-2021

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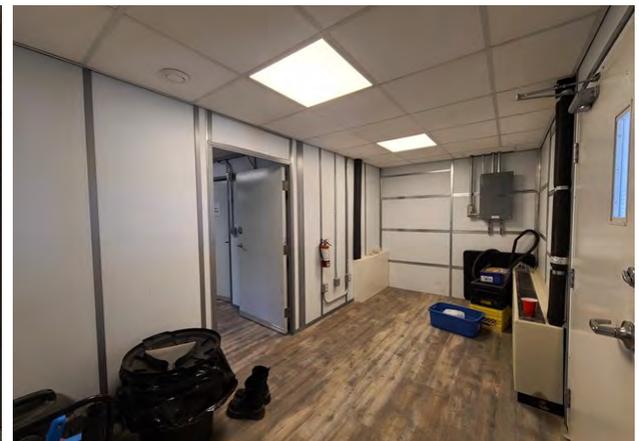
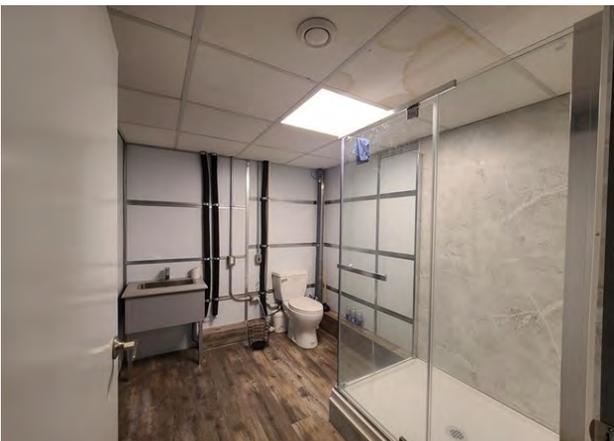


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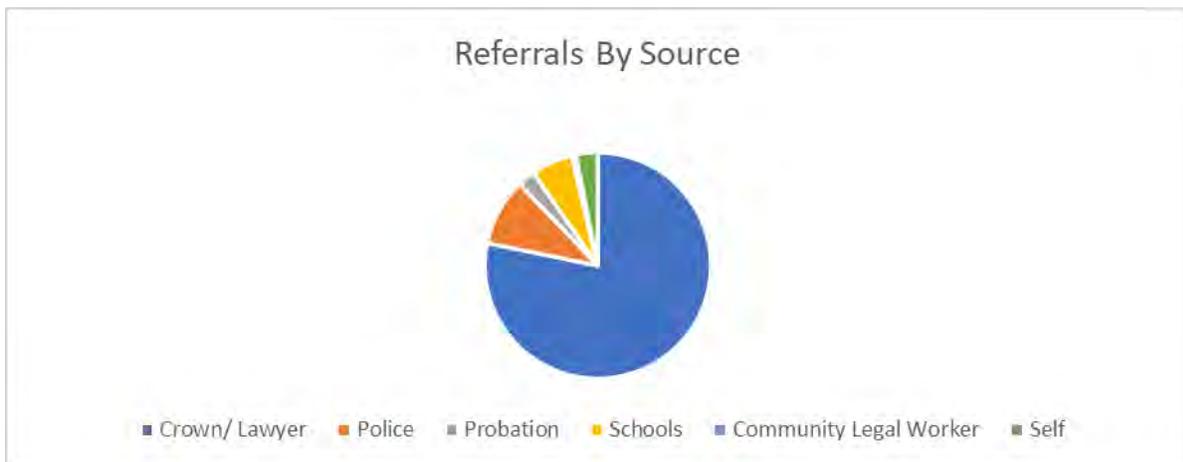
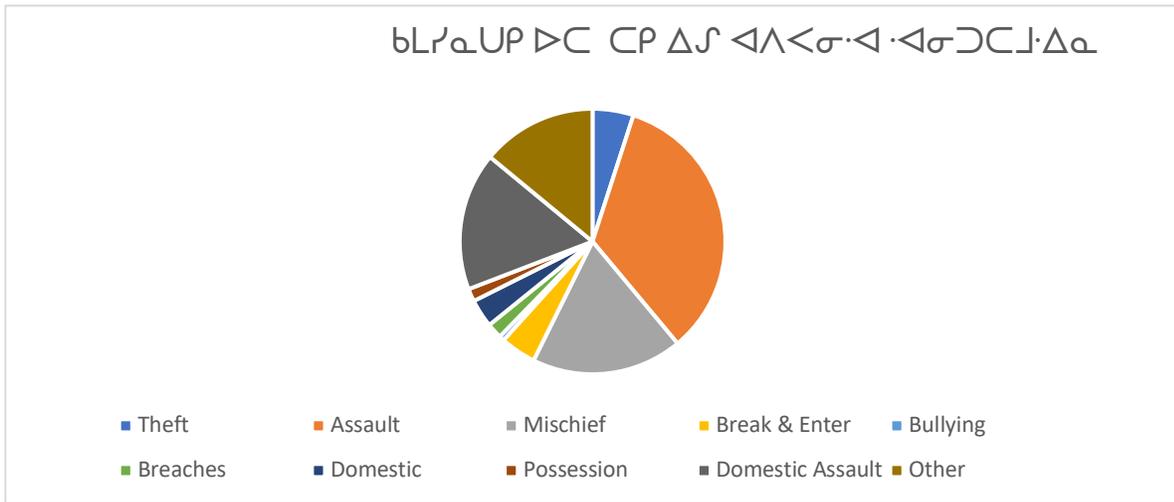
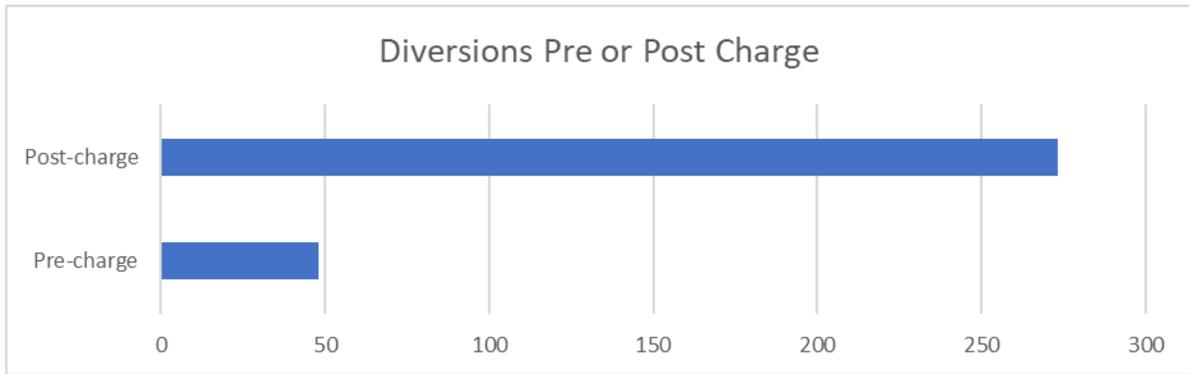
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Λ·β·ρ'·β·ε· P·ρ'· ΔC·β·P· σ·V·Δε·

P·ρ'·β· σ·ρ· λ>· Λ·β·ρ'·β·ε·?· V·Δ· β·ρ·C·ρ'·β·U·'· P·ρ'· ΔC·β·P· σ·V·Δε· ρ·β· ρ·δ'· P· Δρ'·<·σ·ρ· Γ·C·σ· C·V· P·ρ'· ρ·β·σ·'· P· Δρ· β·ε·<·Δρ'·β·U· Δρ'·Λ· 16· β·C·ρ'·P· σ·V·Δε·x· V·β·σ· L·β· ρ· Δε·<·C'· ε·P·ρ'·β·ρ· β·<·ε·Δ· <·P·ρ'·σ·ρ'· <·V·σ·β·ε· V·β· V·ρ'·β· β· P·ρ'·Δρ'· Λ·C·L· β·V·Δρ'· P·ρ'· P·ρ'·Δρ'· Ν<ρ·δσρ·Δσ'·x



CD 9-b³ bLᶑΔbUᶑ Pⁿ⁹σCΓΔ·∇·Δ³



ᐱᐅᓂᓴ ᐱᐸᓄᓂᓴᓂᓴ ᐸᐸᓄᓂᓴᓂᓴ ᐸᐸᓄᓂᓴᓂᓴ



ԱՆՐԵՐ ՈՒԺԺԳՈՒԹՅԱՆ ԿՈՄՊԼԵՔՍ ԵՐԱՆԻՆԻ ԵՐ



ᑲᑭᑭᑦᑲᑦᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ
ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ

ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ
ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ ᑲᑲᑲᑦᑲᑦ



Photos submitted by the Talking Together Program

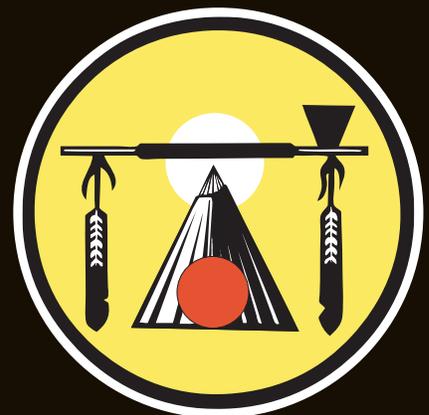


Photo submitted by the Talking Together Program