

SALCO ANNUAL GENERAL MEETING
Wednesday, November 7, 2012, 6:30 p.m. – 8:00 p.m.
SALCO Office – 45 Sheppard Avenue East, North York, Ontario, M2N 5W9

Agenda

1. 6:30 p.m. – 7:15 p.m. Open House – Mix and Mingle
(Refreshments Served)
2. 7:15 p.m. – 7:35 p.m. Opening Remarks and Introduction of
“Brown Canada Project” and Q&A
Shalini Konanur, Executive Director
3. 7:35 p.m. – 8:00 p.m. AGM Business Meeting
Neil Puddicombe, Chair, Board of Directors
 - Approval of 2011 AGM Minutes *Neil Puddicombe*
 - Chair's Report *Neil Puddicombe, Chair, Board of Directors*
 - Joint Staff Report *SALCO Staff*
 - Treasurer's Report on the Audited Financial Statements
Of the Year Ending
March 31, 2010 *Vasu Daggupatty, Treasurer, Board of Directors*
 - Approval of Auditor,
David Burke *Vasu Daggupatty, Treasurer, Board of Directors*
 - Nomination and Election of
SALCO Board of Directors *Manivillie Kanagasabapathy, Board of
Directors: Nominations Committee*
4. 8:00 p.m. Adjournment of Meeting
Neil Puddicombe, Chair, Board of Directors

SALCO 2011 AGM Minutes

November 30, 2011 at 45 Sheppard Avenue E. Toronto, Ontario

1. Meeting was called to order at 7:20p.m. by Shalini Konanur, Executive Director of SALCO.
2. Introduction and welcome of guest speaker: Deepa Mattoo (Staff Lawyer at SALCO) introduced a documentary by Jehan Chaudhry on honour based-violence, forced marriage, and human trafficking entitled "Human Trafficking & Honour Killing". Deepa advised that there will be a panel Q&A after the documentary screening with herself, Jehan, and Shalini

Highlights from the Q&A:

- Jehan was asked about her inspiration for the video: She commented that in York Region cases are not reported; the whole idea was to create awareness and education around the issue. Honour based crimes are particular to a specific ethnic group; this is untrue it happens on a broader scale and surpasses culture and religion.
 - The panel was asked about police involvement: Jehan commented that in York Region no charges have been laid based on honour based violence. Shalini commented that the police have not had enough training to even recognize this type of violence and how to work with families in these situations.
 - The panel was asked to comment on the use of the term honour-based crime: Deepa and Jehan both noted that the term has been used to stigmatize and marginalize the South Asian community and they are not sure if there is any real value in using the term. It was also noted that the term itself has not truly been defined so we are not totally sure what people mean when they use it.
3. Approval of Minutes from AGM held on October 27, 2010
M/S Bhagwant (Raj) Virk / Manivillie Kanagasabapathy CARRIED
 4. Chair's Report by Neil Puddicombe, included in AGM package. Primary highlights include:
 - SALCO has had an in intake provided (approximately 400 more this past year), and case files have increased by 30% from last year.
 - SALCO has been involved in two test cases: i) R. vs. Mavi case - went to

Supreme Court of Canada. Dealt with the enforcement of support obligations. SALCO came in as an intervener and SALCO staff went to the Supreme Court and made presentations. SALCO was last to present and had an effect on the court and was able to personalize the issue for the court ii) N vs. S - brings to bear the constitutional rights under the Ontario Human Rights Act in Federal court

- SALCO staff has done a number of Public Legal Education workshops, hosted 63 PLEs and have participated in 78 community development projects. There has been a striking increase in media work ; SALCO staff have made 23 media appearances

5. Staff Report by Shalini Konanur, included in AGM package. Primary highlights include:

- Refugee System - SALCO worked hard to circumvent the changes to speed up the Refugee system, which will seek to further disenfranchise the refugee system. The impact of the changes will be mostly felt by clients; making it difficult for claims to be successful and easier for persons to be removed from the country.
- Spousal and Grandparent and Parental Sponsorship - At the federal level there have been significant changes to the sponsorship process. There has been a halt in the sponsorship of parents and grandparents for a two year period. This will adversely impact clients. Furthermore, CIC plans to impose a two year "conditional residency" on sponsored spouses. The government will step in to determine whether your relationship is legitimate, these changes will marginalize women in an abusive situation and more. Presently SALCO has seen a rise in immigration workload and with these new changes.
- At a provincial level, there has been a tightening of resources. ODSP appeals have become increasingly difficult to be successful. It is a grey area for social assistance and a challenging time for clients.
- At the municipal level clients are facing 'the cuts' – cuts to services, cuts to agencies and NGO's – programs that reach out to new immigrants or communities where there are dire needs are being removed.
- At SALCO there has been a rise in media work. In order to create changes on a larger scale SALCO is using media as a medium to work with community members and engage in dialogue with people on how changes to law and policy impact persons at some level - whether it is economically, socially, politically, racially etc.
- SALCO has engaged in various test cases. The Safe Centre of Peel is a collaborative and joint effort with SALCO, Mississauga Community Legal Services and North Peel & Dufferin Community Legal Services. The Centre is a collaborative domestic violence hub consisting of various community organizations. SALCO hired a new legal project coordinator to work at the hub: Jaspreet Bhasin. The Centre went live on November 1st, 2011.

- SALCO is engaged in a Human Rights test case involving a human right's complaint of racial discrimination. SALCO was involved in arguing that making a claim of discrimination at another venue (in this case the Office of the Independent Police Review Director) should not prohibit a client from then making a claim under the *Ontario Human Rights Code*. If this kind of limit is placed on clients it will significantly curtail their ability to make complaints of discrimination.

6. Treasurer's Report on the Audited Financial Statements for the fiscal year ending March 31st, 2010 by Vasu Daggupatty. Vasu introduced himself as the Treasurer for SALCO. He made comments about the audited financial statement:

- Vasu advised that SALCO has continued to try and reduce costs through administrative savings.
- As a result SALCO ended the year with a healthy surplus.
- No additional questions were raised by the membership.

Approval of the financial report

M/S Farrah Khan/Dimple Joshi CARRIED

7. Approval of auditor, David Burkes

M/S Manivillie Kanagasabapathy/Prasanna Balasundaran CARRIED

8. Nomination and Election of Board of Directors announced by Manivillie Kanagasabapathy, Nominations Committee Chair, SALCO Board of Directors

(a) Rita Roy	M/S	Sheila Konanur/Dimple Joshi	CARRIED
(b) Harmolk Brar	M/S	Sheila Konanur/Dimple Joshi	CARRIED
(c) Neil Puddicombe	M/S	Sheila Konanur/Dimple Joshi	CARRIED
(d) Saba Zia	M/S	Sheila Konanur/Dimple Joshi	CARRIED
(e) Chetan Tiwari	M/S	Sheila Konanur/Dimple Joshi	CARRIED
(f) Farrah Khan	M/S	Sheila Konanur/Dimple Joshi	CARRIED

9. Motion to adjourn by Neil Puddicombe at 8:19 p.m.

M/S Manivillie Kanagasabapathy/Farrah Khan CARRIED



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SALCO - 2012 CHAIR'S REPORT

Welcome to SALCO's Annual General Meeting. I have had the privilege to serve as SALCO's Chair for another year and am pleased to report to you on the clinic's 2012 accomplishments.

As many of you know, South Asians are the fastest growing visible minority group in the GTA. By 2017, it is projected that the GTA will have the largest South Asian diaspora in the Western Hemisphere. However, 34.6% of all South Asian families in Toronto live below the Low Income Cut-Off. Challenged by language, culture and a lack of social networks, SALCO becomes their voice, their advocate and their champion. SALCO does this in a difficult economic environment.

As in past years, I will shed light on the numbers behind SALCO's good work. For the first time, the clinic's rate of engagement in certain areas such as public legal education, community development and law reform has levelled off. This is because the clinic has reached the limits of its resources.

The clinic has delivered education on the changes to the refugee and immigration systems. Regarding community development, the clinic is involved in elder abuse awareness and the creation of Tamil injured workers' support. Staff is also involved in advocacy initiatives with the Colour of Poverty, the Rights of Non-Status Women, and the Network of Agencies Against Forced Marriage. Staff also participates in inter-clinic working groups on immigration and new caseworker training.

However, despite cutbacks in funding, the walk-in advisory cases have increased from 2,143 matters to 2,250. Furthermore, the number of case files opened by Staff has increased from 128 cases last year to 211 this year. This increase can be largely attributed to an increase in Ontario Disability files and more denials in immigration cases.

In addition to 2 rare criminal cases, SALCO was involved in 9 test cases this year, up from 3 cases last year. One such case was *M v. N.S.*, which was heard before the Supreme Court of Canada and in which SALCO was integrally involved. SALCO lawyers also appeared before the Human Rights Tribunal of Ontario, the Immigration and Refugee Board, the Federal Court, and will be appearing at the Ontario Court of Appeal.

Therefore, it is difficult to overstate the commitment of SALCO's staff to the low income South Asian Community. I have stated it before and it is worth saying again, SALCO's staff are the unsung heroes of our community. They have found a way to do more with less. However, we must be concerned that the clinic is reaching a saturation point given its current resources.

I would like to recognize SALCO's staff for their spirit and dedication. Staff includes our office administrator, Vanathy Wimalaswarans, two Community Legal Workers, Atulya Sharman and Seema Nadarajah, our two staff lawyers Karin Baqi and Deepa Mattoo, our Forced Marriage Project Coordinator Maryum Anis and our placement student Chantal Bombardier.

I would also like to thank all of SALCO's other Board members for donating their time and expertise to the clinic this year. SALCO's board was very engaged this year with high attendance and participation. The Nominations Committee actively seeks diverse opinions and, as a result, there were many lively debates during Board meetings. I would particularly like to recognize two of our departing directors – Farrah Kahn and Prasanna Balasundaran. Farrah has been a long serving Board member. Prasanna has been juggling a busy legal practice with his SALCO obligations. We will miss their engagement and passion.

Finally, I would like to thank our Executive Director, Shalini Konanur, for her commitment to SALCO. This year, SALCO was audited by Legal Aid Ontario and passed with flying colours. This can be largely attributed to Shalini's dedication and leadership. Shalini is not just a leader in the South Asian community, but she is also a leader in the wider not-for-profit world.

Finally, thank you to our valued partners, Legal Aid Ontario and Trillium Foundation for your continued support for our community. We look forward to working with you in 2013.

Neil Puddicombe

Chair, Board of Directors,
SALCO



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SALCO: JOINT STAFF REPORT- 2012

INTRODUCTION:

The 2011 – 2012 year has been a difficult year for the clients that SALCO serves, and a busy year for SALCO staff. Our clients are now feeling the impact of drastic changes to legislation, like immigration legislation, cuts to settlement and health services (for refugee and non-status clients), and the tightening of policy on income maintenance (for example: getting Old Age Security and Employment Insurance),

At the federal level we continue to see erosion into the rights and services for low-income Canadians, including new immigrants, refugees, and non-status people. This year our refugee system has been dramatically changed to speed up processing and limit appeals rights for clients who are deemed to be coming from non-refugee producing countries. At the same time, Legal Aid Ontario has announced cuts to coverage for refugee and immigration matters. All of these changes have severely curtailed the ability of our clients to access legal services – This is a large blow to access to justice. Ultimately, this means that less people will be able to access legal services for assistance with their refugee claims. Another problematic shift has been lengthening of the processing time for citizenship applications, the new standards for English, and the consistent push for residency inquiries for people from certain parts of the world (our clients included).

At the provincial level income maintenance issue and employment issues continue to be the key focus of our client work: 1) we are now seeing a large volume of temporary workers in Canada, who are placed in precarious working conditions but who have very little protection under Ontario employment law to enforce their rights (the power imbalance between an employee with temporary immigration status and a Canadian employer can and does lead to egregious treatment of employees include non-payment of wages, non-payment of overtime, harassment and discrimination, and unilateral, unjust dismissal).

HIGHLIGHTS:

Casework: SALCO has had some great success and some difficult challenges in its casework this past year, including: 1) A successful appeal to the federal court of Canada on an application for permanent residence on humanitarian and

compassionate grounds, 2) One of the largest compensation awards that we have seen in a Criminal Injuries Compensation matter, 3) Navigating income maintenance legislation (Ontario Disability) for a severely disabled client with residency issues in Ontario, and 4) Creating a support / advocacy group for Tamil workers.

Test Case Work: 1) Intervention at the Immigration and Refugee Board on a LICO Case (low-income cut off guideline). The case involves a low income person trying to sponsor her parent. SALCO's intervention focuses on how difficult it has been for low-income South Asians to sponsor family members when they don't meet legislative LICO requirements, and that the overall importance of family reunification should trump that LICO requirement; 2) Intervention at the Ontario Court of Appeal on a case of racial discrimination decided at the Human Rights Tribunal of Ontario and then overturned at Ontario's Divisional Court. SALCO's focus is on providing expertise on the types of evidence that is often found and accepted in racial discrimination cases.

Law Reform: 1) 2nd National Forced Marriage conference was held on October 3, 2012 with overwhelming success. We are hopeful that the federal government will now be looking at putting into place some sort of forced marriage protocol, for victims overseas and for those in Canada or who return to Canada.

CONCLUSION:

The SALCO Board of Directors has worked hard this year to complete clinic policies, and to provide guidance on the current and future goals and objectives for the clinic. The clinic system itself is under review with Legal Aid Ontario with an aim to make changes by the end of 2014. It is likely that cuts will be made to the overall system. The SALCO Board has been active in advocating for SALCO at the systemic level.

As always, the SALCO staff continue to do a tremendous amount of casework, community development, law reform work, and public legal education. SALCO has one of the highest levels of public legal education in the clinic system. Their continued passion and dedication is both remarkable and inspiring.

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

FINANCIAL STATEMENTS

MARCH 31, 2012



David Burkes, B. Com, C.A. • IFA



AUDITOR'S REPORT

To the Members of
South Asian Legal Clinic (Ontario)

I have audited the accompanying financial statement of South Asian Legal Clinic (Ontario), which comprise the statement of financial position as at March 31, 2012, the statement of operations and net assets, and the statement of cash flows for the year then ended, and a summary of significant accounting policies applicable to not for profit organizations and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these 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.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards for not for profit organizations. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of South Asian Legal Clinic (Ontario), as at March 31, 2012, and the results of its operations for the year then ended in accordance with Canadian accounting standards for not for profit organizations.

Richmond Hill, Ontario
August 8, 2012

Chartered Accountant
Licensed Public Accountant

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF FINANCIAL POSITION

AS AT MARCH 31, 2012


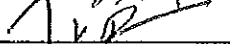
ASSETS

	<u>Legal Aid Fund</u>	<u>Legal Disbursement Fund</u>	<u>Legal Coordination Fund</u>	<u>General Fund</u>	<u>2012</u>	<u>2011</u>
<u>CURRENT</u>						
Cash	\$ 27,596	\$ 18,052	\$ 25,219	\$ 53,812	\$ 124,679	\$ 72,934
Accounts Receivable	28,987	-	-	-	28,987	23,387
Prepaid Expenses	4,661	-	-	-	4,661	6,712
	<u>61,244</u>	<u>18,052</u>	<u>25,219</u>	<u>53,812</u>	<u>158,327</u>	<u>103,033</u>
<u>INTERFUND BALANCES</u>	<u>(463)</u>	<u>(1,004)</u>	<u>404</u>	<u>1,063</u>	<u>-</u>	<u>-</u>
	<u>\$ 60,781</u>	<u>\$ 17,048</u>	<u>\$ 25,623</u>	<u>\$ 54,875</u>	<u>\$ 158,327</u>	<u>\$ 103,033</u>

LIABILITIES AND NET ASSETS

<u>CURRENT</u>						
Accounts Payable	\$ 24,068	\$ -	\$ -	\$ -	\$ 24,068	\$ 12,193
Deferred Revenue (Note 4)	-	-	-	36,201	36,201	-
Grant Repayable (Note 8)	-	-	-	-	-	51,378
	<u>24,068</u>	<u>-</u>	<u>-</u>	<u>36,201</u>	<u>60,269</u>	<u>63,571</u>
<u>FUND BALANCES</u>	<u>36,713</u>	<u>17,048</u>	<u>25,623</u>	<u>18,674</u>	<u>98,058</u>	<u>39,462</u>
	<u>\$ 60,781</u>	<u>\$ 17,048</u>	<u>\$ 25,623</u>	<u>\$ 54,875</u>	<u>\$ 158,327</u>	<u>\$ 103,033</u>

APPROVED BY THE BOARD:

 Director
 Director

(See Accompanying Notes)



SOUTH ASIAN LEGAL CLINIC (ONTARIO)
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2012

	<u>Legal Aid</u> <u>Fund</u>	<u>Legal</u> <u>Disbursement</u> <u>Fund</u>	<u>Legal</u> <u>Coordination</u> <u>Fund</u>	<u>General</u> <u>Fund</u>	<u>2012</u>	<u>2011</u>
<u>BALANCE,</u> Beginning of the Year	\$ 6,712	\$ 14,466	\$ -	\$ 18,284	\$ 39,462	\$ 182,492
<u>EXCESS (DEFICIENCY)</u> <u>OF REVENUES OVER</u> <u>EXPENSES</u>	<u>30,001</u>	<u>2,582</u>	<u>25,623</u>	<u>390</u>	<u>58,596</u>	<u>(143,030)</u>
<u>BALANCE, End of the Year</u>	<u>\$ 36,713</u>	<u>\$ 17,048</u>	<u>\$ 25,623</u>	<u>\$ 18,674</u>	<u>\$ 98,058</u>	<u>\$ 39,462</u>

(See Accompanying Notes)



SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF OPERATIONS

FOR THE YEAR ENDED MARCH 31, 2012

	<u>Legal Aid</u> <u>Fund</u>	<u>Legal</u> <u>Disbursement</u> <u>Fund</u>	<u>Legal</u> <u>Coordination</u> <u>Fund</u>	<u>General</u> <u>Fund</u>	<u>2012</u>	<u>2011</u>
<u>REVENUE</u>						
Grants (Note 3)	\$ 663,202	\$ 8,000	\$ 56,000	\$ 3,599	\$ 730,801	\$ 643,883
Fundraising & Donations	-	-	-	313	313	1,112
Interest & Other Income	<u>255</u>	<u>15</u>	<u>26</u>	<u>77</u>	<u>373</u>	<u>1,903</u>
	<u>663,457</u>	<u>8,015</u>	<u>56,026</u>	<u>3,989</u>	<u>731,487</u>	<u>646,898</u>
<u>EXPENSES</u>						
Salaries & Benefits	483,237	-	25,383	3,599	512,219	482,149
Occupancy	66,560	-	-	-	66,560	63,878
Travel	11,229	-	-	-	11,229	16,308
Communication & Publicity	17,558	-	-	-	17,558	8,514
Purchased Services	20,139	-	-	-	20,139	21,610
Equipment	4,985	-	-	-	4,985	6,593
Professional Dues	9,088	-	-	-	9,088	7,604
Library	678	-	-	-	678	1,409
Supplies & Services	19,982	-	-	-	19,982	9,240
Legal Disbursements	-	5,433	-	-	5,433	11,456
Project Expenses	-	-	5,020	-	5,020	16,941
Relocation Expense	-	-	-	-	-	144,226
	<u>633,456</u>	<u>5,433</u>	<u>30,403</u>	<u>3,599</u>	<u>672,891</u>	<u>789,928</u>
<u>EXCESS (DEFICIENCY)</u>						
<u>OF REVENUE OVER</u>						
<u>EXPENSES</u> (Note 8)	<u>\$ 30,001</u>	<u>\$ 2,582</u>	<u>\$ 25,623</u>	<u>\$ 390</u>	<u>\$ 58,596</u>	<u>\$ (143,030)</u>

(See Accompanying Notes)



SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED MARCH 31, 2012

	<u>2012</u>	<u>2011</u>
<u>CASH FLOWS FROM OPERATING ACTIVITIES</u>		
Excess (Deficiency) of Revenue over Expenses	\$ 58,596	\$ (143,030)
<u>Changes in Non-Cash Operating Working Capital</u>		
Accounts Receivable	(5,600)	(16,376)
Prepaid Expenses	2,051	(5,377)
Accounts Payable	11,875	(23,919)
Deferred Revenue	36,201	(34,991)
Grant Repayable	(51,378)	(123,202)
	<u>(6,851)</u>	<u>(203,865)</u>
<u>NET INCREASE (DECREASE) IN CASH DURING YEAR</u>	51,745	(346,895)
<u>CASH, Beginning of the Year</u>	<u>72,934</u>	<u>419,829</u>
<u>CASH, End of the Year</u>	<u>\$ 124,679</u>	<u>\$ 72,934</u>

(See Accompanying Notes)



SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2012

1. INCORPORATION AND PURPOSE OF ORGANIZATION:

The South Asian Legal Clinic of Ontario ("SALCO") was incorporated in Ontario on February 6, 2001 as a not-for-profit corporation without share capital.

SALCO was established to increase access to the justice system for low-income South Asians in a culturally and linguistically sensitive manner.

2. SIGNIFICANT ACCOUNTING POLICIES:

The accounting policies of the organization are in accordance with Canadian generally accepted accounting principles. Outlined below are those policies considered particularly significant.

a) Revenue Recognition

Grant revenues are recognized on the accrual basis. Grants received prior to the year to which they apply are recorded as deferred contributions. Donations, fundraising, and other revenue are accounted for when received.

b) Expense Recognition

Expenses are recognized on the accrual basis.

c) Contributed Services

Volunteers contribute significant time to assist the organization in carrying out its services and activities. Because of the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

d) Financial Instruments

Financial Instruments consist of cash, accounts receivable and accounts payable and accrued liabilities. Financial instruments are initially recorded at historical cost. If subsequent circumstances indicate that a decline in the fair market value of a financial asset is other than temporary, the financial instrument is written down to its fair market value. Unless otherwise indicated, it is management's opinion that the organization is not exposed to significant interest, currency or credit risks arising from these financial statements. The fair market value of these instruments approximate recorded amounts because of the short period to receipt or payment of cash.

3. GRANTS:

Grants are comprised of the following:

	<u>2012</u>	<u>2011</u>
Legal Aid Ontario (LAO)	\$ 727,202	\$ 608,892
Trillium Foundation	3,599	34,991
	<u>\$ 730,801</u>	<u>\$ 643,883</u>



SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2012

4. DEFERRED REVENUE:

Deferred Revenue is comprised of the following:

	<u>2012</u>	<u>2011</u>
Trillium Foundation	<u>\$ 36,201</u>	<u>\$ -</u>

Continuity of Deferred Revenue for the year is as follows:

	<u>2012</u>	<u>2011</u>
Deferred Revenue, Beginning of the Year	\$ -	\$ 34,991
Add - Received/Receivable during the Year	39,800	-
Less - Recognized during the Year	<u>(3,599)</u>	<u>(34,991)</u>
Deferred Revenue, End of the Year	<u>\$ 36,201</u>	<u>\$ -</u>

5. USE OF ESTIMATES:

The preparation of financial statements in accordance with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from management's best estimates, as additional information becomes available in the future.

6. CAPITAL MANAGEMENT AND ECONOMIC DEPENDENCE:

The organization includes cash, accounts payable and accrued liabilities, deferred operating grant revenue, and net assets in its capital management consideration. The organization's objectives when managing capital are to safeguard its ability to continue as a going concern and continue to execute its mandate within the restrictions that the organization is not in receipt of core funding.

The organization monitors these items to assess its ability to fulfil its ongoing financial obligations. The organization relies primarily on grants, fundraising and donations to fund its operations and makes adjustments to its budgeted expenditures in light of changes. The organization is not subject to externally imposed capital requirements.

The organization is dependant on government grants for continued operations.

7. COMPARATIVE FIGURES:

Certain figures for the year 2011 have been reclassified to conform to that of the current year's presentation.

Figures for 2011 were audited by the former auditor.



SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2012

8. GRANT FUNDS REPAYABLE:

Where SALCO incurs a surplus from the annual budgeted operating funds provided by Legal Aid Ontario, such a surplus does not constitute earned grant revenue and is repayable to Legal Aid Ontario. Legal Aid Ontario will determine the amount to be recovered.

9. PRIOR PERIOD ADJUSTMENT:

Legal Aid Ontario, during the fiscal year covered by these financial statements, has recovered surplus from the previous fiscal year by reducing the 2012 funding by that amount. These statements have reduced the revenue from grants for the 2011 fiscal year by the amount calculated. The effect on these financial statements is as follows:

	<u>As previously reported</u>	<u>Adjusted</u>	<u>Difference</u>
Revenue from grants 2011 fiscal period	\$ 695,261	\$ 643,883	\$ 51,378
Grant repayable as at Mar 31, 2011	\$ -	\$ 51,378	\$ 51,378
Closing surplus 2011 fiscal period	\$ 90,840	\$ 39,462	\$ 51,378





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SALCO NOMINATIONS SLATE 2012

Vasu Daggupatty (election for the 2012-2014 term): Vasu held the position of Treasurer on the SALCO Board of Directors from 2010-2012. Vasu has an undergraduate degree in Systems Design Engineering from the University of Waterloo and previously worked for market research consultancy IDC, managing multiple research programs for three years. After acquiring a Graduate Diploma in Economics from the University of Cambridge and a Masters of Public Affairs from Sciences Po-Paris, he joined the Ontario Ministry of Economic Development & Trade as a Senior Advisor responsible for Information & Communication Technology and Interactive & Digital Media. Over the years he has been involved with the social entrepreneurship group Ashoka, the Chinmaya Mission of Toronto and the Telugu Cultural Association of Greater Toronto. Vasu is fluent in Telugu and currently resides in Toronto.

Dimple Joshi (election for the 2010-2012 term): Dimple held the position of Secretary on the SALCO Board of Directors from 2010-2012. Dimple is a solutions-oriented HR professional who offers 7 years of diverse cross-functional experience spanning various industries and business sectors; such as, entertainment/media, manufacturing, distribution, research, retail, service and non profit. Her career experiences have not only allowed her to develop the ability to translate HR practices to business needs, but have also allowed her to work with and counsel associates of various career, education, accessibility and multicultural backgrounds.

Manivillie Kanagasabapathy (election for the 2012-2014 term): Manivillie held the position of Nominations Committee Chair on the SALCO Board of Directors from 2012-2012. Manivillie is currently studying and was previously employed as the Program Manager at the South Asian Women's Centre. Manivillie has over 10 years of experience in advocacy and the non for profit sector. The majority of her academic and professional career has been focused on issues of gender, accessibility and development. Manivillie holds a Master's of Anthropology from Carleton University and a Bachelor's of Environmental Studies from York University.

Daryl Seupersad (election for the 2012-2014 term): Daryl sat at the SALCO board as a member at large for the 2012-2014 term. Daryl holds a Bachelor of Law from Queen's University and is currently working as counsel of the Ministry of Labour – Office of the Employer Advisor. Daryl has a strong background in legal clinic work and worked at two legal clinics (the Injured Workers' Consultants Community Legal Clinic and the Industrial Accidents Victims Group of Ontario Legal Clinic) from 2008-2009. Daryl has been generous in providing past training to SALCO employees on workplace Safety and Insurance issues.

Akila Venkatesh (election for the 2012-2014 term): Akila sat at the SALCO board as a member at large for the 2012-2014 term. Akila Venkatesh is a teacher with the York Region District School Board. She completed her Honours B.A. in Psychology at York University, followed by her Masters in Child Studies and Education at the University of Toronto, with a focus in social justice in education. Akila has a passion for social justice and the alleviation of poverty. In 2004 she spent time in rural India volunteering with various non-profit organizations, providing HIV/AIDS awareness training to locals and teaching at a school for children with disabilities. Currently, when she is not teaching, Akila enjoys blogging about ways to take social action in the community and she also leads the Oxfam-Toronto Social Justice book club. Aside from her teaching and social justice interests, Akila is also a competitive Salsa dancer. She is looking forward to being a member of the SALCO Board of Directors.

Saman Wickramasinghe (election for the 2012-2014 board term): Saman is a new addition to the SALCO Board. Saman Saman articulated with the Criminal Law Group at Sack Goldblatt Mitchell LLP and was called to the bar in 2007. Soon after his call Saman co-founded Gosio and Wickramasinghe LLP and practiced in criminal defence and regulatory offence litigation. In 2011 Saman joined Lockyer Campbell Posner where he continues to practice in criminal defence at both the trial and appellate levels. Saman brings a great deal of knowledge and experience working with clients in criminal matters and working with clients who access legal aid services.

Anita Khanna (election for the 2012-2013 board term – stepping in mid-term to replace an outgoing board member): Anita is a new addition to the SALCO Board. Anita Khanna is a community organizer and advocate dedicated to the pursuit of social justice. In the past, Anita has worked for Social Planning Toronto as the City-Wide Organizer of the Commitment 2 Community campaign and as the Executive Director (Interim) of the Council of Agencies Serving South Asians (CASSA). Anita's work is rooted in anti-racism and anti-oppression practice. She is passionate about making civic participation accessible and relevant to everyone and to promoting self-representation by South Asians in media and other public forums. Anita holds a Master of Social Work from the University of Toronto and is the Coordinator of Ontario Campaign 2000/Social Reform at Family Service Toronto.

Chetan Tiwari (election for 2012-2013 student term): Chetan Tiwari is a second year law student at Osgoode Hall Law School. In a "previous life" Chetan was a practicing engineer with a large firm in Toronto. His calling to the law led him to quit his old profession and go back to law school. Chetan volunteered and then summered at SALCO as a community legal worker. Chetan's passion for SALCO's mandate was clear as he worked hard to promote access to justice for low-income South Asian's in the GTA, with a focus on the forced marriage campaign.