

- As in 2021, the Covid-19 context did not negatively impact our overall **membership revenues** which confirms the steady need for legal services and support for new applicants and members. One notable change with respect to the membership revenue stream is the significant increase in the number of issued Restricted Appearance Certificates (RAC) - increase of 33 RACs from 2021 for a total of 89 RACs. It is difficult to ascertain at this point in time whether this is a stand-alone statistic or perhaps a new trend that we shall monitor from an in-house perspective to ensure the Law Society staff team including myself, as the Deputy-Secretary with the delegated authority to issue RAC, is able to continue meeting the standard of service. In response to the steady increase flow of requests, which is in direct correlation with the increase number of members and RACs, the Law Society launched its info@lawsociety.nu.ca email account with designated external communication support and further invested in the online application and renewal options as previously mentioned. The Law Society also launched a designated email account for discipline-related complaints within the context of the Law Society's efforts to meet the National Discipline Standards.
- The **2022 audited financial statements** may cause some level of concern given the deficit in the general (operational) fund. However, the Law Society has an overall positive and consistent track record for the past fifteen years with respect to its general (operational) fund. In the past two years, the operational and regulatory-based expenditures can be described, on one-hand, as one-time expenses or necessary upgrades, and on the other hand, as expenditures directly related to the regulatory mandate of the Law Society and its governing statute. Responsible planning remains the motus operandi which includes the decision to increase membership fees in the 2023 annual budget after five years of status quo. The additional revenues will allow the Law Society to meet the standard increase cost of operations (annual rent increase, increase payroll charges, the now required cyber security insurance coverage and related mandatory training for all Law

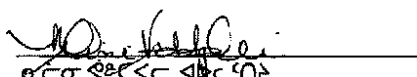
Society staff, etc.), hire staff to directly support the work of various Standing Committees including to support next steps arising from the recommendations of the Nunavut Statutes Examination Taskforce and to coordinate and contribute to policy and regulatory-based projects as previously mentioned.

- The Law Society continues to offer **Continuing Legal Education (CLE)** events at no cost to its members. All CLE recordings are now available on the Law Society's YouTube channel and on its website. We were delighted to present a number of CLE events related to cultural competency through the lens of Equity, Diversity and Inclusion.
- The Law Society played a key role to bridge the gap for Inuit and family members who were unable to receive assistance to file a claim on behalf of an estate or a power of attorney regarding the **Federal Indian Day School settlement**. The overall cost was higher than expected. The Law Society would like to recognize the members who took part in the efforts many of whom provided significant pro bono hours. Above all, the initiative would not have ever come to be without the financial support from the Nunavut Law Foundation.
- The Law Society relies 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, a number of members continue to volunteer their time to represent our jurisdiction and the Law Society in various capacities:
 - Julie Bedford, representative on the Legal Services Board of Nunavut;
 - Victoria Perrie and Gloria Song, co-representatives on the Access to Justice file;
 - Sara Siebert, Council Member for the Federation of Law Societies of Canada (FLSC) until October 2022, and Mark Mossey who took over from Sara Siebert in November; and
 - Nikolai Sittmann, Nunavut representative on the Model Code Liaison Group (FLSC);

- Our open front door policy remains allowing anyone in need of information or assistance to navigate the system, including Elders, to be welcomed by Law Society staff and myself. The Law Society continues to deliver its services in English, Inuktitut and French. Our ongoing efforts to deliver public legal education and information sessions through the Law Society's Access to Justice projects have proven to be positive with a well-established network across the territory and in southern hubs to better meet the needs of Nunavummiut. The encouraging outcomes would not be possible without invaluable partnerships such as with Pauktuutit Inuit Women of Canada and the dedication from numerous members who support and contribute to the Law Society's Access to Justice program.
- 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. I remain thankful to the Law Society staff team and the many casual staff. Each one plays a key role in our overall operations and contribute to making our office a welcoming environment: Adel, Alexandre, Ferdinand, François, Frantcel, Julie, Kishra, Lisa, Nancy, Rachel and Romy.

It has been a pleasure to assist the 2022-23 Executive Members. Several matters and projects were completed or significantly advanced during this past year. I very much look forward to the future as we continue to move forward and delighted that the Executive public representative, Koovian Flanagan, will continue to sit on the Executive with her second three-year appointment confirmed in 2022.

Respectfully Submitted,



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Nalini Vaddapalli, CEO – Deputy Secretary