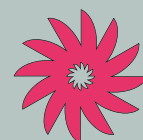




2023-2024 ANNUAL REPORT

FIRST PEOPLES JUSTICE CENTER OF
TIOHTIÀ:KE/MONTREAL

Table of Contents



| | |
|-----------|-------------------------------------|
| 03 | Opening by the president |
| 04 | Words from the director |
| 06 | Our history, vision and mission |
| 07 | Programs and services |
| 09 | Restorative Justice |
| 10 | Reintegration and Community Service |
| 11 | Transition Services |
| 12 | Victim Services |
| 14 | Gladue reports and aftercare |
| 15 | Cultural and community programming |
| 16 | Finances |
| 17 | Board of directors |
| 18 | The Team |
| 19 | Contact us |



OUR HISTORY

The First Peoples Justice Centre of Tiohtià:ke/Montreal (FPJCTM) is a registered non-profit that provides services for Indigenous community members living in Montreal who are involved with the justice and carceral systems. The FPJCTM was incorporated in 2014 after being born in 2013 from the Cabot Square Project, a community initiative that was led by the Justice Working Committee of the Montreal Indigenous Community NETWORK. A few years later, in early 2017, we opened our doors for service provision. Since then, the FPJCTM continuously strives to provide culturally-adapted, holistic services.

Our work is directly informed by the realities of the community members we support. Throughout program development and delivery, our team strives to advocate for structural change within the justice and carceral systems to move towards initiatives led by and for Indigenous communities.

VISION

The First Peoples Justice Center of Tiohtià:ke/Montreal vision is to have strong Indigenous communities that have access to community-led justice processes rooted in decolonization, healing, respect, and Indigenous law.

MISSION

Our mission is to support, inform, and empower Indigenous people navigating the justice system and to offer holistic, culturally appropriate justice services to the diverse First Peoples living in Montreal. To create alternative community-led justice processes rooted in Indigenous values in partnership with the Indigenous community in Montreal.

Opening by the president

Dear members, partners, allies and teams,

The 2023-2024 fiscal year was a pivotal year for the First Peoples Justice Center of Tiohtiá:ke/Montreal (FPJCTM). Over the next few pages, you will see just how much work has been done, but you will also realize how much work remains to be done. All this work would not be possible without the exceptional team behind the FPJCTM. Each member of this great team works hard and passionately to provide services to Indigenous community members living in Tiohtiá:ke / Montreal who are involved with the justice and carceral systems. A special thank you to our Executive Director, Ellen Filippelli, who has led the FPJCTM with leadership and vision over the past year. And an even more special thank you to all our members who, day after day, decide to place their trust in us.

Over the past year, our programs have grown significantly. Indeed, our Alternative Measures program officially launched at the Court of Québec in January 2024, our Reintegration and Community Service now includes assisting individuals with life skills, employment referrals and housing when they are reintegrating Tiohtiá:ke / Montreal and our Transition Services now have a newly established program with Correction Services Canada. These examples of success over the year are proof that our hard work is now enabling us to offer more complete services to our members.

The past year has also brought its share of challenges. From lower donations than in recent years to a fire in our new building, we have come to realize just how vital the collaboration of our partners and allies is. Through these different challenges, we were also able to see just how resilient our team and our members were, despite the fact that we had no doubts about this aspect.

Future prospects for FPJCM are encouraging. The team have important plans and ideas that will undoubtedly take FPJCM to the next level in the coming years. It is an ongoing challenge to offer services to meet the needs of our diverse clientele, but it's a challenge we accept every day, because we firmly believe that the mission and vision of the FPJCM is paramount and necessary.

Skén:nen, Wela'lioq, Merci, Thank you,'



Words from the director

05

Shé:kon / Atelihai / Bonjour / Hello,

It's always a pleasure to talk about how the Justice Center passed through yet another successful year of developing programming, expanding services, and keeping our members at the forefront, being the motivation of the vision we have for our community of Tiohtià:ke. I will also respectfully take this opportunity to acknowledge community support, reinforcement and encouragement from our Board of Directors as well as the collaboration from our amazing partners. Without their support we would not be where we are today.

It's important to take a moment to reflect on this past year's endeavors and to express my admiration to my team. They stayed strong and weathered through the challenges that our growing organization experienced and stayed true to the vision and mission statement of the Justice Center. They are truly an inspiration to me and a reminder as to why it's so important to provide our community members quality client care. I am forever asking the team to push the envelope and think outside the box, facing the challenges head on and be proud of the successes of our clients, because at the end of the day it's the well-being of our clients that remain our number one priority.

The 2023-24 fiscal year was primarily focused on relocation into our very own space and the future planning of growing our programming, the team and how we can expand our services to meet the ever changing and growing needs of our community members. As we moved into our new office space and expanded our services, the team experienced a mix of emotions. Apprehension of the unknown of what to expect with major changes in our daily routine was felt by most, but the thought of being part of a vision coming to fruition was a feeling of excitement that no one wanted to miss out on. Our vision and mission to ensure that fair, safe justice services made accessible to Indigenous Peoples in our own space was finally here. I've said it many times in the past that our organization provides a very unique hybrid justice service developed by Indigenous people to meet the needs of Indigenous people navigating through the justice system in Tiohtià:ke / Montréal.

The wellness of our clients will always be placed in the forefront in a meaningful and culturally holistic manner and it will be met with genuine compassion and an energetic approach from the Justice Team. It goes without saying that I am delighted to be part of this amazing journey with such a dedicated team. The Justice Center will advance forward to achieving our goals with a collective mindset open to innovative ways that will allow us to expand the services offered at the First Peoples Justice Center as well as the judicial services provided in Tiohtià:ke / Montréal.

As part of the leadership this is what will continue to motivate and inspire me to advocate for resources that will ensure continuity of programs and services. Our doors are always open for community members to stop by and meet the team and I look forward to our continued relations as we strengthen our support for social justice, equality and the collective wellness and cultural re-connection of our Peoples on Turtle Island.

Skén:nén / in Peace



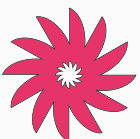
Our Programs and Services



Last year, the First Peoples Justice Center of Montreal/Tiohtià:ke team worked closely together to continue providing support to community members with justice-related needs. Our programs act as a bridge between a person's social circumstances and appropriate legal services. We offered Indigenous specific alternatives measures, Gladue reports, services for those who have been harmed, help with reintegration post-incarceration and supervision of compensatory or community hours. We worked closely with Elders, Knowledge Keepers and community partners to offer cultural programs, sharing circles, land-based activities and workshops.

As an organization working in Montreal, there are many Indigenous community members that have been served by our programs and services.

The majority of our clients are Inuk and First Nations, with a slightly higher percentage of the latter in 2023-2024. Consistent with last year's demographics, our most represented communities amongst First Nations are Cree, Mohawk, Mi'kmaq, Algonquin Anishinaabeg, Ojibwe, among others. Over the course of the fiscal year, there was a slight increase in men accessing services, however almost equal to the amount of women, with a small percentage of Two-Spirit/Queer community members represented in service provision. Individuals between 30-39 years of age represent the largest percentage of community members receiving services at the Justice Center, followed by people between 40-49 years old and 50-64 after that. This year, we supported approximately 136 community members on an individual basis.



Our Programs and Services

At the core of our philosophy is centering the realities of the community we serve and ensuring service provision is reflective of presenting needs. Our Community Programs Survey allowed us to receive feedback from the individuals we supported throughout the year.



*Many of them mentioned the importance of the personal work they must complete, and that the Justice Center is always present for them throughout. They are very grateful for the hospitality, care, and understanding present within the team; community members mentioned how they feel **seen, heard, comfortable, and accepted.***

All Justice Center clients (100%) felt their case was dealt with confidentiality and the majority felt that their worker provided them with consistent follow-ups. The majority of clients have a clear understanding of the different staffs' roles and services. Overall, community members attest to The Justice Center supporting them with the knowledge and tools to handle their justice-related situation. Regarding dealing with conflict in their lives, growing their circle of support, and their legal situation becoming better, there was a range of responses with the majority agreeing and a handful feeling neutral. There is room for improvement in the Justice Center continuing to support the community in understanding of their legal rights and options as well as to keep monitoring them to see if they are experiencing less conflict and issues with the law.

There's a general consensus overall that the Justice Center is easily accessible, that clients feel comfortable and supported, and that they feel their needs have been fully addressed. We look forward to continuing our work alongside community members while remaining committed to evolving and being creative in our program delivery.

Restorative Justice

08

The Restorative Justice program has continued its steadfast growth over 2023-2024. This program is focused on offering alternatives to colonial court proceedings by supporting individuals in developing healthier conflict resolution mechanisms to better cultivate harmony in their community and relationships. Our Restorative Justice Coordinator, Amy Edward, has been overseeing this program for four years.

Winter of 2022 saw the expansion of the Restorative Justice (RJ) program due to the introduction of the Indigenous General Alternative Measures program at the Municipal Court of Montreal (GAMP-MU-A). Similarly, in January 2024, the same initiative was officially launched at the Court of Québec (Palais de Justice), following several meetings held between stakeholders involved in the implementation of an Indigenized GAMP, including Québec's Ministry of Justice (MJQ), the Directeur des poursuites criminelles et pénales (DPCP) and the Crime Victims Assistance Centres (CAVAC).

We also attended PAJA internal committee several times a year and began facilitating Strategic Planning for committee members in February 2023.



Another positive initiative from the RJ program last year was the Wellness Group series facilitated with Onen'token. Both series ran for several weeks a total of seven (7) times, covering topics like conflict resolution, substance use management, healthy relationships, among others. The impact of the Restorative Justice program is undoubtedly significant, preventing further criminalization of marginalized Indigenous community members.

46



individuals were supported through interventions, casework or accompaniments

33



GAMP-MU referrals received, twenty-eight (28) accepted

17



successful alternative measures while eleven (11) remain ongoing

9



PAJA participants completed their restorative justice processes successfully

Reintegration and Community Service

09



Norman facilitated several drum making and drum painting workshops, creating more opportunities for hours to be completed in a creative way.

Our organization has taken steps towards becoming a referral agency equivalent to the YMCA for Indigenous community in Tiohtià:ke. In January 2024, we met with the representatives from the Ministry of Justice Quebec responsible to elaborate a plan. This would allow for efficient and culturally relevant service when it comes to the establishment of compensatory hours agreements. The next steps involve the approval from the Board of Directors, training and completing the process with the Ministry of Justice.

Community and compensatory hours services were previously referred to as the Connection to Community Program, however, since on-boarding Norman Riel in winter 2023, services have grown to include reintegration support. Our Reintegration Coordinator not only facilitates the completion of community service and compensatory hour agreements, he also assists individuals with life skills, employment referrals and housing when they are reintegrating Tiohtià:ke's urban community. As the needs of community members exiting long judicial processes, prison or treatment increased, we adjusted the position accordingly. The Reintegration Coordinator works in direct collaboration with the Transition Program, supporting mainly individuals requiring longer follow ups to attain stability after a period of incarceration. In continuation with the FPJCTM approach, he continues to allow for creativity and culture with the goal of supporting community members who have compensatory, community work hours or alternative measures to complete.

23

community members assisted

9

community hours agreements completed



Transition Program

10

The Transition Program, coordinated by Corey Thomas, is for Indigenous community members being released from detention who are looking for support with their objectives and reconnecting with their community. Transition services expanded considerably with a newly established Escorted Temporary absences program (ETA) with Correction Services Canada. While at the Center, the ETA Program participants gave back to the community by assisting with tasks, ranging from maintenance work to preparing meals for events, such as the gathering to commemorate Missing and Murdered Indigenous Women, Girls and Two-spirited. The second component of the ETA program is focused on culture and healing, with access to one-on-one sessions with Elders, sharing circles and workshops. Their presence has been appreciated by the FPJCTM team, the ETA program participants have brought positivity to our organization.

Last year, the Men's Circle, facilitated by the Transition Coordinator and Elder Delbert were particularly popular amongst program participants. By fostering a sense of respect and honesty, sharing circles promote healthy communication within the group. Last year, the bi-weekly Men's Circle was so well attended, it eventually became offered weekly to accommodate the needs.



38

community members assisted



18

men's circles



6

housing subsidy beneficiaries



The Coordinator acts as a liaison between program participants and their Correction's worker, assisting with release plans and referrals to meaningful services. As Transition Services grow, the Justice Center continues to advocate for a Parole Board Hearing room to welcome Indigenous Parolees, an initiative that has taken shape over several months.



This program is for community members who have experienced a harmful situation, whether they are traversing the judicial system or not. This includes systemic harms resulting from policies of assimilation - with this in mind, Victim Services can also include assistance in applying for class actions or other legal processes aimed at repair. Sheri Pranteau held the position of Victim Services Coordinator for the year 2023-2024. The support received covered a range of services, including accompaniments to file police reports or to the hospital, victim impact statements and class action related follow ups. The Victim Services Coordinator along with Elder Jean held bi-weekly Women's Circles at the Center.

Our Victim Services are an important part of Montreal's court programs at both the municipal and provincial level, through the Programme d'Accompagnement Justice Autochtone à la cour municipale de Montréal (PAJA) and the General Alternatives Measures Program for Indigenous adults (GAMP-MU-A/GAMP-A). Parallel to the Restorative Justice Program, this program also worked alongside the CAVAC, DPCP, MJQ and Corrections to finalize launching the diversion program at the Palais de Justice.

29

community members assisted



MMIW

On February 14th 2024, an event was organized to honour the lives and families of Missing and Murdered Indigenous Women, Girls and Two-spirited. A ceremonial feast was attended by seventy community members, organizational and institutional partners throughout the day. We opened with a prayer, prepared a spirit plate and the group shared words over a meal. Afterwards, participants were invited to write down the names of their missing loved ones on drums to memorialize them and the event.

This year, several survivors of conjugal violence received assistance, of which five referrals were made by the Quebec courthouse's Côté Cour program.



Gladue and aftercare

The Gladue Coordinator further developed the program and the Justice Center’s Gladue redaction process with the support from leadership. Important conversations were held with partners, such as the DPPC of the municipal court of Montreal.

In September, the Center welcomed our first intern for the fall quarter to assist with writing Gladue inserts on traversing historical events, such as the Sixties Scoop and Residential schools. Several inserts have been researched and completed while others are in progress. In February 2024, court kits were created to distribute to community members when they are appearing, in trial or being sentenced. The kits included bus tickets, snacks, a notebook/pen, resources and other items. In the spring of 2024, the Coordinator joined a working committee to improve Gladue services internally as well as across the province.



8



completed reports

5



new referrals from the CAJ

Our organization remains dedicated to providing programs inspired by Gladue principles notably by adopting a trauma-informed approach. Our Wellness Counselor and Knowledge Keepers ensure the presence of Elders and access to cultural activities as our understanding of aftercare is large in scope, recognizing both a one-on-one approach along with a collective vision of healing.

Cultural and community programming

Last year, the Knowledge Keeper and Wellness Counselor, Tealey Ka'senni:saks, coordinated a number of healing activities. The cultural and community components to our programs play a vital role in the well-being of community members accessing services at the Justice Center. They help individuals connect with their cultural roots, traditions, and history. This connection fosters a strong sense of identity and belonging, which is crucial for mental and emotional well-being. We hope to foster support systems and coping mechanisms for navigating life's many challenges. Spring 2023 marked the beginning of a full season of programming. The first was the Moon Gathering, which was held every season last year, for a total of four ceremonies where women came together at the Longhouse to receive teachings from Elders. The Moon Gathering in April was followed by our annual Strawberry Ceremony. During the spring, Elder Delbert, who had begun working regularly at the Justice Center, facilitated a Pipe Ceremony. The summer months were welcomed with two carving workshops in the park across the street. The Knowledge Keeper organized community outings both to the Kahnawake Pow Wow in July and the Kanesatake Pow Wow in August. Tealey facilitated four Healing through art workshops. Winter months programming included a holiday feast as well as pualik and parka making workshops.

On September 28th, the Justice Center hosted a special community barbecue for Reconciliation day. Many speakers were invited to share their stories, including Elder Jean, Elder Delbert, Elder Thelma and Nina Segalowitz performed Inuit throat singing with her daughter. Over one-hundred (100+) guests attended, including community members accessing our services, the community at large, judicial partners and the Chief of Kanesatake.





We would like to take a moment to acknowledge the Knowledge Keepers and Elders who work with us, with a special thank you to Elder Jean and to Elder Delbert for their meaningful work at the Justice Center.

Finances

The finances of the Justice Center experienced significant growth during the 2023-2024 year. This increase in our revenue and program costs reflects our commitment to continuing to address the gaps in justice services for Indigenous peoples in Tiohtià:ke by expanding and adding new services, while solidifying the foundation of our organization for sustainable impact.

This year, we had the honor of welcoming important financial partners, including Correctional Service Canada (CSC). This partnership is particularly significant in our mandate to assist Indigenous people currently incarcerated or reintegrating into society after a period of incarceration. It reflects a shared commitment to developing solutions that address the realities of Indigenous communities, particularly in the areas of restorative justice and rehabilitation.

We also received crucial support from the Secrétariat aux Relations avec les Premières Nations et les Inuit (SRPNI), which allowed us to cover the expenses related to our transition to our new premises. This move represents a key milestone in our organizational development. It has not only boosted the morale of our employees but has also fostered a sense of belonging within the community toward our new space. This important step would not have been possible without the essential contribution of SRPNI.

We would like to express our gratitude to Bell Canada, which has committed to supporting us with a contribution of \$20,000 per year for the next five years, as well as to TD Bank and the Foundation of Greater Montreal for their valuable financial support. Together, these partnerships have strengthened our ability to address the critical priorities of the community we serve. We also want to highlight that these achievements would not have been possible without our first partners, who recognized the importance of our work from the beginning and continue to believe in our vision: Justice Canada, Justice Quebec, Indigenous Services Canada and the Montreal Indigenous Community NETWORK.

Finally, we would like to extend our sincere thanks to all the donors who have contributed to our mission through CanadaHelps.org. Your generous contributions play a vital role in our ability to support community members who use our services. Every donation, no matter its size, is a testament to your trust and commitment to our goal of promoting equity and justice.

CENTRE DE JUSTICE DES PREMIERS PEUPLES DE MONTRÉAL

STATEMENT OF REVENUES AND EXPENSES*** FOR THE YEAR ENDED MARCH 31, 2024

| | <u>2024</u> | <u>2023</u> |
|--|------------------|------------------|
| | \$ | \$ |
| REVENUES | | |
| Justice Canada / Justice Québec | 372 445 | 243 300 |
| Montreal Indigenous Community NETWORK | 314 335 | 230 708 |
| Makivik | 242 699 | 194 044 |
| Correctional Service Canada | 150 000 | - |
| Indigenous Services Canada (ISC) | 131 823 | 158 117 |
| Justice Québec - Victim Services | 100 413 | 69 587 |
| Justice Canada - Special projects | 44 280 | 30 720 |
| Secrétariat aux relations avec les Premières Nation et les Inuit | 34 637 | - |
| Canadian Heritage | 10 000 | 95 250 |
| Other subsidies | 4 397 | - |
| Justice Canada - Restorative Justice | - | 9 000 |
| Amortization of deferred contributions related to capital asset | 22 570 | 4 091 |
| Donations | 72 141 | 72 184 |
| McConnell Foundation | - | 8 350 |
| Rental income | 13 000 | - |
| Interest and other | 3 982 | 1 444 |
| | <u>1 516 722</u> | <u>1 116 795</u> |
| EXPENSES | | |
| Salaries and benefits | 866 279 | 600 959 |
| Program materials and supplies | 133 778 | 90 581 |
| Travel, accommodation and conferences | 75 665 | 60 965 |
| Program fees | 77 780 | 52 178 |
| Rent and utilities for clients | 27 905 | 22 054 |
| Food security | 34 108 | 14 189 |
| Professional fees | 29 343 | 65 764 |
| Rent and Public services | 134 057 | 42 123 |
| Office and administrative fees | 32 534 | 30 277 |
| Renovations and maintenance costs | 18 052 | 7 792 |
| Training | 31 952 | 28 028 |
| Translation and communication | 4 592 | 15 268 |
| Insurance | 2 815 | 4 107 |
| Amortization of capital assets | 22 857 | 4 523 |
| Bank fees | 2 071 | 2 156 |
| Miscellaneous | - | 1 273 |
| | <u>1 493 788</u> | <u>1 042 237</u> |
| EXCESS OF REVENUES OVER EXPENSES | <u>22 934</u> | <u>74 558</u> |

*** Statements obtained from our audited financial statements, prepared by Lefebvre Gendron Beaulieu Brisson S.E.N.C.R.L.

Board members

Daphnee Drouin

Daphnée Drouin is a Miłkmaw woman from the Micmac community of Gespeg and also a lawyer who practices Indigenous and Constitutional Law, focusing on cases related to the self-government of Indigenous communities in matters of youth protection and child and family services. She is also involved in cases addressing First Nations governance, agreement, negotiations, consultations, and litigation in an Indigenous setting. Daphnée's journey into the legal profession was preceded by her work as a youth protection worker as of 2012. For four years, she worked in Nunavik. The experience allowed her to deepen her understanding of the different youth protection systems and their consequences in Indigenous context. She currently sits on the Board of Directors of the First Peoples Justice Centre of Montreal as the president and is a member of the Groupe d'expert en droit autochtone du Barreau du Québec.

Nicolas Welt

Nicolas Welt, attorney at law, is currently acting as director of the Criminal Law and Health Law Office of the Legal Aid of Montreal. A member of the bar since 2009, he has practiced in criminal law at the Montreal and Kuujjuaq Legal Aid offices before joining the management team of the Centre Communautaire juridique de Montréal in 2022. He is an ethics arbitrator within the Comité éthique de la recherche pour les projets étudiants de l'UQAM since the fall 2019 and member of the CJPPM Board of Directors since 2017."

Lynette Black

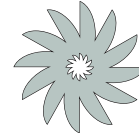
Lyn Black is a board member of the First Peoples Justice Centre of Tiohtià:ke/Montreal. Currently pursuing a Master of Social Work at McGill University, Lyn focuses on Indigenous rights-based harm reduction with people who experience homelessness and is the Director of Indigenous Support Work Project (ISWP/PTSW). In their undergrad, Lyn worked in Vancouver as a Native Court Worker and brings insight to the relationship between Indigenous peoples and Canadian law.

Philippe Boucher

Philippe Boucher acts as a justice advisor for the Naskapi Nation of Kawawachikamach at Atmacinta. As a Gladue Report writer, he also works with Inuit men awaiting sentencing to present their life stories and alternatives to incarceration in criminal courts. He is also a doctoral candidate in Legal Studies at Carleton University in Ottawa. He holds a Master's degree in Criminology from Université de Montréal, which focused on Indigenous men's stories of ending domestic violence. His undergraduate degree at Concordia University combines Indigenous Studies and Sociology, and he completed a student exchange in Arctic Studies at the University of Lapland in Finland.

Shazie Kanatiostha Phillips

Shazie Kanatiostha Phillips is from Kahnawà:ke, she is a member of the Mohawk Nation and wolf clan. For the past six years Shazie has worked in various frontline roles that supported and empowered Indigenous peoples across Turtle Island. Currently, Shazie works in Kahnawake as the Assistant Alternative Justice Coordinator at Sken:nen A'onsonton (To Become Peaceful Again), the Alternative Dispute Resolution and Restorative Justice program. Shazie's given Mohawk name, "Kanatiostha" translates to "she makes a beautiful community. Her name represents what she strives to accomplish in all aspects of her life. It's the community members that inspire Shazie each day to continue working towards decolonization in any role that advocates for the rights and wellbeing of Indigenous people.



The team

Administration

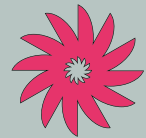
Ellen Filippelli - Executive Director
Rene Florence - Administrative Coordinator
Danielle Beaulieu - Manager of Community Programs
Demi Vrettas - Manager of Funding Development & Administration

Community Programs

Corey Thomas - Transition program coordinator
Amy Edward - Restorative justice coordinator
Norman Riel - Reintegration Coordinator
Sheri Pranteau - Victim Services Coordinator
Tealey Ka'senni:saks - Knowledge keeper/Wellness Counselor

Support staff

Robert Seymour - Building Maintenance Technician



The First Peoples Justice Centre of Tiohtià:ke/Montreal



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