



South Asian Legal Clinic of Ontario

ANNUAL GENERAL MEETING 2013

**45 Sheppard Avenue East
Suite 106A
Toronto, ON M2N 5W9**

**November 6, 2013
6.30 to 8.00 PM**

SALCO ANNUAL GENERAL MEETING
Wednesday, November 6, 2013, 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. – 7:40 p.m. South Asians and Income Security:
Atulya Sharman, Staff Lawyer, SALCO
Daven Seebarran, Executive Director, Seva Food Bank

Daven Seebarran has been working for over 15 years in the non-profit sector in varying capacities-ranging from Project Manager to Executive Director. He has proven experience in governance issues, strategic planning, event management, and organizational development. Throughout his career, he has raised over \$32 million for charities and institutions across Canada. At Seva, Daven is responsible the overseeing the expansion into Malton, while ensuring an efficiencies are in place.

3. 7:35 p.m. – 8:00 p.m. AGM Business Meeting
Neil Puddicombe, Chair, Board of Directors
Deepa Mottoo, Executive Director, SALCO
 - Approval of 2012 AGM Minutes *Neil Puddicombe*
 - Chair's Report, 2013 *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, 2012 *Vasu Daggupatty, Treasurer, Board of Directors*
 - Approval of Auditor, *Vasu Daggupatty, Treasurer, Board of Directors*
David Burke
 - 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



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SALCO 2012 AGM Minutes

November 7, 2012 at 45 Sheppard Avenue E. Toronto, Ontario

1. Meeting was called to order at 7:15 p.m. by Shalini Konanur, Executive Director of SALCO.
2. Introduction and welcome of guest speaker: Neethan Shan (Executive Director at CASSA) introduced a video on the History of South Asians in Canada through the "Brown" Canada project. Neethan gave the brief description of the project and emphasized the importance of the documentation of the history and connected it to the current trends of migration of South Asians in Canada.

Highlights from the Q&A:

- Neethan was asked about solidarity as mentioned in his presentation. He clarified that, "Brown" Canada project has been emphasizing on the issue of documenting our relationship with the indigenous population of Canada and we need to respect their struggles due to colonization while talking about our settlement history in Canada.
 - Neethan also commented that it is not process of documenting important historical events but documenting our individual stories such as making of SALCO story. Shalini mentioned that she has been working on a story to be submitted to the project as well.
3. Approval of Minutes from AGM held on November 22, 2011 as amended after changes suggested by Manivillie Kanagasabapathy.
 M/S Manivillie Kanagasabapathy / Chetan Tiwari CARRIED
 4. Chair's Report by Neil Puddicombe, included in AGM package. Primary highlights include:
 - South Asians are fastest growing visible minority group in GTA.
 - SALCO had increase in walk-in intakes, case files and public legal education since last year.
 - SALCO has been involved in two rare criminal cases and 9 test cases. One such case M v. N.S., was heard before the Supreme Court of Canada in which SALCO was integrally involved.
 - SALCO lawyers appeared before Human Rights Tribunal Of Ontario, the Immigration and refugee Board, the Federal Court, and will be appearing in Ontario Court of Appeal.

5. Joint Staff Report by SALCO Staff included in AGM package. Primary highlights include:

- A successful appeal to the federal court of Canada on an application for permanent residence on humanitarian and compassionate grounds.
- One of the largest compensation awards that we have seen in a Criminal Injuries Compensation matter.
- Navigating income maintenance legislation (Ontario Disability) for a severely disabled client with residency issues in Ontario.
- Creating a support / advocacy group for Tamil workers.
- 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.

6. Treasurer's Report on the Audited Financial Statements for the fiscal year ending March 31st, 2011 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 Manivillie Kanagasabapathy / Harmolak Brar CARRIED

7. Approval of auditor, David Burkes

M/S Prasanna Balasundaran/ Raj CARRIED

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

- (a) Vasu Daggupatty
- (b) Dimple Joshi
- (c) Daryl Seupersad
- (d) Chetan Tiwari
- (e) Saman Wickramnasinghe
- (f) Mannivillie Kangasabapathy
- (g) Akila Venketesh
- (h) Anita Khanna

M/S Sheila Konanur Seconded by Raj CARRIED

9. Motion to adjourn by Neil Puddicombe at 8:34 p.m.
M/S Harmolak Brar/Manivillie Kanagasabapathy CARRIED



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SALCO - 2013 CHAIR'S REPORT

It has been my distinct honour and privilege to serve as SALCO's Board Chair once again this year. It is also my pleasure to report to you on the clinic's 2013 accomplishments.

This year, the clinic's staff was engaged in many noteworthy initiatives. SALCO launched a critical and ground-breaking national report "*Who/If/When to Mary: The Incidence of Forced Marriage in Ontario*". This Report, which garnered significant media attention, identified 219 reported forced marriage cases in Ontario alone between 2010 and 2012. Of these cases, 97 per cent of the victims were women and 81 per cent were between 16 and 34 years of age.

The Report clearly identified forced marriage as a Canadian problem that transcends communities, religions and ages. Foreign Affairs Minister John Baird cited SALCO's report at the United Nations in announcing Canada's resolve to prioritize ending forced marriage. We hope that the Report will lead to changes in current spousal sponsorship regulations, which makes attaining permanent residency conditional on living with the spouse, to allow an exemption for forced marriage.

This year SALCO continued its strong advocacy tradition. Staff intervened at the Supreme Court of Canada in the matter of *R. v. Fearon*, a case dealing with the legality of warrantless searches.

Staff also intervened at the Immigration and Refugee Board to challenge legislation that requires sponsors to meet certain income criteria to sponsor family members (this will impact our low-income client base).

Of particular note were SALCO receiving its largest Criminal Injuries Compensation Board award for a client who was the victim of severe domestic abuse, and Staff winning its first refugee claim.

SALCO continues to operate in difficult economic times for both the clinic system and for our clients. Over the last year there was a 35% increase in walk-in advisory cases, from 2141 cases last year to 2881 cases this year. This has led to a 27% increase in cases opened over last year, with a noticeable increase in immigration matters. This was also consistent with the 53% increase in demand for legal education seminars around the significant changes to immigration legislation.

Most notably, there was a 245% increase in law reform initiatives as SALCO

Most notably, there was a 245% increase in law reform initiatives as SALCO stepped up its activity in poverty reduction campaigns and on campaigns to protect our clients in precarious work conditions.

Finally, there was a 76% increase in Community Development initiatives as SALCO participated as an expert in several projects around the city on family violence (forced marriage, honour based violence, elder abuse, and partner violence).

As the numbers once again demonstrate, it is difficult to overstate the commitment of SALCO's staff to the low income South Asian Community. The energy and commitment of our clinic's Staff never ceases to amaze me. The long hours and weekends and holidays away from families are testament to staff's spirit of engagement. I would like to thank SALCO's staff for their dedication. Staff includes Deepa Mattoo; Karin Baqi; Atulya Sharman; Vanathy Wimlesvaran, Seema Nadarajah; Rathika Vasavithasan and Khadeeja Ahsan.

I would also like to thank my colleagues on SALCO's Board for their work this year. All have busy professional and personal schedules, yet they generously donate their time and expertise.

I would like to thank our Executive Director, Shalini Konanur, for her commitment to SALCO. This year, the South Asian Bar Association named Shalini as its Female Practitioner of the Year. Never was an award more truly deserved.

I would also like to thank our colleagues at the South Asian Bar Association for their support of SALCO, including their profiling of SALCO at their last two galas and their silent auction, the proceeds of which were donated to SALCO.

Finally, thank you to our valued partners, Legal Aid Ontario and Trillium Foundation for your continued support for our community. We appreciate that you operate in challenging times and we are always happy to work with you to meet our common goal of providing legal services of the highest quality to the low income South Asian community. We look forward to working with you in 2014.

Neil Puddicombe

Chair, Board of Directors,
SALCO



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SALCO: JOINT STAFF REPORT- 2013

INTRODUCTION:

The 2012 – 2013 year has been a year of many changes 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).

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 saw the implementation of dramatic changes to speed up processing and limit appeals rights for clients who are deemed to be coming from non-refugee producing countries. We are seeing a high numbers of Residency Questionnaires being issued to the Citizenship applicants along with lengthening of the processing time for citizenship applications. We also experienced impact of Conditional Sponsorship (that came in effect last year). As a result we saw a spike in cases getting flagged as alleged Fraud Marriage, a disproportionate number of misrepresentation investigations and slow processing of decision making in these cases.

At the provincial level income maintenance issue and employment issues continue to be the key focus of our client work: 1) Minimum wages have been frozen in Ontario for three years and we have a big pool of working poor population 2) Continuation of harsh environment for 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 refugee claim in the new system on the grounds of membership in a particular social group 2) SALCO applied for and was granted intervener status in an appeal before the Immigration Appeal Division challenging the income requirements to sponsor parents and grandparents on

Legal Education: SALCO continues to deliver legal education and Staff training on various topics and issues. Some of topics that were requested and organized this year were: 1) Changes to immigration and citizenship processing 2) Changes to immigration and refugee law 3) Wills and Power of Attorney 4) Dealing with Complex Status Issues for Women Going through Domestic Abuse 5) Importance of Wills and Estate 6) Forced marriages 7) Income Security issues: OAS, CPP and OW 8) Filling of the Forms for ODSP clients

Law Reform: 1) On September 20, 2013 SALCO launched its report "*Who/If/When to Marry: The Incidence of Forced Marriage in Ontario*", (which can be found on SALCO's website) ; The launch was a tremendous success and the report garnered significant media attention, including coverage from mainstream and ethnic media and a front page story in the Toronto Star.

2) SALCO is involved in the Solidarity City Network, a broad-based coalition of community agencies, legal clinics, and grassroots immigrant and workers rights groups mobilizing to attain access to city services for all residents of Toronto, regardless of their immigration status. We were successful in having Toronto City Council pass a motion to this effect and are now in the process of continuing to pressure the City to implement a cohesive training and public outreach plan for winter 2014.

3) SALCO remains involved with the Color of Poverty Campaign. As part of the steering committee, we contributed in organizing the second Provincial Forum on Racialization of Poverty: From Poverty to Power in April 2013.

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 staffs 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, 2013



David Burkes, B. Com, CPA, CA•IFA



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, 2013, 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, 2013, 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
July 22, 2013


Chartered Accountant
Licensed Public Accountant

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF FINANCIAL POSITION

AS AT MARCH 31, 2013

ASSETS

	<u>Legal Aid Fund</u>	<u>Legal Disbursement Fund</u>	<u>Legal Coordination Fund</u>	<u>General Fund</u>	<u>2013</u>	<u>2012</u>
<u>CURRENT</u>						
Cash	\$ 10,512	\$ 23,319	\$ 44,847	\$ 49,279	\$ 127,957	\$ 124,679
HST Receivable	13,414	-	-	-	13,414	28,987
Prepaid Expenses	<u>5,946</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>5,946</u>	<u>4,661</u>
	29,872	23,319	44,847	49,279	147,317	158,327
<u>INTERFUND BALANCES</u>	<u>(1,160)</u>	<u>(966)</u>	<u>1,015</u>	<u>1,111</u>	<u>-</u>	<u>-</u>
	<u>\$ 28,712</u>	<u>\$ 22,353</u>	<u>\$ 45,862</u>	<u>\$ 50,390</u>	<u>\$ 147,317</u>	<u>\$ 158,327</u>

LIABILITIES AND NET ASSETS

<u>CURRENT</u>						
Accounts Payable	\$ 21,486	\$ -	\$ -	\$ -	\$ 21,486	\$ 24,068
Deferred Revenue (Note 4)	1,880	-	-	7,183	9,063	36,201
Grants Repayable (Notes 8, 9)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>32,052</u>
	23,366	-	-	7,183	30,549	92,321
<u>FUND BALANCES</u>	<u>5,346</u>	<u>22,353</u>	<u>45,862</u>	<u>43,207</u>	<u>116,768</u>	<u>66,006</u>
	<u>\$ 28,712</u>	<u>\$ 22,353</u>	<u>\$ 45,862</u>	<u>\$ 50,390</u>	<u>\$ 147,317</u>	<u>\$ 158,327</u>

APPROVED BY THE BOARD:

 Director

 Director

(See Accompanying Notes)



David Burkes, B. Com, CPA, CA•IFA

SOUTH ASIAN LEGAL CLINIC (ONTARIO)
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2013

	<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>2013</u>	<u>2012</u>
<u>BALANCE,</u> Beginning of the Year	\$ 4,661	\$ 17,048	\$ 25,623	\$ 18,674	\$ 66,006	\$ 39,462
<u>EXCESS (DEFICIENCY)</u> <u>OF REVENUES OVER</u> <u>EXPENSES</u>	<u>685</u>	<u>5,305</u>	<u>20,239</u>	<u>24,533</u>	<u>50,762</u>	<u>26,544</u>
<u>BALANCE, End of the Year</u>	<u>\$ 5,346</u>	<u>\$ 22,353</u>	<u>\$ 45,862</u>	<u>\$ 43,207</u>	<u>\$ 116,768</u>	<u>\$ 66,006</u>

(See Accompanying Notes)



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SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF OPERATIONS

FOR THE YEAR ENDED MARCH 31, 2013

	<u>Legal Aid</u>	<u>Legal</u>	<u>Legal</u>	<u>General</u>	<u>2013</u>	<u>2012</u>
	<u>Fund</u>	<u>Disbursement</u>	<u>Coordination</u>	<u>Fund</u>		<u>(Notes 8, 9)</u>
<u>REVENUE</u>						
Grants (Note 3)	\$ 622,308	\$ 10,500	\$ 71,500	\$ 92,751	\$ 797,059	\$ 698,749
Fundraising & Donations	-	-	-	370	370	313
Interest & Other Income	254	16	58	5,960	6,288	373
	<u>622,562</u>	<u>10,516</u>	<u>71,558</u>	<u>99,081</u>	<u>803,717</u>	<u>699,435</u>
<u>EXPENSES</u>						
Salaries & Benefits	488,177	-	43,372	38,841	570,390	512,219
Occupancy	67,050	-	-	-	67,050	66,560
Travel	11,706	-	-	134	11,840	11,229
Communication & Publicity	8,930	-	-	1,621	10,551	17,558
Purchased Services	14,845	-	-	7,500	22,345	20,139
Equipment	6,432	-	-	-	6,432	4,985
Professional Dues	10,657	-	-	-	10,657	9,088
Library	925	-	-	-	925	678
Supplies & Services	13,155	-	-	26,452	39,607	19,982
Legal Disbursements	-	5,211	-	-	5,211	5,433
Project Expenses	-	-	7,947	-	7,947	5,020
	<u>621,877</u>	<u>5,211</u>	<u>51,319</u>	<u>74,548</u>	<u>752,955</u>	<u>672,891</u>
<u>EXCESS (DEFICIENCY)</u>						
<u>OF REVENUE OVER</u>						
<u>EXPENSES</u> (Notes 8, 9)	<u>\$ 685</u>	<u>\$ 5,305</u>	<u>\$ 20,239</u>	<u>\$ 24,533</u>	<u>\$ 50,762</u>	<u>\$ 26,544</u>

(See Accompanying Notes)



David Burkes, B. Com, CPA, CA•IFA

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED MARCH 31, 2013

	<u>2013</u>	<u>2012</u>
<u>CASH FLOWS FROM OPERATING ACTIVITIES</u>		
Excess of Revenue over Expenses	\$ 50,762	\$ 26,544
<u>Changes in Non-Cash Operating Working Capital</u>		
HST Receivable	15,573	(5,600)
Prepaid Expenses	(1,285)	2,051
Accounts Payable	(2,582)	11,875
Deferred Revenue	(27,138)	36,201
Grants Repayable	(32,052)	(19,326)
	<u>(47,484)</u>	<u>25,201</u>
<u>NET INCREASE IN CASH DURING YEAR</u>	3,278	51,745
<u>CASH, Beginning of the Year</u>	<u>124,679</u>	<u>72,934</u>
<u>CASH, End of the Year</u>	<u>\$ 127,957</u>	<u>\$ 124,679</u>

(See Accompanying Notes)



David Burkes, B. Com, CPA, CA•IFA

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2013

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 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.

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, 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>2013</u>	<u>2012</u>
Legal Aid Ontario (LAO)	\$ 704,308	\$ 695,150
Ontario Trillium Foundation	68,718	3,599
Law Foundation	<u>24,033</u>	<u>-</u>
	<u>\$ 797,059</u>	<u>\$ 698,749</u>



SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2013

4. DEFERRED REVENUE:

Deferred Revenue is comprised of the following:

	<u>2013</u>	<u>2012</u>
Ontario Trillium Foundation	\$ 7,183	\$ 36,201
Legal Aid Ontario	<u>1,880</u>	<u>-</u>
	<u>\$ 9,063</u>	<u>\$ 36,201</u>

Continuity of Deferred Revenue for the year is as follows:

	<u>2013</u>	<u>2012</u>
Deferred Revenue, Beginning of the Year	\$ 36,201	\$ -
Add - Received/Receivable during the Year	41,580	39,800
Less - Recognized during the Year	<u>(68,718)</u>	<u>(3,599)</u>
Deferred Revenue, End of the Year	<u>\$ 9,063</u>	<u>\$ 36,201</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 2012 have been reclassified to conform to that of the current year's presentation.



SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2013

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 2013 funding by that amount. These statements have reduced the revenue from grants for the 2012 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 2012 fiscal period	\$ 730,801	\$ 698,749	\$ 32,052
Grants repayable as at Mar 31, 2012	\$ -	\$ 32,052	\$ 32,052
Closing surplus 2012 fiscal period	\$ 98,058	\$ 66,006	\$ 32,052





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SALCO NOMINATIONS SLATE 2013

Neil Puddicombe (re-election for the 2013-2015 term): Neil is 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. Neil has served as chair of the SALCO board for the past 3 years.

Rita Roy (re-election for 2013-2015 term): Rita Roy has held a long commitment to issue of social justice, in particular with marginalized communities. Rita is currently working with Legal Aid Ontario providing duty counsel services in both family and criminal court. Rita is fluent in Bengali and is able to provide legal assistance to clients in both English and Bengali. Rita has worked with SALCO for a number of years in our Pro Bono project and on several law reform initiatives. Rita has played a significant role on the SALCO board as the Chair of its policy committee and as a past Secretary of the board.

Anita Khanna (re-election for the 2013-2015 board term): 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 2013-2015 board term): Chetan Tiwari graduated from Osgood Hall laws school in 2013. 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. Chetan has served as a previous student member on the SALCO board and has worked with SALCO to create plain language resources in family law for SALCO clients.

Hassan Valji (election for the 2013-2015 term): Hassan is a South Asian of East African birth, who was raised in the Middle East. Having moved to Canada in his teens, he is currently an entrepreneur in the clean energy sector and provides management advisory services to electricity utilities across North America. Hassan is passionate about Social Justice and Humanitarian Relief.

Tarsem Basraon (election for the 2013-2015 board term): Tarsem is currently practicing tax law at Miller Thompson (a large national law firm in Canada), and has a background in finance and tax. Tarsem recognizes that access to justice is a significant issue for low-income South Asians, which is why she wanted to work with the SALCO team. Tarsem's focus in her volunteer work is on promoting equity and equality in accessing legal services. Tarsem is fluent in Punjabi, is an avid reader, and has is honing her golf skills.

Aruna Boodram (election for the 2013-2014 board term – stepping in mid-term to replace an outgoing board member): Aruna is a graduate of the Paralegal Program at Seneca college and is currently working as a licensed paralegal. Aruna did her field placement at SALCO and worked in the areas of Ontario Disability, Immigration, and other Income Security. Aruna also has a background in gender studies and global development. Aruna has an excellent understanding the significant challenges that SALCO clients face.

Christina Dalima (election for the 2013-2014 board term – stepping in mid-term to replace an outgoing board member): Christina lived in St. James Town for almost 2 decades in an area with a dense South Asian community / population. She has worked with the South Asian community for a number of years including assisting with housing application, Old Age Security applications, and providing translation services. Christina has a background in Anthropology, Sociology, and International Development studies and Project Management. She is passionate about issues concerning human rights, poverty, education, and women's issues. Christina is also fluent in Tamil.

Kedharnath Sankararaman (election for 2012-2013 student term): Kedharnath is a full time student at the University of Toronto presently pursuing a Double Major in Political Science and Psychology. In addition Kedharnath has experience in volunteering with various non profit organizations such as East Scarborough Storefront and India Rainbow Community Services of Peel, Mississauga. Kedharnath plans to pursue legal studies after completing his undergraduate degree and is keen to engage in serving the marginalized and economically deprived wherever the opportunity presents itself. Hi other interests and hobbies include playing cricket and tennis besides being an enlightened observer of the domestic and international political and social scene.