



THE NATIONAL ASSOCIATIONS ACTIVE IN
CRIMINAL JUSTICE

Annual Report

2022 - 2023

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About Us

The National Associations Active in Criminal Justice (NAACJ) was created in 1975 by national community-based agencies to share and generate information, ideas, expertise, values and support.

It currently brings together 20 national voluntary organizations who share a commitment to equality and human rights within social and criminal justice.

As the only mechanism to connect national not-for-profit agencies working in the criminal justice field in Canada, NAACJ is an important channel linking the criminal and social justice community in the voluntary and government sectors.

Mission & Objects

The mission of the National Associations Active in Criminal Justice (NAACJ) is **to enhance the capacity of member organizations to contribute to a humane, fair, equitable and effective justice system.**

1. Contribute to the education of its member organizations, other organizations from the governmental and voluntary sector and the general public through activities that share and generate knowledge, information, ideas and values, in relation to current and emerging criminal justice issues.
2. Contribute to the capacity of the member organizations to carry out their purposes through activities that share and generate expertise and to serve as a catalyst for action by member agencies and to provide collective support for actions undertaken by individual member agencies where feasible.
3. Support the activities of its member organizations in the development of policy related to criminal justice by promoting the role and importance of the member organizations in consultation and policy fora with the federal government.

Governance

NAACJ is comprised of 17 full member organizations and two associate member organizations. Full members appoint a delegate to the Board of Directors, which governs NAACJ. Associate members do not, but may vote at the Annual General Meeting (AGM) and members' meetings.

Once the Slate of Directors is approved by the members every two years at the AGM, the Board of Directors elects a President, Vice-President, Treasurer and Secretary from among themselves to serve as Officers on the Executive Committee, along with the Past-President. The Executive Committee oversees NAACJ's activities in between Board meetings.

The Board of Directors

Emilie Coyle

Marlene Orr

Anita Desai

Fred Phelps

Ken Grahlman

Nancy Russell

Jacqueline Gumienny

Kester J. Trim

David Henry

Melanie Valcin/Angela Briscoe

Irving Kulik

Bonnie Weppeler

Catherine Latimer

Pamela Yates

Louise Leonardi

Cliff Yumansky

George Myette



Louise Leonardi, Executive Director of the **Canadian Families and Corrections Network (CFCN)**, has represented CFCN on NAACJ's Board of Directors for 10 years, since 2012.

Not only is Louise celebrating the **30th anniversary of CFCN this year**, she is also the **2022 recipient of the Ed McIsaac Human Rights in Corrections Award**, from the Office of the Correctional Investigator for Canada.

Thank you for all of your contributions to a humane, fair, equitable & effective criminal justice system, Louise!

WE ARE
stronger
TOGETHER



The Executive Committee

President

Anita Desai



Vice-President

Emilie Coyle



Treasurer

David Henry



Secretary

Bonnie Wepler



Past-President

Catherine Latimer



Sincere thanks go to CCJC's **Bonnie Wepler** for all of her contributions to the Association and to the Executive Committee. We wish her good health and happiness now and into the future. **Congratulations on your retirement, Bonnie!**

Member Organizations

Full Members

7th Step Society of Canada

Association des Services de Réhabilitation Sociale du Québec

Book Clubs for Inmates

Canadian Associations of Elizabeth Fry Societies

Canadian Association of Social Workers

Canadian Criminal Justice Association

Canadian Families and Corrections Network

Canadian Friends Service Committee (CFSC, Quakers)

Canadian Psychological Association

Church Council on Justice and Corrections

Circles of Support and Accountability Canada (CoSA CA)

John Howard Society of Canada

Mennonite Central Committee Canada

Native Counselling Services of Alberta

The Salvation Army

St. Leonard's Society of Canada

United for Literacy (formerly
Frontier College)

Associate Members

Centre for Justice Exchange

Inclusion Canada



We all play a role.



Meredith Egan, who served as a director from 2010-2012, passed in early 2023. We commemorate her gracious, generous and fun-filled life, and miss her infectious spirit of hope, compassion, and - always – laughter.

It is fitting to share an excerpt from the Canadian Friends Service Committee's Minute 79 that Meredith presented to NAACJ members and partners in 2011, [Justice is Possible: Compassionate Response as the Foundation of Public Safety](#), in her honour:

"This then is our vision: Justice is done when those most affected by crime are satisfied that things have been made as right as possible, when the affected communities learn from the past, and are confident in their ability to undertake, with compassion, expectancy, faith, and hope, the task of building and sustaining peace.

*We have a long, long way to go.
So let us hasten along the road,
The roads of human tenderness and generosity.
Groping, we may find
One another's hands in the dark."*

- Friend Emily Greene Balch (1867-1961), quoted in CFSC Minute 79

Strategic Priorities

NAACJ's strategic priorities are aligned to our mission and objects. A more detailed work plan guides operations by outlining key activities, which are updated throughout the year as opportunities arise.

Strategic Priorities 2022-2024



Priority criminal justice issues currently include the Federal Framework to Reduce Recidivism; community corrections and reintegration; and, criminal records.

A Word from the President

It's wonderful to have the opportunity to reflect on the past year at NAACJ, and recognize the great accomplishments of our organization in advancing a humane, fair, equitable and effective justice system.

As I consider these accomplishments, it's clear to me that we spent much of the year driving our mission under the theme of 'access'. It's one of the things that NAACJ does best – creating access to information for like-minded member organizations and for decision makers, just to name a few.

Collectively, the members of NAACJ worked together to inform ongoing processes tied to the Federal Framework to Reduce Recidivism (FFRR). This included supporting meaningful engagement with the Department of Public Safety, and other Members of Parliament (MPs) to encourage them to see the Framework as a real opportunity to make positive, evidence-informed changes that are regularly advocated for by the agencies. The work further informed press releases, a pre-budget consultation submission, and social media engagement to ensure that we could leverage our collective efforts to the greatest extent that we were able to. From a reporting standpoint, these may seem to be just 'outputs'; however, to many of the members who engaged on the FFRR, we see all of the time and dedication behind-the-scenes, which allowed us to learn from and alongside each other. It is this access that also generates access for others to learn from the collective perspectives of our members, and about our resolve to find opportunities that improve the effectiveness and fairness of the criminal justice system.

Under the careful guidance and leadership of NAACJ's Executive Director Susan Haines, the organization has also successfully undertaken a legal project that generated access to information about the employment rights of people with criminal records. Thanks to **The Law Foundation of Ontario** for supporting this important work so that people could have meaningful access to information that impacts their opportunities and outcomes in the community.

This year, our organization also strengthened and created internal policies, and improved mechanisms that address how we support staff and ensure sound financial management. This is no doubt because of the

dedication of the Directors who are so invested in NAACJ, along with the Executive Committee that has consistently had our organization's best interests at heart.

My sincere thanks to all serving Directors for the time and talents you bring to NAACJ, and to Past President **Catherine Latimer**, Vice-President **Emilie Coyle**, Treasurer **David Henry**, and Secretary **Bonnie Weppler** who served on the Executive Committee with me. It is a pleasure to work alongside you to assist NAACJ reach its goals each year.

On behalf of the Board of Directors, I'd like to thank **Susan Haines** for her leadership, energy, and dedication to the members of NAACJ and for widening the scope of our work to the greatest extent possible.

A final thanks go to the students and volunteers who have brought their passion to our shared work: **Shile Adeyoyin, Caitlin Batten, Tamara Bubis, Deeana Deal, Vanessa Mastrofrenesco, Luke Prior, Robert Samaroo, and Parabjyot Singh**. It is an honour to work with so many dedicated people who help to inspire the 19 member organizations that comprise NAACJ, and offer so many opportunities for exponential growth.

Anita Desai



Report from the Treasurer

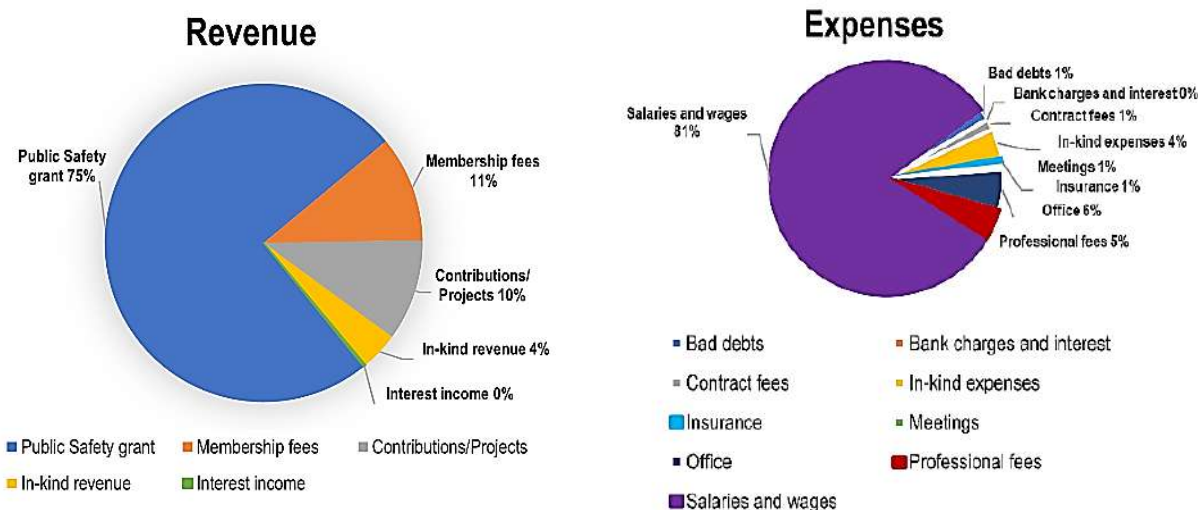
The fiscal year ending March 31, 2023 was a very satisfying one for our organization, thanks to the leadership and proactivity of our Executive Director. For the first time in several years, we ended the fiscal year with a surplus of \$3,643, which helps reassure the sustainability of our organization. This surplus is mainly due to an additional project proposed and carried out by our Executive Director, which generated additional revenue. It should be remembered, however, that NAACJ has to find additional funds through new projects each year in order to balance the budget.

NAACJ still has operating funds totalling \$51,363, including financial reserves of \$25,014, including an investment of \$10,003 in a GIC, which will enable the Association to operate for about three months.

Our main source of funding remains the Public Safety Grant Program for National Voluntary Organizations, which is entering the fourth year of a five-year cycle, ending March 31, 2025. Special efforts will be made to enhance this funding when it comes up for renewal, further to the conversation we initiated with the department this year.

I have reviewed the draft audited financial statements prepared by *Hendry Warren LLP*, and I recommend that the members of NAACJ accept the financial statements as presented.

David Henry



Financial Statements

for the year ending March 31 2023

	Budget	2023	2022
Revenue			
Public Safety Canada grant	55,867	60,859	55,867
Membership fees	7,200	8,750	8,500
Contributions/Projects/Fundraising	11,918	8,399	-
In-kind revenue	11,228	3,165	3,165
Interest income	-	192	1
	86,213	81,365	67,533
Expenses			
Bad debts	-	1,200	-
Bank charges and interest	-	70	18
Contract fees	1,200	1,130	928
In-kind expenses	11,228	3,165	3,165
Insurance	654	825	820
Meetings	4,000	432	208
Office	4,046	4,344	5,117
Professional fees	3,800	3,632	3,160
Salaries and wages	61,285	62,925	58,994
	86,213	77,723	72,410
Excess (deficiency) of revenue over expenses	-	3,643	(4,877)

Special thanks go to the member organizations that provided additional contributions to the Association this year!

L'Association des services de réhabilitation sociale du Québec

Canadian Association of Elizabeth Fry Societies

Canadian Association of Social Workers

Canadian Families and Corrections Network

St. Leonard's Society of Canada

Thankyou

Executive Director's Report

It's incredible to be writing what is my sixteenth report for, as I've said before, the best membership and Board of Directors a person could work for and with! And it was an excellent year, with plenty of activity to continue pursuing a more humane, fair, equitable and effective criminal justice system, bit by bit.



Our broad and diverse membership truly exemplified collaboration in action throughout the year by consistently prioritizing the value of a strategic and meaningful [Federal Framework to Reduce Recidivism](#) to address the persistent systemic barriers and social determinants of health & crime that we each address separately in our own organizations and together as a network. The seminal paper we launched in April, [Shifting the Paradigm to Invest in Community](#), brought us together, highlighted our experience and strengths, and launched us on a path to mobilize our communities and governments with commitment and hope. Together, our calls for attention and action are heard much more loudly, much more clearly, and we are all better equipped and empowered to persevere in our efforts to achieve more inclusive and compassionate communities.



I was also delighted to build upon past projects that addressed criminal records with a view to reducing barriers and supporting people with a record. This year, thanks to support from [The Law Foundation of Ontario](#) and with assistance from [Pro-Bono Students Canada](#) uOttawa chapter, Luke Prior Law and a team of students and volunteers, we were able to create **information sheets about the employment rights of people with a criminal record in the various Canadian jurisdictions**. I truly hope that increased awareness about these legal

protections - where they exist and do *not* exist - will help reduce discrimination, equip and empower individuals to uphold their rights, and encourage others to obtain a pardon or record suspension.

Special thanks go to our student placements from Carleton University **Caitlin Batten**, and from the University of Toronto **Vanessa Mastrofrenesco**, Pro-Bono Students Canada law students from the University of Ottawa **Shile Adeyoyin**, **Deeana Deal**, **Parabjyot Singh**, and our project's legal supervisors **Tamara Bubis** (Engel & Associates) and **Luke Prior** (Luke Prior Law). NAACJ could not have accomplished so much without each of you, your ideas and your contributions.

Finally, to our remarkably dedicated, diligent and ever-encouraging Executive Committee members **Emilie Coyle**, **David Henry**, **Bonnie Wepler**, **Catherine Latimer** and especially our talented President **Anita Desai**: I thank you for sharing your strengths, wisdom and time with me and with the Association again this year. It is truly my privilege to work with each of you. Your support is the backbone of NAACJ, and allows us to keep growing and evolving. Thank you for all that you do.

Susan Haines



Highlights from 2022-2023

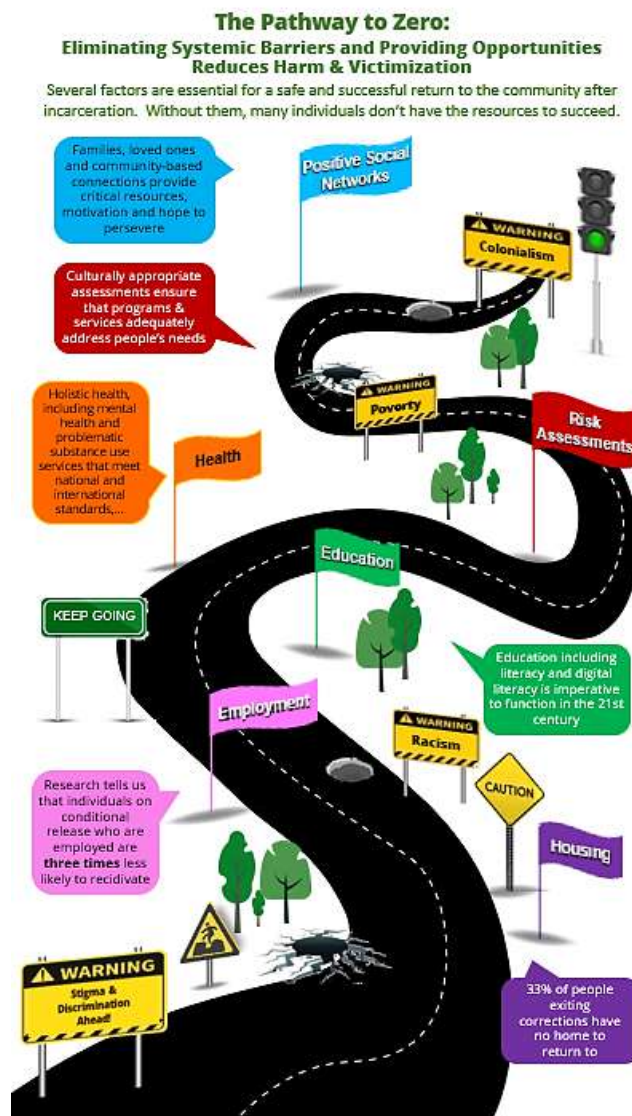
This fiscal year provided plenty of opportunities for NAACJ to enhance the capacity of members and contribute to a more humane, fair, equitable and effective justice system. We're pleased to highlight a few of our accomplishments here, and we look forward to maintaining and building upon this momentum in the years to come.

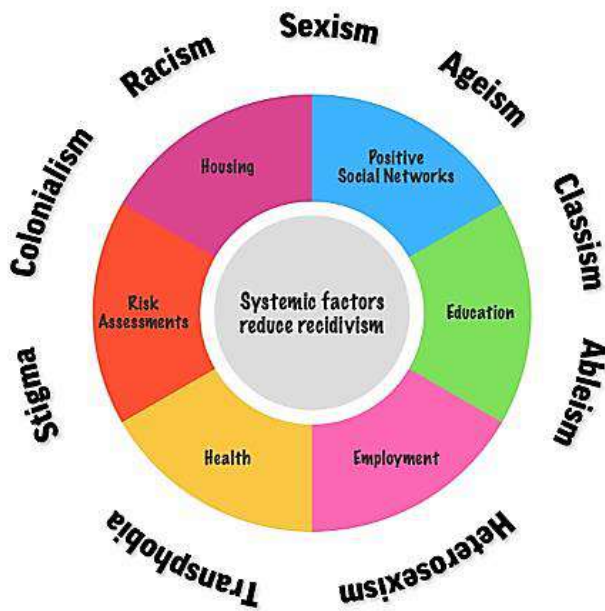
The Federal Framework to Reduce Recidivism

After launching our discussion paper in April, NAACJ and its members remained preoccupied throughout the year with the federal framework and forthcoming implementation plan. It soon became clear that it was not just about *reducing* recidivism, but about doing so *in the spirit of the legislation as it was intended*:

- recognizing the humanity in people; embodying love, compassion, hope and forgiveness;
- applying evidence and international best practice; and
- embracing and actualizing the value of true partnership across all sectors and jurisdictions, and with the general public.

... just as the sponsor of the original bill C-228, Mr. Richard Bragdon MP, had re-affirmed at our AGM last year. We all play role.





Members continued to meet bi-weekly to discuss the framework and implementation plan, and spent hundreds of hours developing ideas and strategies to promote meaningful progress to achieve our shared goals of reducing further harm and victimization. “The Pathway to Zero,” a draft of which appears here, began to emerge.

Once we considered the framework’s six key pillars, our focus shifted to include the systemic barriers that are invariably ingrained into our systems of law, corrections and community corrections (also illustrated here). We deliberated and developed a working definition of recidivism to help guide further activities and objectives, and took part in federal consultations through which we encouraged partners to do what works to achieve long-term success. And, although the 2023 federal budget may have neglected the FFRR and the community-based agencies that are actively reducing recidivism in our communities across the country each and every day, NAACJ and its members continued giving their energy, time, creativity, experience and wisdom to reduce recidivism by engaging individuals and communities, one by one. But one thing is certain: we’ll keep trying to obtain the federal budget investments that are so needed to meet the complex needs of our communities, that are so overdue to our sector and field.

 Access the paper: [Reducing Recidivism: Shifting the Paradigm to Invest in Community](#) (Apr 2022)

 Read the Press Release: [Now is the Time to Invest in Community](#) (Jun 2022)

 View the [2023 Federal Budget Submission](#) (Oct 2022)

The Employment Rights of People with a Criminal Record

A study conducted by NAACJ about the social inclusion of people with criminal records in 2020 re-emphasized the significance and value of supporting people with a criminal record to obtain meaningful employment so that they could break free from the past that locked them in place. Across the country, we heard devastating stories from individuals who needed resources, information and confidence to know their rights, uphold those rights, and be given an opportunity to prove themselves as hard-working, dedicated, self-sufficient citizens.

With that knowledge from First Experts, we undertook to create plain language information sheets about the employment rights of people with a criminal record in the various federal, provincial and territorial jurisdictions, thanks to a grant from The Law Foundation of Ontario.

EMPLOYMENT RIGHTS OF PEOPLE WITH A CRIMINAL RECORD IN ONTARIO	WHAT RESOURCES ARE AVAILABLE TO ME?
WHAT IS HAPPENING INSIDE WORKPLACES? 42% of employers require applicants to pay for cost of background checks 70% of employers require background checks 75% of employers said that their experience with hiring an individual with a criminal record was "about the same" as hiring any other employee 51% of employers have never employed an individual with a criminal record unknowingly TO HIRE MORE PERSONS WITH A CRIMINAL RECORD, EMPLOYERS NEED: Improved Training Funding Incentives Changes in Legislation Changes in Company Policy WHAT ARE MY LEGAL RIGHTS AND PROTECTIONS? The Ontario Human Rights Code protects individuals from discrimination based on a criminal record when they have been granted a pardon. The Code also protects those who have a provincial offence conviction, such as a traffic ticket (s 10 OHRC). WHAT DOES THIS MEAN FOR ME? Employment decisions cannot be based on whether a person has been convicted and pardoned for an offence under a federal law, such as the Criminal Code, or convicted under a provincial law, such as the Highway Traffic Act. This provision applies to convictions only, and not to situations where charges only have been laid. The right to "equal treatment with respect to employment" covers every aspect of the workplace environment and employment relationship, including job applications, recruitment, training, transfers, promotions, apprenticeship terms, dismissal and layoffs. It also covers rate of pay, overtime, hours of work, holidays, benefits, shift work, discipline and performance evaluations. An employer may refuse to hire an individual based on their criminal record, even where a pardon has been granted, but only if the criminal record is related to the employment and substantially interferes with the person's ability to do the job (s 24(1)(b) OHRC). Learn more about your human rights at work from Steps to Justice here.	LEARN ABOUT ELIGIBILITY AND APPLY FOR A RECORD SUSPENSION Obtaining a pardon or record suspension may make it easier for you to find employment, volunteer opportunities, take part in educational programs, or access housing. - Get support from the Elizabeth Fry Society of Toronto's Record Suspension Program for women: 215 Wellesley Street E., Toronto ON M4X 1G1 1-855-924-5708 or 416-924-5708 ext 400 recordsuspensions@efytoronto.org - Learn more and connect with the John Howard Society of Ontario's Record Suspension Services to obtain assistance in your city or virtually: 416-408-4282 info@johnhoward.on.ca - Contact the Parole Board of Canada: 1-800-874-2652 suspensions.pbc-ccc.gc.ca WHAT IF I HAVE BEEN DISCRIMINATED AGAINST? Consider filing a complaint if you have been unjustly discriminated against. - Learn more about filing a complaint through the Human Rights Legal Support Centre: 1-866-625-5179 or 416-597-4900 - Determine if you have been discriminated against with their online tool here - Connect with the Human Rights Commission of Ontario to learn more: 1-800-387-9090 or 1-416-326-9511 info@hrc.on.ca - Usually, complaints must be filed within 12 months. Produced by the National Associations Active in Criminal Justice (NAACJ) with support from The Law Foundation of Ontario (LFO). While financially supported by the LFO, the NAACJ is solely responsible for all content. © 2023 Please take a moment to complete this brief survey so that we may improve documents in the future, and measure the impact of this information for our funders. References John Howard Society of Southeastern New Brunswick 2019. "For the Record: Exploring Criminal Records and Employment in New Brunswick"

Produced by the National Associations Active in Criminal Justice (NAACJ) with support from The Law Foundation of Ontario (LFO) and assistance from Pro-Bono Students Canada (PBSC), uOttawa chapter.

We hope the information will assist people with a criminal record, and the service providers who work with them, to:

-  better understand the legal grounds for discrimination within human rights and employment law;
-  empower them to assert and uphold their rights; and,
-  obtain a pardon or record suspension, thereby decreasing the likelihood of potential discrimination in the future.

We hope these resources contribute to greater opportunities for people as such, and look forward to learning from our user survey so we may improve updated versions in the future. (And with any hope, some of the legislation and case law will be improved in the next few years, too.)

Thanks to The Law Foundation of Ontario



Facilitating Learning & Dialogue

After a couple of years holding meetings on-line and postponing in-person gatherings, we were keen to gradually resume in-person opportunities to re-connect as an organization and with others. NAACJ was pleased to provide and facilitate various opportunities for members to learn, dialogue and connect with each other and with several esteemed partners over the last year, such as:

- Providing legislative summaries and regular updates on the status of federal legislation;
- Discussing and liaising with the Parliamentary Secretary to the Minister of Justice and policy staffers concerning mandatory minimum penalties, **Mr. Gary Anandasangaree**;

- Connecting with the Parliamentary Secretary to the Minister of Public Safety and policy staffers concerning the Federal Framework to Reduce Recidivism (FFRR) and mandatory minimum penalties, **Ms. Pam Damoff**;
- Co-coordinating a meeting with the Chairperson, Vice-Chairperson, Director of Policy and staff of the Parole Board of Canada, **Ms. Jennifer Oades, Ms. Sylvie Blanchet & Mr. Ian Broom**;
- Taking part in consultations and hosting a meeting to discuss the FFRR with Public Safety Canada officials;
- Learning about crime prevention and a 'Call for Federal Action Now to Reduce Violence by 50% Before 2030' with **Dr. Irvin Waller & Mr. Jeffrey Bradley**, PhD candidate;

What is needed for the federal government to shift from a punishment to a prevention agenda?

- Legislating a National Violence Prevention Centre led by a senior official
- Train officials at all orders of government to build capacity, train practitioners, develop tools, and invest in effective programs
- Investing the equivalent of 5% of the federal police, court, and prison budget into upstream prevention

The annual cost of these investments is \$350 million, which is approximately 5% of what the federal government spends on the RCMP (\$5 billion) and Correctional Service of Canada (\$2.5 billion).

A 25% reduction in violent crime, including a 50% reduction in homicides (see Glasgow), would achieve savings in policing and prisons in excess of \$350 million within 5 years, as well as significant reductions in harm to victims.

- Participating in the NAACJ/CSC Joint Community Corrections Working Group with the **Correctional Service of Canada's** Correctional Operations and Programs sector, including the following issues-based sub-groups:
 - Reporting on CSC's Feeral Community Corrections Strategy and Vision to 2020,

- Improving in-reach and discharge planning for Warrant Expiry Date (WED) releases, and
 - Supporting work releases, including Escorted Temporary Absences (ETAs) and Unescorted Temporary Absences (UTAs);
- Hearing from members of the Implementation Advisory Panel of Structured Intervention Units (IAP SIUs) for the Correctional Service of Canada (CSC), **Mr. Howard Sapers & Dr. Tony Doob**, particularly around the impacts of segregation on deteriorating mental health issues;
 - Convening conversations among members and partners to unpack and explore the multi-dimensional issues involved in the tragic incident in James Smith Cree Nation, and promote the Truth and Reconciliation's Calls to Action;
 - Hosting learning opportunities with MPs and staffers to consider best practices in correctional settings as they relate to substance use and treatment in penitentiaries;
 - Moderating an international panel about restorative approaches in corrections, *Cross-cultural learning for correctional service workers*, to promote peacebuilding and cultural change; and
 - Facilitating new connections with other national organizations.



- Alternatives to SIU Placement
- Length of SIU Stays
- Time Out of Cell
- Meaningful Human Contact
- Inter-Regional Transfer
- Health Care
- Indigenous Prisoners
- Programs/Interventions
- Independent External Decision-Makers
- Infrastructure
- Human Resources
- Staff Training
- Enhanced Accountability
- Future of the IAP

Sincere thanks to all of our colleagues and friends for sharing their expertise and time with us.

Social Media

The Association expanded its presence on social media by taking a much more strategic and intentional approach to online communications. We joined new platforms and increased our engagement in order to promote NAACJ and its members, share information, knowledge and values, and raise awareness among the general public.

Follow us on social networks!



One of our most popular posts on Twitter was this one, to celebrate the 30th anniversary of the *Youth Criminal Justice Act*.

#DYK?

The Youth Criminal Justice Act is 30 years young this month! Since coming into force in April 2003, the YCJA has contributed to significant reductions in youth charges in Canada.

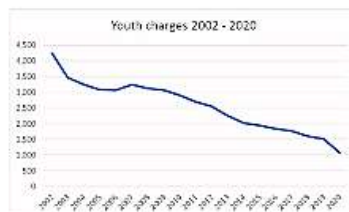


Table A13, 2021 Corrections and Conditional Release Statistical Overview
<https://www.publicsafety.gc.ca/cnt/rsrsrcs/pblctns/ccrso-2021/index-en.aspx>

WE ARE
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NAACJ - ANIJC



Social responsibility
Responsabilité sociale

Acknowledgments

NAACJ would not have had such a successful year had it not been for the support and contributions of so many individuals and organizations. We thank you.

Financial Support

Public Safety Canada
The Law Foundation of Ontario

Thanks to CSC for its support for NAACJ to attend CCJA's World Congress on Criminal Justice in Ottawa this year.

In-Kind Support

St. Leonard's Society of Canada

Professional Support

Tamara Bubis
Hendry Warren LLP
Luke Prior Law
Maxime Cliche



Student & Volunteer Support

Pro-Bono Students Canada,
uOttawa Chapter
Carleton University
University of Ottawa
University of Toronto
Shile Adeyoyin

Caitlin Batten
Deeana Deal
Vanessa Mastrofrancesco
Rob Samaroo
Parabjyot Singh

Connect With Us

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Website: www.naacj.org

NAACJ operates Monday-Thursday.



