

A year in review

- 1

Group to ensure steps taken are in line with the Working Group's recommendations. I invite you to read the [Working Group's report](#) submitted for this year's AGM. While the mandate of the Articling and Bar Admissions Committee has been led by the Working Group due to the insufficient number of members seeking to be appointed to meet the Terms of Reference of the Committee, the commitment and contributions made by the members of the Working Group are invaluable and do not go unnoticed.

- In relation to **students-at-law**, the LSN has been working with member Lana Walker to develop and implement a Nunavut-focused remedial process action plan for students-at-law enrolled/previously enrolled in CPLED. The success of this action plan confirmed the need to have designed support which led to having Ms. Walker take on the **new role of Manager for student-at-law** in early 2025.
- The **Legal Professional Act overhaul** proposal, which was put together over time based on the experience, knowledge and expertise of special counsels and members of standing committees, was submitted in January of 2025 to the Government of Nunavut's Department of Justice. The LSN looks forward to the opportunity to share updates with the membership including the recent [June 17 consolidated version](#). This recent version includes amendments to the oath, which now officially includes alternate language for affirming instead of swearing.
- The enforcement of **ss. 57(2) of the Legal Profession Act** with respect to **interest-bearing trust accounts** as applicable for members of the private bar continued to bring several challenges, in particular in regard to the negotiation of agreements with the five major Canadian banks by the Nunavut Law Foundation. Full implementation is now expected to be completed in 2025. To this end, the LSN encourages its members to take the necessary steps, as applicable to their practice, to open their Nunavut-specific trust account sooner rather than later, whether in Nunavut or in their home jurisdiction.
 - With respect to the one hundred **trust account levy**, an [information note](#) is now available to gain a better of the requirement (as part of the membership fee schedule) in addition to the [historical rationale for the trust account levy](#).

- **Corporate and operational knowledge** remained a strategic action item from the previous year with the additional goal of creating a handbook for Executive officers and an onboarding handbook for the public representative. Putting corporate and operational knowledge in writing is a necessary time-consuming commitment to gain a better understanding of the gaps and the needs to create a new in-house position hopefully in 2025 to meet the demands arising from the continuous growth in both the membership and support to members of the public.
- Additional special projects that the LSN hopes to secure funding for in 2025 is a **new lawyer referral system**. The current online system no longer meets the needs of the public. A survey will be circulated among the membership to determine the interest and ability of members to support a summary legal advice approach to the new referral system.
- To bring awareness to cyber security after a rise in incidents, [cyber security tidbits](#) commenced in the fall of 2024 as part of cyber security awareness month in October.
- The LSN relies heavily on **dedicated volunteers** who share their knowledge and expertise to assist us in meeting our mandate. In addition to the invaluable work undertaken by the Chairs and members of the Standing Committees, several members volunteer their time to represent our jurisdiction and the LSN in various capacities:
 - Julie Bedford, representative on the Legal Services Board of Nunavut;
 - John MacLean, representative on the Standing Committee on Mental Health and Wellness (FLSC)
 - Mark Mossey, Council Member for the Federation of Law Societies of Canada (FLSC); and
 - Marion Sandilands, Nunavut representative on the Model Code Liaison Group (FLSC).
- In 2024, the LSN faced another **historical challenge** which required time and efforts to ensure a reasonable and defensible solution could be brought forward at this AGM with respect to **membership fee increases**. The LSN thanks members of the Rules Committee for their ongoing guidance and diligent efforts. While this fiscal year is marked by a deficit, I look forward to

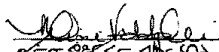
working with the Treasurer and members of the Finance Committee toward a defensible proposal for the membership to consider in terms of a fair market value increase in active membership fees. The increase is necessary to ensure the revenues are in line with the continuous rise in cost of doing business, including the development of LSN's foundation, and the need to increase capacity at the LSN. While noting the deficit at year-end, it is equally important to bring attention to the Statement of Revenues and Expenses on p. 1 of the Audited Financial Statements which demonstrate, when reviewing the numbers under the General Fund, the ongoing conservative approach to LSN's operational expenses.

- As the CEO, I am committed to offering a workplace environment that provides opportunities for on-the-job training and flexibility all of which contribute to a healthy, positive and respectful environment. 2024 welcomed the implementation of a robust OHS Program. I remain thankful to the LSN staff team and the many casual staff and administrative support consultants. Each one plays a key role in our overall operations and contributes to making our office a welcoming environment: Adel, Ferdinand, François, Julien, Kiele, Lisa, Marie, Rachel and Santana.
- While there have been many transitions within the Executive Committee over the past three years and in the early part of 2024, it has been a pleasure to support and work more closely with members of this Executive Committee and equally a pleasure to support the work of the various Standing Committees. The Committee members are instrumental in ensuring the core statutory responsibilities are met in a defensible, efficient and streamlined manner. Committee members address statutory and regulatory-based matters including in relation to entry-level skills and admissions generally, they ensure financial stability and growth, they provide insight and expertise leading to meaningful learning opportunities with an overarching goal of having a membership that meets high standards of competency and is culturally competent to serve Nunavummiut. Last but not least, Committee members carry out the statutory mandate to protect the public of Nunavut.
- I invite you to take note of the [President's report and all other reports submitted by the Chairs and representatives](#). Moreover, I invite you to take note of the outcomes from the student-at-law experience survey and consider how you may assist the LSN in implementing changes to come to ensure the LSN continues to meet its mandate in a manner that is reflective of the legal landscape, the needs of Nunavummiut and respectful of Inuit Societal Values.

- This year, I dedicate my report to my dad who passed away unexpectedly in late October. My dad has always been both intrigued and in admiration of the rich and diverse Indigenous cultures. Through his profound interest, I also became curious at an early age. It was a true blessing that Nunavut became my home in 2010. My dad, a world traveler, would enjoy his visits to Nunavut when taking a pause from his beloved India. He deepened his knowledge and understanding of Inuit. On a trip to Pangnirtung among the icebergs going to Cumberland Sound with the warm welcome from Peter Kilabuk, I remember vividly my dad saying that this was a trip of a lifetime for such beauty he saw and felt from both the land and the people. Na! he said one day, let's go see the historical sites of the Dorset peoples in Cape Dorset, now Kinngait. Off we went where my dad gave me a historical lesson with his never-ending quizzes.

With a promise to keep learning, I remain grateful for the opportunity to be part of this incredible journey that this exquisite land offers.

Sincerely,


Nalini Vaddapalli, CEO -- Deputy Secretary