

2023 – 2024 ANNUAL REPORT

June 28, 2024

Honorable Lucy Kuptana
Minister Responsible for the Status of Women
Government of the Northwest Territories

Dear Minister Kuptana,

I am pleased to present our Annual Report, for the year ending 31 March 2024, on behalf of the Status of Women Council of the Northwest Territories.

The appointment of a new Executive Director in June has revitalized the Council's activities. However, the lack of human resources has forced us to prioritize our actions. We had to fulfill our commitments to the Federal Government to avoid losing funding for the Workplace Sexual Harassment and Responding to Economic Abuse.

We also reinstated financial support to communities for Family Violence Prevention Month, which was highly anticipated after a year-long hiatus.

The year 2023-2024 was also marked by the proposed reform of the Status of Women Act (Bill 75). We earnestly hope that work on this legislation will resume as we need to review the Act, but above all, we wish to be involved in this reform.

The Status of Women was also able to be part of key events such as a General Election Forum and December 6th Vigil: National Day of Remembrance and Action on Violence Against Women in Canada. We have continued to work diligently to encourage discussion of issues affecting the status of women, as well as those intended to promote a change in attitudes so that women may enjoy equity.

We are committed to building on our success and overcoming the challenges that lie ahead. We remain dedicated to working closely with you and other stakeholders to advance the status of women in the Northwest Territories.

Sincerely,



Ms Rita Arey

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A brief overview of the year

The year 2023-2024 has been a year of rebuilding for the Council. As with any (re)construction, the most important aspect is the foundation. Our priorities have been to organize a team around our director and to reassure our funders about the Council's ability to successfully carry out ongoing projects. Thus, we welcomed a Community Engagement & Development Coordinator in February 2024, and a Project Coordinator joined us in April 2024. We will also provide a detailed overview of the projects that have been successfully completed in this report.

To strengthen our foundations, we also decided to allocate resources to the development of a new strategic plan for 2024-2028. A clear and unanimous vision will help the Council to communicate more effectively and to better engage with communities.

In this spirit, it also seemed essential to modernize the Council's image by updating its logo, website, and overall branding. There is a slight delay with the website, but we hope to be able to share all these updates before the summer.

While the year brought its share of difficulties, the Council's unwavering commitment to its mission ensured that important work continued despite the obstacles encountered along the way.

The Status of Women Council's Board of Directors

• **Presentation of the Board members**

Board members are appointed by the Minister Responsible for the Status of Women. The Board is comprised of six (6) members and each member represents a region of the territory. Board members may serve for a three-year term. The Board typically meets face-to-face twice a year and holds additional virtual meetings as required.

As the governing body of the Status of Women Council, the Board is responsible for making key decisions that address the organization's missions, strategy and goals. Accordingly, the Board is a group of women dedicated to advocating and improving the lives of all women in the territories.

Composition of the Board:

- ✓ Rita Arey – President – Beaufort-Delta Region member.
Term: May 2022 to May 2025.
- ✓ Delphine Pierrot – Vice-President South – Sahtu Region member.
Term: June 2021 to June 2024.
- ✓ Shelley Browne - Vice-President North – North Slave Region member.
Term: January 2022 to January 2025.
- ✓ Anna Pontikis Mc Leod – Deh Cho Region member.
Term: August 2022 to August 2025.
- ✓ Doris Minoza – South Slave Region member.
Term: February 2023 to February 2026. Resigned on February 28, 2024.
Vacant position.
- ✓ Stephanie Beaverho – Tłı̨chǫ Region member.
Term: August 2022 to August 2025.

Rita Arey, President
Beaufort-Delta Region member
Term: May 2022 – May 2025

Rita Furlong-Arey, a proud registered Metis of Irish and Gwichin descent, was born in Aklavik to her late parents Ruth and Arthur Furlong. As the only girl among three brothers, she was raised fearlessly, learning traditional and cultural skills from her parents while living on the trapline. Rita accompanied her father on trips to the trapline, enjoying activities such as snowshoeing, canoeing, setting snares, muskrat hunting, and playing the guitar, as music was an integral part of her family.



Rita's involvement in various volunteer initiatives demonstrates her commitment to the well-being of First Nations, Inuit, and Metis communities. She played a key role in establishing the Wise Women Awards, which have recognized women across the two Territories since 1992, celebrating their dedication and contributions to improving the lives of women and families. Rita also advocated for the Zero Tolerance policy against domestic violence, which was adopted by the legislative assembly in 1994. She made presentations to the Royal Commission on Aboriginal Peoples in 1992 and has actively supported initiatives related to family violence awareness, breast cancer awareness, Indigenous women's issues, poverty reduction, and the empowerment of women in leadership.

Throughout her career, Rita has been an advocate for women, equal representation, and social justice. Her dedication to supporting women's voices and striving for equality in the political landscape has been influential.

**Delphine Pierrot, Vice President South
Sahtu Region Board member
Term: June 2021 – June 2024**

Fort Good Hope is her home community, and she was their first female Chief. Delphine has worked as a social worker in the Sahtu for many years. Her caseload with NTHSSA includes Sahtu families, children, youth, foster families, and Out of Territory Residential facilities intake.

Delphine brings a wealth of knowledge and work experience to the Council.

Delphine also volunteers extensively and has sat on numerous leadership boards.



Shelley Browne, Vice-President North
North Slave Board member
Term: January 2022 – January 2025

Biography and photo pending

Anna Pontikis McLeod
Deh Cho Region Board member
Term: August 2022 - August 2025



Anna (pronouns: she/her) originally from Saskatoon, Saskatchewan (Treaty 6 Territory and Homeland of the Metis).

This lifelong Prairie woman moved to Fort Simpson/Liidlii Kue in January 2021 during a global pandemic to join her husband who had moved to the community in 2019 to take on a role as the Community Social Worker. The Dene and Metis cultures were familiar and welcoming, so it has been a good transition to her new home in the Dehcho Region.

To get to know her new community she got involved by joining Open Sky Society Art Collective as a board member, planning financial literacy programming and being a substitute teacher at the high school before starting a job with the GNWT. Enjoying the beautiful summers in the Dehcho has been worth the move itself.

Anna believes service to others is the best way to uplift of that person. Whether it is through education, knocking down barriers in the workplace, making someone a pot of moose meat stew - she does it in a supporting and trauma informed manner.

Her past board/volunteer experience include The Princess Shop Mentorship program, Junior Achievement Canada, Saskatoon Indian & Metis Centre, OUTSaskatoon and Women in Leadership Saskatchewan. Anna attended the University of Saskatchewan for a BSc in Biology and Saskatchewan Polytechnic for an Associate Degree in Business majoring in Business Human Resources. She spent the last 15 years working in HR for the Saskatchewan Health Authority and then TD Canada Trust as a trusted Financial Planner. Her current role is the Manager of Management and Recruitment Services for the Department of Finance in the Dehcho Region.

She is the proud wife of Jason and super supporter of her 20-year-old son Dakota who is also a young entrepreneur of a Metis collective that supplies beading supplies, art, furs, pow wow regalia and educational materials to Saskatchewan, Alberta, and NWT.

Doris Minoza,
South Slave Region Board member
Term: February 2023 – February 2026

Resigned on February 28, 2024 – Vacant position

Doris is of Dene descent, born and raised in Hay River, Treaty 11 Territory. Doris has worked hard in silence to heal past, present & future generations.



As an evolving Dene woman from Treaty 11 Territory, she sees the need for ancestral knowledge and wisdom to assist our collective in moving forward. She grew up in a home where her native tongue was spoken fluently by both her beloved parents Jim & Marie Thomas, and where she gained the innate Dene teachings and values that her parents instilled in her. Creating a deeper understanding of the First Nation culture and worldview is important as a duty to herself, her matrilineal line and humanity.

She has a deep knowledge, compassion and understanding of her local history and culture. In her personal life she has dedicated herself towards healing the impact and effects of cultural and personal trauma caused by the Residential School legacy that she sees in her people. Her passion and commitment to helping her people recover from things we don't speak of is her number one priority in this realm.

Doris is very passionate about healing and our collective healing that is needed, so we can balance our walk in this life accordingly. She can hold a sacred space for everyone she meets and allow them to seek the roots of their traumatic pains. She is always available to grow and learn.

Doris looks forward to devoting her energy and skills to the NWT Status of Women Council and their goal of creating a sisterhood that feels valued, heard and seen, working towards inclusivity for all.

Stephanie Beaverho,
Tłıchq Region Board member
Term: August 2022 – August 2025

Biography and photo pending

- **Board activities**

The members of the Board of Directors have been significantly involved this year in various ways:

- 3 of them are part of the Hiring Committee. The committee met several times to conduct a series of interviews and complete the team ;
- Monthly Board meetings from June 2023 to March 2024 (except in July and August 2023);
- An appearance before the Standing Committee for Social Development (Bill 75);
- An interview on CBC radio with the new Executive Director;
- Members from the Sahtu region and the Deh Cho region consulted their communities to understand their priorities better and to take them into account more effectively in our strategic plan;
- Members from the Sahtu region and the Deh Cho region organized community events around International Women's Day. In Fort Simpson the event was also an opportunity to celebrate all the incredible women in the Deh Cho with an award Ceremony and a community gala.
- All Board members were part of a 2-day strategic planning workshop facilitated by PlanIt North in March 2024.

Thanks to close collaboration between the Board members and the Executive Director, the Council has been able to maintain a valuable link with the communities and continue to advance Council projects that had previously been put on hold.

Advocacy

In 1990, the Legislative Assembly separated the Status of Women Council from the Women's Directorate to better support the Status of Women's ability to achieve its goals and objectives and to provide women with a voice – a voice not filtered or directed by the government.

As a result, the NWT Status of Women has been **listening to and advocating on behalf of women for thirty-three (33) years**. Sometimes this advocacy takes the form of **supporting an individual woman** as she faces barriers and/or discrimination and sometimes this advocacy takes the form of **making recommendations** to government and other public entities.

We participate in various consultations, committees, groups, and make presentations throughout the year – at the local, territorial, and national level. As a public agency, we have the unique opportunity to participate in these forums from a **feminist intersectional position**. Our participation supports sharing of information, facilitates learning from one another, and create greater awareness.

Our national participation ensure a voice for all women of the NWT is heard in these forums and represents an opportunity to inform national policy and actions. It also helps us stay abreast of trends and best practices. The advent of the common use of virtual platforms has allowed us to have a wider reach and impact than in years past where we needed to travel to national forums to be heard.

- **Review of the Status of Women Council Act**

In 2020 the Gender Equity Division initiated a *review of the Status of Women Council Act* to determine what, if any improvements could be made to the Act to modernize the language, identify gaps and strengthen the Act.

Former Board Members and staff have been consulted together with former MLAs and members of other organizations. Interviewees were almost unanimous in stressing the need for a clear and transparent process regarding the Representation, the Composition and the Appointment of Board Members, as well as a need for accountability in all the activities of the SWCNT.

The Council fully support these changes.

The consultation raised the need to modernize and define the terms to provide clarity on the meaning, purpose and intent of the Act. While we fully support the need to modernize and define terms, we are particularly concerned by taking this opportunity to change the Council's vision and missions.

Renaming the Status of Women Council into the "Council for Women and Gender Diversity" seriously questions the purpose of the Council. "Gender Diversity" encompasses a broader spectrum of gender identities beyond the traditional binary understanding of male and female. It recognizes that gender exists on a spectrum, and people may identify as transgender, non-binary, genderqueer, or have other diverse gender identities.

Acknowledging and respecting the distinction between "women" and "gender diversity" is crucial for inclusivity and ensuring that all individuals, regardless of their gender identity, are seen, heard, and respected for who they are.

Asking the "Council for Women" to also serve as the "Council for Gender Diversity" is, in our opinion, in contradiction with the will to give a voice to those who want to demonstrate a diversity of expression beyond the binary framework.

• 2023 Territorial Election Forum

Traditionally, the Council organizes a forum at each election, in partnership with other organizations, in Yellowknife. The 2023 Territorial Election was no exception.

This 2023 Election Forum was co-hosted by YWCA NWT, NWT Senior's Society, Yellowknife Women's Society, Northern Mosaic Network, Native Women's Association of the NWT, and the Council.

These six non-profit organizations operate throughout the Northwest Territories to address a number of social issues and create systemic changes. Collectively, we advocate for the rights and well-being of women, elders, Indigenous communities and 2SLGBTQIPA+ people.

There were 14 questions asked over the course of the evening: two questions asked as a collective, and two questions asked by each organization.

Questions asked as a collective:

- Considering the value and scope of work that non-profit organizations do within the NWT, what specific strategies will you employ to ensure meaningful collaboration and partnerships between the government and non-profits when addressing community needs?
- Given the crucial role we play in providing important services and implementing government policies, what concrete commitments can you make to provide stable funding and support for our organizations?

The Council has also sent a letter to each of the candidates across the NWT, addressing questions more specific to our concerns.



Key programs and initiatives

- **Responding to Economic Abuse**

September 2021 to March 2024.

Funded by WAGE Canada for a total amount of \$345,480

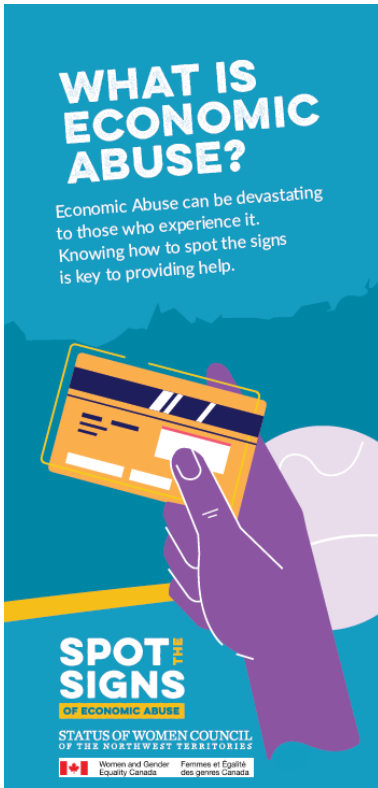
The Status of Women started the “*Responding to Economic Abuse – a systemic approach to change*” project in the fall of 2021. This project is designed to create systemic change for marginalized women in the NWT by:

- Encouraging policy and procedure changes in government, employers, and financial services around economic abuse;
- Developing resources to educate service providers and survivors of economic abuse on signs of economic abuse, and strategies for reclaiming economic empowerment; and
- Reducing the stigma felt by those with lived experience of economic abuse.

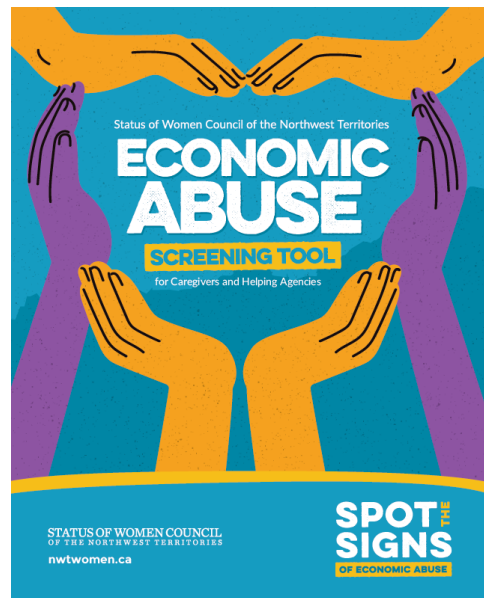
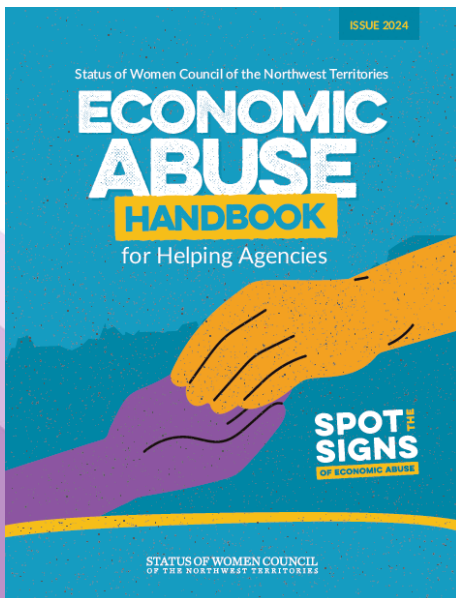
Research and consultations were conducted in 2022/23 resulting in a summary of impactful legislation and policy and the identifying of specific gaps in information and resources needed in the NWT.

In 2023/24 resources were produced for the public and helping agencies. From basic information to help everyone understand what economic abuse is and spots the signs, to specific tools for front-line service providers, these resources will support the public awareness campaign and the advocacy plan the Council will launch in 2024.

- Brochures for the public



- Resources for Helping Agencies



Training sessions

Based on the fact sheets and handbook developed, we organized two training sessions in March 2024 to assist those delivering direct services and support to clients (shelters, Victim Services, Income Assistance) in becoming familiar with the resources to better raise awareness and understand economic abuse.

These workshops employed a reciprocal facilitation approach where participants supported each other in learning about economic abuse, its signs and symptoms, support for affected individuals, and how to use the economic abuse screening tool.

Participants also crafted scenarios for all care providers to use when addressing economic abuse with clients.

As hosting workshops on Economic Abuse might carry stigma in small communities, general trainings about financial planning, including an economic abuse component, will be offered to the public later in 2024.

- **Workplace Sexual Harassment – Education & Information**

January 2020 to March 2024.

Funded by Justice Canada for a total amount of \$1,568,126 (\$490,615 in 2023-2024)

The territorial-wide Workplace Sexual Harassment ('WSH') project is focused on increasing awareness and understanding of workplace sexual harassment in the Northwest Territories, with the ultimate goal of eliminating it.

Public education and information resources about workplace sexual harassment have been developed. These materials are for employers and employees and include information about the legal framework, rights and obligations, how to prevent and address WSH, and identify resources available in the NWT.

- **Train the trainers' workshops:**

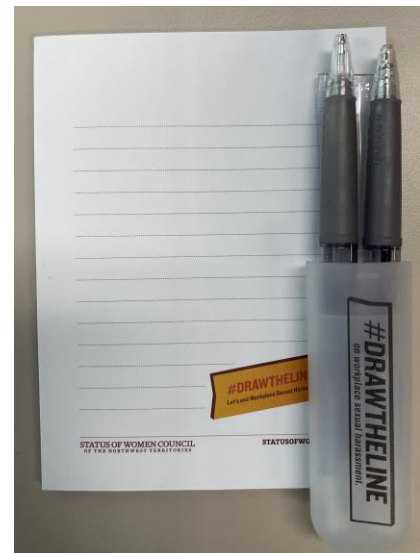
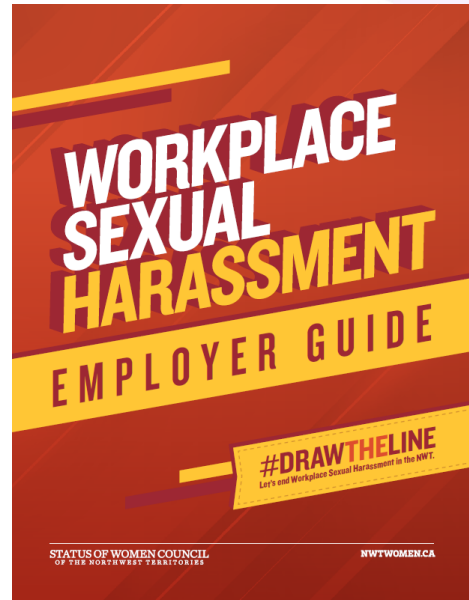
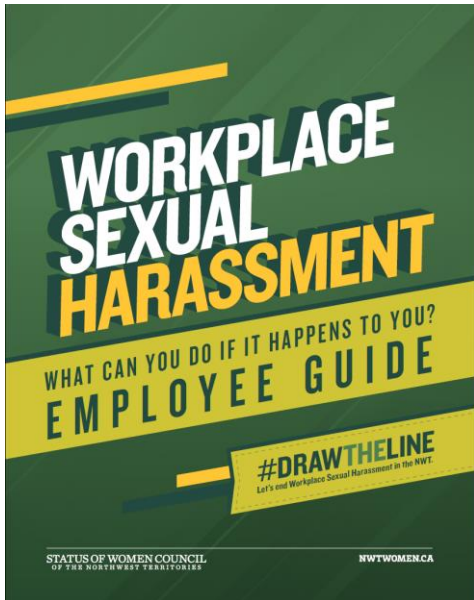
As this funding ended in March 2024, we took the initiative to organize a train-the-trainer session. We believed this was the best way to sustain the program beyond the end of funding from Justice Canada.

The future trainers spent two weekends in February training in Yellowknife. As the trainers came from diverse backgrounds, the first weekend focused on leveling up their workshop facilitation skills. The second weekend was entirely dedicated to familiarizing the facilitators with the produced resources and building the training program.

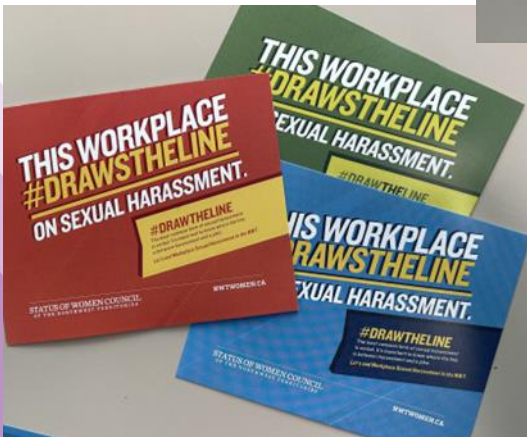
We now have 10 trainers available to deliver this training throughout the NWT.

- **Resources produced**

Guides and notebooks for Employers and the Employees



Resources for the workplace (tent card, stickers, posters)



- **“Framework for Impact: Building a Stronger NGO Sector”**

March 2024 to March 2026

Funded by WAGE CANADA for a total amount of \$404,880

The contribution agreement was signed early March 2024 for this project, so it has just gotten off the ground, but it looks promising.

Through this 25-month project, the Council aims to:

- Emphasize the critical role NGOs play in our communities,
- Build the collective capacity of NGOs to enact systemic change and break down silos,
- Develop and pilot a collaborative partnership of not-for-profit organizations that will address barriers against women’s economic and leadership opportunities in the social sector.

Respect should be given to the knowledge, expertise and leadership that exists within NGOs for the sectors they represent. Understanding that NGOs providing direct services hold valuable the knowledge, and that NGOs and government should come together as equals.

Equitable communication and consultation ensure that NGOs, from all backgrounds and areas of expertise, have a voice in shaping policies and programs and that the information, feedback, and consultation they provide are valued.

- **Family Violence Prevention Month (November 2023)**

Funded by the Victim Assistance Funds (GNWT): \$45,000 and H&SS (GNWT): \$30,000.

Communities' grants

The 2023 Family Violence Prevention Month ('FVPM') project aimed to serve all communities across the NWT by raising awareness about family violence.

Based on community activities, it extends beyond those directly affected to build allyship and the determination to make change, providing information and knowing how one can help stop or prevent family violence.

Additionally, spreading public information and awareness initiatives in all the communities across NWT sends a message to victims of crime that we are listening and that we care.

The Council collaborated with community partners to coordinate Family Violence Prevention Month. Ten communities applied, resulting in a total of 17 events organized across the NWT. Some communities targeted youth, others focused on women or men, while some were designed for the entire community.

Even if the subject is serious, most events are intended to be festive and convivial. For many, it's an opportunity to spend time together as a family, away from the hassles of everyday life. But there is always a time to raise awareness and give an opportunity for sharing:

- **A full week of event in Aklavik: sing along, family game, radio shows, community feast, fishing derby....**



- **Feedback from Community Wellness from Fort McPherson who organized a sewing circle:**

“Ladies enjoyed the sewing group making beaver mitts, shared stories of long ago, how it was so good to sew out on the lad with our grandparents, parents, cousins, friends. Sewing is a relaxing time and stress free for ourselves.”

December 6th Vigil: the National Day of Remembrance and Action on Violence Against Women

Each year, the Council host a vigil to remember the 14 women killed at L'Université de Montréal's École Polytechnique in 1989 and to honor all the women we have lost to gender-based violence in the Northwest Territories.

Part of the fundings received from H&SS for Family Violence Prevention Month helped renew this initiative in 2023, at the Legislative Assembly.

The event featured a lineup of guest speakers, including:

- Elisabeth Biscaye, Director, Gender Equity Division;
- Grace Blake, President, Native Women Association of the NWT;
- Megan Holsapple, Board Member, NWT YWCA;
- Ruth Mercredi, Traditional Counsellor, Arctic Indigenous Wellness Foundation;
- Charles Dent, Chair, NWT Human Rights Commission.

These speakers brought their perspectives and insights to the forefront, highlighting the importance of addressing gender-based violence and fostering a safer, more inclusive society.

A poignant and impactful moment of the vigil occurred as the names of the women tragically lost in the Montreal massacre were displayed on screen. Attendees paid their respects by laying roses and lighting candles in their memory. We are very grateful to Leela Guilday for joining us for this event and performing a live song during the ceremony.



The December 6th Vigil served as a powerful reminder of the ongoing work needed to create a safer and more equitable world for all.

We would like to acknowledge the financial contribution of the PSAC NWT Women's Regional Committee, who purchased the flowers for the event.

- **International Women's Day**

March 8th is International Women's Day – a global day to celebrate the social, economic, cultural, and political achievements of women and girls. It is a day to recognize women who inspire us.

This year, board members were invited to organize an event in their community and turn this date into a significant reminder of the key role women play in communities. Such events bring people together, fostering a sense of unity and belonging. Celebrating women's achievements on this day also provides role models for younger generations, inspiring them to pursue their goals and ambitions.



A community diner brings together over 100 people at Fort Good hope

In the Deh Cho, our board member Anna Pontikis McLeod organised an “Amazing Northern Women Awards” to celebrate women who have made significant contributions to the community and/or advance equity for women’s and girls.

The nominees represented people from all walks of life and ages, including several elders and young women still in high school.

Recipients included Louisa Moreau, Claudia Bittner, Diane Harold, Gombee Jose, Theresa Bonnetrouge, Kristen Morrison, Amy Fraser Michaud, Dahti Tsetso, Tanya Hardisty, Catherine Nahanni, Miranda Elleze, Lydia Nelner, Yvonne Jumbo, Madison Pilling and the late Sarah Lennie.

Held during the 2024 edition of the Beavertail Jamboree, the gala in Fort Simpson was a huge success.



Status of Women Council board member Anna Pontikis McLeod poses with Amazing Northern Women award winners. Simona Rosenfield/Cabin Radio



Left: the red carpet is ready to welcome the recipients

Below: Awards and swag for recipients ; family members and drummers supporting the event.



Drummers



- **Self-care kits**

Funded by the Victim Assistance Funds (GNWT): \$29,000

The Council has secured funds to distribute Women's Self-Care Kits across the territory over many years. The project serves various goals:

- Meeting the basic self-care needs of women experiencing violence.
- Providing an opportunity for community partners to change the dynamics of the dialogue with the women they are helping by introducing the self-care kit.
- Sending a message to these women that people care and want to help through the gesture of providing kits.

The kits include essential items such as pads, panty liners, toothbrush, toothpaste, glide floss, shampoo, conditioner, hairbrush, hair ties, shower gel, body lotion, disposable razor, tissues, hand cream, lip balm, Qtips, loofa, wipes. These items are packed in a bag that can be reused as a travel bag.

The program was suspended in 2022-2023, prompting outreach to every RCMP detachment, shelter, and victim services in the NWT to better estimate their needs after this interruption. Through this consultation, we determined the need for 500 kits, double what had initially been anticipated.

To ensure fairness among beneficiary communities, we worked with NWT Victim Services to reassess funding allocations. Additionally, the Status of Women Council waived administrative costs and RCMP offered to transport the kits to communities via air travel, reducing our transportation expenses. Although there have been delays due to fewer flights than anticipated, we are actively resolving this issue to expedite kit distribution.

- Self-care kits content:



Financial Statements
for the year ended March 31, 2023

STATUS OF WOMEN COUNCIL OF THE NWT
Yellowknife, NT

FINANCIAL STATEMENTS
For the year ended March 31, 2024

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Status of Women Council of the NWT

MANAGEMENT'S RESPONSIBILITY FOR REPORTING

The accompanying financial statements have been prepared by management, which is responsible for the reliability, integrity and objectivity of the information provided. They have been prepared in accordance with Canadian public sector accounting standards applicable to government not-for-profit organizations. Where necessary the statements include amounts that are based on informed judgements and estimates by management, giving appropriate consideration to reasonable limits of materiality.

In discharging its responsibility for the integrity and fairness of the financial statements and for the accounting systems from which they are derived, management maintains the necessary system of internal controls designed to provide assurance that transactions are authorized, assets are safeguarded, and proper records are maintained. These controls include quality standards in hiring and training employees, written policies and procedures manuals, and accountability for performance within appropriate and well-defined areas of responsibility. The Board's management recognizes its responsibility for conducting the Board's affairs in accordance with the requirements of applicable laws and sound business principles, and for maintaining standards of conduct that are appropriate.

Avery Cooper & Co. Ltd., Chartered Professional Accountants annually provides an independent, objective audit for the purpose of expressing an opinion on the financial statements in accordance with Canadian generally accepted auditing standards.

A handwritten signature in blue ink, appearing to read 'Avery Cooper', is written over a light blue horizontal line.

Executive Director

June 11, 2024



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INDEPENDENT AUDITOR'S REPORT

To the members of
Status of Women Council of the NWT

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Status of Women Council of the NWT (the "Council"), which comprise the Statement of Financial Position as at March 31, 2024, and the Statements of Operations, Changes in Fund Balances, and Cash Flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2024, and the results of its operations and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Council in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises:

- ♦ Annual Report, but does not include the financial statements and our auditor's report thereon

The other information is expected to be made available to us after the date of this auditor's report.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

When we read the other information, if we conclude that there is a material misstatement of this other information, we are required to report the matter to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Council or to cease operations, or has no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT, continued

Those charged with governance are responsible for overseeing the Council's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- ♦ Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ♦ Obtain an understanding of internal control relevant to the audit 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 Council's internal control.
- ♦ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- ♦ Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Council's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Council to cease to continue as a going concern.
- ♦ Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

INDEPENDENT AUDITOR'S REPORT, continued

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

As required by the *Financial Administration Act* ("FAA Act") of the Northwest Territories, we report that, in our opinion, the accounting principles in the Canadian public sector accounting standards have been applied.

Further, in our opinion, proper books of account have been kept by the Council and the financial statements are in agreement therewith. In addition, the transactions of the Council have, in all significant respects, been in accordance with the FAA Act and regulations; the *Status of Women Council Act* (the "Act") and regulations; the by-laws of the Council; and any directives issued to the Council by the Minister under the FAA or Act.

Avery Cooper & Co. Ltd.

Avery Cooper & Co. Ltd.
Chartered Professional Accountants
Yellowknife, NT

June 11, 2024

STATUS OF WOMEN COUNCIL OF THE NWT

STATEMENT OF FINANCIAL POSITION

March 31, 2024

ASSETS

	<u>2024</u>	<u>2023</u>
CURRENT		
Cash	\$ 665,122	\$ 778,277
Accounts receivable (note 3)	198,835	-
Prepaid expenses	<u>4,759</u>	<u>2,000</u>
	868,716	780,277
DESIGNATED CASH	82,095	81,761
TANGIBLE CAPITAL ASSETS (note 4)	<u>14,806</u>	<u>3,725</u>
	<u>\$ 965,617</u>	<u>\$ 865,763</u>


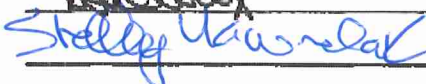
LIABILITIES

CURRENT		
Trade payables and accruals (note 5)	\$ 684,440	\$ 99,416
Wages and benefits payable (note 6)	13,163	-
Deferred revenue (note 7)	60,252	559,548
Government remittances payable	<u>7,639</u>	<u>5,316</u>
	<u>765,494</u>	<u>664,280</u>

FUND BALANCES

UNRESTRICTED SURPLUS (DEFICIT) per page 3	89,779	102,220
INVESTED IN TANGIBLE CAPITAL ASSETS per page 3	14,806	3,725
CONTINGENCY FUND per page 3	65,538	65,538
BENEFITS FUND per page 3	<u>30,000</u>	<u>30,000</u>
	<u>200,123</u>	<u>201,483</u>
	<u>\$ 965,617</u>	<u>\$ 865,763</u>

Approved:

	Chairperson
	Member

STATUS OF WOMEN COUNCIL OF THE NWT

STATEMENT OF OPERATIONS

For the year ended March 31, 2024

	<u>2024</u>	<u>2023</u>
REVENUES		
Core - Schedule 1	\$ 594,877	\$ 357,488
Family Violence Prevention Month - Schedule 2	29,746	-
Self Care Kits - Schedule 3	29,000	-
Victim Awareness Week - Schedule 4	45,000	-
NGO Stabilization Fund - Schedule 5	20,000	-
Economic Abuse - Schedule 6	233,008	30,553
Trauma and Violence Informed - Schedule 7	-	38,365
Workplace Sexual Harassment - Schedule 8	490,615	15,033
Wage Systemic Change - Schedule 9	5,294	-
	<u>1,447,540</u>	<u>441,439</u>
EXPENSES		
Core - Schedule 1	348,400	357,488
Family Violence Prevention Month - Schedule 2	29,746	-
Self Care Kits - Schedule 3	29,000	-
Victim Awareness Week - Schedule 4	45,000	-
NGO Stabilization Fund - Schedule 5	20,000	-
Economic Abuse - Schedule 6	233,008	30,553
Trauma and Violence Informed - Schedule 7	-	38,365
Workplace Sexual Harassment - Schedule 8	491,750	15,033
Wage Systemic Change - Schedule 9	5,519	-
	<u>1,202,423</u>	<u>441,439</u>
EXCESS OF REVENUES OVER EXPENSES FROM OPERATIONS	245,117	-
CONTRIBUTION REPAYABLE		
Core - Schedule 1	<u>246,477</u>	<u>-</u>
DEFICIENCY OF REVENUES OVER EXPENSES	<u>\$ (1,360)</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

STATEMENT OF CHANGES IN FUND BALANCES

For the year ended March 31, 2024

	2024				
	Unrestricted Surplus (Deficit)	Invested in Tangible Capital Assets	Contingency Fund	Benefits Fund	Total
BALANCE, opening	\$ 102,220	\$ 3,725	\$ 65,538	\$ 30,000	\$ 201,483
Deficiency of revenues over expenses	(1,360)	-	-	-	(1,360)
Purchase of tangible capital assets	(14,351)	14,351	-	-	-
Amortization of tangible capital assets	<u>3,270</u>	<u>(3,270)</u>	<u>-</u>	<u>-</u>	<u>-</u>
BALANCE, closing	<u>\$ 89,779</u>	<u>\$ 14,806</u>	<u>\$ 65,538</u>	<u>\$ 30,000</u>	<u>\$ 200,123</u>
	2023				
	Unrestricted Surplus (Deficit)	Invested in Tangible Capital Assets	Contingency Fund	Benefits Fund	Total
BALANCE, opening	\$ 100,624	\$ 5,321	\$ 65,538	\$ 30,000	\$ 201,483
Excess of revenues over expenses	-	-	-	-	-
Amortization of tangible capital assets	<u>1,596</u>	<u>(1,596)</u>	<u>-</u>	<u>-</u>	<u>-</u>
BALANCE, closing	<u>\$ 102,220</u>	<u>\$ 3,725</u>	<u>\$ 65,538</u>	<u>\$ 30,000</u>	<u>\$ 201,483</u>

STATUS OF WOMEN COUNCIL OF THE NWT

STATEMENT OF CASH FLOWS

For the year ended March 31, 2024

	<u>2024</u>	<u>2023</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash receipts from contributions and donations	\$ 678,409	\$ 939,422
Cash paid for materials and services	(657,303)	(288,710)
Cash paid for wages and benefits	<u>(119,575)</u>	<u>(178,882)</u>
	(98,469)	471,830
CASH FLOWS FROM INVESTING ACTIVITY		
Purchase of tangible capital assets	<u>(14,352)</u>	<u>-</u>
(DECREASE) INCREASE IN CASH	(112,821)	471,830
CASH, opening	<u>860,038</u>	<u>388,208</u>
CASH, closing	<u><u>\$ 747,217</u></u>	<u><u>\$ 860,038</u></u>
REPRESENTED BY:		
Cash	\$ 665,122	\$ 778,277
Designated cash	<u>82,095</u>	<u>81,761</u>
	<u><u>\$ 747,217</u></u>	<u><u>\$ 860,038</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2024

1. NATURE OF OPERATIONS

Status of Women Council of the NWT (the "Council") is a government not-for-profit organization of the Government of the Northwest Territories ("GNWT") and was established under the *Status of Women Council Act* of the Northwest Territories dated April 4, 1990.

The objectives of the Council are:

- 1) to develop public awareness of issues affecting the status of women;
- 2) to promote a change in attitudes within the community in order that women may enjoy equality;
- 3) to encourage discussion and expression of opinion by residents of the Northwest Territories on issues affecting the status of women;
- 4) to advise the Minister on issues that the Minister may refer to the council for consideration;
- 5) to review policies and legislation affecting women and to report its findings to the relevant government departments or agencies;
- 6) to provide assistance to the Minister in promoting changes to ensure the attainment of equality of women; and
- 7) to provide the appropriate assistance to organizations and groups whose objectives promote the equality of women.

The Council may:

- 1) receive and hear submissions and suggestions from individuals and groups concerning the status of women;
- 2) research matters relating to the status of women;
- 3) suggest research areas in relation to matters relating to the status of women that may be studied by any interested persons;
- 4) recommend and participate in programs concerning the status of women;
- 5) recommend legislation, policies and practices to improve the equality of opportunity for women and to improve the status of women;
- 6) publish any reports, studies or recommendations that the Council considers advisable;
- 7) present reports to the Minister to be laid before the Legislative Assembly;
- 8) contract and be contracted in the name of the Council; and
- 9) make bylaws to regulate the affairs of the Council.

The Council is exempt from income tax under subsection 149(1) of the *Income Tax Act* (Canada).

2. SIGNIFICANT ACCOUNTING POLICIES

The Council follows accounting principles generally accepted in Canada in preparing its financial statements. The significant accounting policies used are as follows:

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2024

2. SIGNIFICANT ACCOUNTING POLICIES, continued

(a) Cash and cash equivalents

Cash and cash equivalents include cash and short-term investments with maturities of three months or less from their date of acquisition, which are readily convertible into a known amount of cash, and are subject to an insignificant risk to changes in their fair value.

(b) Financial instruments

The Council initially measures its financial assets and liabilities at fair value. The Council subsequently measures its financial assets and financial liabilities at amortized cost.

(c) Tangible capital assets

Tangible capital assets are recorded at cost. The Council provides for amortization using the declining balance method at rates designed to amortize the cost of the tangible capital assets over their estimated useful lives. One half of the year's amortization is recorded in the year of acquisition. No amortization is recorded in the year of disposal. The annual amortization rates are as follows:

Computer equipment	30%
Equipment	20%

(d) Employee future benefits

Employees are entitled to severance benefits, as provided under labour contracts and conditions of employment, based on years of service. The benefits are paid upon resignation, lay off or death of employee.

The cost of the severance benefits upon resignation are accrued annually based on a minimum of four years of service, to a payout of 12 weeks maximum. The additional cost of severance benefits paid upon lay off are recorded in the year paid.

(e) Revenue recognition

The Council follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred.

Unrestricted contributions are recognized as revenue when received or receivable and the amount can be reasonably estimated and collection is reasonably assured.

Contributions of materials and services are recognized in the financial statements at fair value at the date of contribution, but only when a fair value can be reasonably estimated and when the materials and services are used in the normal course of operations, and would otherwise have been purchased.

Interest income that is not externally restricted is recognized in the Statement of Operations when earned.

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2024

2. SIGNIFICANT ACCOUNTING POLICIES, continued

(f) Contributed materials and services

Directors and volunteers volunteer their time to assist in the Council's activities. While these services benefit the Council considerably, a reasonable estimate of their amount and fair value cannot be made and, accordingly, these contributed services are not recognized in the financial statements.

The GNWT provides the Council with office premises without charge. The estimated value of these rental premises are recognized as expenses with a corresponding credit to revenues to reflect the full cost of the Council's operations in the financial statements.

(g) Allocated expenses

The Council allocates certain general support expenses according to the contribution agreement to which the expenditure relates. The expenditures are any direct cost related to the fulfillment of the contribution agreement. The costs are then allocated to the contribution agreement based on the actual amount of the expenditure.

Office administrative costs are allocated to contribution agreements that allow such costs to be allocated.

(h) Measurement uncertainty

The preparation of financial statements in accordance with Canadian public sector accounting standards requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amount of revenues and expenses during the reporting period. These estimates are reviewed periodically, and as adjustments become necessary they are reported in income in the period in which they become known. Estimates are used when accounting for certain items such as allowance for doubtful accounts, the useful life of tangible capital assets, and employee future benefits.

3. ACCOUNTS RECEIVABLE

	<u>2024</u>	<u>2023</u>
GNWT - Health & Social Services	\$ 14,746	\$ -
Canada - Justice	166,809	-
Canada - Women and Gender Equality (WAGE)	<u>17,280</u>	<u>-</u>
	<u>\$ 198,835</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2024

4. TANGIBLE CAPITAL ASSETS

	2024		2023	
	Cost	Accumulated amortization	Net	Net
Computer equipment	\$ 72,433	\$ 57,627	\$ 14,806	\$ 3,725
Equipment	4,870	4,870	-	-
	\$ 77,303	\$ 62,497	\$ 14,806	\$ 3,725

5. TRADE PAYABLES AND ACCRUALS

	2024	2023
Trade payables	\$ 201,728	\$ 1,999
Scotiabank Visa	36,011	18,307
Accrued liabilities	21,966	19,550
GNWT funds repayable	424,735	59,560
	\$ 684,440	\$ 99,416

6. WAGES AND BENEFITS PAYABLE

	2024	2023
Wages payable	\$ 3,641	\$ -
Vacation and lieu payable	9,522	-
	\$ 13,163	\$ -

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2024

7. DEFERRED REVENUE

Deferred revenue as at March 31, 2024, consists of the following:

	<u>2024</u>	<u>2023</u>
Core fund	\$ -	\$ 178,258
Economic Abuse	-	129,358
Elimination of Violence	5,000	-
Gender Equity	2,237	2,237
Gender Violence	45,000	-
Public Awareness	-	5,000
Wise women	8,015	8,015
Workplace Sexual Harassment	<u>-</u>	<u>236,680</u>
	<u>\$ 60,252</u>	<u>\$ 559,548</u>
Deferred revenue, opening	559,548	48,617
Receipts	786,242	952,370
Funding expended	(860,803)	(441,439)
Contribution repayable	<u>(424,735)</u>	<u>-</u>
	<u>60,252</u>	<u>559,548</u>

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2024

8. CONTRACTUAL RIGHTS

As at March 31, 2024, the Council had entered into contribution agreements with the GNWT - Department of Status of Women with the term April 1, 2021 - March 31, 2026 and Canada Women and Gender Equity with the term March 1, 2024 to March 31, 2026. The future maximum contributions are as follows:

	GNWT - Department of Status of Women	WAGE Canada	Total
2024-2025	\$ 444,000	\$ 165,677	\$ 609,677
2025-2026	<u>444,000</u>	<u>233,909</u>	<u>677,909</u>
	<u>\$ 888,000</u>	<u>\$ 399,586</u>	<u>\$ 1,287,586</u>

9. ECONOMIC DEPENDENCE

The Council receives the majority of its revenues from various GNWT departments. If the GNWT ceased to fund the Council, this would significantly affect operations.

10. REVENUES BY OBJECT

	<u>2024</u>	<u>2023</u>
Government grants and contributions	\$ 1,296,663	\$ 349,693
Contributed rent	71,000	71,000
Sponsorship, donations and events	950	10,650
Administration fees	78,447	10,086
Interest income	<u>480</u>	<u>10</u>
	<u>\$ 1,447,540</u>	<u>\$ 441,439</u>

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2024

11. COMMITMENT

As at March 31, 2024, the Council has outstanding quarterly commitments of \$1,356 with respect to an office equipment lease expiring March 31, 2026 as follows:

2025	\$	5,424
2026		<u>5,424</u>
	\$	<u>10,848</u>

12. BENEFITS FUND

The Council, under its core contribution agreement, is allowed to create a Maternity and Parental Leave Benefits Fund, using a maximum of \$5,000 of unexpended core contribution per year, to a maximum of \$30,000. Changes during the year in the Benefits Fund are as follows:

	<u>2024</u>	<u>2023</u>
Benefits Fund	<u>\$ 30,000</u>	<u>\$ 30,000</u>

The Council maintains designated cash to cover the required fund balance. There is a sufficient balance to cover the fund balance in the current year.

13. CONTINGENCY FUND

The Council created a Contingency Fund to be fiscally responsible in discharging its responsibilities to make payments and to cover any future technology requirements. Changes during the year in the Contingency Fund are as follows:

	<u>2024</u>	<u>2023</u>
Contingency Fund	\$ 65,538	\$ 51,732
Transfer from unrestricted surplus	<u>-</u>	<u>13,806</u>
Contingency Fund, closing	<u>\$ 65,538</u>	<u>\$ 65,538</u>

The Council maintains designated cash to cover the required fund balance. There are insufficient funds to cover the balance in the current year.

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2024

14. FINANCIAL INSTRUMENTS

The Council's financial instruments consist of cash, marketable securities, accounts receivable, trade payables and accruals, and wages and benefits payable. Unless otherwise noted, it is management's opinion that the Council is not exposed to significant interest rate, market, currency, credit, liquidity, cash flow risks, nor is the Council exposed to significant concentrations of such risks. The fair value of these financial instruments approximate their carrying values, unless otherwise noted.

As March 31, 2024, the Council has a \$35,000 (2023 - \$20,000) credit card facility with the Bank of Nova Scotia.

15. RELATED PARTY TRANSACTIONS

The Council is related in terms of common ownership to all GNWT-created departments, territorial corporations and public agencies. The Council enters into transactions with these entities in the normal course of operations and on normal trade terms applicable to all parties. The amounts due to and from related parties are unsecured, non-interest bearing and due on demand.

Transactions with related parties during the year and balances at year end, not disclosed elsewhere in the financial statements, are disclosed in this note.

	<u>2024</u>	<u>2023</u>
Revenue		
GNWT - Executive & Indigenous Affairs	\$ 444,000	\$ 444,000
GNWT - Executive & Indigenous Affairs GED	5,000	-
GNWT - Department of Justice	74,000	-
GNWT - Health & Social Services	29,746	-
GNWT - Municipal & Community Affairs	20,000	-
GNWT - Infrastructure (Contributed rent)	71,000	71,000
GNWT - Women's Initiative Grant	-	5,000
	<u>\$ 643,746</u>	<u>\$ 520,000</u>
Expenses		
GNWT - Infrastructure (Contributed rent)	\$ 71,000	\$ 71,000
GNWT - Financial Shared Services	787	1,435
Northwest Territories Health and Social Services Authority	11,200	-
Dehcho DEC	-	20,000
	<u>\$ 82,987</u>	<u>\$ 92,435</u>

These transactions are in the normal course of operations and have been valued in these financial statements at the exchange amount which is the amount of consideration established and agreed to by the related parties.

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2024

16. COMPARATIVE FIGURES

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year.

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2024

SCHEDULE OF CORE

Schedule 1

	<u>2024</u>	<u>2023</u>
REVENUES		
GNWT - Executive & Indigenous Affairs	\$ 444,000	\$ 265,742
GNWT - Contributed Rent	71,000	71,000
Administration Recovery	78,447	10,086
Miscellaneous	<u>1,430</u>	<u>10,660</u>
	<u>594,877</u>	<u>357,488</u>
EXPENSES		
Advertising	74,729	11,329
Amortization	3,270	1,596
Catering	-	5,026
Community support	24,826	66,593
Contributed Rent	71,000	71,000
Equipment Rental	5,695	5,955
Facilitators/Contractors	23,271	3,494
Honoraria	10,950	5,750
Interest & Bank Charges	1,753	453
Mail Service	967	1,447
Meetings	3,503	3,163
Professional Development - Staff	-	372
Professional/Contract Services	38,219	49,564
Resources/Subscriptions	-	1,838
Supplies	13,326	1,710
Technology	10,619	6,524
Telecommunications	9,339	11,176
Travel	18,745	10,881
Wages & Benefits	<u>38,188</u>	<u>99,617</u>
	<u>348,400</u>	<u>357,488</u>
EXCESS OF REVENUES OVER EXPENSES BEFORE OTHER EXPENSES	246,477	-
OTHER EXPENSES		
Repayable to GNWT	<u>246,477</u>	<u>-</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2024

SCHEDULE OF FAMILY VIOLENCE PREVENTION MONTH

Schedule 2

	<u>2024</u>	<u>2023</u>
REVENUES		
GNWT - Health & Social Services	\$ 29,746	\$ -
EXPENSES		
Administration	1,400	-
Community Events	11,174	-
Community Support	15,400	-
Postage & printing	<u>1,772</u>	<u>-</u>
	<u>29,746</u>	<u>-</u>
EXCESS OF REVENUES OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2024

SCHEDULE OF SELF CARE KITS

Schedule 3

	<u>2024</u>	<u>2023</u>
REVENUES		
GNWT - Justice	\$ 29,000	\$ -
EXPENSES		
Materials	<u>29,000</u>	<u>-</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2024

SCHEDULE OF VICTIM AWARENESS WEEK

Schedule 4

	<u>2024</u>	<u>2023</u>
REVENUE		
GNWT - Department of Justice	\$ 45,000	\$ -
EXPENSES		
Administration Fees	3,499	-
Community events	893	-
Community support	11,200	-
Materials	28,473	-
Professional fees	<u>935</u>	<u>-</u>
	<u>45,000</u>	<u>-</u>
EXCESS OF REVENUES OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2024

SCHEDULE OF NGO STABILIZATION FUND	<u>2024</u>	<u>2023</u>
REVENUE		
GNWT - Municipal & Community Affairs	\$ 20,000	\$ -
EXPENSES		
Professional Fees	<u>20,000</u>	<u>-</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2024

SCHEDULE OF ECONOMIC ABUSE

Schedule 6

	<u>2024</u>	<u>2023</u>
REVENUE		
Canada - Women and Gender Equity	\$ 233,008	\$ 30,553
EXPENSES		
Administration	8,760	-
Advertising	65,693	-
Facility Rental	846	-
Other	482	-
Professional Fees	125,817	29,249
Project travel	-	1,304
Salaries and benefits	28,550	-
Travel and accommodation	<u>2,860</u>	<u>-</u>
	<u>233,008</u>	<u>30,553</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2024

SCHEDULE OF TRAUMA AND VIOLENCE INFORMED

Schedule 7

	<u>2024</u>	<u>2023</u>
REVENUE		
Canada - Women and Gender Equity	\$ -	\$ 38,365
EXPENSES		
Marketing & Communications	-	5,506
Print/Publication & Distribution	-	7,773
Professional fees	-	15,000
Salaries and Benefits	-	10,086
	<u>-</u>	<u>38,365</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2024

SCHEDULE OF WORKPLACE SEXUAL HARASSMENT

Schedule 8

	<u>2024</u>	<u>2023</u>
REVENUE		
Justice Canada	\$ 490,615	\$ 15,033
EXPENSES		
Accounting & Legal	5,322	-
Administration Recovery	63,993	-
Marketing & Communications	11,061	769
Print/Publication & Distribution	22,212	-
Professional Fees	-	8,100
Program Delivery	288,937	5,492
Project Travel	34,225	672
Wages & Benefits	<u>66,000</u>	<u>-</u>
	<u>491,750</u>	<u>15,033</u>
DEFICIENCY OF REVENUES OVER EXPENSES	<u>\$ (1,135)</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2024

SCHEDULE OF WAGE SYSTEMIC CHANGE

Schedule 9

	<u>2024</u>	<u>2023</u>
REVENUE		
WAGE (Women and Gender Equity) Canada	\$ 5,294	\$ -
EXPENSES		
Administration Fees	794	-
Research/Contract Fees	<u>4,725</u>	<u>-</u>
	<u>5,519</u>	<u>-</u>
DEFICIENCY OF REVENUES OVER EXPENSES	<u><u>\$ (225)</u></u>	<u><u>\$ -</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2024

SCHEDULE OF EXPENSES BY OBJECT

Schedule 10

	<u>2024</u>	<u>2023</u>
Administration	\$ 18,373	\$ 8,298
Administration Fees	78,447	897
Amortization	3,270	1,596
Bookkeeping, audit and legal	42,114	39,506
Community events	2,587	2,410
Community support	61,251	60,000
Computer	10,619	6,524
Compensation and Benefits	132,738	109,703
Contributed Rent	71,000	71,000
Fees and Dues	1,002	73
Equipment Rental	5,695	5,955
Freight/ Postage	1,348	1,447
Honoraria	10,950	5,750
Interest and bank charges	751	380
Marketing and communications	125,972	19,179
Materials and supplies	59,177	6,710
Print/Publication & Distribution	48,556	6,199
Professional/Contract Services	174,748	65,168
Program delivery costs	288,656	6,238
Telecommunications	9,339	11,176
Travel and Accommodation	55,830	12,858
Staff Training	-	372
	<u>\$ 1,202,423</u>	<u>\$ 441,439</u>