



Annual Report

2021- 2022

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2021- 2022 Annual Report NALSC
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Corporation

Published by: Nishnawbe- Aski Legal Services
Corporation

PRODUCED & PRINTED BY:



TRANSLATIONS

Special Thanks to our translators:

Ojicree: Charles Brown

Cree: Angela Shisheesh

Madelaine Kioke

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NISHNAWBE ASKI LEGAL SERVICES CORPORATION

FIRST NATIONS COMMUNITIES



EVERY CHILD MATTERS

NISHNAWBE ASKI LEGAL SERVICES CORPORATION SUPPORTS AND RESOURCES

Nishnawbe Aski Legal Services Corporation
 Toll Free: 1-800-466-5581
 Phone: (807) 622-1413
 Fax: (807) 622-3024
 Email: info@nanlegal.on.ca
 Website: www.nanlegal.on.ca

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

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

NAN Hope
 Toll Free 1-844-626-4673
 Text: 1-844-626-4673
www.nanhope.ca with Chat Feature

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

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

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

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

Indian Residential Schools Survivors and Family
 Toll Free: 1-800-721-0066
www.irsss.ca

NISHANAWBE ASKI NATION TRIBAL COUNCILS:

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

About 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

VISION

To respect and revitalize restorative justice forms of justice through Indigenous laws and Pimatisiwin.



A SYMBOL OF UNITY

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

Nishnawbe- Aski Legal Services Corporations

Programs and Services

Legal Aid Ontario

- Staff Lawyers & 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 Liaison Program

Talking Together Program

Discharge Program

PLEASE VISIT OUR WEBSITE AT
www.nanlegal.on.ca

Board of Directors

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



BOARD OF DIRECTORS MEMBERSHIP 2020- 2021

CHAIR: JIM BEARDY

Independent First Nations

VICE CHAIR: Frank McKay

Windigo First Nations Council

SECRETARY/TREASURER: Jason Batise

Wabun Tribal Council

DIRECTOR: Simon Winnepetonga

Shibogama Tribal Council

DIRECTOR: Tom Wassaykeesic

Unaffiliated Member of Mishkeegogamang First Nation

DIRECTOR: Vontane Keno

Keewaytinook Okimakanak

DIRECTOR: DGC Rebecca Friday

Mushkegowuk Council

DIRECTOR: Lisa Echum

Matawa

EX-OFFICIO NISHNAWBE ASKI- NATION CORPORATION:

Deputy Grand Chief Anna Betty Achneepineskum

EX-OFFICIO NISHNAWBE ASKI- NATION YOUTH COUNCIL

REPRESENTATIVE: Ashley Bach

ELDER EAST: Barney Batise

ELDER WEST: Vacant

ELDER CENTRAL: Sarah Waboose

MESSAGE FROM THE CHAIR

Wachiya!

Anishinawbe people of this great nation continue to thrive under harsh and difficult circumstances brought on by natural disasters or man-made crisis.

Under these most stressful and uncertain times, Anishinawbe people seek a brighter future for their families and communities. The vision of elders and leaders of the past talked about the outcome of their people, the changes that would take place altering the ways of the past and setting a new beginning.

The leaders with great knowledge and elders with a strong vision, often mentioned about the future to come, and that future they referred to has arrived.

Change is happening in every aspect of aboriginal culture; the traditional lifestyle, family and community life has disappeared. Today, the biggest life changer is technology, having a global effect in our world.

According to Canada's Chief Justice, the legal system must continue to modernize and innovate, warning it cannot return to pre-pandemic ways of doing business.

The Supreme Court of Canada said that all players in the justice system are reassessing what they do, how they do it, and how effectively they meet the needs of the people they serve.

Access to justice is not a fundamental right or a service, but above all a basic human need and an essential ingredient of democracy.

Anishinawbe communities must do likewise, quickly adapting to using technology to communicate and conduct business through audio, video or virtual.

Aboriginal nations were created and settled here on this land for a reason. Government or Church, through politics or religion, cannot change that.

As Anishinawbe people continue to move forward, gaining their rightful place in their land, we need to remember how the elders and leaders of the past have always taught and encourage their people to seek guidance from the Creator. Asking the Creator to bless this nation to protect our sovereignty.

May you have a great future. God Bless!



JIM BEARDY

Chair, NAN Legal Board of Directors

EXECUTIVE DIRECTOR'S MESSAGE – ANNUAL REPORT 2021-2022

IRENE LINKLATER B.A., LL.B.

Aniin Boozhoo Wacheya. In 2021-2022 NAN LEGAL stayed focused on the delivery of legal services and the multiple justice related programs with staff located at the NAN LEGAL member communities and at the four regional offices in conducting our organizational and funding responsibilities.

In this Annual Report as negotiations for a new Legal Services Agreement with Legal Aid Ontario continues, it is critical to remember the mandate and vision of the Chiefs and Elders. The NAN LEGAL Annual General Meeting held on February 9, 2022 by zoom Virtual and in-person highlighted the vision of the Chiefs and Elders for creating NANLEGAL that confirms that much work remains to achieve the dual mandate set out in Nishnawbe Aski Nation Resolutions (Res). Res.1988/45 and Res. 1990/26 that “traditionally our people had their own system of justice and Nishnawbe Aski wishes to re-establish that system” and resolved to “affirm our commitment to the goal of re-establishing traditional forms of justice within our own communities” and “supports the initiatives of any Band which wishes to pursue the development of traditional justice at the community level” and “in the interim Nishnawbe Aski Nation continue to work on improving the administration of justice in our communities by participating in the Working Group on the administration of justice in the Remote North and its Steering Committee.” Res. 1989/40 stated the Chiefs “agree to the establishment of a Legal Services Corporation” that created a mixed legal service model as NAN Legal Services Corporation (LSC) in 1990 “to address the shortcomings of the administration of justice and improve access to justice” for the NAN member First Nations. Res.1990/26 resolved to “respect and support those who wish to pursue the development of traditional justice systems while recognizing the needs of our individual members to have adequate legal services” that “the Board of the LSC adheres to its mandate to promote creative community-based justice programs and to ensure the education of non-Native justice personnel about First Nation traditional values and culture” and “the Executive Council address the issue of justice immediately, taking into consideration a traditional component, under the Memorandum of Understanding as an integral part of the “powers and institutions of self-government” negotiations. The 2005 outdated MOU will be replaced by the new Legal Services Agreement anticipated to begin in 2022.

This year several NAN member Elders and former Leaders met with the Board of Directors by virtual zoom for a Vision Renewal Statement for NAN LEGAL. Their wisdom, knowledge, and experience from having been involved in the establishment of NAN LEGAL into 1990 developed the Vision that states.

“To respect and revitalize restorative justice forms of justice through Indigenous laws and Pimatisiwin.

On behalf of the Staff, I wish to express our appreciation to the Board of Directors for their dedication and support and look forward to greater in person activities in the next year. I want also to thank our funders who supported NAN LEGAL by continuing to fund our services and programs that serves to support the First Nations members and communities.

The following annual services and program reports and audited financial statements refer to the fiscal year from April 1, 2021, to March 31, 2022.

MANAGER OF LEGAL SERVICES – ANNUAL REPORT 2021-2022

DON RUSNAK

Aniin Boozhoo Wacheya. The Legal Services Department of NAN Legal Services (NALSC) is currently made of up of 3 distinct programs, Legal Aid, Gladue and the Indigenous Bail Verification, Supervision & Community Release & Reintegration Programs. The Department currently makes up close to half of the full time complement of employees at NAN Legal Services. As we continue to integrate and evolve the delivery of services across NAN Territory, we are constantly adjusting to deliver the best services across such a unique region.

The Legal Services Department continues to be affected by the COVID 19 Global Pandemic and its wide-reaching impacts on all aspects of life across NAN Territory. Staff across the entire Department have adapted to the realities of delivering service during the ongoing pandemic and continue to adjust and innovate. Throughout the pandemic the health and safety of our clients and staff has been paramount as we adjusted to the realities of virtual courts and lack of in person services. Over the course of the last several months, as the on the ground realities of the pandemic and regional health restrictions and rules allow, staff have begun the resumption of in person services. To date all NAN Legal offices are open and where health restrictions and regional rules allow, in person services have resumed.

In the coming weeks and months, we will see the resumption of in person court appearance in our communities, as local leadership decides when and how those appearances will resume. We are working closely with local leadership, the Indigenous Justice Division of the Ontario Ministry of the Attorney General and its Recovery Secretariat on making sure the community's requirements for a safe reopening are met. Only when the communities welcome the courts back, will the in-person court appearances resume.

It has most certainly been a difficult, few years. I would first and foremost like to thank the people throughout NAN Territory for their patience and understanding during this unprecedented time. I would like to acknowledge the leadership in the communities for the work they have done to steer their communities through uncertainty of the past two years. I would also like to acknowledge and thank the staff of NAN Legal for their hard work and dedication throughout.

Legal Aid Program

As we continue to adjust to the realities of the ongoing COVID-19 Global Pandemic Legal Aid staff continue to operate on a hybrid basis. Where health and safety rules and restrictions have allowed, in person services have resumed. In most NAN remote and satellite courts, staff have been restricted to virtual services either via telephone or video conferencing.

Most NAN remote and satellite courts continue to be held virtually. Per diem duty counsel have continued to be scheduled for all the satellite courts in NAN Territory. NAN Legal has continued with virtual advanced days for most courts except for courts that are now being held in person. The advance days are scheduled the day before court from 1-3 pm in conjunction with other Justice System partners. Individuals can call into the court and can speak to the duty counsel or where in person services have resumed, meet with court workers or duty counsel in person. The community legal workers are also available to assist clients in completing forms and applications for legal aid or other services.

Summary advice lawyers continue to be available Monday, Wednesday, and Friday from 1:00 p.m. to 5:00 p.m. A family lawyer is scheduled for advice on Wednesdays.

PROFESSIONAL DEVELOPMENT AND TRAINING

Legal aid staff have continued to develop and expand skills throughout the past year by participating in numerous training and professional development programs throughout the year. Below are listed the training and professional development staff have completed throughout the year:

GRIEF/LOSS
TRAINING

COMMISSIONER
FOR AFFIDAVITS

INDIAN DAY
SCHOOL
APPLICATIONS

PUBLIC LEGAL
EDUCATION

HUMAN RESOURCE
INFORMATION
SYSTEM TRAINING

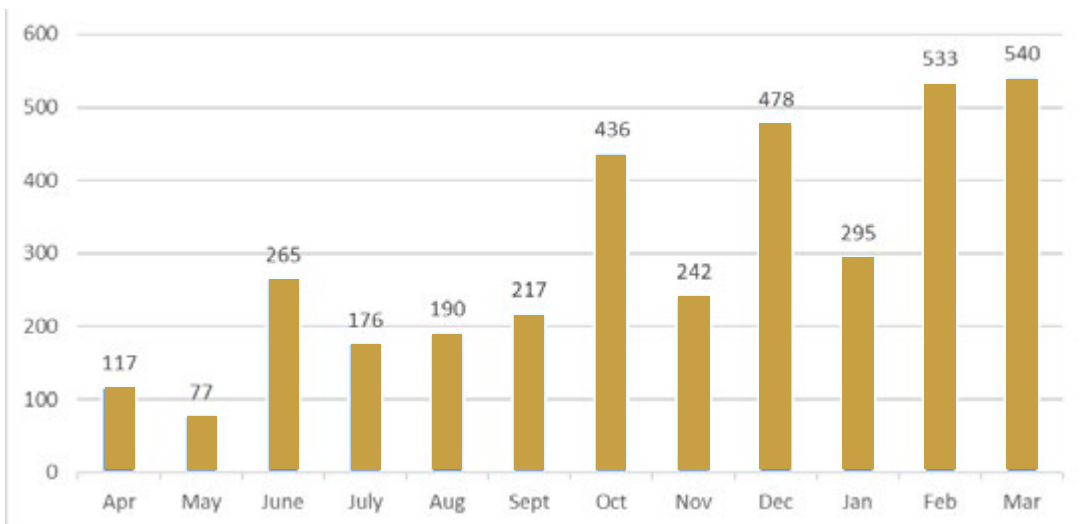
LEGAL AID
UPDATES

PUBLIC LEGAL EDUCATION

The PLE team worked through four proposals with the Policy Advisor. The team is currently working through the Indian Day School claims, while providing support to NAN community members. PLE staff continue working through the Anti Racism, Anti Hate proposal, doing community engagement events in the urban centers, while moving the project forward. Over the course of the year PLE staff with the assistance of other NAN Legal staff updated the “know your rights” cards, much of the NAN Legal brochures and Treaty maps posters. Staff continue to maintain the NAN Legal website and assist in putting together the Annual Report. During the past year staff have held numerous public legal education sessions, via Zoom, as well as taking part of various committee meetings.

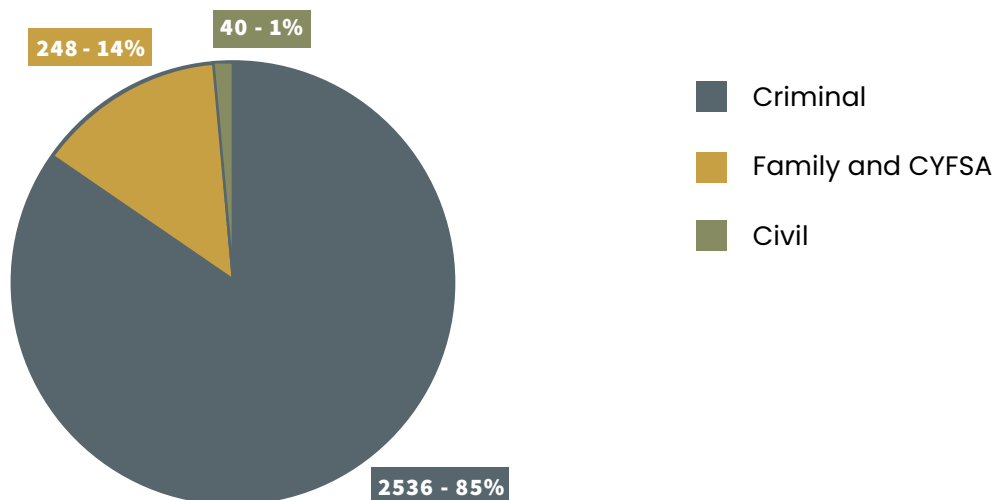
PERSONS ASSISTED BY DUTY COUNSEL AND SUMMARY ADVICE LAWYER

April 1, 2021, to March 31, 2022



NALSC CERTIFICATES ISSUED FROM APRIL 1, 2021, TO MARCH 31, 2022

2021-2022 NAN A048 Certificate Breakdown



LEGAL AID ONTARIO NEGOTIATIONS AND SIGNING, SIOUX LOOKOUT ONTARIO



NAN Legal Board Chair Jim Beardy, and LAO Board Chair Charles Harnick, sign "Terms of Reference" in Sioux Lookout on September 2021, for a new Legal Aid Services Agreement.



Courage

Gladue Program

2021-2022

GLADUE REPORTS

Waacheya, booshoo from the Gladue Program. The Gladue program continues to focus on preparing Gladue reports as required under the Criminal Code of Canada for Nishnawbe –Aski Nation (NAN) members. The main emphasis is to reduce Aboriginal over-incarceration in correctional institutions. Therefore, the goal of the Gladue report is to tell the subject's life circumstances that brought them before the court, and alternative sentencing recommendations with restorative justice options.

COVID-19 still played a factor in the number of Gladue report requests. Our Gladue report requests continue to be down significantly since 2019-20 when the pandemic started. Our Gladue writers were not able to do community visits to do in-person interviews; correctional facilities went on lockdown due to COVID-19 outbreaks, and, at times when correctional facilities reopened, no face-to-face interviews were not allowed, only behind glass windows; fly-in remote community courts proceeded through ZOOM, and the majority of Gladue reports prepared were only for in-custody matters. Below is the number of Gladue reports prepared for the fiscal year.

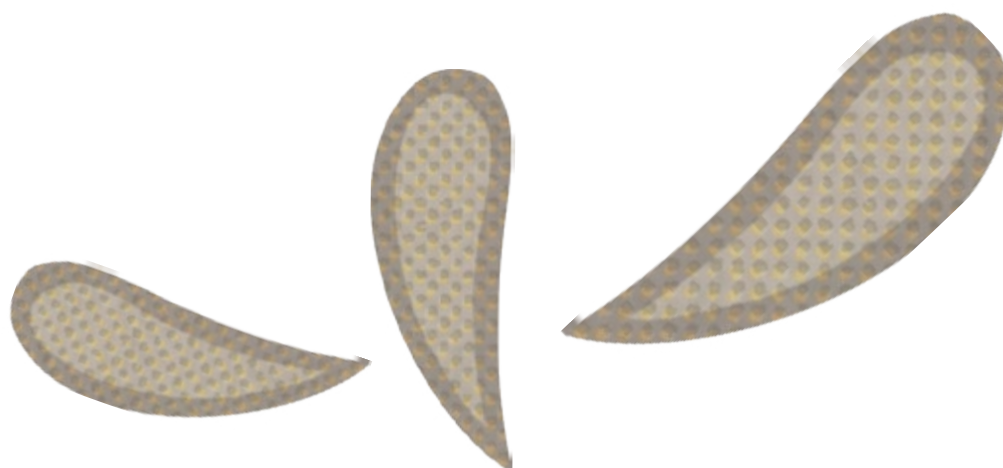
GLADUE REPORTS REQUESTS 2021-2022:

	Initial (April 1, 2021-Sept 30, 2021)	Interim (Oct 1, 2021-Dec 31, 2021)	Final (Jan 1, 2022-March 31, 2022)
Sioux Lookout-Kenora	9	11	8
Thunder Bay	5	6	4
Timmins	7	9	8
Total	21	26	20

Note: Total Gladue reports requested this year are 67

GLADUE AFTERCARE WORKERS

The Gladue Aftercare Workers also known as “Gladue Caseworkers” work with NAN Gladue clients once they complete their sentencing before the courts. In the Gladue reports, caseworkers assist the Gladue writers to prepare Gladue recommendations that are culturally appropriate. There were 67 new clients throughout the reporting year. Not all new clients were sentenced, their court sentencing was adjourned throughout the preceding months. Caseworkers continued to make referrals to service providers for culturally appropriate programming, particularly for clients living in urban areas. Gladue Caseworkers improve Gladue services by incorporating trauma-informed-based services into service planning that are both traditional and mainstream approaches to counselling. Gladue Caseworkers reported disruption of services to clients due to the COVID-19 pandemic.



COMMUNITY PARTNERSHIPS AND PRESENTATIONS

The Gladue staff continued to develop community partnership with justice personnel by circulating a newsletter to make awareness of our Gladue program in our NAN area. It was intended for judges, lawyers, and crown attorneys on how to request a Gladue report. Other topics included "Guilty Pleas When Requesting a Report," "Sealing of Gladue Reports," "Conditional Sentence Orders," COVID-19 updates, and the role of Gladue Caseworkers. Also, the Gladue program submitted Gladue information to our Public Legal Education department.

As noted, the COVID-19 pandemic impacted many other organizations, including our Gladue program. All community partnership engagement proceeded through Zoom. The Gladue staff continues to build a working relationship with Probation and Parole, social workers, and Native Inmate Liaison Officers (NILO) to work together for NAN inmates in correctional facilities. Developing a positive working relationship with correctional staff has had its benefits. We were able to dialogue and assist NAN inmates in custody. NILO workers would contact the Gladue staff about an inmate needing a Gladue report for their sentencing.

The Gladue Caseworkers would then advocate for NAN inmates needing Gladue reports and contact their legal counsel. Gladue posters were also circulated to correctional facilities in our NAN region.

Gladue presentations were very minimal this year due to no in-person contact, and travel restrictions to communities, but the Gladue program did some presentations. Timmins Gladue staff were able to present to Brunswick House First Nation via Zoom when it was requested by a Council member and to the Salvation Army. In February 2022, the Gladue department participated in the NAN Justice Symposium with guest speaker Harry Laforme. Mr. Laforme presented and spoke on "Gladue & A Third Prong Approach to Over Representations and Over Incarceration of Aboriginal Peoples." The Gladue program also did a presentation on "Know Your Gladue Rights" to NAN members in March 2022.

PROFESSIONAL DEVELOPMENT AND TRAINING

The Gladue staff continues to partake in professional development and training for improving client services. Listed below are some training staff did throughout the year via Zoom:

- Harm Reduction and Naloxone Training
- Front Line Skills for Social Workers, Motivational Interviewing Skills: Strategies for Supporting Change, and Case-Noting. three-day workshop
- Anti-Human Trafficking Prevention, Awareness, & Strategy
- Ontario Indigenous Friendship Centre Justice Workshop
- Development on Custom Laws & Aboriginal Justice
- Aboriginal Legal Services: Gladue and Aftercare Conference
- Anxiety Disorder Training

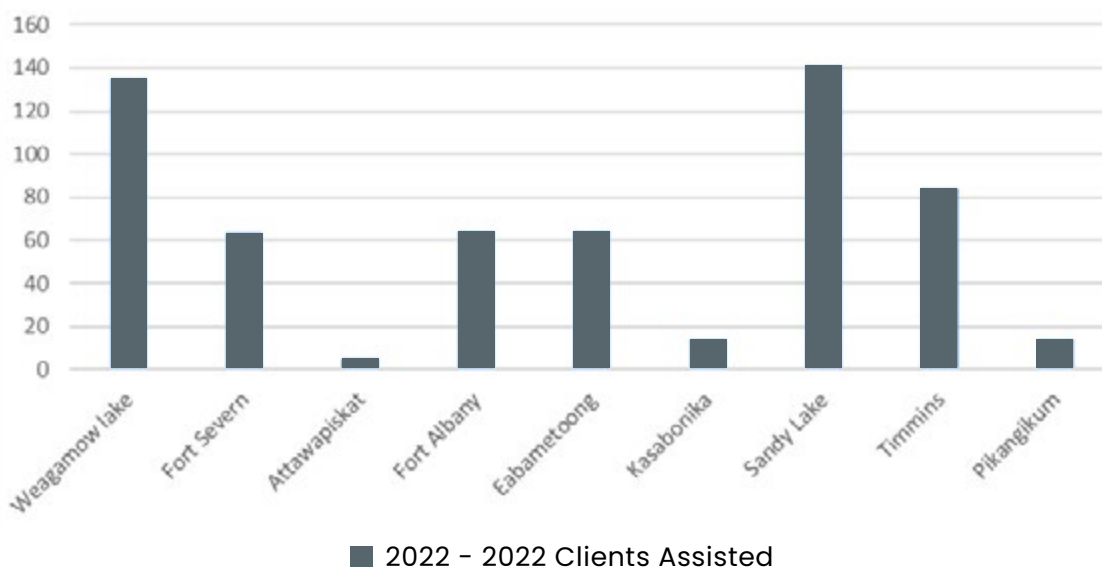


Honesty

Indigenous Bail Verification and Supervision and Community Release and Reintegration Programs 2021-22

It has been a busy year for Bail and Release and Reintegration. Despite COVID 19, all workers across both programs have been busy with clients and providing legal and social service resources and information to both clients and community members.

2021 - 2022 STATISTICS



STAFFING

The Bail and Reintegration Teams are almost fully staffed except for a vacancy in Sioux Lookout. Some changes to the team were, having Catherine Gull as their interim Transition Coordinator, while Oana Cristea, Bail Manager and Staff Lawyer is on maternity leave until October. Catherine has been a Bail Worker in Timmins since May 2020 and prior to that, she was a Gladue writer for 3 years for NALSC. The Team also welcomed Don Rusnak, Manager of Legal Services, as the Manager for the team until Oana's return. There is always a learning curve for both new staff in leadership positions and workers, but the transition went well.

The Team also welcomed Rhyan James, who has come with much experience as his prior position was Bail worker for Ininew Friendship Centre's Bail Program, and Ashley Pelletier, who was hired on contract to cover Amanda Ratte, who also went on maternity leave and is returning in September. And the newest hire is Bobby Aninishinabie as the Release and Reintegration Worker for Sandy Lake, welcome Bobby!

The Bail Program is also in the process of hiring an Admin Assistant to provide program support with the new up and coming opportunities and will be a much-needed asset. The successful candidate will be based in Timmins but will provide support to the whole team.

PROGRAM UPDATES

The Team has engaged in a variety of Trainings and held Program Presentations via Zoom, to maintain personal safety throughout COVID. The team participated in a two-day Mental Health First Aid First Nation (MHFA) Training and Cultural Awareness Training with Superior Strategies Supply and Service Inc. All team members received their certificate for the MHFA and it greatly aided in recognizing and being able to act when interacting with any clients experiencing situational crisis or diagnosis. Cultural Awareness Training was generalized with some historical components in conjunction with contemporary references. Most team members were aware of the overall course content, but it was a good refresher and brought out a lot of excellent group discussion.

Some of the team participated in a three-day OFIFC (Ontario Federation of Friendship Centres) Justice Conference in October as well. Again, it was a good proponent for new information and refreshers. Participants were engaged in Gladue presentations and discussions, which are directly connected to the CRRW work.

The team also participated in NALSC's AGM, held program presentations for the Indigenous Justice Division's Regional Justice conference, and have done outreach in the community, which was not always possible with COVID restrictions.

Indigenous Bail Program and Community Release and Reintegration has successfully navigated through Covid barriers and it's a very exciting time as the program builds for Timmins and the Remote communities. For the first time since Covid, the team will be engaging in in-person training. It will be a great opportunity to learn from each other, network and be involved in Strategic Planning and everyone is looking forward to meeting new (and newer) employees and seeing old friends and co-workers.



Humility

Discharge Planning Program – Annual Report 2021- 2022

SUBMITTED BY:
PROGRAM COORDINATOR HOLLY SITCH

The discharge team doubled the number of last years clients being assisted to travel home. It was an amazing and very busy year with 652 people supported in their travel home.

North West	Central	North East
281	185	186

- Funding was found to continue the Discharge Program for as long as the funding would last in this new fiscal year.
- We were very busy and doubled the client discharges that we did last year. At the end of this past fiscal year, we had assisted 652 clients which has surpassed the 318 we did the previous year.
- Some of the challenges we faced have to do with COVID testing, valid ID and proof of vaccinations. We have been contacting, when necessary, the client's families for their ID and to get their proof of vaccinations. Court ran late quite often leaving transportation for clients either scheduled for the following day or the drivers having very late transportation that was most of the time in darkness. We also dealt with some very unpredictable weather and road conditions throughout the year.
- We have also assisted with discharge plans for Youth who are being released. There has been an increase in referrals as our name is getting out to Youth probation and lawyers.
- Thunder Bay has been sending their overflow to Central North – Penetanguishene and Central East – Midland facilities and they usually are only there for a week or less and then need to be sent home. This created an issue due to the outbreak of COVID in the facilities and therefore the clients cannot travel in public transportation.
- We continue to have numerous late releases which is also a challenge due to most Band offices being closed by the time we receive the referral. Fortunately, some Chief's and Pandemic Leads have given us their personal cell phone numbers so that we can contact the community before sending the client home.
- An application for funding through the COVID – 19 FNIHB Ontario Indigenous Community Support Fund was completed and sent in as well as one for the Ministry of Transportation. Unfortunately, all funding was stalled due to the upcoming election; we are hoping to hear back soon on the outcome of both applications.




Love



Restorative Justice Department Annual Report 2021-2022

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

Due to the restrictions that have been in place within First Nation Communities, on Provincial and Federal Courts proceedings, and on community gatherings as a whole, the amount of programming done this year has been lower than in previous years. However, these restrictions have not stopped us from continuing to provide services to members of NAN.



The Restorative Justice team for youth and adults has continued to utilize the technology available such as online platforms (ZOOM, Facebook, Microsoft Teams, Skype) to get in contact with their clients and ensure that they can facilitate necessary programming through virtual circles. Since we have begun virtual circles, Victim Participation has increased by approximately 50%. This is a great achievement, as we want to work towards mending the harm done to all parties involved, particularly victims.

The Youth Intervention program and the Guns and Gangs program have continued to work through the lockdowns within the communities, ensuring that they are facilitating activities that the youth can do on their own or at home with their families. Many of these activities included contests and would feature themes such as art appreciation, photography, music, writing, and any other activity that brings out a person's creativity. Facilitators have also been able to host video game tournaments where youth from across the NAN Territory can come together and play or chat, providing a form of social interaction that has not been otherwise possible with COVID-19. Finally, we were able to host a virtual Youth Symposiums where we have been able to bring in music artists from the Reach for Life Tour to connect with youth over ZOOM. This included youth registering and participating in music workshops, while the artists told their stories to empower the youth. Despite the limitations of COVID -19 and our dependence on virtual outreach strategies, this year has been full of very successful programming. With in-person gathering opportunities now arising, we are looking forward to resuming face-to-face programming where possible.

The Community Learning HUB has also continued to facilitate virtual programming with youth and adults who have been referred to the program, and we have continued accepting self-referrals for those wishing to improve their life and employment skills. Our HUB facilitators have also been working on a new gender-based violence program in collaboration with Springboard that is rooted in the seven grandfather teachings, which will become available in July 2022. We will continue to work with Springboard to create new programming as funding becomes available.

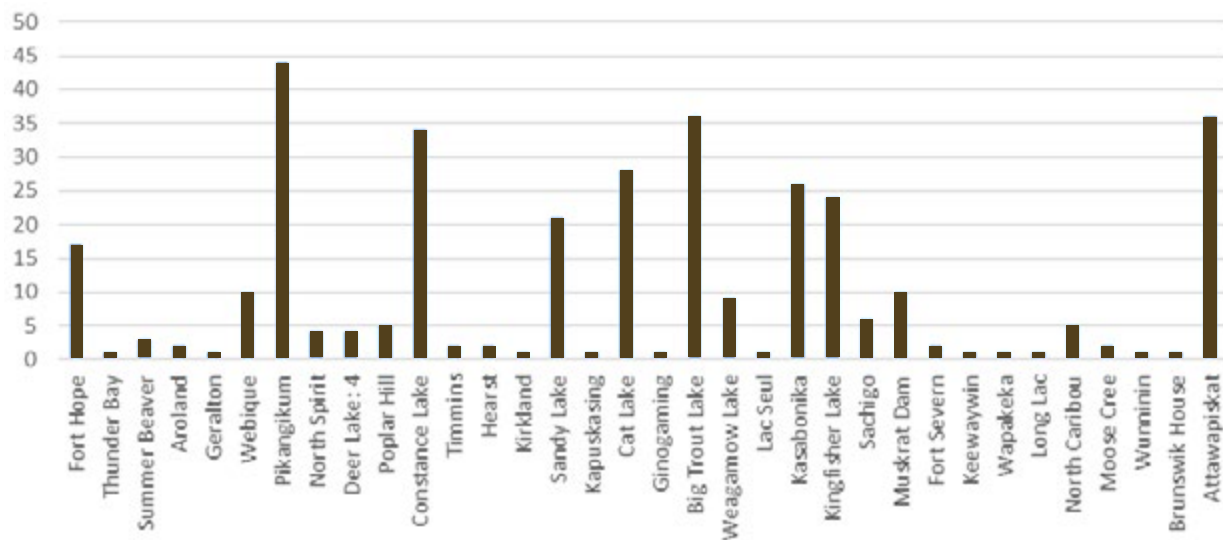
We are proud to announce the Sexual Assault and Domestic Violence (SADV) program has been designated as an Indigenous PARS program with both staff working diligently to ensure clients have all of the opportunities, they need to complete programming. Group sessions for this have begun with classes occurring three times a week to assist with the caseload, however, individual sessions are accommodated for those who are unable to attend due to prior commitments.

The Bylaw Program has started facilitating in-person presentations within the First Nation communities and have worked with other restorative justice facilitators to ensure that cases relating to bylaws/BCRs are referred to the program. They have also been working with the NALSC Staff Lawyers to bring forward any questions that the First Nations may have with relation to implementing bylaws within their communities, and what steps will need to be taken.

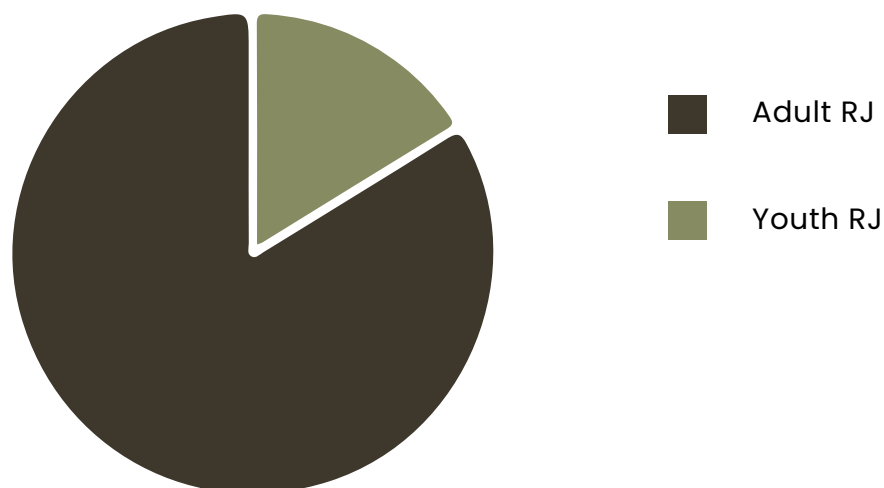
The Pre-charge program has been an integral part of the department in ensuring that we are able to create working relationships with law enforcement to ensure clients have the opportunity to avoid being placed in the court system. We have had the opportunity to assist with community evacuees, and sign a protocol between NALSC, Nokiwin, The Indigenous Friendship Centre, and the Thunder Bay Police to ensure clients are provided with the services they require.



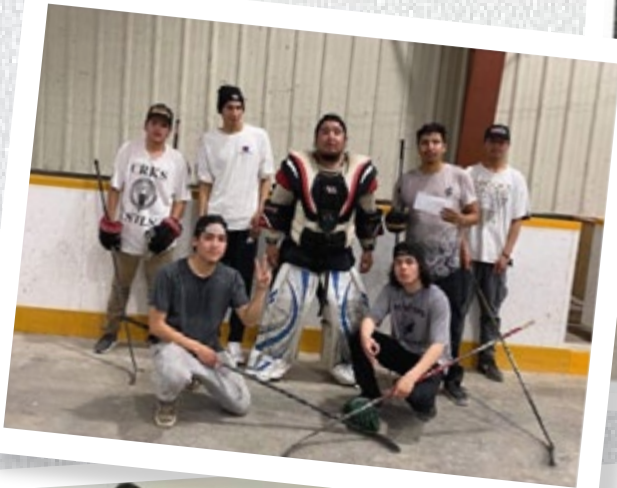
REFERRAL BY COMMUNITY



ADULT REFERRALS VS YOUTH REFERRALS



RESTORATIVE YOUTH JUSTICE YOUTH INTERVENTION PROGRAM



RESTORATIVE YOUTH JUSTICE STAFF



L-R By Law Team Lead; Vern Morris, Restorative Justice Coordinator; Natasha Salatino-Mach, Restorative Justice Assistant; Lauren Differ, Restorative Justice Manager; Chantelle Johnson, By Law Worker; Ralph Taylor





Respect

Victim Witness Liaison Annual Report 2021- 2022

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 twofold, firstly, to offer support to NAN community members who have been harmed to navigate their role in the criminal justice system, while advocating for their rights, under the Canadian Victims Bill of Rights. The second mandate of the VWLP is to bring traditional and culturally appropriate supports and services to NAN community members who have been harmed. This includes the use of Elders, knowledge keepers, ceremony and incorporating community-based solutions to support those harmed.

VWLP offices are located in; Kenora, Sandy Lake First Nation, Sioux Lookout, Thunder Bay, Kashechewan First Nation and Timmins. For the time April 1, 2021, to March 31, 2022 VWLP provided service to 996 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 looked into investigations of 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. Family meetings were held in Sioux Lookout and Thunder Bay, with the Chief Coroner of Ontario to review the findings of the reinvestigations.

This year, VWLP launched the Cultural Healing Program in Poplar Hill First Nation, which brought Elder support to the community, to address identified issues resulting from trauma and harm. Through culture-based programming, community members were presented with Indigenous teachings guided by an Elder that focused on:

- Nurturing healthy lifestyles and relationships
- Supporting healthy ways of well-being and healing
- Promoting self-awareness and personal responsibility
- Developing and strengthening of the Anishinaabe language and ways of knowing
- Building life skills and developing new knowledge systems
- Building stronger communities, providing a sense of belonging
- Empowering, cultivating self-growth and self-determination

The VWLP also received recognition from the Ministry of the Attorney General as a recognized Indigenous-Specific Intimate Partner Violence Prevention Program. In collaboration with the NAN Family Wellbeing Program, work is underway to engage NAN communities in consultation to learn and understand their needs and supports required to appropriately and equitably respond to and support families affected by violence.

The VWLP program administers the Victim Quick Response program, which provides financial support in limited circumstances, to those harmed by violence. When a serious assault or incident occurs, financial support can be made available for safety considerations or immediate counselling services. From April 21, 2021, to March 30, 2022, a total of 23 NAN community members were provided with support through the Victim Quick Response Program.

NALSC Victim Witness Liaison's are made aware of victims through referrals from police services, justice partners, community leadership, 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 as a result of a crime committed in Canada.



KNOW YOUR RIGHTS

VICTIMS HAVE A RIGHT TO:

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



Truth

Talking Together Program, Nih Keewaywin - My Journey Back Home and Community Counselling Centre of North Bay

ANNUAL REPORT 2021- 2022



This past year continued to be challenged with Covid 19; all programs adapted to virtual technology, teleconferencing for Circles and presentations. A few in-person meetings gradually took place in the fourth quarter as restrictions lifted.

Staff have participated in various workshop and trainings; HRIS, Vicarious Trauma- An Indigenous Perspective, NAN Continuity of Care Forum-Seven Youth Inquest, Traditional Parenting, 2SLGBTIA & Structural Inclusion Within the Gender-Based Violence Sector, Information Session Yes Employment, OAFM Child Inclusive Mediation, Human Trafficking Conference Timmins

Program presentations were completed at Nokiiwin, Ontario Association of Family Mediators Professional Development Conference, Windsor Law Class, Beendigen Women's Crisis Home, Victim Services.

An increased number of Circles were held as restrictions lifted, this allowed for more engagement. Some barriers the clients were experiencing was lack of data, no phone, no minutes, covid, hunting, staff turn-over and agencies response time. However, strategies used to connect with clients were providing minutes, app programs, calling after regular hours, email, and home visits when possible. We have had several band representative inquiries for clients on and off the first nation that we are actively seeking including a Rapid Response process that requires an immediate Circle. My Journey Back Home have had six Circles in the third and fourth quarter and our Aftercare Worker continues to work with clients actively on a weekly basis.

We submitted a proposal to MCCSS for Nih Keewaywin-My Journey Back Home last spring/summer and became a successful applicant in the summer/fall of this report. Nih Keewaywin-My Journey Back Home is similar to Talking Together Program ADR (alternative dispute resolution) but designed for youth ages 12-29 using traditional circles, and servicing clients in the city of Thunder Bay. The program is composed of an ADR Facilitator and an Aftercare Worker who have distributed introduction letters to partners and local organizations, as well as assisted with a pamphlet, power point and banner. We have had inquiries and staff are working on referrals and presentations currently. Child and Family Services have included our Nih Keewaywin aftercare worker in service plans and have offered services during the process. Of the two youth referrals we received one thus far has evolved tremendously in a short time by following through with appointments, phone calls and keeping the aftercare worker informed when help/assistance is needed, and one has gone back to their home community.

As challenges and barriers were difficult for our staff and clients this past year, we continue to work towards providing Alternative Dispute Resolution services and support to our communities in the best interest of our children.

TALKING TOGETHER, MY JOURNEY BACK HOME & COMMUNITY COUNSELLING CENTRE OF NIPISSING
STATISTICAL REPORT - APRIL 1, 2021 - MARCH 2022

Talking Together Program Service Area	Open Files Carried Forward April 1, 2021	New Client Files Opened During Fiscal Year	Client Files Closed During Fiscal Year	Cases on Wait List at end of Fiscal Year	Circles Held during the Fiscal Year	Cases where Agreement reached during the Talking Together Circle	Children who are the focus of Talking Circle	Families Involved	Circle Participants
James Bay	18	2	15	5	7	6	54	20	35
Timmins	18	5	13	10	3	3	60	23	18
Sioux Lookout	5	1	3	3	3	2	18	6	15
Thunder Bay	14	12	13	15	11	9	57	26	47
CCCN North Bay	3	3	3	3	0	0	7	6	0
MJBH Project	0	4	0	0	6	6	NA	4	24
Total	58	27	47	36	30	26	196	85	139



Wisdom

NISNAWBE-ASKI LEGAL SERVICES CORPORATION (NALSC)

HUMAN RESOURCES - 2021- 2022 ANNUAL REPORT

STAFFING

NALSC has grown exponentially over the past 3 years adding approx. 20 new contract/regular positions including Discharge program workers, Pre-Charge program workers, My Journey Back Home program workers, and additional Staff Lawyers. We have added many new positions and filled many of our vacant positions through out the NAN Territory.

The Human Resource (HR) Department worked diligently to successfully fill vacant positions, even though faced with the barriers brought on by the crisis of the COVID-19 pandemic.



STAFFING SUMMARY 2021 - 2022

34	Total New Employees (FT/PT/Casual/Contract)	2	Short Term/Long Term Disability Claims
6	Contract Employees	3	Employees on Leave
5	Employees Transferred within the organization	0	WSIB Claims
0	Employees Retired	5	Resignations

The HR Department continues to work closely with all NALSC programs with their staffing needs as they grow and expand their services to address the legal needs of the NAN Territory.

BUILDING CAPACITY:

NALSC has successfully applied for community funding and worked closely with current funders to address various needs throughout the NAN territory. Through this, NALSC has been able to provide much needed services to our clients and further provide job opportunities to NAN members. In the 2021-22 fiscal, NALSC continued to seek funding to address the needs of the NAN communities and from that, strived to continue building a workforce with strong connections to our NAN communities and clients. Currently, 24% of our workforce resides in a NAN Community, with many of our other staff being from NAN communities but residing and working out of our other NALSC main office locations in: Timmins, Sioux Lookout, Kenora, Thunder Bay and Red Lake.

HEALTH BENEFITS

Effective July 1, 2021, NALSC joined a new health benefit carrier – CINUP.

COMPENSATION

We are in the process of building our compensation pay grids and finalizing a pay equity plan. The project is expected to be completed in Sept/22.

HEALTH AND SAFETY

It was a challenging year as the pandemic continued, entering multiple waves, effecting our staff, their families, and their communities. We continue to follow all Provincial guidelines and NAN community BCR's in place. Staff continue to work closely with NAN communities to safely deliver services and work with NAN clients.

Although not all NALSC staff are fully back to their respective offices, all our offices are now open for clients to safely receive in person services. All offices still have COVID-19 restrictions in place such as: social distancing, frequent hand washing and an optional mask requirement. Staff continue to monitor for COVID-19 symptoms and stay home and quarantine if symptomatic.

COMMUNICATION/HRIS

NALSC has implemented a new Human Resource Information System (HRIS). The organization began using system in Feb 2022. The system will help staff access personnel documents, see, and submit their requests for leaves, and have quick access to various shared documents such as the HR Policy Manual, NALSC Finance Manual, Benefit Booklets, training accomplishments, etc.

HR POLICY MANUAL

HR worked with staff to develop and implement a new HR Policy Manual which was adopted and approved by the Board of Directors on March 25, 2021.

WHERE HAVE WE MADE IMPROVEMENTS?

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

The HRIS is fully functional now and all staff are using it.

✓ **HIRING PRACTICES:**

During the pandemic, we were utilizing “Teams” and “Zoom” as a form of communication to recruit and onboard staff. We are now moving back to in-person interviews where possible.

✓ **HEALTH BENEFITS:**

We have joined CINUP as our new health benefit carrier. CINUP offered more flexibility to better align with claims not covered by Non-Insured Health Benefits (NIHB).

✓ **COMMUNICATION:**

All staff receive regular updates regarding new staff, positions, and their locations. All new staff are also introduced to other staff during our monthly ALL-STAFF meetings.

WHAT'S NEXT?

We are in the process of developing & implementing our compensation grids and update a Pay Equity Plan.

We are working with staff to re-open all offices safely to better serve our NAN clients. With that, we are also exploring Hybrid Workplace options.

We will continue to look for ways to improve our recruitment strategies to better reach our NAN communities and members with employment opportunities

We continuously faced with challenges in recruitment and retention is areas such as competitive salaries and lack of available housing. We will continue to explore new strategies and funding work with these barriers.

Succession Planning will be a part of our organizational forward planning.

FINAL THOUGHTS

Once again, we have had a very successful year in recruitment and retention. Our staff retention rate has increased exponentially in comparison to the prior years, as shown above. Vacancies are being filled quickly with qualified candidates – many from our NAN communities. Although the COVID-19 pandemic presented NALSC with many challenges over these past years, NALSC staff worked extremely hard to successfully come up with innovative ways to provide services to our NAN communities and clients. We are now ready to see our candidates, new staff and clients in-person, moving forward cautiously to return to in-person interactions at all levels of the organization.

The Human Resources department will continue to support all staff with their human resource needs and work with the organization to promote a well-balanced, employee/employer relations.



NISHNAWBE ASKI LEGAL SERVICES CORPORATION

FIRST NATIONS COMMUNITIES



INDEPENDENT FIRST NATIONS ALLIANCE

- Kitchenuhmaykoosib Inninuwug First Nation
- Muskrat dam First Nation
- Pikangikum First Nation
- Whitesand First Nation
- Lac Seul First Nation

SHIBOGAMA FIRST NATIONS COUNCIL

- Kasabonika Lake First Nation
- Kingfisher Lake First Nation
- Wapekeka First Nation
- Wawakapewin First Nation
- Wunnumin Lake First Nation

MUSHKEGOWUK TRIBAL COUNCIL

- 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

- 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

- 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

- Brunswick House First Nation
- Chapleau Ojibwe First Nation
- Matabechan First Nation
- Mattagami First Nation
- Flying Post First Nation
- Beaverhouse First Nation
- Wahgoshig First Nation

KEEWAYTINOOK OKIMAKANAK

- Deer Lake First Nation
- Fort Severn First Nation
- Keewaywin First Nation
- Macdowell Lake First Nation
- North Spirit Lake First Nation
- Poplar Hill First Nation

Nishnawbe-Aski Legal Services Corporations

Toll Free: 1-800-465-5581
(T) 807- 622-1413
(F) 807-622-3024
www.nanlegal.on.ca

INDEPENDENT BANDS

(Bands not affiliated with any Tribal Council)

- Mishkeegogamang Ojibway Nation
- Mocreebec Eeyoud Council
- Sandy Lake First Nation
- Weenusk First Nation (Peawanuck)



Annual Report

2021- 2022

OJI CREE

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NISHNAWBE ASKI LEGAL SERVICES CORPORATION

FIRST NATIONS COMMUNITIES



EVERY CHILD MATTERS

NISHNAWBE ASKI LEGAL SERVICES CORPORATION SUPPORTS AND RESOURCES

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

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

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

NAN Hope
Toll Free 1-844-626-4673
Text: 1-844-626-4673
www.nanhope.ca with Chat Feature

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

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

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

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

Indian Residential Schools Survivors and Family
Toll Free: 1-800-721-0066
www.irsss.ca

NISHANAWBE ASKI NATION TRIBAL COUNCILS:

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



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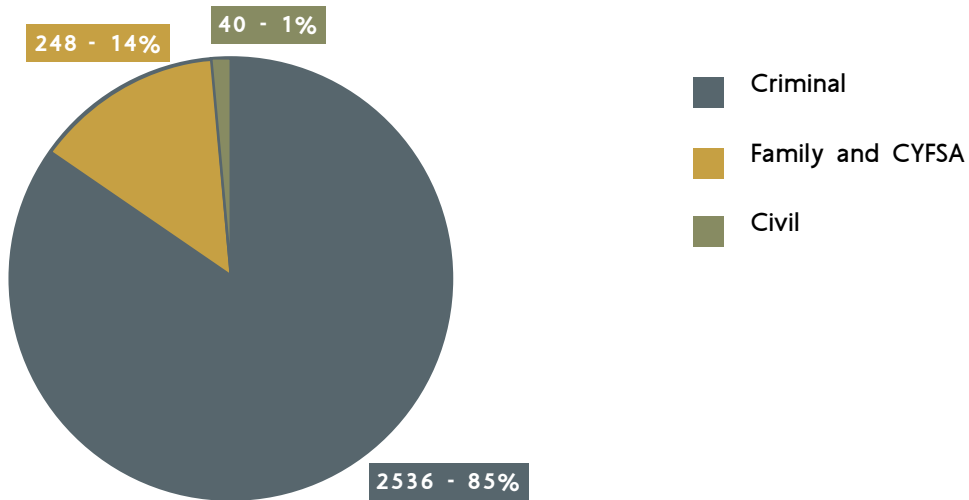
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2021-2022

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 ለጋራ ስራ ለሚሰሩ የሚገኙት የሰላም ጥራት ለጋራ ስራ ለሚሰሩ የሚገኙት የሰላም ጥራት



Courage

የጤና ጥራት ምርመራ 2021-2022:

	$\sigma^{u\bar{C}^c}$ ($\sigma P \Lambda \rho^c$ 1, 2021- $\Delta U < b \Delta \cdot \Lambda \rho^c$ 30, 2021)	$\Lambda_{\Delta L}$ ($\Lambda_{\Delta 9 \cdot \Lambda \rho^c}$ 1, 2021- Ω^o 31, 2021)	$\Delta^{u\bar{b} \cdot \bar{b}^-}$ (\bar{b}^o 1, 2022- $\Gamma P \rho \Lambda \rho^c$ 31, 2022)
$\Delta \cdot \sigma_{\Delta} \Delta \cdot b^- \cdot q^o \cdot \bar{z} \Delta$	9	11	8
$C^o C^- V$	5	6	4
$\Omega \Gamma^o \rho^o$	7	9	8
LL^o	21	26	20

67

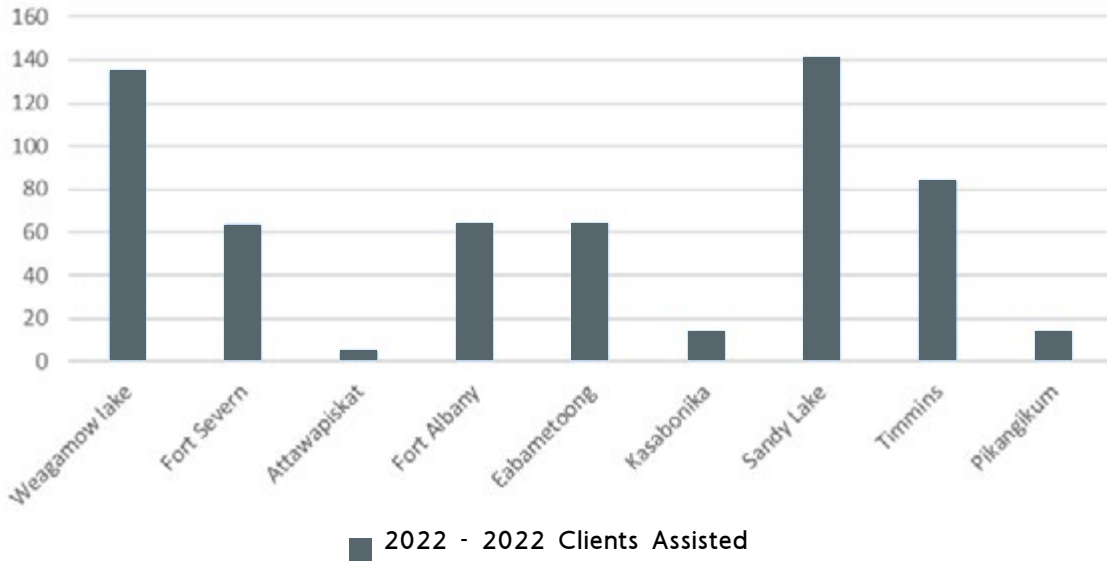
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Honesty

2021-2022 අප්‍රේල්-දී



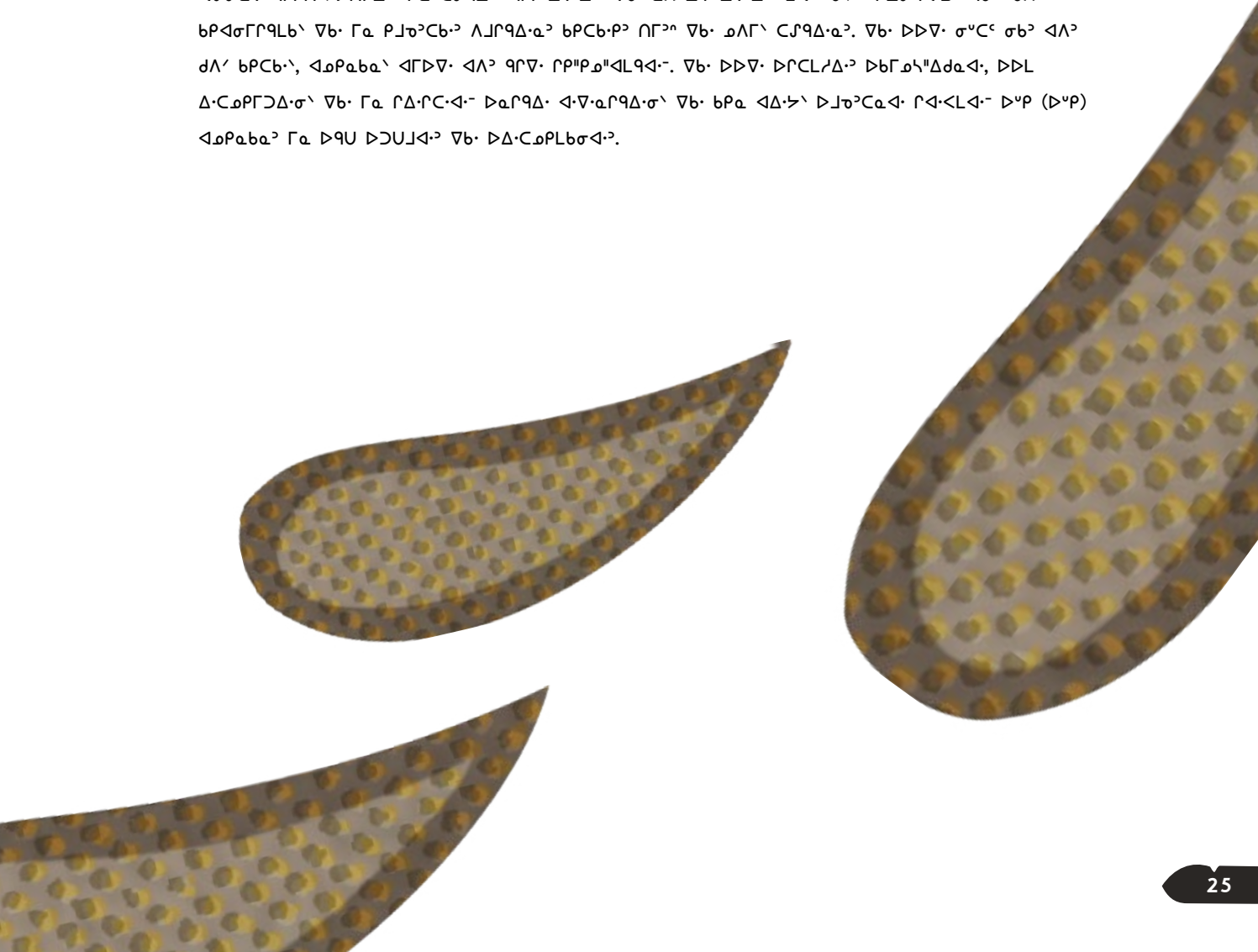
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 ድድድድ/ ለራሽልል/ ገኑ/ ለዓላላ/ ፕኑ/ ገዱ/ የገዱ ድህህ ልብላል/ ነዋየብህ/ ፕኑ/ ነዋየብርሱ/ ኑ/ ኑ/ ድድድድ/ የድህህ ለራሽልል/ ገዱ ራሽልል/ ድህ ድህ ለ ለ ነዋየብህ/ ልዎዳዬ/

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Humility

ԲԸԲՈՏԺԱՅ
 ԳՎՊՇԻԳՃԱՅ ԼՂԻԳՃԱՅ
 – ԵԴՆՊՈՆԻՐՆԱՅ
 2021- 2022

ბ<პნღ\: ლJრყΔ.³ ▷◁.∇.ღრყ "◁.❄Δ Ⴆ-

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ፕቤ. ሊብ. የየጥራጋረፍታ ሊግ 652 ልልኳ፣ ምዕራባዊው ልጋ ከየጥራጋ ልጋግራፍታ፡፡



Love

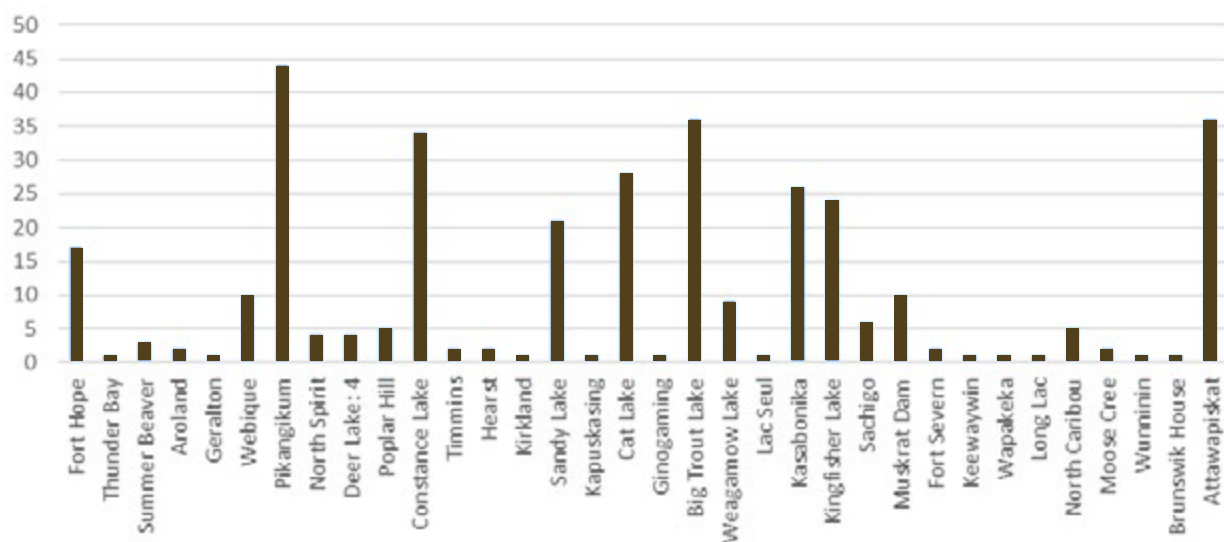
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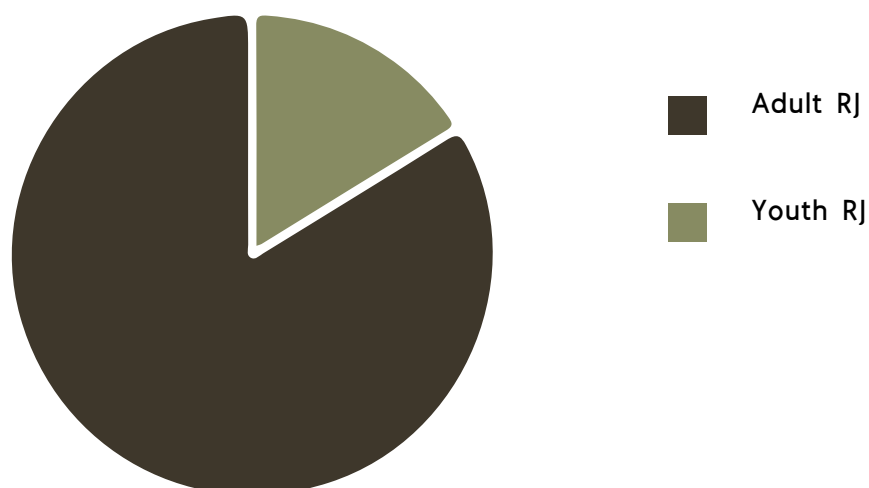
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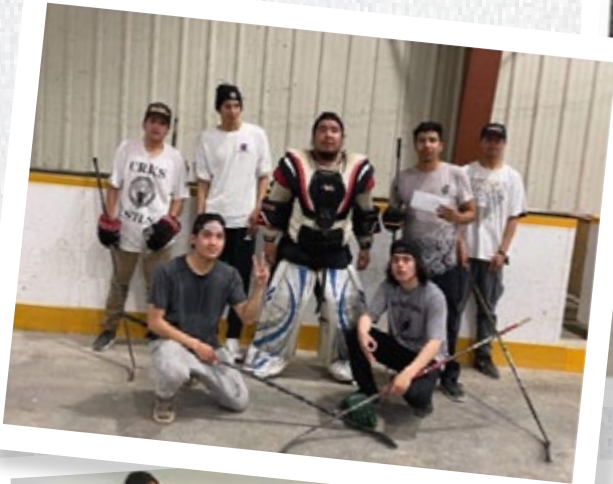
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ԼԴԳՐԳՃ.Յ ԵՄԵՈՒ ԵԳԺԺԳՃ.Յ ԵՄԵՈՒ
ՔՂՈԺԳՃ.Յ ՂԼԻԳՃ.Յ





Respect

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 ለጥያቄዋ ለሰጠው ምርጫ ስልጣን
 ለሰጠው ምርጫ ስልጣን
 2021- 2022

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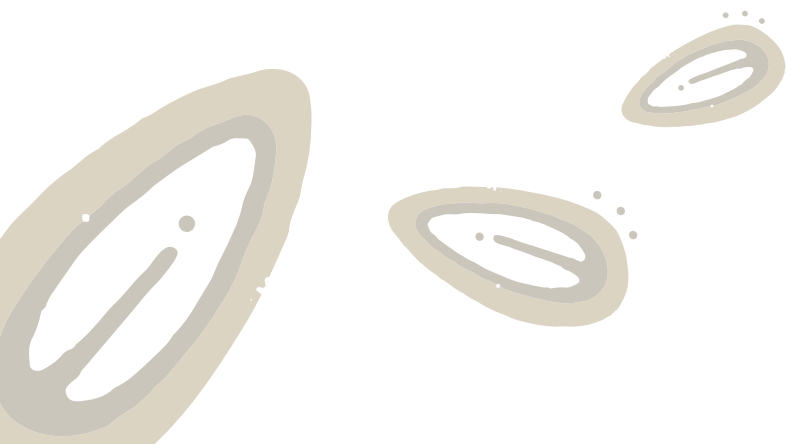
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Truth

ԼՂԾՏԳՃԾ՝ ԱՀՐՂՃԾ՝ - ժԲԱԴԸ 1, 2021 - ԴԴԴԱԴԸ 2022

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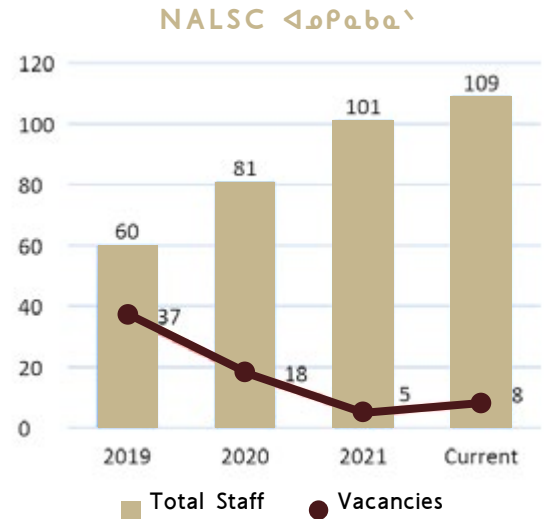
Wisdom

ᐊᑦᑭᐱᑦ ᐊᑦᑭ ᐱᑦᑭᑦᑭᐱᑦ ᐱᑦᑭᑦᑭᐱᑦ ᐱᑦᑭᑦᑭᐱᑦ (NALSC) ᐊᑦᑭᐱᑦ ᐱᑭᑦᑭᐱᑦ - 2021- 2022 ᑕᑕᑦᑭᑦᑭ ᐱᑦᑭᑦᑭᐱᑦ

ᐊᑦᑭᐱᑦ

ᑦᑭᐱᑦ ᐱᑭᑦᑭᐱᑦ NALSC ᐊᑦᑭ ᑦᑭᑦᑭᑦᑭ ᐱᑦᑭᐱᑦ ᑦᑭᐱᑦ 20
 ᑦᑭᐱᑦ ᐊᑦᑭᑦᑭᑦᑭᑦ/ᐊᑦᑭᑦᑭᑦᑭ ᑕᑕᑦᑭ ᑕᑦᑭᑦᑭᑦᑭᐱᑦ ᐱᑭᑦᑭᐱᑦ
 ᐊᑦᑭᑦᑭᑦᑭᑦ, ᐊᑦᑭᑦ ᐱᑦᑭᑦᑭᐱᑦ ᐱᑭᑦᑭᐱᑦ ᐊᑦᑭᑦᑭᑦᑭᑦ, ᑦᑭᑦᑭᐱᑦ
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 ᑦᑭᑦᑭᑦᑭᑦ ᑦᑭᑦᑭᑦᑭᑦ ᑦᑭᑦᑭᑦᑭᑦ ᑦᑭᑦᑭᑦᑭᑦ.



ᐊᑦᑭᐱᑦ ᐊᑦᑭᑦᑭᐱᑦ 2021 - 2022

34	LLᑦ ᑦᑭᐱᑦ ᐊᑦᑭᑦᑭᑦᑭᑦ (FT/PT/ᐊᑦᑭᑦᑭᑦᑭᑦ/ᐊᑦᑭᑦᑭᑦᑭᑦ)	2	ᐊᑦᑭᑦᑭᑦᑭᑦ/ᑦᑭᑦᑭᑦ ᐊᑦᑭᑦᑭᑦ ᑦᑭᑦᑭᐱᑦ
6	ᐱᑦᑭᑦ ᐊᑦᑭᑦᑭᑦᑭᑦᑭᑦ	3	ᐊᑦᑭᑦᑭᑦᑭᑦ ᑦᑭᑦᑭᑦᑭᑦᑭᑦ
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0	ᐊᑦᑭᑦᑭᑦᑭᑦ ᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ	5	ᑦᑭᑦᑭᑦᑭᑦᑭᑦ

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 ᐊᑦᑭᑦᑭᑦᑭᑦ ᑦᑭᑦᑭᑦᑭᑦ ᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᑦᑭᑦᑭᑦ NAN ᐊᑦᑭᑦᑭᑦ.

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NISHNAWBE ASKI LEGAL SERVICES CORPORATION

FIRST NATIONS COMMUNITIES



INDEPENDENT FIRST NATIONS ALLIANCE

- Kitchenuhmaykoosib Inninuwug First Nation
- Muskrat dam First Nation
- Pikangikum First Nation
- Whitesand First Nation
- Lac Seul First Nation

SHIBOGAMA FIRST NATIONS COUNCIL

- Kasabonika Lake First Nation
- Kingfisher Lake First Nation
- Wapekeka First Nation
- Wawakapewin First Nation
- Wunnumin Lake First Nation

MUSHKEGOWUK TRIBAL COUNCIL

- 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

- 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

- 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

- Brunswick House First Nation
- Chapleau Ojibwe First Nation
- Matachewan First Nation
- Mattagami First Nation
- Flying Post First Nation
- Beaverhouse First Nation
- Wahgoshig First Nation

KEEWAYTINOOK OKIMAKANAK

- Deer Lake First Nation
- Fort Severn First Nation
- Keewaywin First Nation
- Macdowell Lake First Nation
- North Spirit Lake First Nation
- Poplar Hill First Nation

Nishnawbe-Aski Legal Services Corporations

Toll Free: 1-800-465-5581
(T) 807- 622-1413
(F) 807-622-3024
www.nanlegal.on.ca

INDEPENDENT BANDS

(Bands not affiliated with any Tribal Council)

- Mishkeegogamang Ojibway Nation
- Mocreebec Eeyoud Council
- Sandy Lake First Nation
- Weenusk First Nation (Peawanuck)



Annual Report

2021- 2022

CREE

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 $\mathcal{L}^{\vee} q d \cdot \Delta \sigma^{\vee}$ ▷ $\Gamma \cdot \mathcal{L}^{\vee}$ 3.3:

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5. Shibogama First Nations Council • 6. Wabun Tribal Council • 7. Windigo First Nations Council • 8. Independent Bands



6

ბიპლ.არ\

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ԵՐԵՎԱՆԻ ԵՆԴՈՒՆՈՒՄ 2020-2021

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UC>·ΔσρL°▷∩<ΓJ·Δ³

•▷▷

Δσσ·Δ' Ρα·Δ' b▷C^ob_πζ' ▷U ΔU₉ σ_πρ_πρ^o Ρλ⁻ ▽Ρb^oΡC^o▷ ΡΓ ·ΔΓΔC_d' ΔC α^oΛ⁻ ▽ ΔσΓ<σ^o ▷L b ΔΡ^o b ΔJ^o
ΔC₇^u_x

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$b_{\Delta C} P^{\Delta} \leq \Delta P^{\Delta} \cap C^{\Delta} d^{\Delta} q^{\Delta} \Delta \sigma^{\Delta}$
 $\leq \Delta PLB^{\Delta} \Delta L \cap C^{\Delta} d^{\Delta} q^{\Delta} \Delta^{\Delta} \leq \Delta \cap \Delta^{\Delta} < \sigma^{\Delta} \Delta d_{\Delta} \sigma^{\Delta} \Delta^{\Delta} \Gamma^{\Delta} \nabla^{\Delta} q^{\Delta} b_{\Delta} a_{\Delta} b^{\Delta}$
 $\leq \Delta \cap \Delta PP^{\Delta} \Delta_{\Delta}$
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b pR $\neg \langle \neg \sigma \sigma \sigma \sigma \rangle$ Lb $\cdot \Delta \alpha$ $\Gamma \alpha$ $\mathcal{C} \wedge$ b $\alpha \cdot \neg \langle \mathcal{C} \cdot L \rangle$ q-b α b $\Delta \sigma \sigma \sigma \sigma$ $\neg \langle \neg \sigma \sigma \sigma \sigma \rangle$ $\cdot \Delta \sigma \sigma \sigma \sigma \cdot L \rangle$ q p $\supset \mathcal{C} \mathcal{P}$ q p \supset $\neg \langle \neg \mathcal{P} \mathcal{L} b \sigma \sigma \sigma \sigma \rangle$ $\supset \supset$ q-b α b $\sigma \sigma \sigma \sigma$.*

Ja aⁿ · ∇Γ < σ^o > L · ΔΓ Δ · ∇ · Δ^o PΓ P bΓ Γ σ b U^o b Δ^o a C · ∇ σ C P^o · ∇ σ b a^o Λ J J^o Λ d PΓ D P L · Δ q · b a b > J Γ < σ P b
Δ · C σ · ∇_{*}

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Jan Deeny

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2021-2022

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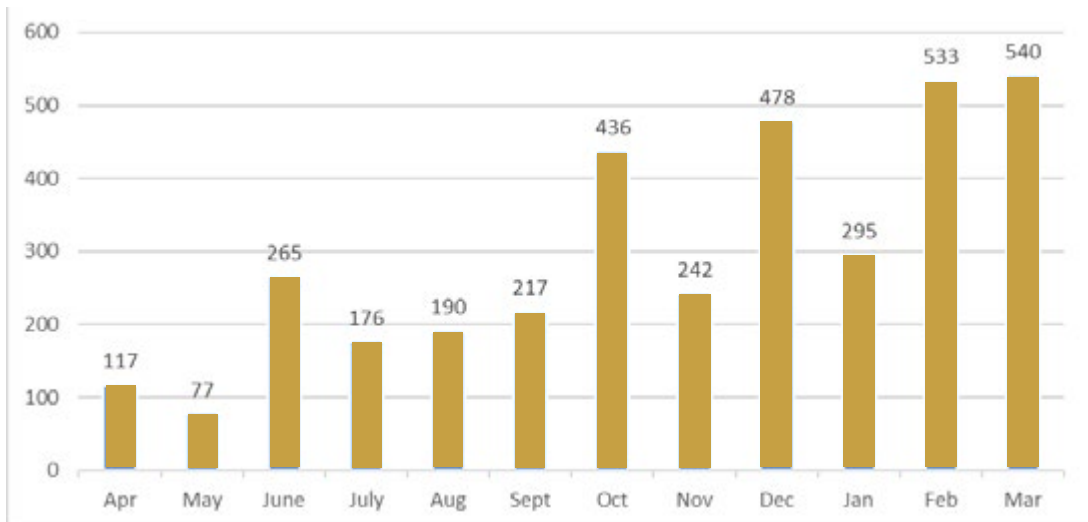
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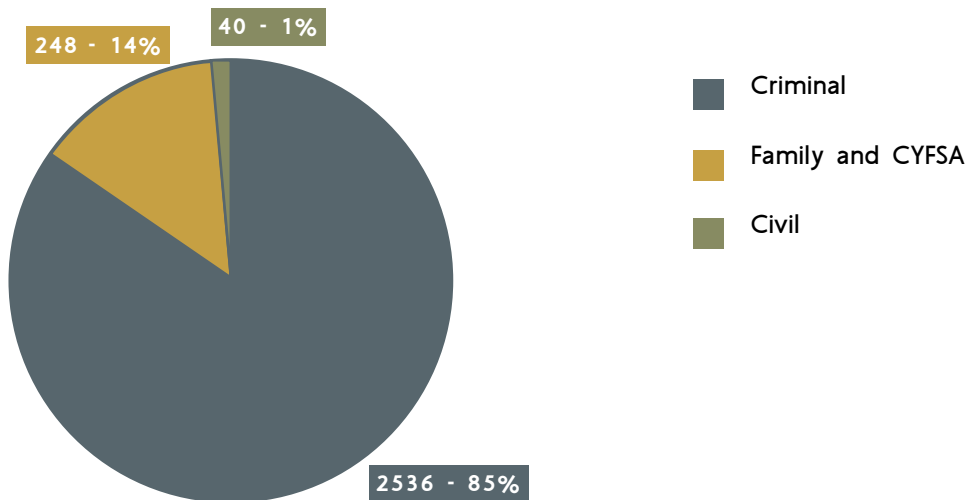
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Courage

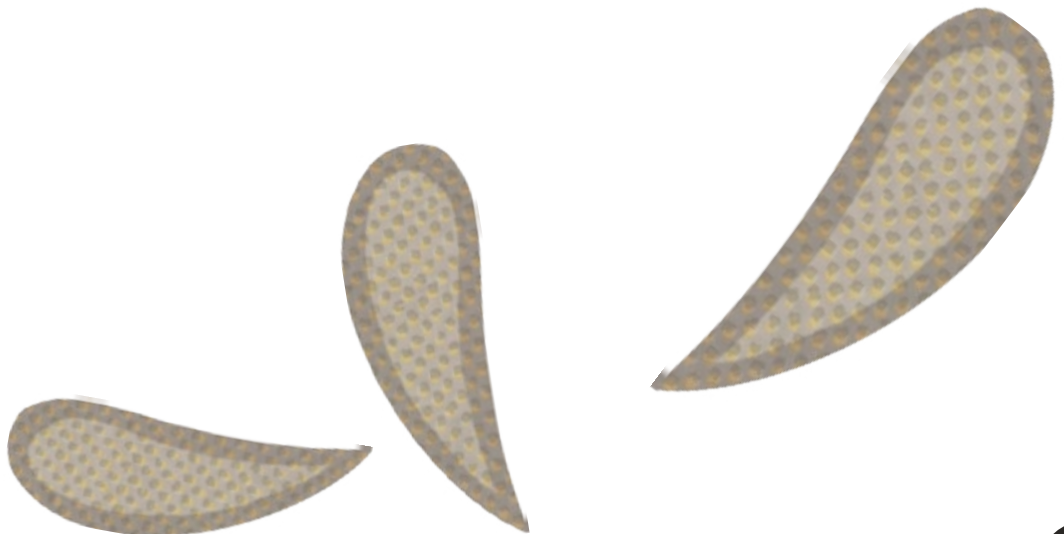
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ბეჭდის პერიოდის დასაწყისი 2021-2022

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ΔΛΛ'·	5	6	4
ΛΛΛ'	7	9	8
ΛΛ°	21	26	20

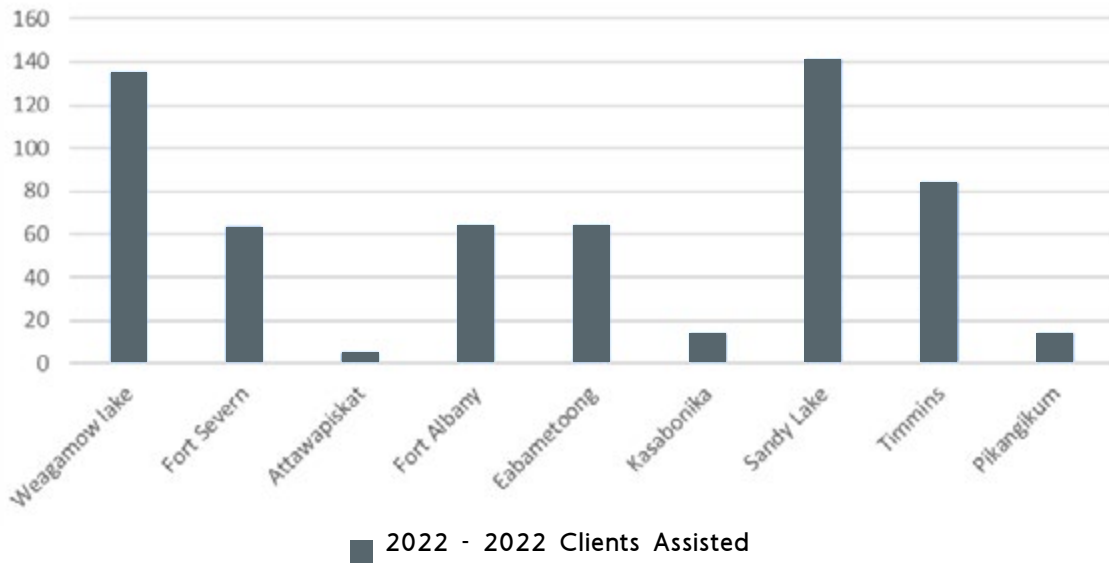
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Honesty

2021-2022 ԵՐՇՏՐ՝



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ბ<პნა\ ბΛ<σ.ც' <▷^აყ.Δσσ° <ც

ბ<პნს' პ<.<ბა\ Γ▷σ Ρ^υΛ<σ° ბ ΔΡΡ<▷ ▷ცა\ ბ ΡΛ>[×] ც.Λ σΡ^γΡ^αρ^γ <ც ^აΛ-

∇ Ρ ΡΓ ΛJΛ↳ ▷L ც▷ ΡΡ.∇.< 652 ბ Ρ .ΔΓΔΓ[×] ΡΓ Ρ.∇Γ[×]

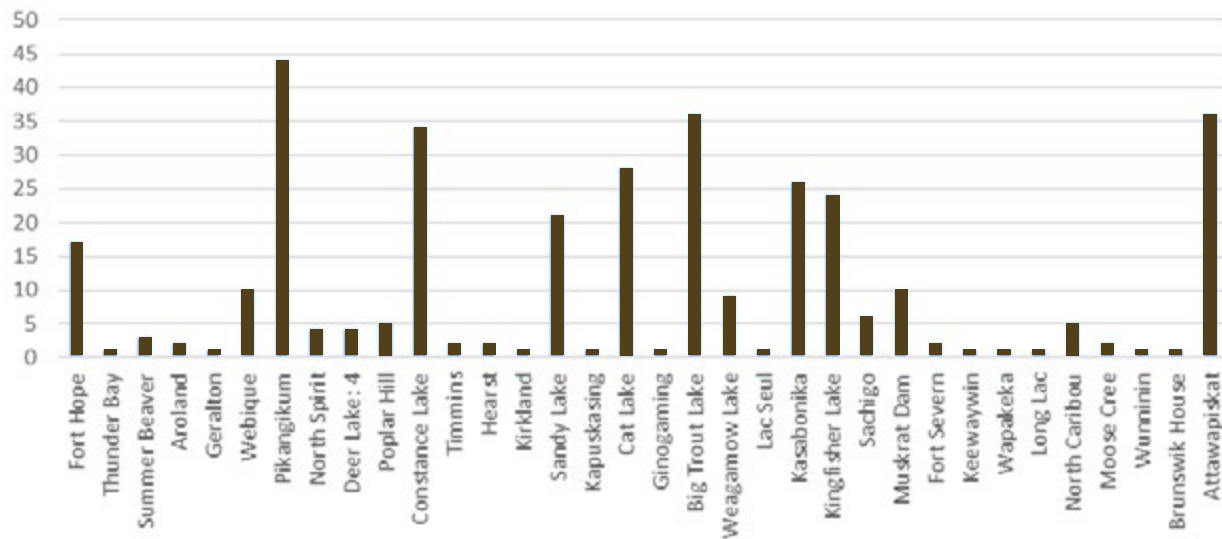


Love

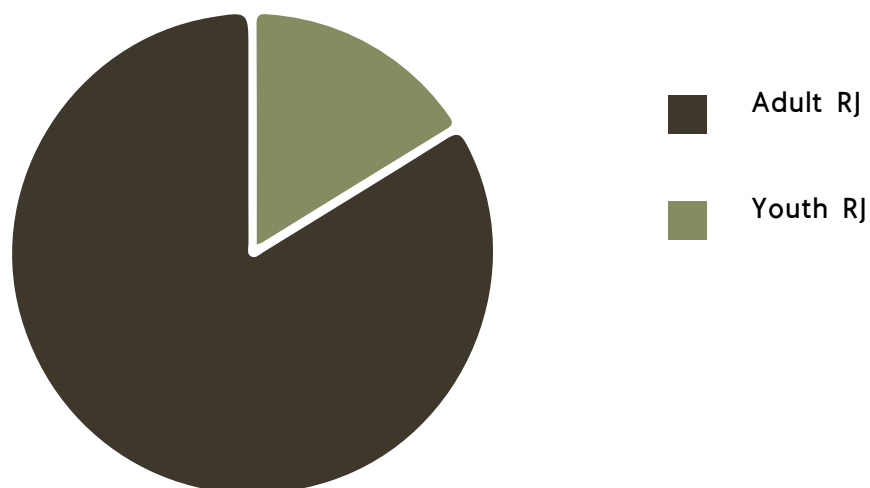
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2021-2022

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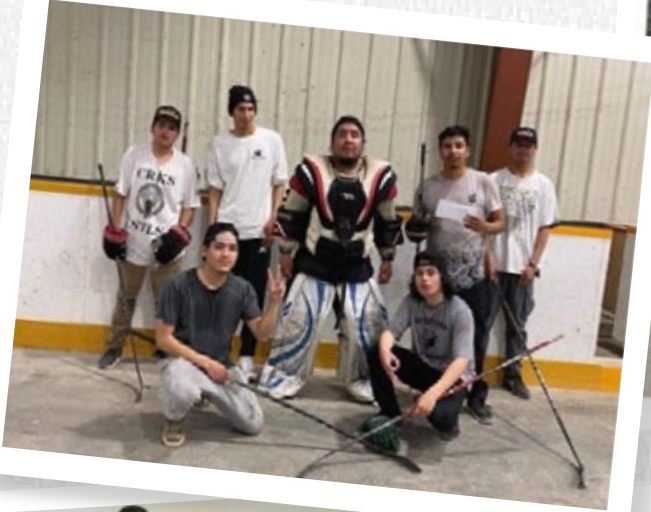
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Respect

• ԵՐԺ • Մ • ՃՐԺ • Մ • ՃՍ
ՎԾՊԳ • ՃՍ Ե ԶԶԵՐԸ՝
ՎՆԺ ԱՅՍ ՈՒՐԼ • ՃՍ
2021-2022

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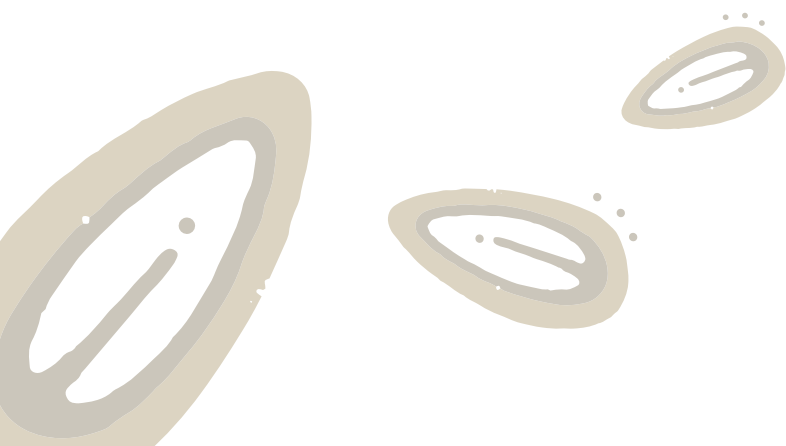
Truth

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2021-2022



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ΓΓ°VJ	18	2	15	5	7	6	54	20	35
НΓ°а	18	5	13	10	3	3	60	23	18
Γ·ΔΔб°\	5	1	3	3	3	2	18	6	15
CΔ°°V	14	12	13	15	11	9	57	26	47
·а°°V	3	3	3	3	0	0	7	6	0
ΓΔσσNбσ ΔΔ°а·Δ°	0	4	0	0	6	6	NA	4	24
LL°	58	27	47	36	30	26	196	85	139

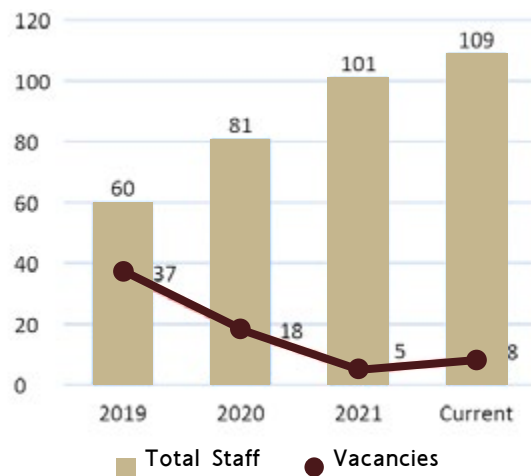




Wisdom

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2021-2022

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ጥቅምት 1, 2021, ለጋራው NALSC ማረጋገጫው ምስል ለጋራው - CINUP.

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What's New

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NISHNAWBE ASKI LEGAL SERVICES CORPORATION

FIRST NATIONS COMMUNITIES



INDEPENDENT FIRST NATIONS ALLIANCE

- Kitchenuhmaykoosib Inninuwug First Nation
- Muskrat dam First Nation
- Pikangikum First Nation
- Whitesand First Nation
- Lac Seul First Nation

SHIBOGAMA FIRST NATIONS COUNCIL

- Kasabonika Lake First Nation
- Kingfisher Lake First Nation
- Wapekeka First Nation
- Wawakapewin First Nation
- Wunnumin Lake First Nation

MUSHKEGOWUK TRIBAL COUNCIL

- 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

- 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

- 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

- Brunswick House First Nation
- Chapleau Ojibwe First Nation
- Matabechan First Nation
- Mattagami First Nation
- Flying Post First Nation
- Beaverhouse First Nation
- Wahgoshig First Nation

KEEWAYTINOOK OKIMAKANAK

- Deer Lake First Nation
- Fort Severn First Nation
- Keewaywin First Nation
- Macdowell Lake First Nation
- North Spirit Lake First Nation
- Poplar Hill First Nation

Nishnawbe-Aski Legal Services Corporations
Toll Free: 1-800-465-5581
(T) 807- 622-1413
(F) 807-622-3024
www.nanlegal.on.ca

INDEPENDENT BANDS (Bands not affiliated with any Tribal Council)

- Mishkeegogamang Ojibway Nation
- Mooserebec Eeyoud Council
- Sandy Lake First Nation
- Weenusk First Nation (Peawanuck)



Financial Statements



Nishnawbe-Aski Legal Services Corporation
Financial Statements
For the year ended March 31, 2022

Nishnawbe-Aski Legal Services Corporation

Contents

For the year ended March 31, 2022

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Independent Auditor's Report

Financial Statements

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Statement of Operations.....	2
Statement of Changes in Net Assets.....	4
Statement of Cash Flows.....	5

Notes to the Financial Statements.....	6
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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.

July 19, 2022



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, 2022, 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, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

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

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

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

Thunder Bay, Ontario

July 19, 2022

MNP LLP

Chartered Professional Accountants

Licensed Public Accountants

MNP


Nishnawbe-Aski Legal Services Corporation

Statement of Financial Position

As at March 31, 2022

	2022	2021
Assets		
Current		
Cash	1,835,151	2,803,247
Accounts receivable (Note 4)	543,120	-
Prepaid expenses	33,902	30,733
HST receivable	147,527	179,925
	2,559,700	3,013,905
Tangible capital assets (Note 5)	438,130	377,206
	2,997,830	3,391,111
Liabilities		
Current		
Accounts payable and accruals (Note 7) (Note 16)	1,126,312	1,464,962
Deferred revenue (Note 8)	849,481	1,183,543
Deferred contributions related to tangible capital assets (Note 9)	91,697	-
Government remittances payable	80,262	146,490
	2,147,752	2,794,995
Contingencies (Note 10)		
Net Assets		
Invested in tangible capital assets	346,433	377,206
Unrestricted	671,043	386,308
Restricted	(167,398)	(167,398)
	850,078	596,116
	2,997,830	3,391,111

Approved on behalf of the Board


 Director
 Chair Board of Directors


 Director

The accompanying notes are an integral part of these financial statements

Nishnawbe-Aski Legal Services Corporation

Statement of Operations

For the year ended March 31, 2022

	<i>Restricted</i>	<i>Unrestricted</i>	<i>Invested in capital assets</i>	2022	2021
Revenue					
Community Counselling Centre of Nipissing	117,468	-	-	117,468	117,468
Department of Canadian Heritage	256,788	-	-	256,788	120,000
Department of Justice	649,395	-	-	649,395	507,041
Interest income	-	10,196	-	10,196	15,415
Internal management fees	-	892,135	-	892,135	764,286
Legal Aid Ontario	2,533,796	-	-	2,533,796	2,261,673
Ministry of the Attorney General	4,390,612	-	-	4,390,612	4,137,578
Ministry of Children, Community and Social Services	2,309,994	-	-	2,309,994	1,763,133
Ministry of Solicitor General	18,980	-	-	18,980	-
Ontario Trillium Foundation	121,500	-	-	121,500	-
Other revenue	-	2,580	-	2,580	2,231
Springboard	120,000	-	-	120,000	120,000
Add: prior year deferred revenue (Note 8)	1,183,543	-	-	1,183,543	869,657
Less: current year deferred revenue (Note 8)	(849,481)	-	-	(849,481)	(1,183,543)
Recovery from funders (Note 11)	(11,238)	-	-	(11,238)	446,066
Deferred contributions related to tangible capital assets (Note 9)	(121,180)	-	-	(121,180)	-
Amortization of deferred contributions related to tangible capital assets (Note 9)	29,483	-	-	29,483	-
Total revenue	10,749,660	904,911	-	11,654,571	9,941,005

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, 2022

	<i>Restricted</i>	<i>Unrestricted</i>	<i>Invested in capital assets</i>	2022	2021
<i>(Continued from previous page)</i>	10,749,660	904,911	-	11,654,571	9,941,005
Expenses (Note 16)					
Advertising	81,206	16,800	-	98,006	45,370
Annual meetings of members	20,597	3,935	-	24,531	20,000
Automotive	30,566	-	-	30,566	-
Bad debts expense (recovery)	-	-	-	-	(1,326)
Bank charges	2,100	1,645	-	3,745	3,785
Board of Directors - meetings	98,040	-	-	98,040	90,000
Community partnership	262,530	-	-	262,530	21,130
Computers and equipment	288,676	29,683	-	318,359	358,823
Elder honorarium	196,727	2,968	-	199,695	143,851
Insurance and security	11,484	52,922	-	64,407	55,003
Internal management fees	907,028	-	-	907,028	767,686
Law society fees	15,679	-	-	15,679	2,930
Lease rentals	5,325	-	-	5,325	9,139
Library	-	-	-	-	2,074
Miscellaneous	396	1,700	-	2,096	1,916
Office supplies	237,241	31,350	-	268,590	239,476
Professional fees	169,432	40,398	-	209,830	168,520
Program evaluation	27,492	5,969	-	33,461	25,453
Rent and utilities	610,479	63,499	-	673,979	585,427
Repairs and maintenance	15,503	1,505	-	17,008	26,430
Salaries and benefits	6,126,646	335,026	-	6,461,672	6,012,379
Telephone	165,416	18,929	-	184,344	187,097
Training	470,601	10,379	-	480,981	354,076
Travel	952,869	688	-	953,558	655,507
Workshops/circle expenses	145,323	2,780	-	148,102	76,118
Total expenses	10,841,356	620,176	-	11,461,532	9,850,864
Excess (deficiency) of revenue over expenses before other items	(91,696)	284,735	-	193,039	90,141
Other items					
Amortization of tangible capital assets	(187,842)	-	-	(187,842)	(140,006)
Tangible capital assets acquisitions included in expenses	248,765	-	-	248,765	358,241
	60,923	-	-	60,923	218,235
Excess (deficiency) of revenue over expenses	(30,773)	284,735	-	253,962	308,376

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, 2022

	<i>Restricted</i>	<i>Unrestricted</i>	<i>Invested in capital assets</i>	<i>2022</i>	<i>2021</i>
Net assets (deficiency), beginning of year	(167,398)	386,308	377,206	596,116	287,740
Excess (deficiency) of revenue over expenses	(30,773)	284,735	-	253,962	308,376
Change in invested in tangible capital assets (Note 13)	30,773	-	(30,773)	-	-
Net assets (deficiency), end of year	(167,398)	671,043	346,433	850,078	596,116

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, 2022

	2022	2021
Cash provided by (used for) the following activities		
Operating		
Excess of revenue over expenses	253,962	308,376
Amortization	187,842	140,006
Amortization of deferred contributions related to tangible capital assets	(29,483)	-
	412,321	448,382
Changes in working capital accounts		
Accounts receivable	(543,120)	79,071
HST receivable	32,398	52,829
Prepaid expenses	(3,169)	(5,116)
Accounts payable and accruals	(338,650)	61,695
Government remittances payable	(66,228)	20,831
Deferred revenue	(334,062)	313,886
	(840,510)	971,578
Financing		
Cash contributions received for capital assets	121,180	-
Investing		
Purchase of tangible capital assets	(248,766)	(358,241)
Increase (decrease) in cash resources	(968,096)	613,337
Cash resources, beginning of year	2,803,247	2,189,910
Cash resources, end of year	1,835,151	2,803,247

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, 2022

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 impacted by COVID-19 due to the decreased ability to provide face to face services and incurring additional expenses relating to cleaning services and PPE.

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. Change in accounting policy

Financial instruments

Financial instruments in a related party transaction, risk disclosures and other amendments

Effective April 1, 2021 (hereafter referred to as the "initial date of application"), the Organization adopted the Accounting Standards Board's revised recommendations for the measurement and disclosure of financial instruments in a related party transaction, as well as revisions to risk disclosures, in Section 3856 *Financial Instruments*. The revised standard provides additional guidance and requirements for the measurement of financial instruments originated/acquired or issued/assumed in a related party transaction ("related party financial instruments").

Revised Section 3856 clarifies that an entity must provide relevant entity-specific information to enable users to evaluate the nature and extent of each type of risk arising from financial instruments. The amendments remove the requirement to separately disclose the risks arising from derivatives from the risks arising from other financial instruments.

Revised Section 3856 requires the following related party financial instruments to be initially measured at fair value:

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

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

Nishnawbe-Aski Legal Services Corporation

Notes to the Financial Statements

For the year ended March 31, 2022

2. Change in accounting policy (Continued from previous page)

At initial recognition, the Organization may elect to subsequently measure related party debt instruments that are quoted in active market, or that have observable inputs significant to the determination of fair value, at fair value. If the election is not made, these instruments are subsequently measured at amortized cost. Subsequently investments in equity instruments quoted in an active market and derivatives instruments, except those designated in a qualifying hedging relationship or that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, are measured at fair value. All other financial instruments arising in a related party transaction are subsequently measured using the cost method.

Previously, the Organization initially measured related party financial instruments at either the carrying amount or exchange amount in accordance with Section 3840 *Related Party Transactions*. Subsequent to initial recognition, related party financial instruments were measured in accordance with extant Section 3856.

Transition

The Organization applied the changes in accounting policies resulting from the adoption of revised Section 3856 retrospectively and prior periods have been restated. Financial instruments exchanged in a related party transaction that do not exist at the date of initial application and were impaired or modified in the immediately preceding fiscal year have not been restated in accordance with Section 3856. In addition, the following transitional provisions were applied to related party financial instruments that exist at the date of initial application:

- The cost of a financial instrument that has repayment terms is determined using the undiscounted cash flows, excluding interest and dividend payments, of the instrument less any impairment, as at the beginning of the earliest comparative period presented in these financial statements.
- The cost of a financial instrument that does not have repayment terms is deemed to be the carrying amount of the instrument in the financial statements of the entity less any impairment, at the beginning of the earliest comparative period presented in these financial statements.
- Fair value of a financial instrument that is an investment in debt or equity instruments that are quoted in active market; a debt instrument where inputs significant to the determination of fair value of the instrument are observable; or, a derivative contract, is determined at the beginning of the earliest comparative period presented in these financial statements.

The retrospective application of this change in accounting policy did not have a material impact on the results of operations and financial condition of the Organization.

3. Significant accounting policies

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

Cash and cash equivalents

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

Tangible capital assets

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

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

	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

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

Long-lived assets

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

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

Leases

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

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

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

Revenue recognition

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

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

Fund accounting

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

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

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

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

Allocation of expenses

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

It is the Organization's policy to allocate certain administrative costs to the various programs. Such allocations are recorded as Internal Administration revenue on the statement of operations. The total program administration fees revenue recorded for the year is \$892,135 (2021 - \$764,286).

Nishnawbe-Aski Legal Services Corporation
Notes to the Financial Statements
For the year ended March 31, 2022

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

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

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

Contributed materials

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

Measurement uncertainty (use of estimates)

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

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

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

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

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

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

Financial instruments

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

Arm's length financial instruments

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

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

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

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

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

Related party financial instruments

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

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

All other related party financial instruments are measured at cost on initial recognition. When the financial instrument has repayment terms, cost is determined using the undiscounted cash flows, excluding interest, dividend, variable and contingent payments, less any impairment losses previously recognized by the transferor. When the financial instrument does not have repayment terms, but the consideration transferred has repayment terms, cost is determined based on the repayment terms of the consideration transferred. When the financial instrument and the consideration transferred both do not have repayment terms, the cost is equal to the carrying or exchange amount of the consideration transferred or received (refer to Note 16).

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

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

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

Financial asset impairment

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

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

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

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

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

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

Nishnawbe-Aski Legal Services Corporation
Notes to the Financial Statements
For the year ended March 31, 2022

4. Accounts receivable

	2022	2021
Department of Canadian Heritage	9,630	-
Department of Justice	59,890	-
Ministry of the Attorney General	461,500	-
Ontario Trillium Foundation	12,100	-
	543,120	-

5. Tangible capital assets

	<i>Cost</i>	<i>Accumulated amortization</i>	<i>2022 Net book value</i>	<i>2021 Net book value</i>
Automotive	206,910	58,130	148,780	171,429
Computer equipment	446,552	344,806	101,746	57,493
Computer software	67,875	67,875	-	-
Furniture and fixtures	457,361	366,948	90,413	109,979
Leasehold improvements	106,878	29,329	77,549	29,386
System database software	47,340	27,698	19,642	8,919
	1,332,916	894,786	438,130	377,206

6. Bank indebtedness

At March 31, 2022, the Organization had lines of credit available totaling \$100,000 (2021 - \$100,000), bearing interest at prime plus 2% (4.70% at year-end; 2021 - 4.45%). At March 31, 2022, the entire amount remained unused. A general security agreement has been collateralized in connection with this line of credit.

7. Accounts payable and accruals

	2022	2021
Trade payables and accruals	579,481	435,751
Amounts repayable to funders (<i>Note 11</i>)	368,767	357,528
Salaries and benefits payable	178,064	671,683
	1,126,312	1,464,962

8. 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:

	2022	2021
Balance, beginning of year	1,183,543	869,657
Amount received during the year	2,938,856	1,183,543
Less: amount recognized as revenue during the year	(3,272,918)	(869,657)
Balance, end of year	849,481	1,183,543

Nishnawbe-Aski Legal Services Corporation
Notes to the Financial Statements
For the year ended March 31, 2022

9. Deferred contributions related to tangible capital assets

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

	2022	2021
Balance, beginning of year	-	-
Add: contributions received during the year		
- Ministry of Children, Community and Social Services	39,354	-
- Ontario Trillium Foundation	81,826	-
	121,180	-
Less: amount amortized to revenue during the year		
- Ministry of Children, Community and Social Services	(13,118)	-
- Ontario Trillium Foundation	(16,365)	-
	(29,483)	-
Balance, end of year	91,697	-

10. Contingencies

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

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

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.

11. Recovery from (repayable to) funders

	2022	2021
Balance, beginning of year	357,528	803,594
Less: amount repaid during the year	-	(37,820)
Less: amount funders approved to be retained	-	(666,137)
Amount repayable from current year	11,238	257,891
Balance, end of year	368,766	357,528

Nishnawbe-Aski Legal Services Corporation

Notes to the Financial Statements

For the year ended March 31, 2022

12. 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 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:

2023	557,773
2024	313,021
2025	116,726
2026	105,730
2027	77,801
	<hr/>
	1,171,051

13. Change in invested in tangible capital assets

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

	2022	2021
Purchase of tangible capital assets	248,766	358,241
Amortization expense	(187,842)	(140,006)
Deferred contributed tangible capital assets	(121,180)	-
Amortization of contributed tangible capital assets	29,483	-
	<hr/>	
	(30,773)	218,235

14. 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.

15. 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.

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16. Related party transactions

Included in expenses for the current year are \$199,693 (2021 - \$131,502) to an organization owned by an immediate family member of senior management.

Included in accounts payable and accruals are \$114,372 (2021 - \$21,886) to an organization owned by an immediate family member of senior management.

The above noted related party transactions are in the normal course of operations and are measured at the exchange amount. The exchange amount is the amount of consideration established and agreed to by the related parties.

17. Comparative figures

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