

Prince George Urban Aboriginal Justice Society



**Annual General Meeting
2021-2022**

Prince George Urban Aboriginal Justice Society

Annual General Meeting 2021-2022

AGM 2021-2022

AGENDA

Date of meeting: September 28, 2022

2022 Minutes recorded by: _____

Board of Directors – please check beside the name of the person attending:

- | | |
|--|--|
| <input type="checkbox"/> Bob Moore, Treasurer | <input type="checkbox"/> Annette Maurice, Director |
| <input type="checkbox"/> Henry Morgan, Chair | <input type="checkbox"/> Nekita Paradis, Director |
| <input type="checkbox"/> Ken Solonas, Vice Chair | |
| <input type="checkbox"/> Vacant, Secretary | |

Staff – please check beside the name of the person attending:

- | | |
|--|---|
| <input type="checkbox"/> Bill Pavich, Executive Director | <input type="checkbox"/> Keith Innes, Indigenous Cultural Liaison |
| <input type="checkbox"/> Gladys Komis, Finance Manager | <input type="checkbox"/> Chris Dalziel, Programs Manager |
| <input type="checkbox"/> Kathy Gillespie, Administrative Assistant | <input type="checkbox"/> Kelsey Baratta, Gladue Aftercare Worker |
| <input type="checkbox"/> Tracy Peters, Indigenous Justice Worker/Adult Team Lead | <input type="checkbox"/> Jaelyn Fulton, Youth Indigenous Justice Worker |

AGENDA

Opening: 9:30 am

Welcome by Board's Chair

- Adoption of 2020 - 2021 Minutes as presented
 - Moved by: _____
 - Seconded by: _____
 - Vote: _____
- Board Chair Overview of the Society for the 2021 - 2022 year
- Treasurer Report for the the 2021 - 2022 year
- Executive Director Report for the the 2021 - 2022 year

New Business –

Adoption of 2021 - 2022 Financial Statements as presented by the Treasurer

- Moved by: _____
- Seconded by: _____
- Vote: _____

Appointment of the 2021 - 2022 Auditing Firm

Elections and closing

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PRELIMINARY GUIDE ONLY

Introducing Elections at the Meeting

- The election of directors is scheduled for AGM business and provided to membership for adoption.
- Announce total # of director seats available
- Announce # of **vacant** seats to be filled
- Term of Executive seats and # of seats available
- List the names of the Nominees that have already put their name forward or that have already been accepted prior to the meeting.

CONSTITUTION

Article 111 Structure

3.3 (a) The Board shall be comprised of not less than 5 or more than 12 voting Directors, plus up to 8 ex-officio advisors.

3.12 “The appointee must be successfully screened through a Criminal Record Check and sign the Directors Letter of Agreement and Confidentiality”

ELECTION BY ACCLAMATIONS

In the case that there are just enough candidates to fill the seats or less candidates than vacancies, directors can be appointed or “acclaimed” to the vacant sposts with an appropriate motion by the members present.

2020-2021 AGM Election of Officers

By Acclamation _____

By Votes _____

Notice of Resignation from:

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Application for a Board of Director position from:

<u>Name</u>	<u>Term</u>
<input type="radio"/> Board Chair	Henry Morgan
<input type="radio"/> Vice Chair	Ken Solonas
<input type="radio"/> Treasurer	Bob Moore
<input type="radio"/> Secretary	Vacant
<input type="radio"/> Director	Annette Maurice
<input type="radio"/> Director	Nekita Paradis
<input type="radio"/> Director	Warren Brown
<input type="radio"/> Director	Darian Meesto
<input type="radio"/> Director	Nahid Mehrassa

DISCUSSION Notes:

Motion to close the meeting at _____ PM

- Moved by: _____
- Seconded by: _____
- Vote: unanimous

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2020-2021 MINUTES

**PRINCE GEORGE URBAN ABORIGINAL JUSTICE SOCIETY
AGM 2021 BOARD OF DIRECTORS MEETING September 23
MINUTES**

Location: Prince George Urban Aboriginal Justice Society

Board Members in Attendance: Bob Moore, Henry Morgan, Annette Maurice Ken Solonas

Regrets: Nekitta Paradis

Guest: Dave Nielsen – Auditor, Marcel Gagnon - Elder

Staff: Bill Pavich, Gladys Komis, Kathleen Meise, Tracy Peters, Jaelyn Fulton, Christine Dalziel, Kelsey Baratta, Jenny Rudrum, Jade Hoffman

Meeting started: 9:15am

Welcome and opening by Henry Morgan – Chair followed by a minute of silence in honor of Truth and Reconciliation.

Welcome to the Territory: by Elder Marcel Gagnon

Adoption of the 2020 AGM minutes. That the 2020 AGM minutes be approved as presented.

Moved by: Annette Maurice

Seconded by: Bob Moore

Vote: All in favour

Carried.

Board Chair, Henry Morgan overview of the Society for the 2020-2021 year.

The chair thanked the Executive Director and the staff for the work they do in the community, as well thanking the Finance team and the rest of the Board of Directors for their commitment.

Treasurer Report. Bob Moore provided a snapshot of the Society's financial wellbeing over the past few years which have been positive and mentioned the good relationship that the Executive Director and the Finance Manager have established with the funders.

Year end Audited Financial Statements by: Dave Nielsen, from the accounting firm Schmitz, Andersen, and Nielsen.

Adoption of 2020-2021 Financial Statements produced by Schmitz Andersen and Nielsen. That the financial statements be approved as presented by Mr. Nielsen

Moved by: Ken Solonas

Seconded by: Annette Maurice

Vote: All in favour

Carried.

Motion to appoint Auditing firm for 2021-2022

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Motion: To defer the appointment of the auditor until the October 20,2021 meeting

Moved by: Bob Moore

Seconded Annette Maurice

Vote: All in favour

Carried

Treasurer Report: Presented by Bob Moore

Motion: To accept the Chair Report as presented

Moved by: Henry Morgan

Seconded: Ken Solonas

Vote: All in favour

Carried

Executive Director and programs Report.

Motion: To accept the Executive Director report as presented

Moved by: Henry Morgan

Seconded: Annette Maurice

Vote: All in favour

Carried

Election of Officers for the 2020-2021 year.

To nominate Henry Morgan as the new Chair, and re-elect Bob Moore as the Treasurer

Moved by: Annette Maurice

Seconded by: Susan Burke

Vote: All in favour

Carried

Motion to Adjourn: To adjourn the meeting

Moved by: Henry Morgan

Seconded by: Ken Solonas

Vote: All in favour

Carried

Meeting adjourned at 10:13 am

Next meeting September 2021

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We would like to acknowledge, and we are thankful, that we live, work, and learn on the traditional, ancestral, and unceded territories of the Lheidli T'enneh First Nations

Our Mission

“The mission of the Prince George Urban Aboriginal Justice Society (PGUajs) is to reduce the number of Aboriginal people in conflict with the law. The Society recognizes that both preventive and responsive approaches are required. PGUajs, in consultation with Aboriginal communities, will identify services gaps for Aboriginal people and sponsor initiatives that address the effects of intergenerational poverty, improve education, outreach services, rural transitional support, prevention initiatives and diversion services.”

Who We are

PGUajs is a non-profit Indigenous organization that has been delivering culturally effective services to Indigenous adults and youth since 1997. We have a strong commitment to assisting those who have come in conflict with the law. We are confident in our capacity to work with marginalized individuals and fully understand the importance of supporting clients through direct services.

Our desire is to provide a safe, structured, and supportive program that promotes positive outcomes for those in need. Disadvantaged clients face the strain of dealing with homelessness, colonization, addiction, and intergenerational trauma. Through our experience working disadvantaged clients who have legal issues, we understand there is often only a small window of opportunity to intervene. With less barriers to overcome and increased self-worth, those in need stand a better chance of leading a healthy, empowered, and productive lifestyle.

Board Members

PGUajs is governed by a volunteer Board of Directors – including two Indigenous Elders. Our longest standing Board Member has served in this capacity since 2006. All Board members are committed to the pursuit of social justice and bring a variety of skills which support the continued success of our organization

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Funding Sources

We have sustained multiple long-term funding sources including MCFD, Ministry of Public Safety, Department of Justice, Law foundation, Legal Services Society, Justice Education Society of British Columbia, and Provincial Corrections. We are committed to providing our funding partners with financial statements to demonstrate transparency, and sound fiscal responsibility

Financial Department

The 2021-2022 Independent Auditor's report supported our organization followed accepted accounting principles. We met our contractual agreements in the timely preparation and submission of financial reports for all projects based on solid fiscal knowledge and contractual obligations.

Adult Programming

PGUAJS delivers a successful Adult Diversion Program and Alternative Measures Program for adult referrals from our community partners: Crown Counsel, RCMP, and Probation. The Alternative Measures Program is designed for adults who have a probation order and live in the community, and/or, offenders still in custody at the Prince George Regional Correctional Centre (PGRCC).

We have worked at improving our data collection to support new funding applications with critical program data, which includes the collection of qualitative and quantitative information.

PGUAJS Justice Workers collaborate with PGRCC's Indigenous, Cultural, Spiritual Management Team to develop a comprehensive release plan that includes drug and alcohol recovery, mental health supports, housing, medical, etc. Adult offenders participate in healing circles, which is integral to their healing plan, as they facilitate their own reintegration journey back to their families and community.

Statistical Recap (April 2021 – August 2022)

- **37** - referrals from Crown Counsel
- **6** - Pending information
- **23** – not accepted – unable to contact
- **1** – not acceptable – not suitable
- **7** - successful completed Healing plans

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Youth Programming

Statistical Recap (April 2021 – August 2022):

- Total # of referrals: **23**
- Restorative Justice (RJ) Circles: **10**
- Successfully Completed Healing Plans: **1**
- Partial Compliances: **8**
- Non Compliances: **3**
- In Progress: **4**

School District 57 Support

PGUJYS Youth Indigenous Justice Worker (YIJW) worked in collaboration with School District 57 to deliver support services to youth. The YIJW connected with approximately 215 students from October 2021 until June 2022. Most of this time was spent engaging in crafts or games, to build relationships and encourage positive communication with the youth, or it involved helping supervise larger school events.



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Indigenous Court

The Law Foundation has supported funding for the Indigenous Court Navigator position since 2019. The purpose of this program is to assist Indigenous clients in their journey navigating the justice system by providing them access to Indigenous Court and Indigenous Elder's to provide support staying on their healing path. We have added several news Elders to the roster.



Conference Development and Planning

In 2021 with COVID restrictions in mind, a decision was made between PGUAJS and Natalie Robins – Department of Justice, to pivot from delivering an in-person conference to providing a two-day IJP Orientation Training via Zoom to Indigenous Justice Workers across British Columbia and other relevant community justice partners.

Executive Director's Report

The past year brought numerous challenges, and many reasons for optimism. Among our challenges is our ongoing response to COVID-19 pandemic. Throughout our organization has responded in a measured and cautious manner, balancing the need to provide our clients with effective services and the necessity of maintaining a safe environment for clients and staff. I am very proud of our response, and I think everyone in this organization deserves congratulations.

Through the support of the Board, and the contributions of staff, we have remained committed to our Mission and in our desire to address the over-representation of Indigenous People in the Criminal Justice System. We are constantly looking for new opportunities and approaches for the betterment of our clients. This includes strong collaborative relationships with our community partners and funders.

We have focused on positive and sustainable growth, at the same time looking for opportunities and ways to strengthen our program. We focused on our Strengths (what we do

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well), Weaknesses (what we could improve), Opportunities (what opportunities are open to us), and Threats (what could harm us) during 2021 and 2022.

We are excited for the years to come as we work with our funders to create positive outcomes for Indigenous People. The completion of our Strategic Planning document will provide a roadmap to continue with our positive progress. We are confident this document will set specific, measurable, and obtainable goals for the forthcoming years.

We have made effective community partnerships and have garnered the respect of other agencies. We have worked diligently to address the needs of those who conflict with the law and remain constant in our desire to improve the level of service we offer to our clients and community.

Although it has been another challenging year, we recognize the determined efforts of our staff to continue to provide valuable services to all our clients despite the obstacles. We would like to thank four staff members who moved on to other careers: Larry Garnot, Tracy Peters, Jenny Rudrum and Jaelyn Fulton.

Funding Sources

Indigenous Services Canada has secured funding for the Urban Programming for Indigenous People (UPIP) for the 2022-2023 fiscal year. Internal resources have been identified to cover the portion of program funding that was set to expire at the end of the current fiscal year. This will allow the program to provide the same levels of funding as 2021-22. Subsequently, the funding amount we received in 2021-22 will also be provided in 2022-23 to help in stabilizing our operations.

The Department of Justice Youth Justice Fund Clubhouse Program contract ended August 31, 2021, and future funding will no longer be available.

Legal Aid BC contract was renewed for April 1, 2022, to March 31, 2023.

Law Foundation (Indigenous Court Navigator) proposal was submitted in October 2021 and approved for an additional year. This funding will support the Indigenous Court Navigator Position.

The Indigenous Justice Program (IJP) multi-year funding was renewed (December 2021 to March 2027). The IJP funding agreement covers two Gladue Aftercare Worker positions, Civil and Family Mediation (Indigenous Community Liaison), Administration, Direct Program Costs, and Community Based Integrity Funding.

MCFD granted additional funding to increase the Youth Justice Worker hours from 1040 to 1820 (full-time).

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BC Corrections funded two Indigenous Cultural Liaison positions from April 1, 2022, to March 31, 2023. This funding also included financial support to bring Elders into PGRCC.

Justice Education Society

The Justice Education Society provided funding to develop and print a youth workbook that aims to assist Indigenous Youth find success in the city. This workbook includes Indigenous traditional knowledge and quotes from Elders. It is an interactive resource that covers topics such as life choices, relationships, employment, legal rights and where to find assistance. The plan is to distribute this workbook to youth service providers in the community and throughout the province. This is a perfect example of fostering community partnerships for the benefit of youth.

IJP Grant

Awarded grant to support our project in editing, producing, and publishing a Justice Worker Resource Guide that was developed for an online training delivered in 2021-2022 to new justice workers in British Columbia.

Aboriginal Wellness Reintegration Program

The Aboriginal Wellness Reintegration Program completed on March 31, 2022. This funding supported the Institutional Reintegration Worker (IRW) and the Community Reintegration Worker (CRW) and was not renewed as it was time limited funding.

This was a highly successful program that PGUAJS held from the Fall of 2018 to March 2022. Since our last AGM in 2021 until the end of this contract in March 2022, we worked with 143 clients and had 329 points of contact (people who accessed information and/or participated in cultural programming we facilitated or co-facilitated).

In addition to individual support, we offered a space where PGRCC guests could learn how to bead, make dreamcatchers, paint, and make moccasins. As many of the sessions were based around important dates to remember, it allowed the participants a chance to talk about their experiences with topics being highlighted such as the Moosehide Campaign, Missing and

Murdered Indigenous Women and Girls and the intergenerational affects of residential schools on Orange Shirt Day. Participants looked at their time with us as a safe place to share their stories and gain support from others who had walked the same path. In the end, people always left with smiles on their faces and a gift to send to a loved one.

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Gladue Aftercare Program

Our Gladue Aftercare Program began in January 2022 and has been going strong ever since. This is a newly formed contract through the Department of Justice Canada aimed at supporting Indigenous people to successfully complete sentencing conditions and implement the recommendations noted in their Gladue reports.

PGUJAS has the unique advantage of assisting people with not only the aftercare once a Gladue report has been written, but also in supporting people throughout the entire process. We offer information sessions to guests of PGRCC and in community to assist clients right from the beginning by:

- 1) Informing them about Gladue principles and of their right to a Gladue
- 2) Speaking with lawyers to advocate for a Gladue report
- 3) Describing what a Gladue interview is like and providing a workbook to help them prepare
- 4) Ensuring supports are in place immediately after the client has completed the interview

We have had the privilege of working with the following client who provided confirmation that the work we do is important:

Our first client started working with us in January and was already living in community. He struggled with housing as the place he was living in was not supportive and there were many episodes of racism and bullying occurring in that facility. We moved him into another supported housing facility, and he has since done very well following his healing plan. He is attached to many organizations and programs in Prince George, including an Elder who supports him in our facility on a bi-weekly basis. There was a time when he struggled with

going back to the same thought pattern that got him into trouble, but he said he was able to overcome it because of the trust in our organization to talk about it first and follow through with recommendations for other supports he was needed in his life. He continues to do well thanks to his commitment to living a healthy, happy life and being open to people who want to assist him on that path.

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Community Partnerships and Presentations

PGUJAS in partnership with the Prince George RCMP Restorative Justice Program through the *Civil Forfeiture Grant Program* to produce a restorative justice video to share and present to community partners. The Restorative Justice Video Project targets youth and adults, who offended or are victims of criminal acts, and our community partners.

November 18th, 2021, PGUJAS and Community Policing & Restorative Justice launched our Restorative Justice video. Local media was in attendance (CKPG and Citizen Newspaper). Presentation can be viewed on CKPGToday.ca.

The video also has 300,000 hits on through our media campaign!

Adult Indigenous Justice Worker Team Lead and the Thundering Eagles participated in the Nusdeh Yoh Elementary School – MMIW Event. Also in attendance were several PGUJAS staff, and Lheidli Tenneh Chief Dolleen Logen.



In collaboration with Victoria Desroches, Public Legal Educator, Indigenous Program with the Justice Education Society, PGUJAS was granted funding to update an Indigenous Youth Workbook for youth at risk in the Prince George area. This is a perfect example of fostering community partnerships for the benefit of youth.

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KEITH INNES – INDIGENOUS CULTURAL LIAISON



I am from the small Northwest Coast Community of Kitkatla. We are also known as Gitlaxmoen (People of the Salt Water). I am from the Blackfish Clan (Killerwhale). In my community we have four clans – Blackfish, Raven, Eagle, and Wolf.

Born and raised in a small community: I was raised strongly on my culture. Traditional harvesting of our resources was our way of life. My culture was very strong, and the teaching were nonstop. The feasting hall was my classroom where I learnt a lot about my culture.

I began working for PGUAJS on October 4, 2021.

When I first started, I worked with previous ICL Jenny, and ran quite a few programs. Just some to name a few; prayer ties, dream catchers and played games of Lahal. I also support Jen when she ran programs in the kitchen, with Bannock making.

Since April/May I ran programs on my own, I started off with presentations such as;

- Traditional Food Harvest,
- Feasting Halls
- Drumming, singing, and dancing
- Indian Residential Schools
- Dealing with Trauma
- Men's Health

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My work also included support PGRCC staff in program they run for the inmates. Example: one that in progress is the Indigenous Warrior Fathers Program that was developed by myself and PGRCC/ICSS staff. I also co-facilitated Indigenous Day with Allan Teschuk. I drum and sang for the units who took part in the celebration.

From time to time, I will go into the LIVING UNITS or the East and West towers to smudge the inmates and their rooms. There are at least 8 units at PGRCC and I do my best to have all smudged by weeks end.

ICL Elder Marcel and I began process of putting up a sweatlodge on PGRCC grounds to begin having sweat ceremonies with some of the units.

Just recently I donated/traded 55 sockeyes to PGRCC. The objective of the donation was to do a smokehouse program with the inmates. A traditional and nontraditional smoke house was built on grounds. Once the salmon were done smoking, they would then be jarred and shared with the elders.

Letter of Support

November 22, 2021, letter of support given by the Prince George Regional Correctional Centre:

PGRCC has focused on two main goals:

Rebuilding connections between indigenous peoples, their culture, and their communities, and providing indigenous people in custody with programming and support that supports their release back into their communities in a culturally sensitive way.

These are not goals the correctional centre has met with historical success without support from community organizations. To make a meaningful difference, PGRCC has partnered with the Prince George Urban Aboriginal Justice Society (PGUJAS) to provide services and support the centre has never been able to offer.

The PGUJAS has developed several programs over the past several years at the correctional centre that have focused on eliminating gang involvement and gun violence by reconnecting indigenous people with the homes, family, and culture. PGUJAS staff are culturally supportive professionals who meet people where they are at and begin working on the long process of healing. The programming they provide ranges from one off violence mitigation programs to full time employees providing indigenous based cultural support that really works.

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Additionally, the PGUAJS has provided reintegration workers at the correctional centre who focus on supporting indigenous people with histories of trauma and mental health challenges by supporting these people with meaningful and culturally sensitive release plans. The PGUAJS has been immensely successful in working directly with the centre and people in custody to make small but significant positive changes to people's lives.

PGUAJS is well suited and already successful at providing culturally sensitive services such as those proposed in the Aboriginal Wellness Reintegration Program. The centre fully supports any additional resources moved towards our community partner as the PGUAJS has an excellent record of providing real and meaningful support to indigenous people in custody. The PGUAJS is motivated by doing the right thing for the people of northern British Columbia and the correctional centre truly cherishes this relationship and the positive impact it has on the people in the care of PGRCC.

Sincerely,

*Ryan Peel,
Deputy Warden Programs,
Prince George Regional Correctional Centre
Correctional Supervisor of Indigenous Cultural Spiritual Support at PGRCC*



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Financial Statements

Prince George Urban Aboriginal Justice Society Statement of Financial Position *As at March 31, 2022*

	2022	2021
Assets		
Current		
Cash (Note 3)	559,745	362,285
Accounts receivable	52,914	105,029
Prepaid expenses and deposits	9,319	1,999
	621,978	469,313
Liabilities		
Current		
Accounts payable and accruals (Note 4)	100,351	111,312
Deferred contributions (Note 5)	384,078	244,953
	484,429	356,265
Commitment (Note 6)		
Significant event (Note 10)		
Net Assets	137,549	113,048
	621,978	469,313

Approved on behalf of the Board:



Director



Director



Director

The accompanying notes are an integral part of these financial statements

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Prince George Urban Aboriginal Justice Society Statement of Operations For the year ended March 31, 2022

	2022	2021
Revenue		
Indigenous Restorative Justice	248,852	192,454
Reintegration	176,175	142,101
Indigenous Services Canada	142,767	133,375
Prince George Regional Correctional Centre	128,462	24,390
Department of Justice - Youth Clubhouse	60,518	142,369
Other revenue	28,606	17,152
Department of Justice - Indigenous Justice	19,633	-
Law Foundation	18,350	22,722
Legal Services Society	8,604	10,000
BC First Nations Justice Council	-	61,500
Funding recoveries	(5,076)	-
	816,891	746,063
Direct Expenses		
Rent	69,077	69,077
Professional fees	29,457	33,630
Materials	16,150	21,019
Honorarium	14,041	3,660
Training	6,285	6,106
Meeting expense	3,565	2,776
Staff mileage and reimbursements	2,941	1,950
Advertising and promotion	521	2,615
Office expenses	196	561
Criminal record checks	162	128
Group activities and recreation	98	3,882
Consulting	-	3,280
	142,493	148,684
General and administrative expenses		
Building maintenance	12,305	8,707
Insurance	8,001	6,105
Information technology	7,885	7,766
Materials and supplies	6,552	3,129
Bad debt	6,260	-
Telephone and internet	5,268	6,838
Interest and bank charges	2,293	1,871
Equipment	2,188	-
Office expenses	2,153	1,642
Memberships, licenses, fees and dues	1,523	384
Criminal record checks	251	-
Board expense	185	2,158
Meeting expense	31	252
	54,895	38,852
Wages and benefits	595,002	534,015
Total expenses	792,390	721,551
Excess of revenue over expenses	24,501	24,512

The accompanying notes are an integral part of these financial statements

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Statement of Changes in Net Assets

For the year ended March 31, 2022

	2022	2021
Net assets, beginning of year	113,048	88,536
Excess of revenue over expenses	24,501	24,512
Net assets, end of year	137,549	113,048

The accompanying notes are an integral part of these financial statements

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Prince George Urban Aboriginal Justice Society 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	24,501	24,512
Changes in working capital accounts		
Accounts receivable	52,115	(6,205)
Prepaid expenses and deposits	(7,320)	272
Accounts payable and accruals	(10,961)	(6,163)
Deferred contributions	139,125	(1,812)
	197,460	10,604
Increase in cash resources	197,460	10,604
Cash resources, beginning of year	362,285	351,681
Cash resources, end of year	559,745	362,285

The accompanying notes are an integral part of these financial statements