

South Asian Legal Clinic of Ontario (SALCO)

Annual Report 2017



106 A - 45 Sheppard Avenue East
Toronto, Ontario, M2N 5W9
Tel: 416-487-6371
salc.on.ca



45 Sheppard Ave. East, Suite 106A, Toronto, ON M2N 5W9
T 416-487-6371 F 416-487-6456
www.salc.on.ca

SALCO ANNUAL GENERAL MEETING
Wednesday, November 1, 2017, 6:00 p.m. – 8:30 p.m.
A Different Booklist – 779 Bathurst Street, Toronto, ON

Agenda

1. 6:00 p.m. – 6:30 p.m. Open House – Mix and Mingle
(Refreshments Served)

2. 6:30 p.m. – 7:00 p.m. AGM Business Meeting: Call to Order
Chair, Board of Directors
 - Approval of 2016 AGM Minutes Chair, Board of Directors
 - SALCO Chair/ Joint Staff Report 2017 Chair, Board of Directors /
Executive Director
 - Treasurer's Report on the Audited Financial Statements
Of the Year Ending March 31, 2017 Treasurer, Board of Directors
 - Approval of Auditor Treasurer, Board of Directors
 - Nominations to SALCO Board Directors: slate and nominations
from the floor Chair of Nominations Committee,
Board of Directors
 - Adjournment of Meeting Chair, Board of Directors

3. 7:00 pm - "Telling Our Stories: Immigrant
Women's Resilience" OCASI



45 Sheppard Ave. East, Suite 106A, Toronto, ON M2N 5W9
 T 416-487-6371 F 416-487-6456
 www.salc.on.ca

SALCO ANNUAL GENERAL MEETING
Wednesday, November 16, 2016, 6:30pm-8:30pm
Friend's House, 60 Lowther Ave, Toronto, ON M5R 1C7

1. **Presentation:** The AGM presentation started at 6:35pm.
2. **Introduction of Presentation: *The Feminist and the Artist: Nimisha Bhanot:*** SALCO articling students Mayoori Malankov and Akina Tamang introduced Toronto-based South Asian artist Nimisha Bhanot for a panel Q&A.

 Highlights included discussion about:
 - Artist's inspirations and relevance of the representation of diasporic South Asians and content which addresses intersectionality of identities.
 - Art as a tool for dialogue and social change
 - Barriers for racialized artists to reach broader audiences and markets
 - Two of the artist's series: 1) Social Media Monarchy series disrupting traditional portraiture (i.e. of upper-class aristocracy) through portraiture of South Asian activists, artists addressing issues of gender identities and sexuality; immigrant rights and nationalisms; cultural appropriation; 2) Badass Bahus series confronting and subverting traditional expectations of the South Asian "daughter-in-law"
 - Ways to support the artist: via sharing her work online, purchasing prints and original works.
 - See www.nimishabhanot.com for more
3. **AGM Business Meeting:** The AGM Business Meeting was called to order by meeting chair, (standing in for Board Chair), Kruti Patel at 7:31pm. The meeting chair noted that the SALCO bylaws had been amended in a Special General Meeting on May 11, 2016. The amendments included changes to lengthen the membership period, changes to include a slate of nominees for the SALCO board of directors as well as the election of one position from the floor, and changes to voting at AGMs, namely that someone had to be a member of SALCO for 30 days prior to the AGM in order to vote at the AGM.
4. **Approval of Minutes from AGM on November 5, 2015:** The AGM minutes from the 2015 AGM were presented. No amendments were made.

Motion to Approve: The AGM 2015 Minutes were presented for approval, whereupon motion duly made by Neil Puddicombe, seconded by Saleha Haji, and unanimously adopted.

4

5. **SALCO Chair/Staff Report:** The meeting chair presented the Chair's report from the AGM package. Staff subsequently introduced themselves and made reports highlighting key work cited in their respective reports in the AGM package.

6. **Treasurer's Report on the Audited Financial Statements of the Year Ending March 31, 2015:** Board treasurer Saleha Haji presented SALCO's audited financial statements as they appeared in the AGM Package. She noted the following:

- SALCO had a change in cash flow related to the hiring of a new staff person, and related to renovations being made to the SALCO office to accommodate the larger staff;
- SALCO used to receive funding from LAO for a special project to place a worker at the Safe Centre of Peel. SALCO has transferred that project to the North Peel and Dufferin Legal Clinic, who now receives the direct project funding for the Safe Centre of Peel; and
- We ended with a fiscal deficit related to spending on the renovation. However, this deficit is offset by the surplus in the fiscal year previous which was the funding for the renovation, and could not be completed in that fiscal year.

Items for Discussion:

- The treasurer asked if there were any questions or comments on the SALCO audited financial statement for year ending March 31, 2016; and
- No questions or comments were raised.

Motion to Approve: The SALCO audited financial statement for April 1, 2015 to March 31, 2016 was presented for approval, whereupon motion duly made by Saman Wickramasinghe, seconded by Neil Puddicombe, and unanimously adopted.

7. **Approval of Auditor:** The treasurer advised that SALCO has been using David Burkes & Associates as their auditor for the past 3 years and that we are very happy with the audit process and costs. The treasurer recommended that we continue to use the same auditor.

Motion to Approve: The hiring of David Burkes, Chartered Accountant, for the SALCO audit for year ending March 31, 2017 was presented for approval, whereupon motion duly made by Payal Ratanshi, seconded by Sultana Jahangir, and unanimously adopted.

8. **Nominations to SALCO Board of Directors: Election of Slate of Nominees:** Board member and nominations committee chair Anita Khanna explained changes to the SALCO bylaws related to board member nominations and the board slate selection process (both can be found on the SALCO homepage). The changes required a board nominations committee of 2 SALCO board members and 1 volunteer from the SALCO membership. A communication was sent to the membership seeking a volunteer but no one came forward. As such, the board nominations committee was comprised of 2 Board Members only. The nominations committee chair noted the following:

- This year there are 9 vacancies: 8 general members and 1 student member. The terms of three other Board Members are ongoing: Archana Sridhar; Kruti Patel and Christina Dalima;
- The slate as it appears in the AGM package: Saman Wickramasinghe (continuing if elected); Saleha Haji (continuing if elected); Rahool Agarwal (not present; continuing if elected); Payal Ratanshi (continuing if elected); Godha Rangaraj (continuing if elected); Mohini Datta-Ray (new if elected); Fahad Siddiqui (new if elected); Sarah Quayyum (student member; new if elected);
- The Slate of Nominees as listed in the AGM package were introduced, and those present made a brief presentation about their experience and interest in serving on the SALCO Board;
- Notably, the student Board member position has been opened up to students outside of GTA to provide greater accessibility.

Items for Discussion:

- The nominations chair asked if there were any questions from the floor; and
- No questions were raised.

Motion to Approve: The slate of nominees to the SALCO board of directors (as it appeared in the AGM package) was presented for approval, whereupon motion duly made by Sultana Jahangir, seconded by Neil Puddicombe, and unanimously adopted.

9. **Nomination to the SALCO Board of Directors: Election From the Floor:** The nominations committee chair asked if there was anyone interested in running for the one vacant position on the board of directors from the floor of the AGM. One person indicated interest. The nominations committee chair asked that person to make a brief presentation about their experience and interest in serving on the SALCO Board:

- Mary Chrisanthus advised that she is a retired manager with the Ontario provincial government and had also worked with the pay equity commission. She has significant experience in human resources and would like to bring that skill set to the SALCO board of directors.

Motion to Approve: The election of Mary Chrisanthus to the SALCO board of directors was presented for approval, whereupon motion duly made by Payal Ratanshi, seconded by Saleha Haji, and unanimously adopted.

10. **Adjournment of Meeting:** There being no further business to come before the meeting, the meeting adjournment was presented by the meeting chair, Kruti Patel.

Motion to Approve: Adjournment of the SALCO Annual General Meeting on November 16, 2016 at 8:28 p.m. was presented for approval, whereupon motion duly made by Archana Sridhar, seconded by Godha Rangaraj, and unanimously adopted.



SALCO - 2017 CHAIR'S REPORT

Welcome to the 2017 Annual General Meeting for the South Asian Legal Clinic of Ontario. SALCO has had another busy and productive year and I would like to take this opportunity to update you on the kinds of initiatives that SALCO has been involved with this past year.

In the area of access to justice, SALCO participated in discussions regarding the improvement police oversight bodies. SALCO raised awareness of systemic racism and access without fear contributing to legislative reform in this area. Also in an effort to increase access to justice for immigrants and newcomers, SALCO is participating in training frontline service providers in the Region of Peel on topics such as forced marriage, gender-based violence, basic family law and criminal injuries compensation.

In the area of immigration, SALCO (with many others) successfully advocated for the elimination of the conditional permanent residence requirement which the federal government decided to repeal. SALCO continues to work on the issue of misrepresentation and marriage fraud. We are seeing a number of clients who have left abusive marriages who are now being investigated by Immigration, Refugees, and Citizenship Canada for marriage fraud – Meaning that they have been accused on marrying their sponsor simply to get immigration to Canada. This looks and feels very similar to the conditional permanent residence that was abolished.

In an effort to measure the impact of government policies on racialized people, SALCO has been pressing for the collection of race based “disaggregated” data through various avenues like the Anti-Racism Directorate (Ontario) and through the Colour of Poverty Campaign. While SALCO and its partners have been successful in gathering support for the need to collect disaggregated data with the Anti-Racism Directorate and the LAO Racialized Communities Strategy Group, SALCO hopes for a stronger mandate and to provide training to encourage data collection and use across all government departments and legal clinics. Another possible source of data collection flows from the Colour of Poverty Access to Justice Project, which is looking at barriers faced by racialized clients in accessing administrative tribunals in Ontario.

SALCO continues its work with the provincial Roundtable on Violence Against Women, and has made recommendations on the provincial Gender Based Violence Plan involving access to services without fear of immigration status as well as federal and provincial level advocacy for immigration protection and enhanced supports in family and criminal law and for victims of sexual violence.

In regards to the intersection of forced marriage and human trafficking, SALCO has partnered with other legal clinics and service providers and has obtained funding from the province to create legal education on areas of law (criminal, immigration, and labour laws issues) for victims and survivors of human trafficking and front line service providers. SALCO has also



SALCO AGM 2017: Chair's Report



SALCO - 2017 CHAIR'S REPORT (continued)

been involved in forced marriage training for police officers and service providers in the Atlantic provinces, and continues training for stakeholders in Ontario.

As a steering committee member of the Colour of Poverty Campaign, SALCO has been involved in the Colour of Poverty's provincial project to encourage enhanced dialogue between Indigenous and racialized communities in Canada. SALCO also attended at the United Nations Committee on the Elimination of Racial Discrimination to represent itself and the Colour of Poverty Campaign during the Canada review in August 2017. We had great success in getting the committee to address issues of indefinite immigration detention in Canada.

In addition to all of the above, SALCO has also been involved as an intervener in several test cases this past year to support outcomes that impact its clients either directly or indirectly by the advancement equality and human rights.

In outreach, most notably SALCO and A Colour Deep launched the LGBTQ South Asian History Poster Series, which highlights some of the history of the South Asian LGBTQ community in Ontario.

As you can see, SALCO is a busy place with many clients to serve and initiatives being promoted. This would not be possible without the hard work and dedication of its staff who not only manage cases but are also actively involved in education, outreach and advocacy for and on behalf of SALCO's clients. Their commitment to issues of access to justice for low-income South Asian people in Ontario is truly evident from their hard work and passion.

I would also like to thank my colleagues on the board for their efforts this past year. Recognizing that personal and professional obligations are always competing for your time, your support is greatly appreciated. This year the board's personnel committee started a review of the staff evaluation format and process, the policy committee updated the Workplace Violence and Harassment policy and the Leaves of Absence policy, the strategic planning committee started to review options for fundraising and obtaining charitable status, and the nominations committee worked hard to recruit potential board members under SALCO's new bylaw / and slate selection policy.

Lastly, I would like to thank our funders in 2017, Legal Aid Ontario and the Law Foundation of Ontario, for their continued support of SALCO.

I look forward to another productive year at SALCO.

Kruti Patel
Chair, SALCO Board of Director



Introduction

It has been another busy and productive year for the team at SALCO. We continue to provide direct legal service in poverty law to clients, but are also actively involved in public legal education, community development, law reform, and advocacy work.

Public Legal Education

SALCO continues with a high volume of public legal education. In 2017 we conducted 73 legal education sessions for clients, service providers, government staff, and other stakeholders on a variety of areas of law including immigration, human rights, employment law, income maintenance, tenancy, and family violence (ex: forced marriage, elder abuse, etc...).

Law Reform

SALCO has been involved in a number of test cases in 2017. Most notably:

- *Wong* – intervention at the Supreme Court of Canada on the duty to ensure that people are aware of the consequences on a criminal guilty plea on immigration status;
- *Badesha* – intervention at the Supreme Court of Canada on the extradition of Canadian citizens to countries that may pose danger to their life, liberty, and security of the person;
- *Brown* – representation of third party, the End Immigration Detention Network, at the Federal Court (Trial Division) on the issue of indefinite detention of immigration detainees in Canada;
- *Begum* – intervention at the Federal Court (Trial Division) on the issue of income criteria in parent and grandparent sponsorship;
- *Sandhu* – intervention at the Human Rights Tribunal to provide submissions on public remedies related to a finding of racial discrimination by the Peel Regional Police.

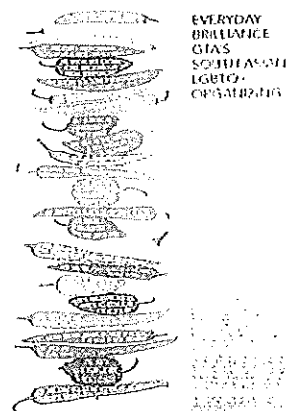
Outside of test case work, SALCO also participated in a number of other law reform initiatives including:

- Standing Committee on Canadian Heritage – SALCO provided oral submissions to the committee, who is reviewing systemic race and religious discrimination in Canada, including Islamophobia;
- United Nations – Committee on the Elimination of Racial Discrimination – SALCO provided submissions on issues of indefinite immigration detention, the safe third country agreement with the U.S., and on supports for migrant workers along with other members of the Colour of Poverty steering committee; and
- Canada Child Benefits – participating in a coalition with other clinics around the barriers to Canada Child Benefit that impact our clients (ex: waiving overpayments of CCB in cases of abuse)

Community Development

SALCO has been doing some exciting community development work. The list is long but here are some highlights from 2017:

- H&C Research - A new research initiative on the health impact of going through an immigration process known as the humanitarian and compassionate permanent residence application. The proposed study was presented at the i) Crisis Workers Society of Ontario (CWSO) National Conference in June of 2017 and ii) at the Canadian Mental Health Association National Conference in September of 2017. The methodology was well received and we will be commencing with collecting data related to the study in 2018;
- Provincial Roundtable on Violence Against Women – SALCO continues to sit on the Roundtable, which advises the province on a number of initiatives related to violence against women. This past year the Roundtable provided submissions on updates to the *Police Services Act* to better protect victims of violence with precarious immigration status, submissions on a provincial gender-based violence strategy, submissions on the province's anti-human trafficking work, and the Roundtable is looking at the issue of the criminalization of HIV and its gendered implications;
- Changing Workplaces Review and Bill 148 – SALCO made oral and written submissions related to the provincial review of employment law with a focus on endorsing other campaigns for a \$15.00 minimum wage, and recommendations that the Ministry of Labour must conduct a needs assessment to review its education and outreach methods by connecting with employers, unions, legal clinics and worker advocacy group, create a public service announcement campaign to feature through various forms of media, that the Ministry implement timelines for its processes that are accessible to everyone to understand how enforcement and collection are done, and Ontario re-introduce employment equity to provide equal access to employment to racialized workers;
- Migrant Mother's Project – SALCO is working with the MMP on a project that will look at the impact of immigration policy on women (ex: the conditional permanent residence and the impact on women who were leaving situations of abuse);
- Launch of Collaboration with A Colour Deep / Launch of Posters about the history of South Asian LGBTQ communities in Ontario – SALCO was delighted to launch a collaborative project with A Colour Deep to start talking about concerns within South Asian LGBTQ communities. The collaboration also produced and launched two posters that outline some of the history of South LGBTQ communities in Ontario.



Direct Legal Service

SALCO continues to provide direct legal service in a variety of areas of poverty law. In 2017, some of our casework trends included:

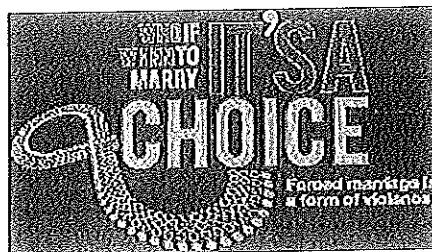
- Income Maintenance cases (eligibility issues in Ontario Works, Ontario Disability, Canada Pension Plan, Old Age Security, and Employment Insurance);
- Employment law cases including employment standards issues, wrongful dismissal, and the loss of licensing that could impact livelihood;
- Cases that intersect abuse and immigration status (assisting clients who were conditional permanent residents with requests for exemptions from Immigration, Refugees, and Citizenship Canada because they had left their abuser, and clients faced with misrepresentation allegations due to abusive ex-spouses and their relatives calling IRCC in retribution after the client has left the relationship to escape the abuse. In these cases many of the clients were not conditional permanent residents);
- Working with victims of violence who had been charged criminally with assault against their abuser as a result of mandatory charging policies by the police;
- Applications to federal court on refused h&c applications;
- Applications to federal court on refusals to grant waivers from the citizenship requirements to clients with significant health impairments;
- Spousal sponsorship for members of the South Asian LGBTQ community;
- Forced marriage cases in Canada; and
- Human trafficking cases for clients with precarious immigration status (getting permanent residence).

Other

Like all other legal clinics, SALCO has switched to a new client management system called CIMS (Client Information Management System). The new system has presented a number of challenges that are currently being reviewed and addressed by Legal Aid Ontario. In the meantime, the administrative impacts of CIMS have been a bit challenging, but SALCO continues to push forward! Go team go!

Conclusion

SALCO is in its 10th year of permanent funding from Legal Aid Ontario. It seems like only yesterday that we were celebrating becoming Ontario's newest legal clinic. In the year to come we hope to celebrate our 10th anniversary with all of you in a series of events that will be fun, informative, and challenging!



SOUTH ASIAN LEGAL CLINIC (ONTARIO)

FINANCIAL STATEMENTS

MARCH 31, 2017



David Burkes, B. Com, CPA, CA-IFA, CFF



David Burkes, B. Com, CPA, CA-IFA, CFF
Chartered Professional Accountant

INDEPENDENT AUDITOR'S REPORT

To the Members of
South Asian Legal Clinic (Ontario)

I have audited the accompanying financial statements of South Asian Legal Clinic (Ontario), which comprise the statement of financial position as at March 31, 2017, the statements of operations and net assets, the statement of cash flows for the year then ended and a summary of significant Canadian accounting standards 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 controls 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 controls 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 controls. 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, 2017, 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 9, 2017

David Burkes
Chartered Professional Accountant
Licensed Public Accountant

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF FINANCIAL POSITION

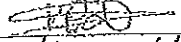
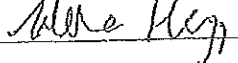
AS AT MARCH 31, 2017

	ASSETS			2017	2016
	Legal Aid Fund	Legal Disbursement Fund	General Fund		
CURRENT					
Cash	\$ 44,938	\$ 22,347	\$ 83,947	\$ 151,232	\$ 130,975
Accounts Receivable	2,225	-	-	2,225	-
Grants Receivable	-	-	-	-	28,522
HST Receivable	12,020	-	-	12,020	18,985
Prepaid Expenses	11,615	-	-	11,615	11,088
	<u>70,798</u>	<u>22,347</u>	<u>83,947</u>	<u>177,092</u>	<u>189,570</u>
CAPITAL ASSETS (Note 2)	26,858	-	-	26,858	34,532
INTERFUND BALANCES	2,704	(720)	(1,984)	-	-
	<u>\$ 100,360</u>	<u>\$ 21,627</u>	<u>\$ 81,963</u>	<u>\$ 203,950</u>	<u>\$ 224,102</u>

LIABILITIES AND NET ASSETS

CURRENT					
Accounts Payable	\$ 34,075	\$ -	\$ -	\$ 34,075	\$ 24,096
Grants Payable (Note 8)	-	-	-	-	46,906
Deferred Revenue (Note 5)	-	-	6,082	6,082	-
	<u>34,075</u>	<u>-</u>	<u>6,082</u>	<u>40,157</u>	<u>71,002</u>
DEFERRED CONTRIBUTIONS RELATED TO CAPITAL ASSETS (Note 3)	26,858	-	-	26,858	34,532
FUND BALANCES	39,427	21,627	75,881	136,935	118,568
	<u>\$ 100,360</u>	<u>\$ 21,627</u>	<u>\$ 81,963</u>	<u>\$ 203,950</u>	<u>\$ 224,102</u>

APPROVED BY THE BOARD:

 Director
 Director

(See Accompanying Notes)

DB

David Burkes, B. Com, CPA, CA-IFA, CFP

SOUTH ASIAN LEGAL CLINIC (ONTARIO)
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2017

	<u>Legal Aid</u> <u>Fund</u>	<u>Legal</u> <u>Disbursement</u> <u>Fund</u>	<u>General</u> <u>Fund</u>	<u>2017</u>	<u>2016</u>
<u>BALANCE,</u> Beginning of the Year	\$ 24,411	\$ 22,603	\$ 71,554	\$ 118,568	\$ 128,881
<u>EXCESS (DEFICIENCY)</u> <u>OF REVENUES</u> <u>OVER EXPENSES</u>	<u>15,016</u>	<u>(976)</u>	<u>4,327</u>	<u>18,367</u>	<u>(10,313)</u>
<u>BALANCE, End of the Year</u>	<u>\$ 39,427</u>	<u>\$ 21,627</u>	<u>\$ 75,881</u>	<u>\$ 136,935</u>	<u>\$ 118,568</u>

(See Accompanying Notes)



SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF OPERATIONS

FOR THE YEAR ENDED MARCH 31, 2017

	Legal Aid Fund	Legal Disbursement Fund	General Fund	2017	2016
<u>REVENUE</u>					
Grants (Note 4)	\$ 826,029	\$ 7,000	\$ 57,500	\$ 890,529	\$ 992,550
Fundraising & Donations	-	-	7,074	7,074	125
Interest & Other Income	62	20	253	335	8,935
	<u>826,091</u>	<u>7,020</u>	<u>64,827</u>	<u>897,938</u>	<u>1,001,610</u>
<u>EXPENSES</u>					
Salaries & Benefits	656,649	-	57,500	714,149	739,501
Occupancy	71,027	-	-	71,027	69,828
Travel	21,347	-	-	21,347	19,384
Communication & Publicity	7,810	-	-	7,810	23,285
Purchased Services	18,537	-	-	18,537	18,247
Equipment	9,767	-	-	9,767	9,007
Professional Dues	7,528	-	-	7,528	14,147
Grant Repayment (Note 8)	-	-	-	-	46,906
Library	363	-	-	363	714
Supplies & Services	18,047	-	3,000	21,047	55,123
Legal Disbursements	-	7,996	-	7,996	8,591
Project Expenses	-	-	-	-	7,190
	<u>811,075</u>	<u>7,996</u>	<u>60,500</u>	<u>879,571</u>	<u>1,011,923</u>
<u>EXCESS (DEFICIENCY) OF</u>					
<u>REVENUE OVER EXPENSES</u>	<u>\$ 15,016</u>	<u>\$ (976)</u>	<u>\$ 4,327</u>	<u>\$ 18,367</u>	<u>\$ (10,313)</u>

(See Accompanying Notes)

SOUTH ASIAN LEGAL CLINIC (ONTARIO)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED MARCH 31, 2017

	<u>2017</u>	<u>2016</u>
<u>CASH FLOWS FROM OPERATING ACTIVITIES</u>		
Excess (Deficiency) of Revenue over Expenses	\$ 18,367	\$ (10,313)
<u>Changes in Non-Cash Operating Working Capital</u>		
Accounts Receivable	(2,225)	-
Grants Receivable	28,522	(14,582)
HST Receivable	6,965	7,128
Prepaid Expenses	(527)	2,169
Accounts Payable	9,979	(3,504)
Grants Repayable	(46,906)	46,906
Deferred Revenue	6,082	(148,860)
	1,890	(110,743)
<u>NET INCREASE (DECREASE) IN CASH DURING YEAR</u>	20,257	(121,056)
<u>CASH, Beginning of the Year</u>	130,975	252,031
<u>CASH, End of the Year</u>	\$ 151,232	\$ 130,975

(See Accompanying Notes)

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2017

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 organization 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.

1. 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, 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.

SOUTH ASIAN LEGAL CLINIC (ONTARIO)
 NOTES TO THE FINANCIAL STATEMENTS
MARCH 31, 2017

1. SIGNIFICANT ACCOUNTING POLICIES: (Continued)
 e) Capital Assets

Property and equipment are recorded at cost and are being amortized over their estimated useful lives. The annual amortization rates and methods are as follows:

Furniture and fixtures	20% Straight-line
Leasehold Improvements	20% Straight-line

2. CAPITAL ASSETS:

	2017			2016
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Leasehold Improvements	\$ 17,995	\$ 5,398	\$ 12,597	\$ 16,196
Furniture	20,373	6,112	14,261	18,336
	\$ 38,368	\$ 11,510	\$ 26,858	\$ 34,532

Amortization for the year is \$7,674 (2016 - \$3,836).

3. DEFERRED CONTRIBUTIONS RELATED TO CAPITAL ASSETS:

In 2016, the organization received and expended \$86,000 from Legal Aid Ontario (LAO) for general operations, of which \$38,368 was capitalized and is included in Capital Assets; the balance of \$47,632 was included in Salaries and Benefits in the Statement of Operations in 2016. Deferred contributions reported are amortized over the useful life of the asset as per Note 1. Amortization for 2017 is \$7,674 (2016 - \$3,836).

Continuity of Deferred Capital Contributions for the year is as follows:

	2017	2016
<u>LAO (2016)</u>		
Deferred Capital Contributions, Beginning of the Year	\$ 34,532	\$ -
Add - Received in the Year	-	38,368
Less - Amortized for the Year	(7,674)	(3,836)
	\$ 26,858	\$ 34,532



SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2017

4. GRANTS:

Grants are comprised of the following:

	<u>2017</u>	<u>2016</u>
Legal Aid Ontario (LAO)	\$ 833,029	\$ 872,211
Department of Justice (DOJ)	-	80,638
Law Foundation	<u>57,500</u>	<u>39,701</u>
	<u>\$ 890,529</u>	<u>\$ 992,550</u>

5. DEFERRED REVENUE:

Deferred Revenue is comprised of the following:

	<u>2017</u>	<u>2016</u>
Law Foundation	<u>\$ 6,082</u>	<u>\$ -</u>

Continuity of Deferred Revenue for the year is as follows:

	<u>2017</u>	<u>2016</u>
Deferred Revenue, Beginning of the Year	\$ -	\$ 148,860
Add - Received/Receivable during the Year	896,611	843,690
Less - Recognized during the Year	<u>(890,529)</u>	<u>(992,550)</u>
Deferred Revenue, End of the Year	<u>\$ 6,082</u>	<u>\$ -</u>

6. 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.

7. 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.

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2017

7. CAPITAL MANAGEMENT AND ECONOMIC DEPENDENCE: (Continued)

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.

8. GRANT REPAYMENT

Where SALCO incurs a surplus from the annual budgeted operating funds provided by Legal Aid Ontario (Legal Aid Fund), such a surplus does not constitute earned grant revenue and is repayable to Legal Aid Ontario. Where SALCO retains a surplus for a project specifically funded by Legal Aid Ontario outside of SALCO's core funding, that surplus does not constitute earned grant revenue and is either repayable to Legal Aid Ontario or requested to be transferred to another clinic that is taking over management of that project. In 2016, Legal Aid Ontario requested that the Legal Coordination fund surplus of \$46,906 be transferred to the North Peel and Dufferin Community Legal Services clinic for the continuation of the Safe Centre of Peel project.

9. FINANCIAL INSTRUMENTS - RISK MANAGEMENT:

a) Interest Rate Risk

Interest rate risk is the risk of potential financial loss caused by fluctuations in their fair value of future cash flow of financial instruments due to changes in market interest rates.

b) Credit Risk

Credit risk is the potential for financial loss should a counter-party in a transaction fail to meet its obligations.

c) Currency Risk

Currency risk is the risk of potential change in price of one currency against another currency.

The organization's financial instruments consist of cash, accounts receivable, accounts payable and accrued liabilities. Unless otherwise noted, it is management's opinion that the organization is not exposed to significant interest, credit or currency risks. The fair value of these financial instruments approximates their carrying values.



SALCO AGM 2017: Board of Directors: Nominations Slate

Kruti Patel (re-election for the 2017-2019 board term): Kruti has been on the SALCO board since 2015 and is running for re-election for a second term. In 2016-2017 Kruti served as chair of the SALCO Board. Kruti also served as the board’s representative to the association of Legal Clinics of Ontario and represented SALCO at a number of its meetings. Kruti was called to the Ontario Bar in 2003 and the State Bar of New York in 2006. She worked as a corporate and securities law associate in both Toronto and then in New York for several years. On returning to Toronto, Kruti has volunteered in various capacities, and sought to make contributions to a community based organization that could utilize her various skills. Kruti is fluent in Gujarati.

Archana Sridhar (re-election for the 2017-2019 board term): Archana has been a member of the SALCO board for 2 years and is running for election for a second term. In 2016-2017 Archana served as the co-chair of the SALCO board strategic planning and advocacy committee. Archana is Assistant Provost in the Office of the Vice-President & Provost at the University of Toronto. She received her Juris Doctor (JD) degree from Harvard Law School and was a Fulbright Scholar in Guatemala City, investigating the legal frameworks of Guatemala's philanthropic sector. Archana has experience as a university administrator at the University of Toronto Faculty of Law, York University and Indiana University. She has practiced tax and non-profit law as an attorney in Boston and worked at the humanitarian organization ReSurge International. She is also a co-founder of The South Asian Philanthropy Project, a charitable organization that fosters philanthropy among South Asians in North America.

Mohini Datta-Ray (re-election for the 2017-2019 board term): Mohini has been on the SALCO board for one year and is running for re-election. Mohini has a strong commitment to social justice and has worked on the issue of health equity and intersectional access both within and outside the South Asian community for over 10 years. SALCO's mandate and work is integral to the social justice work in this province. As the ED of an emergency VAW shelter, Mohini is all-too aware of the impact that a lack of legal access and justice can have on women and families impacted by violence (and vice versa). There is an over-representation of women of colour, including South Asian women in the work she does and she is interested in volunteering to provide Board support to such a critical organization.

Neil Puddicombe (election for the 2017-2019 term): Neil had been involved with SALCO for many years and was a previous chair of the SALCO board. Neil left the board in 2014. Neil has applied to return to the board and brings significant governance experience as well as historical institutional knowledge about SALCO. Neil is an Associate General Counsel at BMO. Neil is also a first generation immigrant of South Asian descent. His family arrived in Parkdale nearly 40 years ago with no support services to help them deal with the myriad of legal, economic and cultural challenges that coming living

in a new country. With an interest in ensuring that newcomer South Asians have more support services to settle in Toronto, Neil has involved himself in doing legal aid work, including working at a legal aid clinic. Neil believes that access to justice is critical for low-income South Asians.

Mathura Karunanithy (election for the 2017-2019 term): Mathura will be a new addition to the SALCO board. Mathura has a background in public policy and currently works at the Motherisk Commission. Prior to that she worked in policy and programming at the Ministry of Citizenship, Immigration and International Trade. Mathura has an interest in gender-based issues / feminism and is hoping to bring her significant skills in project management, project evaluation, advocacy, and education to SALCO. Her long-term career goal is to increase the effectiveness of programming and policies for women's empowerment

Raajan Aery (election for the 2017-2018 student term): Raajan is a law student at Osgoode Hall Law School in Toronto, Ontario. He is currently participating in an intensive poverty law placement at Parkdale Community Legal Services (a student legal clinic affiliated with his law school). Raajan has always had an interest in advancing issues of justice and equality within the South Asian community. Raajan has previously volunteered his time at SALCO as a summer law student. Raajan has also been an active member of Osgoode's South Asian Law Student Association and the Worker's Action Centre.



SALCO Board of Directors: Returning Board Members (not up for election)

Saleha Haji (board term 2016-2018): Saleha is the current treasurer for the SALCO board of directors and has been on the board for 3 years. Saleha has a background in financial management including financial oversight and management internally and for external clients (ex: auditing). Saleha herself is an immigrant to Canada and has witnessed firsthand the struggles that new South Asian immigrants face in terms of immigration and settlement in Canada.

Saman Wickramasinghe (board term 2016-2018): Saman has completed his first 3 years on the SALCO board, where he provides expertise in test case work and working with low-income clients. Saman articulated with the Criminal Law Group at Sack Goldblatt Mitchell LLP and was called to the bar in 2007. In 2011 Saman joined Lockyer Campbell Posner where he practiced in criminal defence at both the trial and appellate levels. Saman has moved on to private practice still in the area of criminal defence. Saman brings a great deal of knowledge and experience working with clients in criminal matters and working with clients who access legal aid services.

Mary Chrisanthus (board term 2016-2018): Mary has been on the SALCO board for 1 year. In that year Mary has provided significant input into the overhaul of SALCO's personnel policies. Mary is retired from management in the Ontario provincial government and work with Ontario's pay equity commission. She has a significant skill set in human resources.

Payal Ratanshi (board term 2016-2018): Payal has been on the SALCO board for 3 years. Payal was raised in a South Asian (Konkani) household, and grew up against a backdrop orthodox, racialized, and patriarchal belief systems. In her personal and professional experience she has encountered cultural attitudes such as shame, abuse and victim-blaming within the context of family violence in the South Asian community, and has seen an alarming rate of women (in particular) increasingly facing these circumstances, coupled with low income / poverty. Payal is committed to the mandate of providing access to justice for such marginalized clients. Payal has a professional background in mental health treatment, including counseling for clients facing addictions and co-morbid mental health impairments.

Godha Rangaraj (board term 2016-2018): Godha is entering her fourth year on the SALCO board and is the current chair of the board's nominations committee. Godha has been a long-time volunteer working with South Asians in the Greater Toronto Area. She served for many years as a board member at Kannada Sangha Toronto, including taking on the role of Secretary at the board of directors. Subsequently, she volunteered as a board member with AWIC (an organization whose early work was to support immigrant woman from the South Asian Diaspora). Godha has an excellent background in governance and service delivery for South Asian clients. Godha is a retired from over 40 years of work with in medical research with Sick Kids Hospital. Now that she has a little bit more, she is hoping to expand her volunteer work, and strongly believes in SALCO's mandate to help low-income clients and to address larger issues of poverty and race.

