

**NPAAMB INDIGENOUS YOUTH
EMPLOYMENT & TRAINING
(SKANEHIONKWAIOTEH INCORPORATED)**

**FINANCIAL STATEMENTS
For the year ended March 31, 2025**

**NPAAMB INDIGENOUS YOUTH
EMPLOYMENT & TRAINING
(SKANEHIONKWAIOTEH INCORPORATED)**

For the year ended March 31, 2025

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INDEPENDENT AUDITORS' REPORT

To the Directors of
NPAAMB Indigenous Youth Employment & Training

Opinion

We have audited the financial statements of NPAAMB Indigenous Youth Employment & Training (the 'Organization'), which comprise the statement of financial position as at March 31, 2025, and the statements of changes in net assets, operations 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 Organization as at March 31, 2025, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

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 *Auditors' Responsibilities for the Audit of Financial Statements* section of our report. We are independent of the Organization 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.

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

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal 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 Organization's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

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

Auditors' 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 auditors' 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 Organization'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 Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' 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 auditors' report. However, future events or conditions may cause the Organization 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.

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.

Millard, Rouse & Rosebrugh LLP

November 15, 2025
Brantford, Ontario

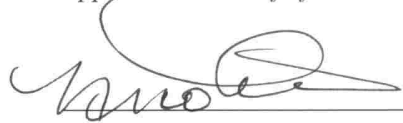
CHARTERED PROFESSIONAL ACCOUNTANTS
Licensed Public Accountants

NPAAMB INDIGENOUS YOUTH EMPLOYMENT & TRAINING

STATEMENT OF FINANCIAL POSITION

As at March 31	2025	2024
ASSETS		
Current Assets		
Cash and cash equivalents	1,055,031	446,801
Accounts receivable	23,791	3,323
HST receivable (Note 3)	50,020	37,804
Prepaid expenses	-	31,659
Short term investment (Note 8)	125,000	-
	1,253,842	519,587
Capital Assets (Note 7)	123,759	149,648
Investment (Note 8)	-	125,000
	1,377,601	794,235
LIABILITIES		
Current Liabilities		
Accounts payable and accrued liabilities	144,446	131,329
Due to Province of Ontario	-	1,080
Deferred revenue (Note 9)	588,215	60,061
	732,661	192,470
Deferred Contributions Related to Capital Assets (Note 10)	1,330	20,803
	733,991	213,273
Net Assets	643,610	580,962
	1,377,601	794,235

Approved on behalf of the Board:

 NOV. 25/25

Nicole Robinson - Treasurer

See accompanying notes

NPAAMB INDIGENOUS YOUTH EMPLOYMENT & TRAINING

STATEMENT OF CHANGES IN NET ASSETS

For the year ended March 31	2025	2024
Net assets, beginning of year	580,962	479,620
Excess (shortfall) of revenue over expenditures	62,648	101,342
Net assets, end of year	643,610	580,962

See accompanying notes

NPAAMB INDIGENOUS YOUTH EMPLOYMENT & TRAINING

STATEMENT OF OPERATIONS

For the year ended March 31	2025	2024
Revenue		
Employment and Social Development Canada (ISETS)	3,160,899	3,028,279
Other grants	312,277	428,965
Deferred revenue recognized in the year (ISETS)	11,607	183,654
Other income	156,974	80,578
Other income/(expense) - partnership projects	64,435	69,066
	3,706,192	3,790,542
Adjustment for deferred revenue with holdback (ISETS)	(385,784)	(11,607)
	3,320,408	3,778,935
Expenditures		
Salaries and benefits	1,681,360	1,873,141
Advertising	5,209	90,073
Insurance	29,636	29,517
Office supplies	95,230	65,723
Professional fees	186,917	60,940
Program costs	471,405	797,965
Rent	357,450	343,544
Telephone and utilities	50,815	84,346
Training	56,380	23,899
Outside services	134,323	151,847
Travel and meetings	122,946	113,612
Other expenses	38,341	12,628
	3,230,012	3,647,235
Excess (Shortfall) of Revenue over Expenditures, before under noted items	90,396	131,700
(Gain) /Loss on disposal of tangible capital assets	(8,750)	-
Amortization of:		
Capital assets	55,971	57,211
Deferred contributions related to capital assets	(19,473)	(26,853)
Excess (Shortfall) of Revenue over Expenditures	62,648	101,342

See accompanying notes

NPAAMB INDIGENOUS YOUTH EMPLOYMENT & TRAINING

STATEMENT OF CASH FLOWS

For the year ended March 31	2025	2024
Cash Flows From Operating Activities		
Excess (Shortfall) of revenue over expenditures	62,648	101,342
Charges (credits) to income not involving cash:		
Amortization	55,971	57,211
Amortization of deferred contributions related to capital assets	(19,473)	(26,853)
Gain on capital asset disposal	(8,750)	-
	90,396	131,700
Change in non-cash working capital balances related to operations:		
(Increase) decrease in accounts receivable	(20,468)	(3,323)
(Increase) decrease in HST receivable	(12,216)	30,914
(Increase) decrease in prepaid expenses	31,659	(11,619)
Increase (decrease) in accounts payable and accrued liabilities	12,037	(4,442)
Increase (decrease) in deferred revenue	528,154	(377,447)
Increase (decrease) in due to OLES	-	(228,460)
Net cash flow from operating activities	629,562	(462,677)
Cash Flows From Investing Activities		
Purchase of capital assets	(36,988)	(106,920)
Proceeds on disposal of capital assets	15,656	-
Purchase of long term investment	-	(25,000)
	(21,332)	(131,920)
Net Increase in Cash and Cash Equivalents	608,230	(594,597)
Opening Cash and Cash Equivalents	446,801	1,041,398
Closing Cash and Cash Equivalents	1,055,031	446,801
Cash and Cash Equivalents Comprised of:		
Cash on hand and balances with banks	1,055,031	446,801

See accompanying notes

NPAAMB INDIGENOUS YOUTH EMPLOYMENT & TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2025

1. PURPOSE OF THE ORGANIZATION

Niagara Peninsula Aboriginal Area Management Board (NPAAMB) was incorporated without share capital on October 20, 1992 under the Corporation Act (Ontario). The purpose of the association is to enhance the quality of life through employment and training initiatives as identified by the Indigenous communities they serve, resulting in a skilled Indigenous labour force. The Organization is a not-for-profit organization and is exempt from income tax under the Income Tax Act of Canada.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations in Part III of the CPA Canada Handbook and include the following significant accounting policies:

(a) **Use of Estimates**

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of financial statements and the reported amounts of revenue and expenses during the year. Actual results could differ from those estimates.

(b) **Revenue Recognition**

These financial statements have been prepared under the deferral method of accounting whereby revenues are reported in the period in which they are considered to be earned and the related expenses have been incurred.

Restricted contributions are recognized as revenue in the year the related expenses are incurred and advances toward future expenses are shown as deferred revenue. Costs are reimbursed under contract with the Minister of Employment and Social Development Canada and the Canada Employment Insurance Commission. Unrestricted contributions are recognized as revenue in the year received or receivable and are reflected as unrestricted net assets.

(c) **Capital Assets**

Capital assets are recorded at cost. Capital assets are amortized on a straight line using the following annual rates:

Furniture and equipment	20%
Computer equipment	30%
Vehicles	30%
Leasehold improvements	5 years

(d) **Cash and Cash Equivalents**

Cash and cash equivalents consist of Organization's operating bank accounts.

NPAAMB INDIGENOUS YOUTH EMPLOYMENT & TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2025

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(e) Financial Instruments

The Organization initially measures its financial assets and financial liabilities originated or exchanged in arm's length transactions at fair value.

Financial assets and financial liabilities originated or exchanged in related party transactions, except for those that involve parties whose sole relationship with the Organization is in the capacity of management, are initially measured at cost. The cost of a financial instrument in a related party transaction depends on whether the instrument has repayment terms.

The Organization subsequently measures investments in equity instruments that are quoted in an active market at fair value. All other financial assets and liabilities are measured at amortized cost.

3. HARMONIZED SALES TAX (HST)

The Organization is a qualifying non-profit organization and therefore is entitled to claim a rebate of 50% of the federal portion and 82% of the provincial portion of the HST paid on purchases.

4. ECONOMIC DEPENDENCE

A significant portion of the Organization's revenue is received from Service Canada. The continuation of the Organization is dependent on this funding.

5. COMMITMENTS

The Organization is committed to a lease for its offices and photocopier as follows:

- 2026 - \$303,174
- 2027 - \$58,715
- 2028 - \$55,770

6. DEFINED BENEFIT PENSION PLAN

In 2021, the Organization joined the OPTrustSelect defined benefit plan. OPTrustSelect is a multi-employer plan. All full time employees are eligible to join the pension plan. Both the employee and the employer contribution rates are 3% of pensionable pay. Employers are also responsible for paying an additional 0.2% during the first two years they participate in OPTrustSelect. Total employer pension contributions for the year were \$38,728 (2024 - \$47,426).

NPAAMB INDIGENOUS YOUTH EMPLOYMENT & TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2025

7. CAPITAL ASSETS	Cost	Accumulated Amortization	2025	2024
Vehicles	88,205	51,617	36,588	26,519
Furniture and equipment	135,614	135,614	-	9,643
Computer equipment	306,879	306,879	-	-
Leasehold improvements	131,574	44,403	87,171	113,486
	662,272	538,513	123,759	149,648

8. INVESTMENT

The investment consists of a non-redeemable guaranteed investment certificate earning 4.75% interest and maturing July 2025.

9. DEFERRED REVENUE	2025	2024
Indigenous Skills and Employment and Social Development Canada	385,784	11,607
City of Hamilton	13,350	7,785
BSC Hamilton	-	40,669
BSC Niagara	189,081	-
	588,215	60,061

10. DEFERRED CONTRIBUTIONS RELATED TO CAPITAL ASSETS

Deferred contributions related to capital assets represent funding received to fund purchases of capital assets. The contributions are amortized on a basis consistent with the related assets purchased by the Organization. The changes in the deferred balance for the year are as follows:

	2025	2024
Grant Balance - Beginning of Year	20,803	47,656
Less: Amortization	19,473	26,853
Balance, Net of Amortization - End of Year	1,330	20,803

NPAAMB INDIGENOUS YOUTH EMPLOYMENT & TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2025

11. ALLOCATION OF EXPENSES

The Organization maintains its accounts and records in a manner that displays its reliance on the funding it receives from various sources. Expenses for all funded programs are budgeted separately and are controlled accordingly.

12. FINANCIAL INSTRUMENTS

The Organization's management and the Board of Directors monitor and respond as necessary to any risks arising from financial instruments.

Liquidity Risk

Liquidity is the risk that the Organization will not be able to meet its financial obligations as they fall due. The Organization monitors collection efforts to ensure sufficient cash flows are generated from operations to meet current obligations. The Organization expects that cash flow from operations in fiscal 2026 will be adequate to fund on-going investment in working capital and capital expenditures.

Credit Risk

The Organization's credit risk is related to its accounts receivable. This amount is current and management monitors collections on a regular basis and is not aware of any collection issues related to these accounts.

NPAAMB INDIGENOUS YOUTH EMPLOYMENT & TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2025

13. ISETS STATED SCHEDULE OF REVENUE AND EXPENDITURE

This schedule is formatted as per the requirements set out by the Employment and Social Development Canada, in regards to the Indigenous Skills and Employment Training Strategy (ISETS) audit requirements.

For the year ended March 31	Consolidated Revenue Fund 2025	Consolidated Revenue Fund 2024
Revenue		
Deferred contributions, beginning of the year	11,607	183,654
Human Resources and Skills Development Canada	3,160,899	3,028,279
Interest Income	78,145	75,117
Deferred contributions, end of year	(385,784)	(11,607)
Total Revenue	2,864,867	3,275,443
Expenditures		
Administration		
Salaries, wages and related	239,292	250,596
Non-salary operating	220,066	129,694
Professional services	136,774	46,662
Organizational capacity building	6,511	14,829
Core Services		
ISETS core services	1,742,651	1,876,800
Programs		
Program expenses	385,783	747,861
Partnership Development		
Partnership initiative	100,341	102,081
Total Expenditures	2,831,418	3,168,523
Capital Purchases (net of trade in)	33,988	106,920
Total Expenditures and Capital Purchases	2,865,406	3,275,443
Excess (Shortfall) of Revenue over Expenditures	(539)	-
Carryforward Adjustment	539	-
Excess (Shortfall) of Revenue over Expenditures, end of year	-	-

Capital Purchases

Total capital purchases of \$36,988 (less \$3,000 for a trade-in) have been included in the above expenditure. In the claim for ISETS the capital purchases were reported as program costs and capitalized for financial statements purposes.

Deferred contributions, beginning of year

Deferred contributions at the beginning of the year were adjusted from \$11,607 by \$539 to an adjusted value of \$12,146.

NPAAMB INDIGENOUS YOUTH EMPLOYMENT & TRAINING

SCHEDULES OF PROGRAM CASH FLOWS

For the year ended March 31, 2025

The following schedules outline revenues and expenditures for programs operated by NPAAMB. The net income of these programs has been adjusted for capital purchases completed during the year in order to depict cash flowing from the Organization related to the program. Amortization has not been included below as it is not a cash transaction and does not represent a cash outflow in the year.

SCHEDULE OF PROGRAM CASH FLOWS BSC NIAGARA - CEREMONY TO EMPLOYMENT

For the year ended March 31	2025	2024
Revenue		
BSC Niagara funding received	318,325	-
Expenditures		
Training	41,211	-
Program cost	10,531	-
Administration	17,502	-
Salaries and benefits	57,500	-
Rent	2,500	-
	129,244	-
Excess (Shortfall) of Revenue over Expenditures	189,081	-

SCHEDULE OF PROGRAM CASH FLOWS CITY OF HAMILTON - POVERTY REDUCTION

For the year ended March 31	2025	2024
Revenue		
City of Hamilton funding received	70,000	70,000
Expenditures		
Salaries and benefits	60,466	60,318
Program expenditures	3,970	8,747
	64,436	69,065
Excess (Shortfall) of Revenue over Expenditures	5,564	935

NPAAMB INDIGENOUS YOUTH EMPLOYMENT & TRAINING

SCHEDULES OF PROGRAM CASH FLOWS

For the year ended March 31, 2025

SCHEDULE OF PROGRAM CASH FLOWS TRUTH AND RECONCILIATION (TRC)

For the year ended March 31	2025	2024
Revenue		
Funding received	8,000	10,000
Expenditures		
Program expenditures	5,335	10,000
Excess (Shortfall) of Revenue over Expenditures	2,665	-

SCHEDULE OF PROGRAM CASH FLOWS BSC HAMILTON - SPORT 2 EMPLOYMENT

For the year ended March 31	2025	2024
Revenue		
Funding received	99,483	66,916
Expenditures		
Salaries and benefits	70,477	8,731
Administration	6,650	5,008
Program costs	59,562	508
Rent	12,000	12,000
Transportation	-	-
Professional fees	22,184	-
	170,873	26,247
Excess (Shortfall) of Revenue over Expenditures	(71,390)	40,669

SCHEDULE OF PROGRAM CASH FLOWS CANADA SUMMER JOBS GRANT

For the year ended March 31	2025	2024
Revenue		
Funding received	11,032	-
Expenditures		
Program expenditures	11,113	-
Excess (Shortfall) of Revenue over Expenditures	(81)	-