

# The Law Society of Manitoba

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## Annual Report 2022





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## Mission Statement

The aim of the Law Society of Manitoba is a public well-served by a competent, honourable and independent legal profession.

# President's Message



Grant Driedger  
President

In my last official act as the President of the Law Society of Manitoba, I am pleased to provide this annual report.

My term began in May 2021, while we all were slogging through I can't quite recall which wave of the COVID-19 pandemic. At that point I assumed conduct of the Zoom meetings of the benchers of the Law Society of Manitoba from Ms. Lynda Troup. In the year since then I have carried out most of my duties through video, though in more recent months we have been able to resume some in person gatherings.

We can, and ought to, lament missing trips, the cancelled President's Reception, and having to forgo our annual pilgrimage to Clear Lake. At the same time, we have to recognize that, like so many other elements of society, the Law Society was called upon to adapt. It did so effectively.

In addition to the exceedingly important work of simply carrying on, the past year did see a number of unique developments. A few highlights include:

- Effective April 1, 2022, amendments were passed to *The Legal Profession Act* permitting the establishment of a class of limited practitioners. We were pleased to have the provincial government work with us to craft the legislation in a way that was sensitive to certain issues important to the independence of the legal profession.
- A part-time practising fee option was offered to members for the 2022-2023 year, as part of a pilot project aimed at enhancing equity and diversity.

The Call to the Bar for 2021 occurred virtually. Happily, I write this the day after the 2022 Call ceremony, which took place in person for the first time in three years, with all the trappings that entails.

Education of our lawyers, through the Bar Admission Course and through ongoing continuing education, is of significant importance to the work the Law Society does. Over the past year that occurred almost exclusively by remote delivery, as staff transitioned to make the best use of technological options.

The investigation and discipline departments of the Law Society carried on, almost entirely on a remote basis. I believe all involved accepted that proper procedure, fairness and interests were protected in the remote process.

# President's Message

... continued

- Acting upon the recommendation of the Indigenous Advisory Committee, the benchers unanimously approved mandatory training in the area of cultural competence, which will come into effect on April 1, 2023.
- Certain mental health initiatives were developed, including the creation of a diversion strategy for lawyers who get caught up in the discipline process due to mental health issues, as well as a peer support oriented joint venture with the Manitoba Bar Association referred to as Law(yer) Strong.
- The Manitoba Court of Queen's Bench and the Manitoba Court of Appeal upheld a number of decisions of the Law Society, related to its discipline process.
- A strategic planning session occurred in September, via Zoom, setting out priorities for the next number of years.

At the May benchers' meeting I passed the torch baton to Sacha Paul. I am grateful for his assistance over the past year, as well as that of the other Executive Committee members, Lynda Troup and Susan Boulter. I also want to thank all of the excellent staff of the Law Society for their incredible work and, in particular, thanks to Pat Bourbonnais, Rennie Stonyk and Leah Kosokowsky for their guidance and support.

Despite being an endless series of Zoom meetings, the past year has been a great experience, thanks primarily to all the excellent people associated with this endeavor. While I wish that we could have conducted more of the business in person, everyone involved has been great to work with.

*Serving in this role has been enriching, a pleasure and an honour.*



# CEO's Message



Leah Kosokowsky  
Chief Executive Officer

In March of 2020, very few of us would have anticipated that the global pandemic would persist for longer than a few weeks or months. Yet, here we are reporting on the work of the Law Society of Manitoba through another year of mask mandates, social distancing and at least partial isolations.

Nevertheless, the work of the Law Society progressed well if mostly via remote connections and video conferencing platforms.

Throughout 2021, the benchers and staff continued to advance a variety of projects to fulfill the [2017-2020 strategic plan](#) while deferring the next three year strategic planning process in the hope of doing so in face-to-face, retreat format. After a few postponements and due to the emergence of further variants of the COVID-19 virus, the benchers and staff abandoned the notion of meeting in person and instead met for a period of two days over a virtual platform to set the strategic priorities for 2022-2025.

In the pages that follow you will find information on the work in furtherance of the four main objectives of the 2017-2020 strategic plan, in the areas of competence, stakeholder engagement, access to justice and equity, diversity and inclusion. You also will find information about the Law Society's core regulatory functions, such as admissions

and membership, pre-call education, continuing professional development, complaints resolution, discipline, professional liability insurance and reimbursement.

The effective work of the Law Society is largely dependent on a dedicated group of volunteers. This includes not only our lawyer benchers and lay benchers, but also our public representatives and countless volunteer lawyers, many of whom sit on committees or help to deliver continuing professional development programs. Despite the restrictions on meeting in person, the Law Society volunteers continued to generously donate their time and expertise throughout the year.

Similarly, the entire Law Society staff continued to not only deliver on their responsibilities, but to enthusiastically volunteer to lend an extra hand when one was needed. This required considerable cooperation and demonstrated their ongoing commitment to the Law Society's mission of ensuring a public well served by a competent and honourable profession.

I can't say enough good things about this year's executive. President Grant Driedger's entire term as President was conducted remotely. He, along with Past President Lynda Troup, Vice-President Sacha Paul and officer-at-large Susan Boulter steered the Law Society through another pandemic year, with sage advice, steady hands and a large dose of humour. The Law Society, the profession and the public are better served because of their dedication.

# 2017- 2021 Strategic Plan

Due to the continued challenges of the global pandemic, the Law Society extended its work in 2021 on the important strategic objectives and initiatives from the 2017-2020 Strategic Plan.



*The Legal Profession Act* sets forth the mandate of the Law Society of Manitoba to protect the public interest in the delivery of legal services with competence, integrity and independence. In pursuing that purpose the Law Society must regulate the legal profession and establish standards for the education, professional responsibility and competence of persons practising or seeking the right to practise law in Manitoba.

The benchers of the Law Society of Manitoba adopted a Strategic Plan in 2017 which provided a regulatory roadmap for the Law Society for the period from 2017 to 2020. The Plan sets out four key strategic objectives with desired outcomes and identifies initiatives that will allow the Law Society to meet its mandate.

Despite the COVID-19 pandemic, throughout the past year the Law Society made further progress on these initiatives which are outlined in this report.



# 2017 - 2021 Strategic Plan

... continued



continued...

# 2017 - 2021 Strategic Plan

... continued

## Strategic Objective #1

### Competence

Regulate proactively to protect the public interest by ensuring that legal services are delivered by competent and ethical lawyers.

#### Desired Outcomes:

- Lawyers are competent upon being called to the Bar
- Lawyers are competent throughout all stages of practice
- Practice standards are enhanced
- Lawyers who have mental health issues are treated fairly and equitably
- Client property is safeguarded

### PREP

As the pandemic continued throughout 2021, CPLED once again delivered its PREP program to students entirely in an online format. In this past year, CPLED also conducted a pilot program in Alberta where they offered students the opportunity to take an accelerated, three month PREP course prior to beginning articles. This accelerated pilot will be offered to Manitoba students in the spring/summer of 2022.

### Trust Safety Program

The [Trust Safety Program](#) continued to operate for the second full year since its inception. The program requires each firm that wishes to operate a trust account to meet the specific qualifications and accounting requirements under the Law Society Rules. The Trust Safety Program continues to show success in providing regulatory oversight to ensure the safe handling of client trust funds.

### Online Resources

The Law Society recognized the importance of providing resources on practice management to its members, particularly for those new to the practice of law or for those in solo or small firm practices. Accordingly, a variety of online resources related to different areas of practice management have been developed and are [now available on the Law Society's website](#). Additionally, a large number of virtual CPD programs offered this year focused on the topic of practice management and technology for running a practice more efficiently. For more information see the Education and Competence update.



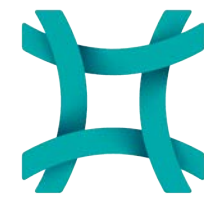
# 2017 - 2021 Strategic Plan

... continued

## Health and Well-being

Lawyers' health and well-being continued to be a top priority for the Law Society in 2021. Developments have been made during the year to operationalize the diversion program for lawyers who become involved in the complaints and discipline process as a result of mental health or substance use issues. The new program, called the *Health Recovery Program*, is anticipated to be launched in the fall of 2022.

The Law Society also collaborated with the Manitoba Bar Association to incorporate *Law(yer) Strong*, a peer support program for lawyers, in the fall of 2021. Law(yer) Strong is the new independent confidential peer support organization supporting Manitoba's legal profession through peer supports, community health activities and education. The newly appointed board members of Law(yer) Strong engaged Tamara McCaffrey as the Peer Support Coordinator to begin work to make the program operational.



# Law(yer) Strong

Manitoba's Peer Support  
Program for Lawyers

This past October, the Law Society published its first ever [Communiqué dedicated exclusively to the theme of health and well-being](#). Due to the overwhelmingly positive feedback received, the Law Society plans to release a special edition dedicated to health and well-being on an annual basis.



Throughout the year, the Law Society continued to communicate in a variety of ways about the [Blue Cross support services](#) that are available to lawyers and their immediate family members. For example, information about the Blue Cross Employee Assistance Program was routinely provided at all continuing professional development programs and was featured in the health and well-being themed Communiqué as well as other publications.

continued...

# 2017 - 2021 Strategic Plan

... continued

## Strategic Objective #2

### *Access to Justice*

Demonstrate leadership in the advancement, promotion and facilitation of increased access to justice for all Manitobans.

#### **Desired Outcomes:**

- Manitobans will have access to the required complement of appropriately trained lawyers and legal service providers to meet their legal needs.
- The Law Society will advance, promote and facilitate the delivery of quality, innovative, accessible and affordable legal services, including pro bono services.
- The Law Society plays an active role regarding access to justice issues and ways to increase access.

## Access to Justice Initiatives

### Act Amendments and Limited Practitioner Consultations

[Amendments to The Legal Profession Act](#) were proclaimed on April 1, 2022. The amendments enable the Law Society to establish a limited practitioner licence for the delivery of some legal services. As part of an ongoing consultation process, Law Society staff engaged in consultation with front line service agencies from across the province to help identify where legal needs are not being met. Plans are underway to survey the public. At the end of the consultative process, the intention is to identify the type of limited licence that might be effective in addressing the legal needs that are not being met by the legal profession.

### Access to Justice Coordinator

The Law Society of Manitoba hired its first ever Access to Justice Coordinator in May, 2021. This newly created position is funded as a two-year pilot by the Manitoba Law Foundation. The Access to Justice Coordinator engages in access to justice work that relates to the Law Society's mandate and strategic plans, serves as a liaison to the Faculty of Law, University of Manitoba supporting the development of complementary access to justice initiatives and coordinates access work among stakeholders by promoting dialogue about access needs and innovation. They also identify opportunities and develop protocols for increased collaborative work, support institutional change to enhance programs and services and coordinate efforts to achieve goals relating to improved and increased access to justice. The coordinator also acts as the primary support for the work of the Manitoba Access to Justice Steering Committee. Recently, the Steering Committee committed its efforts to certain priorities in response to the views of various stakeholders. Working groups have been formed with respect to the following priorities:

- a) expand Manitoba's presence during the National Access to Justice week;
- b) increase access to justice in rural and remote communities, which will include an examination of technology and services and the use of intermediaries;
- c) create an access to justice website for stakeholder organizations; and
- d) increase cultural awareness within legal service providers.



# 2017 - 2021 Strategic Plan

... continued

## Law Library Hub

Prior to the pandemic, the Manitoba Law Foundation provided funds to the Law Library at the courthouse for a pilot project intended to generate data about the unmet legal needs of self-represented litigants, increase the ability of members of the public to represent themselves competently, provide an opportunity for Access to Justice system stakeholders to work collaboratively on an initiative designed to increase Access to Justice, increase “legal literacy” and give law students an opportunity to engage in experiential learning. It commenced in person operations in February 2020 but had to cease operations soon after. The Hub reinvented itself and subsequently began offering services on a virtual basis through students and a lawyer supervisor. The services offered through the Law Library Hub pilot continued to be offered virtually over the course of the past academic law school year with the assistance of Pro Bono Students Canada. The intention is to revert to in person service delivery as circumstances may permit.

## Civil Society Organizations

The Law Society passed new Rules allowing organizations to apply to become [“Civil Society Organizations” \(CSO\)](#) within the meaning of the rules such that a lawyer could provide services to clients of the organization by volunteering, or becoming employees or independent contractors of the organization. Related amendments were also made to the *Code of Professional Conduct*. Essentially, the initiative allows certain alternative business structures that are charities or not-for-profits to provide legal services through the organization to its own clients. The Benchers approved an early applicant that met most of the criteria for a CSO. The First Nations Family Advocate Office (FNFAO) - an office within the Association of Manitoba Chiefs - received a grant from the MB Law Foundation to have two lawyers embedded within the office provide legal assistance to clients of the FNFAO on child protection matters, within an environment that could provide other necessary and culturally sensitive supports.

## Regulatory Sandbox

The benchers approved of a framework for the Law Society to create a testing ground or “sandbox” in which individuals and organizations can provide legal services that would otherwise be considered to be the unauthorized practice of law and prohibited under *The Legal Profession Act*. The regulatory sandbox will create opportunities for the public to safely access legal services from persons who are not lawyers in defined circumstances. The purpose of this project is to enhance access to justice for Manitobans and therefore, to qualify to participate, the applicant’s proposal must increase access to justice. Before the project becomes operational, we will create forms, an application process, agreements and a fee structure. As with many other initiatives, we will also develop a communication plan to inform the public and the profession.



*Access to Justice Coordinator, Natasha Brown joins the Law Society in May 2021.*



# 2017 - 2021 Strategic Plan

... continued

## Strategic Objective #3

### *Equity, Diversity and Inclusion*

Promote and improve equity, diversity and inclusion in the regulation of the legal profession and in the delivery of legal services.

#### Desired Outcomes:

- The legal profession is equitable, diverse, and inclusive
- Lawyers are culturally competent in the delivery of legal services
- Benchers are culturally competent

## Introduction of a Part-Time Practising Fees Pilot Program

At the recommendation of the Law Society's Equity Committee, the benchers approved an 18 month [part-time practising fees pilot program](#), commencing April 1, 2022 to help promote greater equity, diversity and inclusion in Manitoba's legal profession. The program offers a part-time practicing fee to private practice lawyers who work reduced hours to accommodate their child care or other regular care-giving responsibilities and meet the program criteria.

## Ongoing Journey Toward Reconciliation

The inaugural members were appointed to the [Law Society's Indigenous Advisory Committee](#), chaired by The Honourable Murray Sinclair.



The Committee began its work and in March 2022, the benchers approved the Committee's recommendation that the Law Society institute one-time, mandatory Indigenous intercultural awareness and competency training for all practicing lawyers. The training will consist of the online NVision course, The Path, to be supplemented by the development of a Manitoba module. This requirement will come into effect on April 1, 2023. Most lawyers practicing today did not receive Indigenous intercultural awareness and competency training in law school and are missing essential knowledge and understanding in this area. A mandatory course will ensure all lawyers have a basic foundation of knowledge and will begin filling in this gap in their education. It will also increase lawyer competence when dealing with Indigenous clients, which helps to protect the public and improve confidence in the legal profession and the administration of justice.

continued...



# 2017 - 2021 Strategic Plan

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## Ongoing Journey Toward Reconciliation (continued)

In September 2021, the the Law Society hosted the virtual continuing professional development program, [Commemorating 150 Years of Treaty 1 and 2: What You Need to Know](#). There were over 100 participants.

The Law Society hosted a continuing professional development program on *Systemic Racism: Everyday Impacts* in November 2021, the second in a series of critical conversations about systemic racism and implicit bias in law and Canadian society. There were over 300 registrants for the virtual program.

The Law Society hosted the fourth annual *Building Connections* networking event for Indigenous law and articling students in March 2022. The virtual event provided the students an opportunity to meet and network with lawyers from different practice areas in small breakout rooms.

### BUILDING CONNECTIONS PARTNERING ORGANIZATIONS



THE MANITOBA  
BAR ASSOCIATION  
A Branch of the  
Canadian Bar Association



MILSA  
MANITOBA INDIGENOUS LAW STUDENTS ASSOCIATION

# 2017 - 2021 Strategic Plan

... continued

The Law Society's Equity Officer actively engages with the profession and the public to promote equity, diversity and inclusion (EDI) in the legal profession in a number of ways. These activities include:

## Education and Training

Delivering presentations to lawyers on equity, diversity and inclusion issues in the workplace, sending information and resources to PREP students on mental health and wellness and the services offered by the Equity Officer, presenting on a panel for a continuing professional development program on the [new Court of Queen's Bench Practice Directions on gender pronouns and forms of address](#).

## Increasing Awareness

Writing articles for the [Law Society's Communique on ableism](#) as an overlooked problem in the legal profession, the annual Building Connections networking event for Indigenous law and articling students, and the introduction of the part-time practising fees pilot.

Raising awareness of the significance of National Indigenous Peoples Day, National Day for Truth and Reconciliation, Pride Week, Black History Month, International Women's Day and other important days through the Law Society's [Twitter account](#) and by [posting resource materials on its website](#).

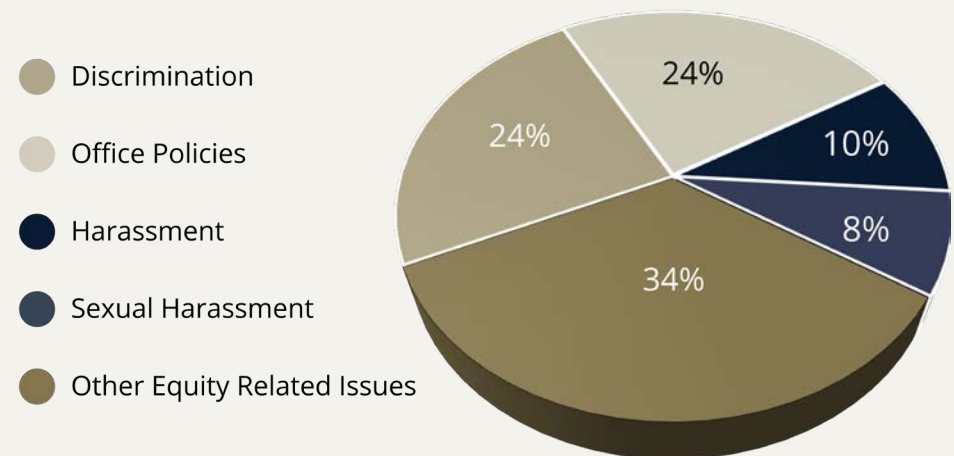
## Advancing Equity Nationally

Acting as Chair of the Federation of Law Societies Equity Network, which works to identify and advance common equity issues nationally.

## Confidential Advice and Assistance

The [Equity Officer](#) provides confidential information, advice and assistance to Manitoba lawyers, articling students, support staff and clients of lawyers in dealing with issues of harassment and discrimination as well as other equity related concerns.

During the year ending March 31, 2022, the Equity Officer assisted **50** individuals with issues as follows:





# 2017 - 2021 Strategic Plan

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## Strategic Objective #4

### *Stakeholder Confidence*

Build public and stakeholder confidence in the Law Society as the regulator of the legal profession.

#### Desired Outcomes:

- The public, the profession, government and other stakeholders trust the Law Society to be proactive, fair, transparent, accountable and innovative in regulating the profession in the public interest
- The public and other stakeholders understand the role of the Law Society and the value of an independent and independently regulated profession
- The Law Society experiences greater engagement with the public, the profession and other stakeholders

Throughout 2021, the Law Society's ability to meet directly with members of the public and other stakeholders was curtailed as a result of the restrictions associated with the global pandemic. Nevertheless, the Law Society employed other methods of connecting with individuals and groups, including the use of video conferencing platforms.

At the request of the Law Society, the Government of Manitoba enacted amendments to [The Legal Profession Act](#) which will enable the Law Society to regulate limited practitioners. With further engagement between the Law Society and the Department of Justice, the legislation was proclaimed, reserving the right to the Law Society to independently regulate such practitioners.

The Law Society also addressed the Standing Committee with respect to proposed amendments to [The Fair Registration Practices in Regulated Professions Act](#), advocating not only for an independent legal profession but an independent regulator as well, as an essential part of a properly functioning democracy.

Stakeholder engagement and stakeholder confidence is integral to and largely intertwined with the Law Society's other strategic objectives and initiatives. As part of the information gathering phase, the Access to Justice Coordinator, Natasha Brown, engaged with individuals and groups throughout the Province regarding access to justice and the Law Society's public protection mandate.

The Law Society continued to connect with the profession through publications such as the [Communique](#) and [eLex, the monthly newsletter from the Great Library](#). Through these publications the Law Society shares useful information regarding the supports and services that are offered to the profession along with education programs as well as employment opportunities and Law Society events. The response of the profession was so overwhelmingly positive to a Communique issue devoted entirely to health and wellness, plans are underway for an annual health and wellness edition. The Law Society also saw a 600% increase in subscriptions to eLex.

With a dedicated Communications Officer, the Law Society continued to increase its profile and engagement with its stakeholders through social media on a variety of matters, with particular focus on health and wellbeing, access to justice and equity, diversity and inclusion.

# 2022 - 2025 Strategic Plan

In April 2020, the Law Society made plans for the benchers to attend a strategic planning retreat in order to assess priorities going forward. In light of the pandemic and all that followed and despite our intentions to meet in person, we eventually determined that it was prudent to proceed with a virtual strategic planning session and it took place in September 2021.

## Governance Principles: Ends and Values

The benchers determined to revise two of the Law Society's eight "Ends" to better reflect its foundational principles. End no. 6 will be changed to remove any reference to the cost of legal services. The basis for the change is to clarify that the Law Society does not set the market rates for legal services but is committed to furthering access to justice for Manitobans.

End no. eight will be changed from "All persons may fully participate in the legal profession to "The legal profession will reflect the diversity of Manitoba." The revised wording more clearly articulates that equity, diversity and inclusion within the legal profession in Manitoba requires that every Manitoban can see themselves in the profession. The Law Society's governance principles were subsequently amended in March 2022 to reflect those decisions.

In addition, the benchers determined that the Law Society's stated values should be revised to reflect that the Law Society values Canada's Indigenous history, the contribution of Indigenous Manitobans and Truth and Reconciliation. The benchers directed that staff consult with the Indigenous Advisory Committee and the Equity Committee and return with a proposal for consideration.

## Strategic Objectives

The benchers also decided that the four strategic objectives of competence, stakeholder confidence, access to justice and equity, diversity and inclusion from its previous strategic plan continue to be relevant and should remain as objectives in the new plan. With respect to the strategic objective concerning access to justice, the benchers recognized the Law Society's role as but one of the "players" in the justice system and determined to reframe the objective by removing the reference to "demonstrating leadership." Increasing access to justice is a complex endeavor that requires a wide spectrum of stakeholders to effect positive change within their own areas and spheres of influence. It is important that the Law Society focus on what it can do as the regulator of the legal profession to remove barriers to increased access.

The benchers considered how the Law Society should focus its resources when creating strategies to address the objectives over the course of the next three years. In December 2021, the benchers adopted a detailed strategic plan for 2022- 2025 containing a range of strategies designed to achieve specific desired outcomes. The plan also identifies the immediate, intermediate and long-term priorities for the Law Society.



# 2022 - 2025 Strategic Plan

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## Competence

Regulate proactively to protect the public interest by ensuring that legal services are delivered by competent and ethical lawyers.

### Desired Outcomes:

- Sole Practitioners and Lawyers in Small Firms are adequately prepared to run their law practices and are well-supported.
- Articling students have greater awareness of and make use of Law Society resources.

## Equity, Diversity and Inclusion

Promote and improve equity, diversity and inclusion within the legal profession in the regulation of the legal profession and in the delivery of legal services.

### Desired Outcomes:

- The Law Society's admissions process is equitable.
- There are more Indigenous lawyers practising law in Manitoba.
- The legal profession better reflects the diversity of Manitoba.
- Lawyers strive to be culturally competent in the delivery of legal services.

## Access to Justice

Advance, promote and facilitate increased access to justice for all Manitobans.

### Desired Outcomes:

- Manitobans in northern and rural communities have increased access to legal services.
- Manitobans can choose to access the delivery of legal services from a wider range of legal services providers.

## Stakeholder Confidence

Build public and stakeholder confidence in the Law Society as the regulator of the legal profession.

### Desired Outcomes:

- Members of vulnerable and historically disadvantaged communities know about the Law Society and how we protect them.
- Members of the Northern Bar and rural communities feel connected to the Law Society and its resources.

# Finance

The Law Society of Manitoba accounts for its financial activities through four separate funds.

Under the general oversight of the benchers, the Law Society management is responsible to ensure that budgeting in each of the funds is done in a fiscally responsible and prudent manner.

## General Fund

The purpose of the General Fund (GF) is to account for the general operations of the Law Society, including accounting, admissions and membership, benchers, complaints resolution, discipline, the Family Law Access Centre, general administration and information technology. The Fund's main source of revenue comes from practising fees (\$1,925 per member in 2021-2022), supplemented by other membership related fees, grants, cost recoveries and administrative fees. The major expenses of the Fund include salaries and benefits related to operations, grants (in particular support of the Great Library, the Community Legal Education Association and the Federation of Law Societies of Canada), rent payments, committee and bencher support, professional services and general office supplies and operations. The global pandemic has continued to have an impact on certain expenses – travel and catering costs to name a few.

## EDUCATION AND COMPETENCE FUND

Provides lawyers with the knowledge and skills to competently serve the public

## PROFESSIONAL LIABILITY FUND

Provides professional liability insurance coverage to all Manitoba lawyers

## GENERAL FUND

General Operations

## REIMBURSEMENT FUND

Covers theft of client funds by lawyers



Law Society  
Funds

continued...



# Finance

... continued

## Reimbursement Fund

The Reimbursement Fund (RF) exists to compensate claimants who have sustained losses because of a member's or a law corporation's misappropriation or wrongful conversion of the claimant's money or property. The fund is financed by an annual assessment (\$575 per practising lawyer in 2021-2022), a grant from the Manitoba Law Foundation and investment income. Major expenses include the financing of the Law Society's audit program with the primary expense being salaries and benefits, the Canadian Lawyers Insurance Association (CLIA) Lawyers Trust Protection Indemnification premiums, repayments to clients who have sustained losses due to misappropriations and support of the general operations of the Law Society. Due to a significant number of large claims, CLIA issued a retroactive assessment of \$1,716,297 to the Law Society, payable over 5 years. The second payment was made in September 2021.

## Education and Competence Fund

The Education and Competence Fund (ECF) supports lawyers by providing both the knowledge and skills to remain competent to serve the public. This Fund is financed by an annual contribution from fees (\$175 per member in 2021-2022), educational program revenue and a grant from the Manitoba Law Foundation. The delivery of educational programs to existing lawyers incurs expenses for salaries and benefits for those developing and overseeing the delivery of programs and other program delivery costs. The continuation of COVID-19 and related public health restrictions resulted in all courses and programs being delivered on an online platform, resulting in substantial cost savings. Although no longer directly delivering the bar admission course, the Law Society subsidized \$2,600 of the \$6,100 tuition fee for each articling student enrolled in the PREP program.

## Professional Liability Claims Fund

The purpose of the Professional Liability Claims Fund (PLCF) is to provide professional liability insurance coverage to all Manitoba lawyers. It is funded by an annual insurance levy. To provide COVID relief the levy was set at \$1,545 for July 1, 2020 to July 1, 2021 and it remained unchanged for July 1, 2021 to July 1, 2022. Included in the levy is cyber insurance coverage at an annual cost of \$45. This levy income is supplemented by investment income, deductibles/recoveries received and in the current year by a distribution of surplus by CLIA. The revenue covers net damages and defence costs, mandatory and other insurance premiums, professional services and the costs of administering this service, with the major expense related to salaries and benefits. As this Fund holds in excess of 98% of the Law Society's total investment portfolio, its results are greatly affected by fluctuations in the market place.

In total, The Law Society ended the 2021-2022 fiscal year with a net loss of just under \$1.2 million, which was slightly more than the budgeted loss of \$1.1 million, but substantially less than last year's net income of \$1.4 million. As intended, the Law Society also drew down on its reserves this year. The most significant item affecting the financial results was the performance of the investments and their restatement to fair market value for reporting purposes. Other important factors included the receipt of the CLIA surplus rebate, a reduction in the grant received from the Manitoba Law Foundation and a reduction in the mandatory insurance premium paid. Although damage payments increased as did the reserve for future claims, these influences were more than offset by large recoveries of previously paid amounts.

Overall, the Law Society has weathered this past year and the complexities caused by the continuation of the pandemic as expected.

# Admissions and Membership

## Articling Student Admissions and the Good Character Assessment

The Law Society has established rules and guidelines for [assessing the good character of applicants](#) to the profession to determine their character and fitness to practice law in Manitoba. As part of the good character assessment process, applicants are required to disclose a broad variety of matters to the Law Society, including criminal convictions, other findings of liability related to fraud or other dishonourable conduct, suspensions or disqualifications from other professional organizations.

While the assessment of character is necessary for ensuring that the public is served by an honourable profession, there is no absolute bar to admission. The Law Society recognizes the need for greater diversity in the legal profession and encourages applicants from racialized and marginalized groups to seek admission. Accordingly, when assessing an applicant, the Law Society considers the historical and social factors that have affected the applicant. In 2021, the Law Society received a total of 137 applications for admission with only one application denied as a result of past conduct.





### New Membership

During the year ending March 31, 2022, **148** lawyers were admitted to practice in Manitoba. Of those:

#### Articling students

**125**

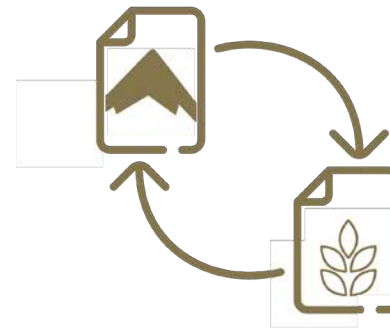
successfully completed Manitoba's articling program.



#### Canadian Lawyers

**23**

Lawyers transferred to Manitoba from other Canadian jurisdictions, under the National Mobility Agreement.



**29**

Internationally trained lawyers were admitted on the basis of a Certificate of Qualification issued by the National Committee on Accreditation.



**5**

Lawyers received exemptions from articling based on foreign practising experience.

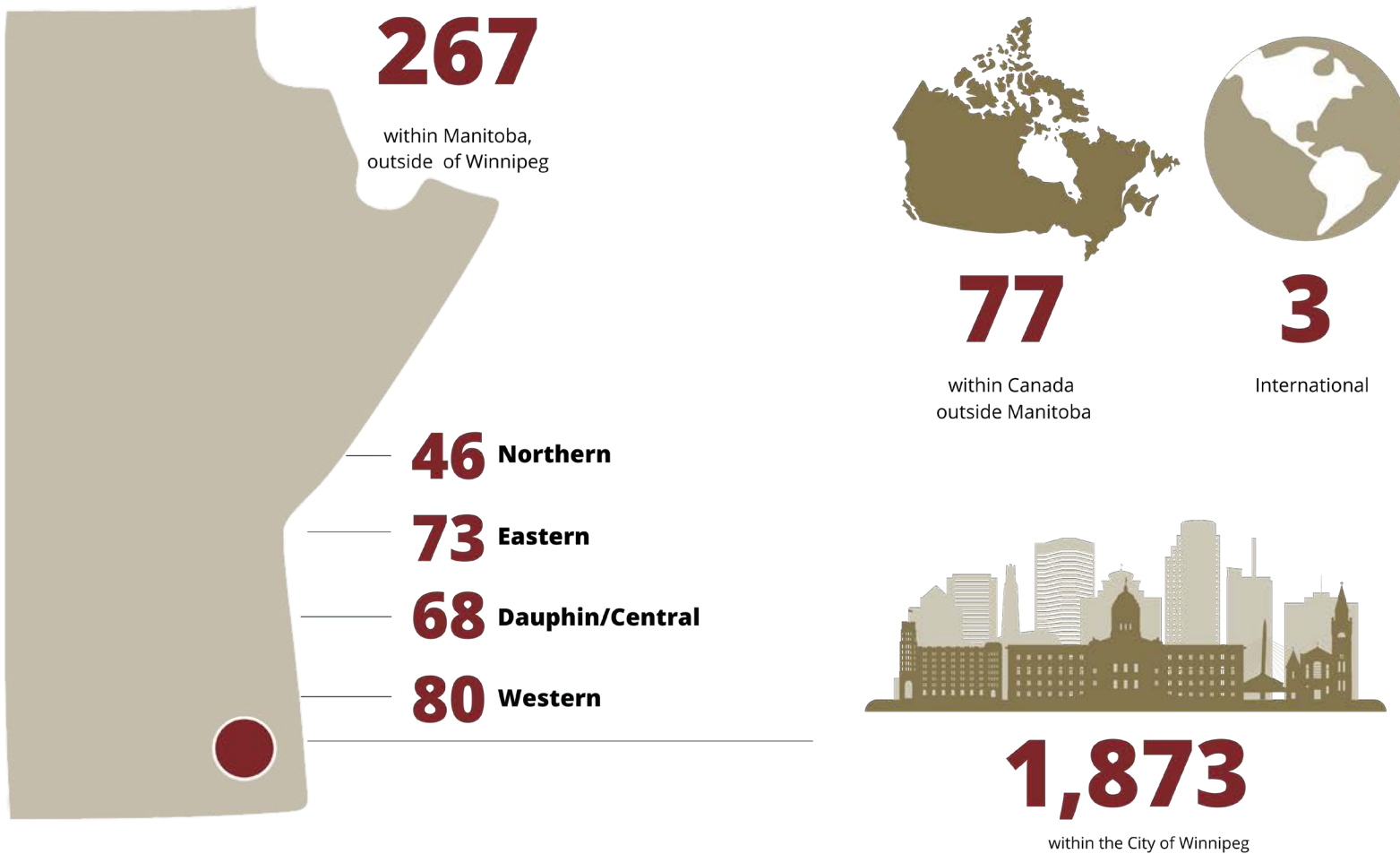
# Admissions and Membership

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## Demographics

### Where Members are Practising

**2,220** Law Society members with active practising status on December 31, 2021 were practising in the following geographical areas:

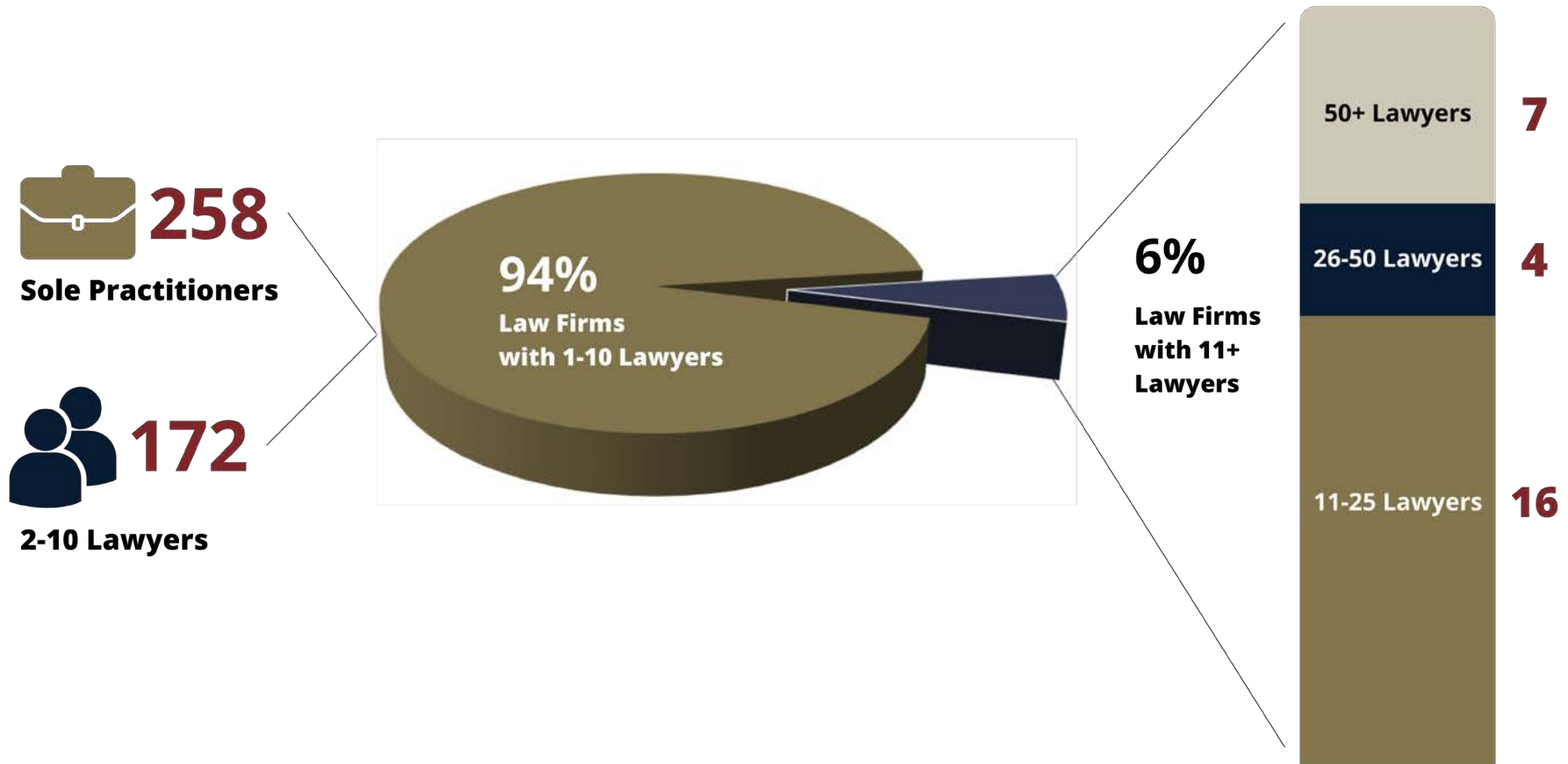


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### Law Firms in Manitoba (Private Practice)

As of December 31, 2021, there are **1,418** lawyers engaged in private practice, with **457** law firms and sole practitioners operating in Manitoba.

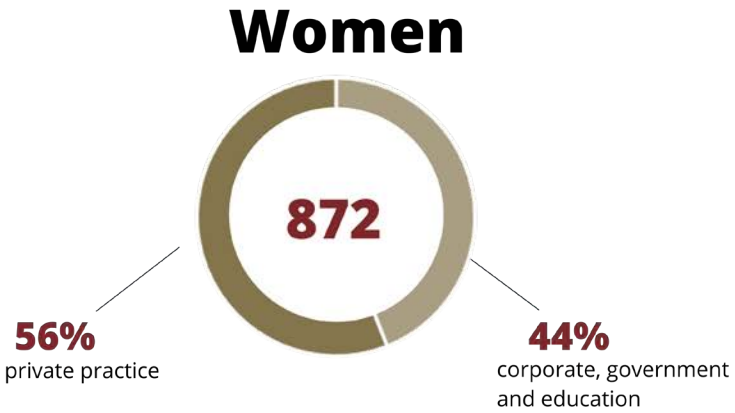
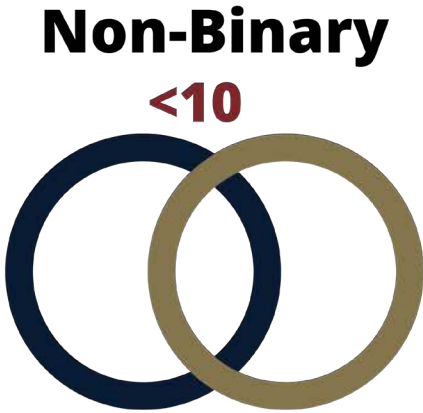
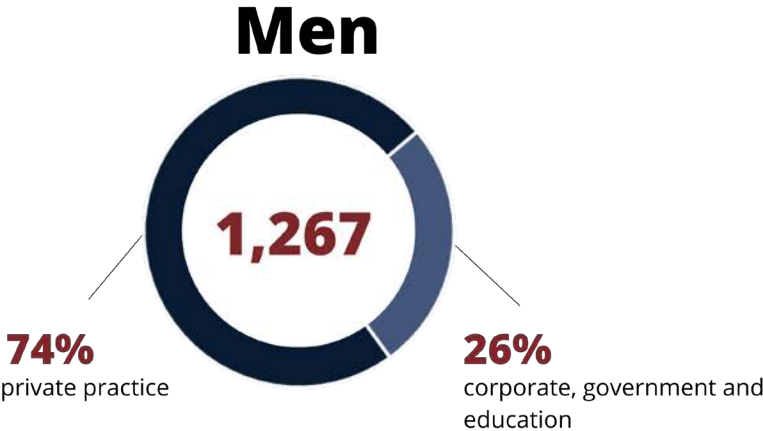


# Admissions and Membership

... continued

## Demographics

### Nature of Practice



continued...

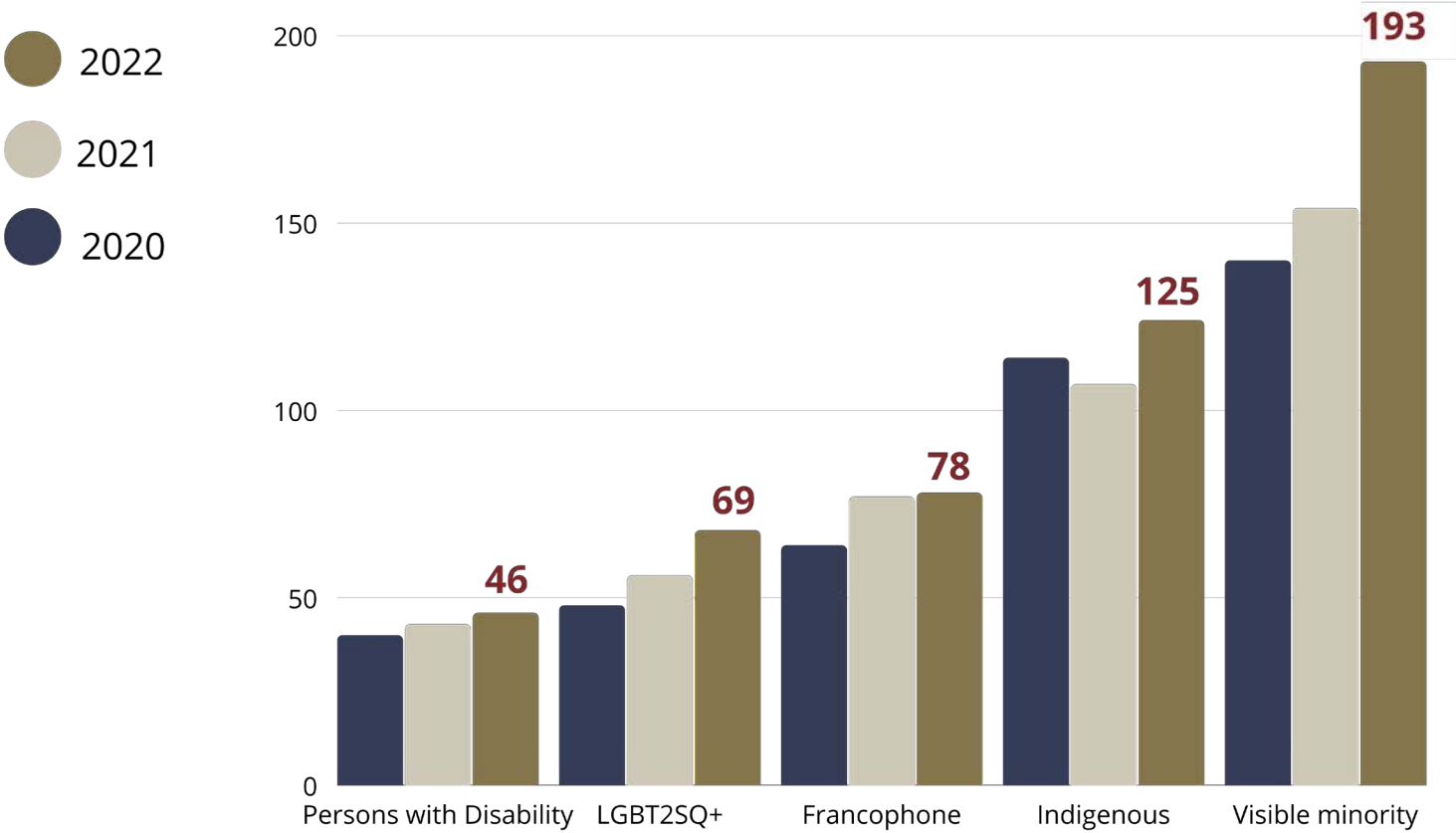


# Admissions and Membership

... continued

## Demographics

Over the past three years, there has been consistent growth in the reported number of lawyers who voluntarily identified with one or more of the following groups:



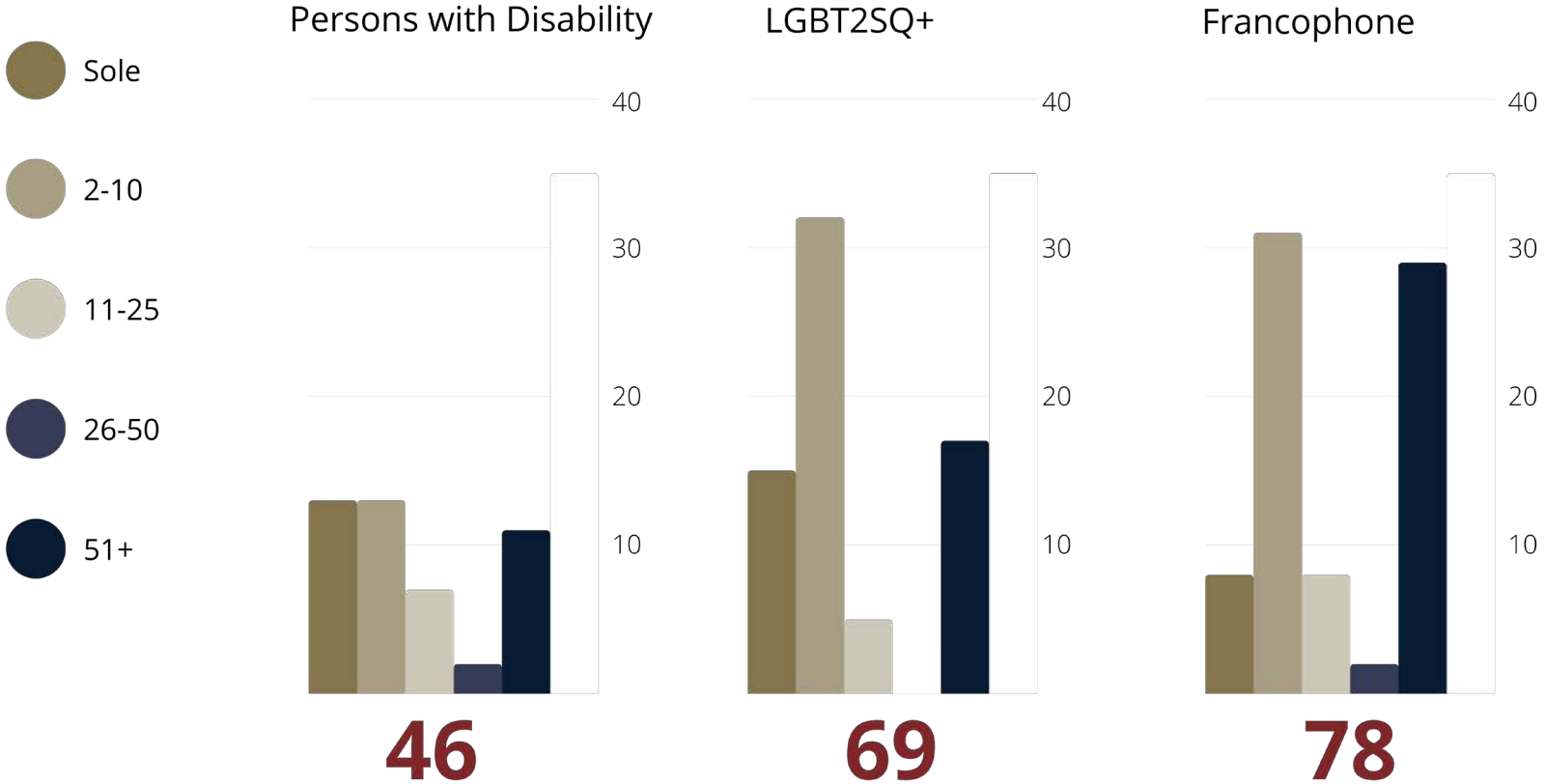
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# Admissions and Membership

... continued

## Demographics

Women and other self-identified groups reported practising in the following firm sizes:



continued...

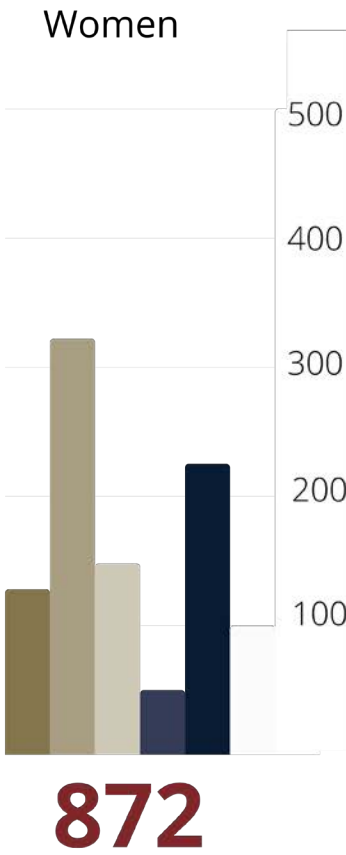
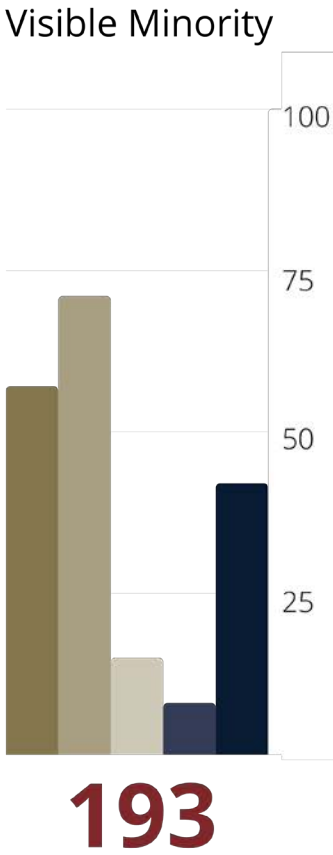
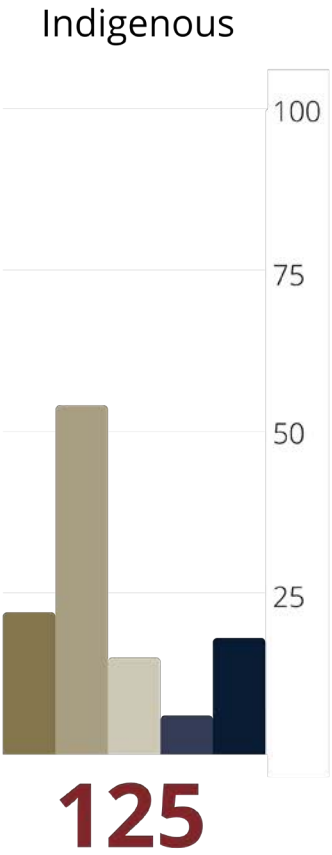


# Admissions and Membership

... continued

## Demographics

- Sole
- 2-10
- 11-25
- 26-50
- 51+

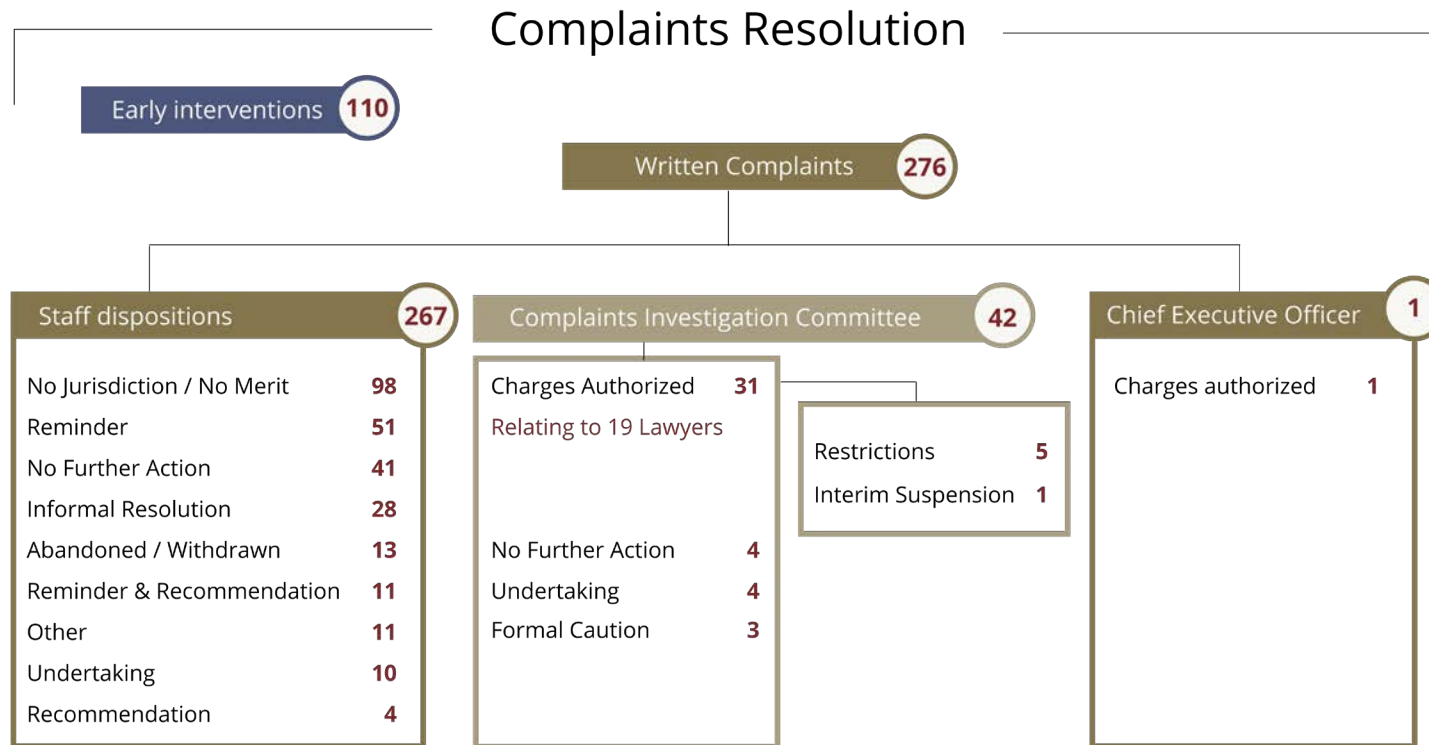


continued...

# Complaints Resolution

The aim of the Law Society of Manitoba is a public well-served by a competent, honourable and independent legal profession. The Complaints Resolution Department strives to meet that aim by resolving complaints received about lawyers in a way that is thorough, timely and fair.

Where appropriate, Law Society staff will attempt to address verbal complaints quickly and informally by way of an early intervention. The majority of written complaints are resolved by Law Society staff, while more serious complaints are referred to the Complaints Investigation Committee. In some narrow circumstances, the chief executive officer has the authority to authorize charges.

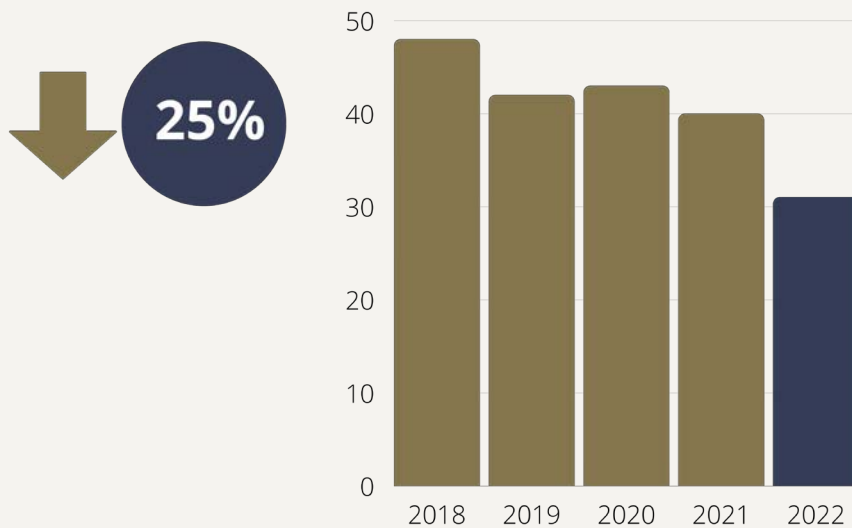


Note: Some complaints are carried over from previous years and some matters involve multiple dispositions.

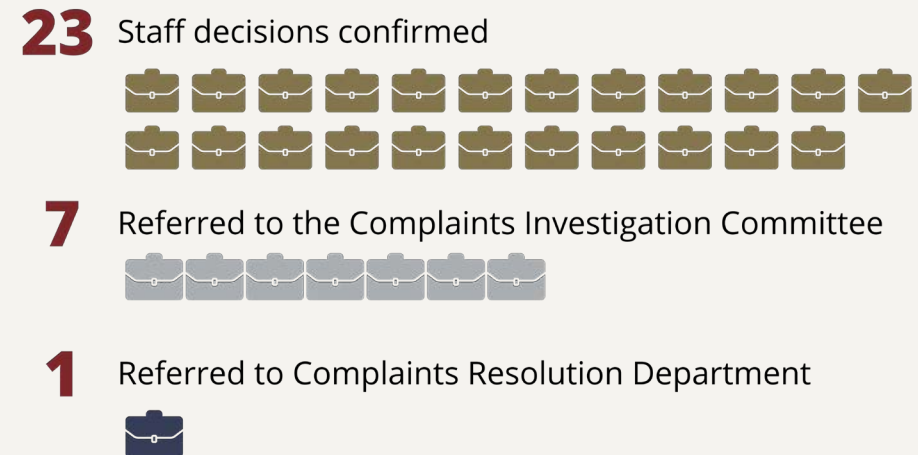
# Complaints Review Commissioner Report

In 2021-2022, a total of **31 requests for review** were made to the [Complaints Review Commissioner](#) by complainants who disagreed with the initial staff decision which is lower than the average in recent years.

## 2018-2022 Requests for Review



## Outcomes for 2022





# Fee Arbitration

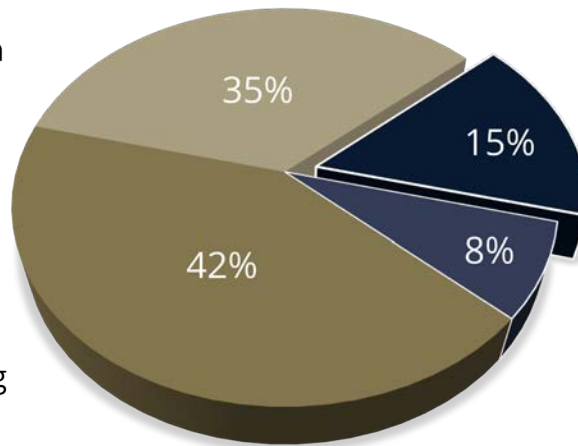
The Law Society offers a [fee arbitration program](#) to members of the public free of charge. Members of the public and legal profession donate their time to arbitrate fee disputes in a voluntary arbitration process.

The program allows clients and lawyers to resolve disputes about accounts in a more informal setting than through a court assessment. Members of the legal profession, however, are not required to agree to arbitration.







The Law Society received 28 complaints relating to excessive fees. No action was taken in 2 matters due to the Law Society having no jurisdiction to deal with the complaint. Of the 26 remaining requests for arbitration upon which the Law Society was able to act, the outcomes were as follows:

## Fee Arbitration Outcome

- Lawyer declined arbitration
- Satisfactory settlement reached
- Arbitration hearing conducted
- Pending arbitration hearing



## Outcome from Hearings

- 1** Fees Upheld  
- 3** Fees Reduced    

# Discipline

As part of its statutory purpose “to uphold and protect the public interest in the delivery of legal services with competence, integrity and independence”, the Law Society is required to establish a Discipline Committee to hear and determine charges of professional misconduct, incompetence, or conduct unbecoming a lawyer.

The Discipline Committee also hears applications for reinstatement of former members and for pardons in relation to minor past disciplinary offences.

Discipline hearings are conducted by panels of three members of the Discipline Committee, one of whom is a public representative. Hearings are open to the public unless there are compelling reasons for the Panel to order that the public be excluded from all or part of a hearing.

Lawyers may plead guilty or not guilty to the charges laid against them. If facts can be agreed upon, a Statement of Agreed Facts is filed and this reduces the time it would otherwise take to prove the facts that demonstrate the misconduct. Frequently, a joint recommendation is made with respect to the conduct at issue and with respect to the appropriate consequences.

At the conclusion of a discipline hearing, the panel must either dismiss the charges or make a finding that the lawyer is guilty of the alleged conduct.

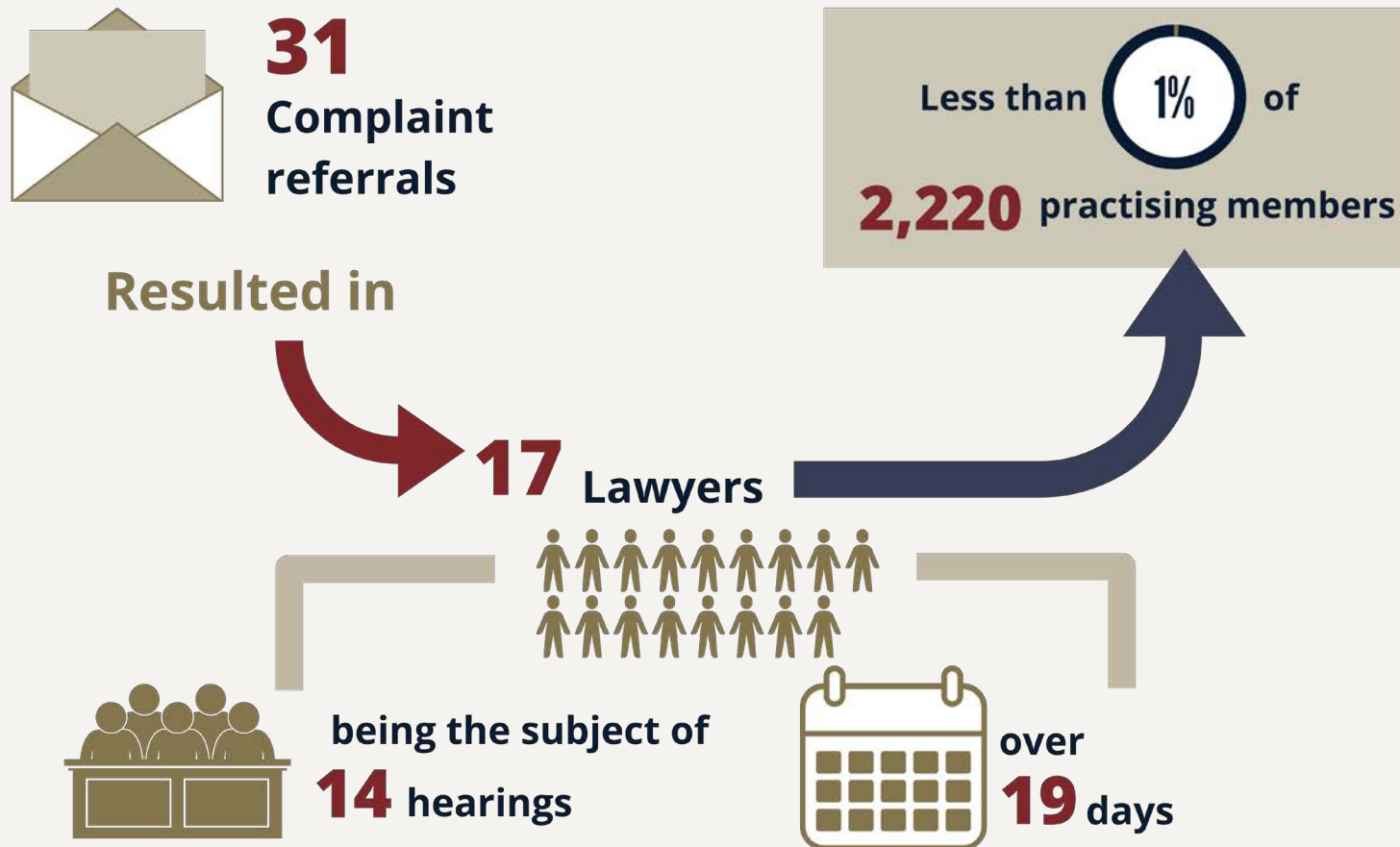
If a lawyer is found guilty, the Discipline Committee Panel has broad discretion as to the consequences of that finding ranging from a reprimand through to an order that the lawyer be disbarred. A discipline panel may also impose restrictions or remedial requirements. The member may be required to pay the costs of the investigation and prosecution of charges of which he or she is found guilty. In some cases, more than one of the available consequences is ordered.

[Decisions of the Discipline Committee](#) may be appealed to the Court of Appeal.

# Discipline

... continued

All hearings in 2021-2022 were conducted by video conference.



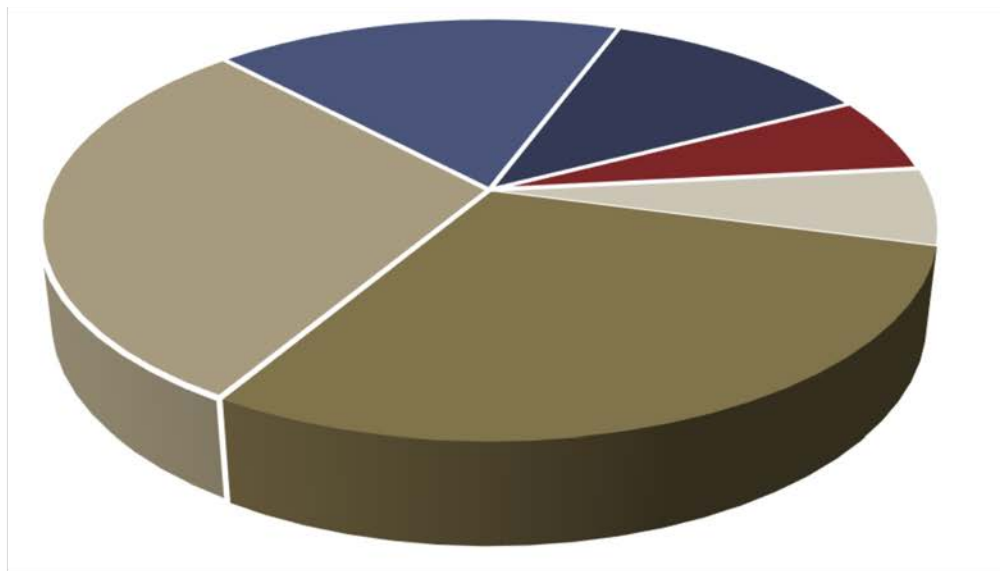
continued...



# Discipline

... continued

The following consequences were ordered (in some cases there was more than one consequence). All consequences ordered included a requirement to pay costs.



- 5 Suspensions ordered from 30 days to two years
- 5 Fines ranging from \$1,500 - \$7,500
- 3 Reprimanded
- 2 Required to comply with remedial provisions
- 2 Permitted to resign and struck off the rolls
- 1 Placed under supervision

**Two appeals** to the Court of Appeal from discipline decisions were dismissed by the Court, with costs. An application for leave to appeal to the Supreme Court of Canada in one of these cases was dismissed. **One appeal** carried forward from a prior year remained outstanding and at year end was scheduled for hearing in May 2022.

continued...

# Discipline

... continued

## Nature of Charges

**Failing to act with integrity**, including misappropriating trust funds, misleading clients, misleading the Law Society, manipulating accounting records, creating false documents;

**Conflict of Interest** by acting against a former client, acting where the lawyer's own interests were engaged;

**Failing to be candid** with the court;

**Failing to maintain accurate trust accounting records**

**Failing to respond** to inquiries from the Law Society;

**Discourtesy** to the Court;

**Failing to comply with undertakings and trust conditions.**

Proceedings were stayed against **two** lawyers after being diverted from the disciplinary process for alternative measures considered to protect the public in the particular circumstances.

## Referrals to Discipline

At the end of the year there were 38 complaints against 18 lawyers pending before the Discipline Committee. Of those matters, 6 complaints against 4 lawyers were scheduled and 32 complaints against 14 lawyers remained to be scheduled.

## Reinstatement

There were no reinstatement hearings in 2021-2022.

## Pardon

There were no pardon hearings in 2021-2022.

## Reinstatement

Custodial Orders were obtained over the practices of **two** suspended lawyers.

## Unauthorized Practice

As the regulator of the practice of law in Manitoba, the Law Society is responsible for preventing the unauthorized practice of law. In the 2021-2022 year, counsel for the Law Society addressed the court in two matters where there were concerns about unauthorized practice, in one case by a suspended lawyer and in another by an individual who is not a member of the Manitoba legal profession.

## Other Discipline Updates

Also in the 2021-2022 year, the Law Society was granted leave to intervene and appeared before the Supreme Court of Canada in a case arising from a Saskatchewan discipline matter. Judgment remained on reserve at year end.

# Education and Competence

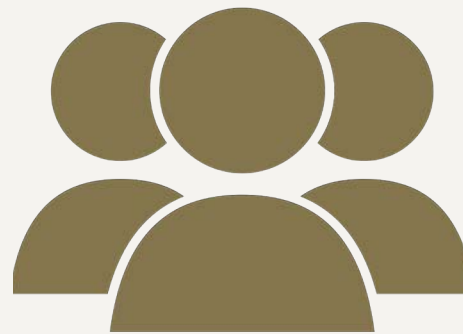
## Continuing Professional Development (CPD)

The Education and Competence Department provides educational resources for lawyers and their support staff to assist them in providing ethical and competent legal services to the public.

In planning continuing professional development (CPD) programs and resources, the department is guided by a working definition of competence and strives to offer resources that address each component of the definition. The education resources offered include traditional live programs but increasingly also includes resources in other formats such as written reference materials, e-Courses and video recordings.

During the 2021-2022 year, the Law Society offered **24 live CPD programs**.

All programs were offered virtually via video webinar and thus available province-wide. Accessibility and ease of access have been a focus. We were excited to open a new online registration process which has been very well received by registrants.



**3,766**  
Registrations

The Law Society recognizes that well-being is critical to maintaining and enhancing competence. CPD resources aimed at supporting a holistic approach to the practice of law are now included in as many formats as possible.

The Law Society is committed to increasing educational opportunities with respect to cultural competence as called upon in the Truth and Reconciliation Report Calls to Action. In the past year programs specifically focused on Indigenous Law and Perspectives were offered. Cultural competence and awareness is also increasingly incorporated into CPD programs on many different subject areas. We will continue to build resources in this area as we all continue to learn.



# Education and Competence

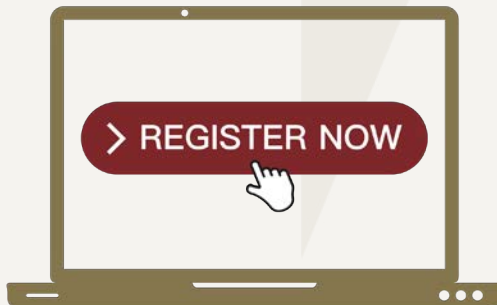
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## Continuing Professional Development (CPD Programs delivered in 2021-2022)

Overall registrations during the second year of the pandemic remained consistently strong with the increased accessibility of virtual programming:

The top 5 live programs accounted for nearly half of the total registrations for the year:

**1,677**  
**Registrations**



continued...

# Education and Competence

... continued

The importance of practice management skills was emphasized in this year's CPD offering, with 25% of Law Society programs covering this topic with a strong focus on technological competence.



Visit the Law Society Education Centre for the complete list of [2021-2022 Continuing Professional Development \(CPD\) Programs](#).

# Education and Competence

... continued

## Top 5 CPDonline programs (all free):

**52** **Black Lives Matter: Canadian Perspectives**

**44** **Mental Health and Lawyers: An Unspoken Struggle \***

**42** **You are Not Alone: The Lawyer's Guide to Dealing with Anxiety \***

**38** **Your Legal Research Toolkit: How the Manitoba Library Can Help \***

**36** **Access to Justice: Indigenous Perspectives**

\* For the second consecutive year, these 3 programs remain in the top 5 list.

## Partnerships

The Law Society collaborates with other organizations in order to provide the greatest depth and breadth to our education programs. We are grateful for the support and expertise these partner organizations provide.

In 2021-2022 partners included:

- Manitoba Bar Association and its subsections;
- Faculty of Law, University of Manitoba;
- Queen's Bench Judges;
- Provincial Court Judges;
- Northern and Western Bar Associations;
- Association des juristes d'expression française du Manitoba.



# Bar Admission Program

The [Canadian Centre for Professional Legal Education](#) is the entity responsible for the development, delivery and administration of the bar admission program (PREP) for Alberta, Saskatchewan, Manitoba, Nova Scotia and Nunavut articling students. Graduates of a Canadian law school and individuals who have attained their Certificate of Qualification from the National Committee on Accreditation can register for PREP (Practice Readiness Education/Evaluation/Experiential/E-learning Program). Those who successfully complete PREP and their required articling period within a three year window are eligible to be called to the Bar of Manitoba. CPLED offers PREP twice per year, a summer intake and a winter intake, to provide more flexibility for students and workplaces.

## Program Enrollment

Between June 2021 and April 2022, **140** Manitoba students enrolled in PREP, of which **18** individuals participated without have an articling position. For students with articling positions:

### University of Manitoba Graduates



### Obtained Law Degree Outside of Manitoba

#### Canada

15



#### International

25

accredited through the National  
Committee on Accreditation



**9%**  
Indigenous



**14%**  
Serving articles  
outside Winnipeg

continued...

# Bar Admission Program

... continued

## Program Results

This year **147** Manitoba students attempted the final capstone assessment for PREP with the following results:



Those not successful on the capstone assessment are permitted to attempt a further capstone assessment on two more occasions.

continued...

# Bar Admission Program

... continued

## Call to the Bar

Due to the ongoing restrictions caused by the global pandemic, **115** new lawyers were called to the bar on June 24, 2021 in two virtual Call to Bar Ceremonies presided over by Chief Justice Glenn Joyal. During the ceremony, Sacha Paul had the honor of presenting the [A. Montague Israels, Q.C. Prize](#), to a member of the graduating class. The 2021 recipient of this award was Anjali Sandhu.

### A.M. Montague Israels, Q.C. Prize



Vice-President Sacha Paul presented the A. M. Montague Israels, Q.C. Prize to **Anjali Sandhu.**



The Chief Justice Glenn Joyal (right) presiding over the virtual Call to the Bar Ceremony.

continued...



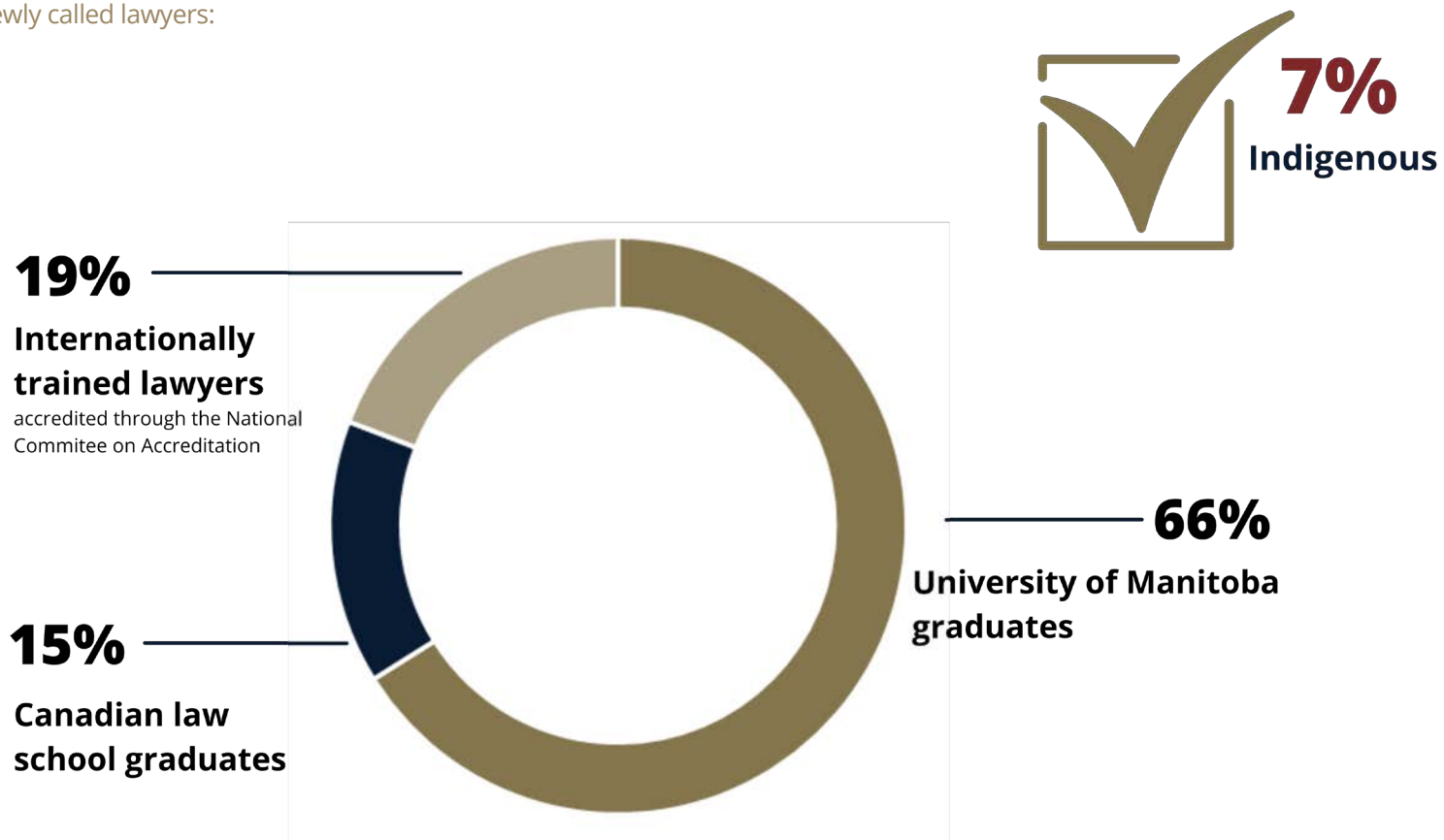
# Bar Admission Program

... continued

## Call to the Bar

In this graduating class, several candidates served an articling period of less than the usual 52 weeks due to accommodations made to address concerns arising out of the pandemic. Some of these same candidates had completed all of their requirements to be admitted to practice in the previous two years and were permitted to practice under a conditional call, pending their presentation to the Court in their formal Call to the Bar Ceremony.

In relation to the newly called lawyers:



continued...

# Professional Liability Claims Fund

The Professional Liability Claims Fund of the Law Society of Manitoba provides professional liability insurance coverage to all Manitoba lawyers, except those who are exempt under *The Legal Profession Act*. The Professional Liability Claims Fund undergoes an independent actuarial valuation to establish the program's actuarial liabilities and surplus position and recommend the appropriate insurance assessment. This process of independent actuarial advice and collecting sufficient funds for each policy year ensures that expected losses will be fully funded and allows for an adequate surplus to cover unexpected claims development.

In the 2021-2022 fiscal year, the insurance assessment was levied at \$1,545 plus applicable taxes, including cyber liability coverage.

The Law Society and eight other provincial and territorial Law Societies participate in the [Canadian Lawyers Insurance Association \(CLIA\)](#), a reciprocal insurance exchange. CLIA issues a comprehensive Policy of Insurance to the Law Society as Named Insured and members of the Law Society as Insureds. The Policy insures lawyers for damages and legal costs of up to \$1 Million per error and \$2 Million annually for claims alleging errors or omissions made in the course of providing professional services to others. When a claim against a lawyer is paid, that lawyer pays a deductible ranging from \$5,000 to \$20,000, depending on the lawyer's paid claims experience in the previous five year period.

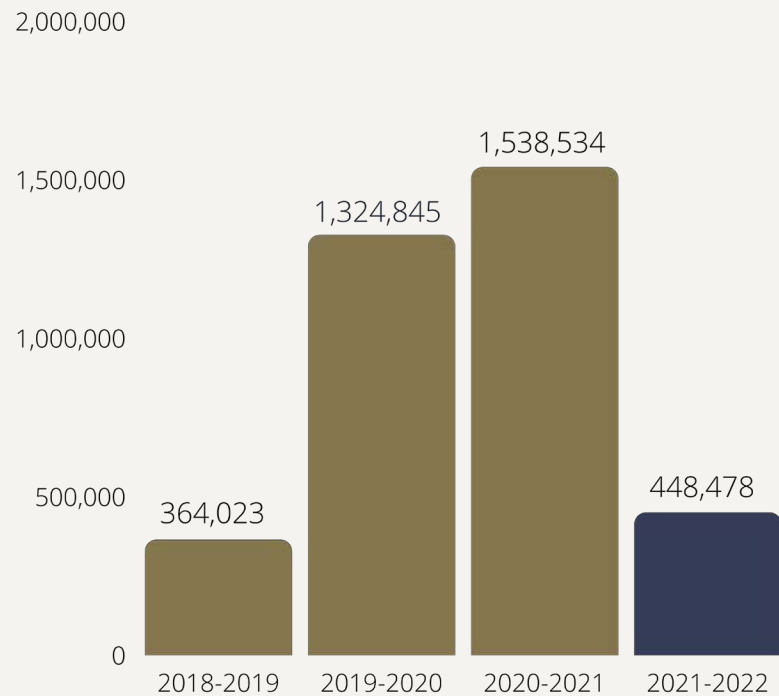
The Law Society has a Professional Liability Claims Fund Committee which deals with policy matters affecting the insurance program as they arise.

The Professional Liability Claims Fund also funds various loss prevention initiatives, including a retainer agreement with Bjorn (Barney) Christianson, Q.C. to provide free practice advisory services to members in a broad range of practice management areas.

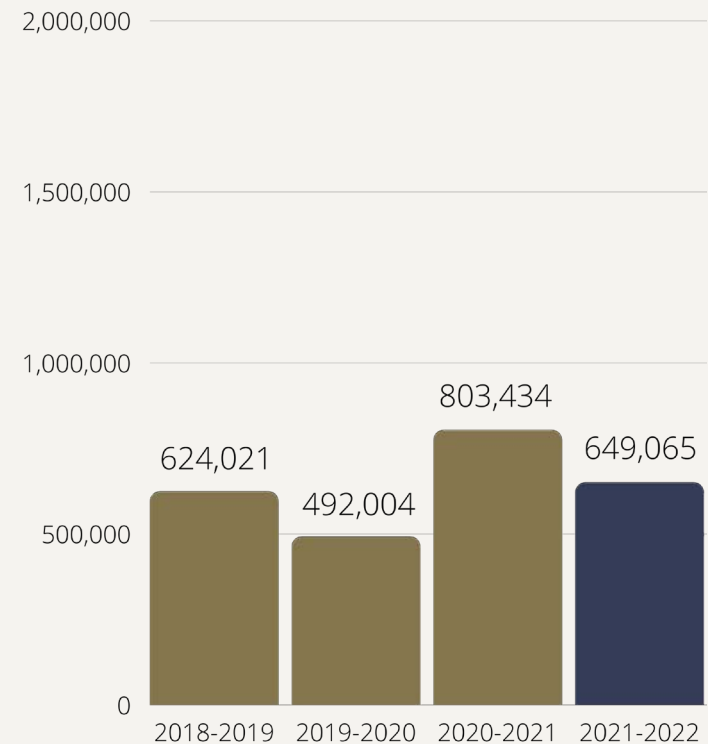
# Professional Liability Claims Fund

... continued

## Claims Paid



## Legal Defence Costs



# Reimbursement Fund

The Reimbursement Fund (the “Fund”) was established in 1943 to compensate clients for losses resulting from the misappropriation or conversion by lawyers of client funds or property. This Fund is maintained solely for the benefit of clients who suffer losses through the dishonesty of lawyers. It is financed by an annual assessment on all practising lawyers within the province.

In the 2021-2022 fiscal year, all practising lawyers paid the sum of \$575 into the Fund. The Law Society maintains insurance in the amount of \$10 million on the Fund.

There is a limit on recovery of \$300,000 per file. There is no limit on the number of claims an individual may bring.

Reimbursement Fund claims guidelines are considered in deciding whether to approve a claim. Claimants are provided with an application form and a copy of the payment guidelines which set out the terms for the submission, consideration and payment of claims.

In the 2021-2022 fiscal year, net claims totalling \$454,787 were paid out of the Reimbursement Fund, all but one of which arose out of the misappropriation of trust funds by one lawyer.



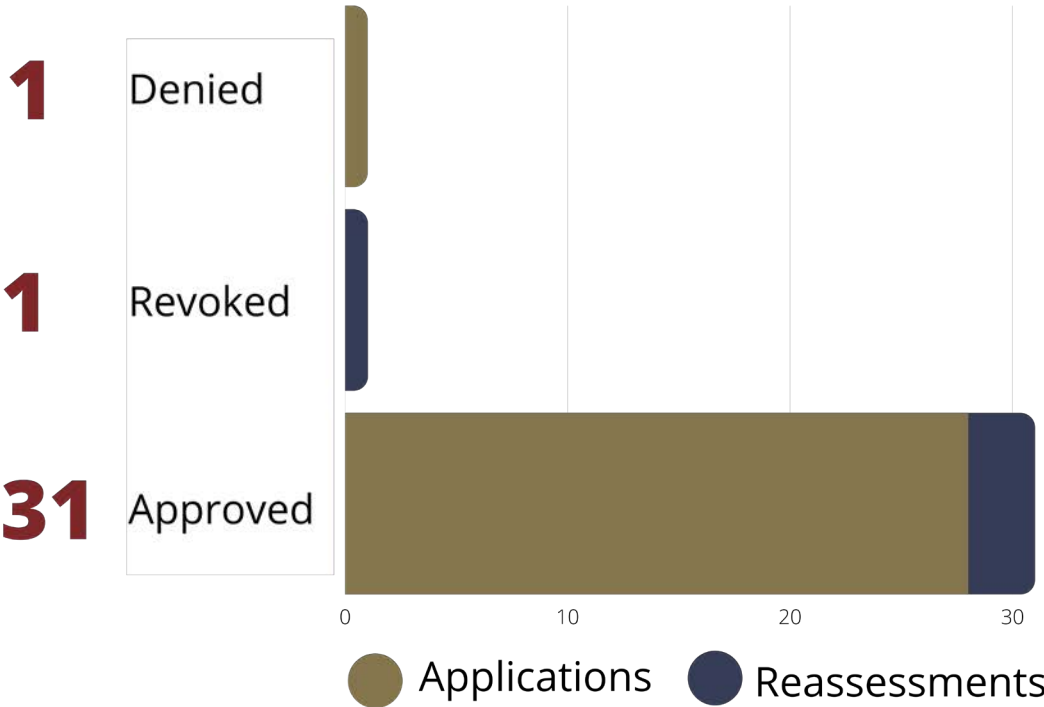
# Audit Program

To monitor compliance with the Law Society rules established to safeguard client property, there are three main processes:

## Trust Safety Program

Every trust account must be operated under the supervision of an approved and qualified trust account supervisor.

In 2021-2022, **29** applications to be a trust account supervisor were assessed and **4** trust account supervisors had their status reassessed. The outcomes were as follows:



## Appeals

A trust account supervisor who is revoked, denied, or approved with conditions has a right to appeal to the Trust Safety Appeal Committee.

In 2021-2022 there was **one** appeal filed arising out of a decision to revoke a member's status as trust account supervisor.

By written [decision dated January 25, 2022](#) the member's appeal was dismissed.

continued...

# Audit Program

... continued

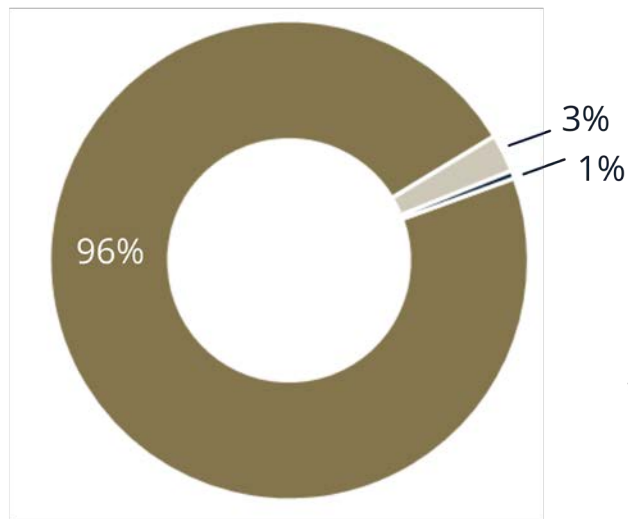
## Spot Audit Program

The Law Society has the authority to audit lawyers' trust accounts and accounting records. There are four types of audits conducted as well as the occasional investigation.

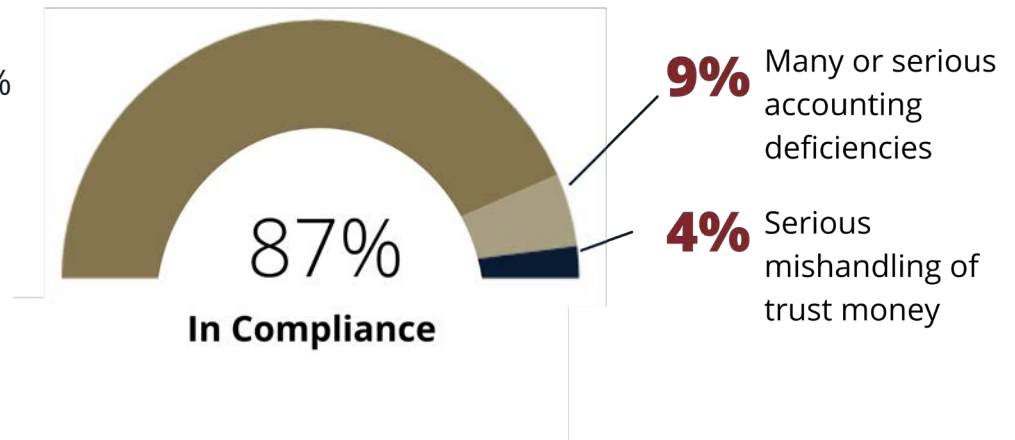
In 2021-2022 a total, **68** audits were conducted.

### Audit by Types

- Regular
- Priority
- Closing



### Audit Results



continued...

# Audit Program

... continued

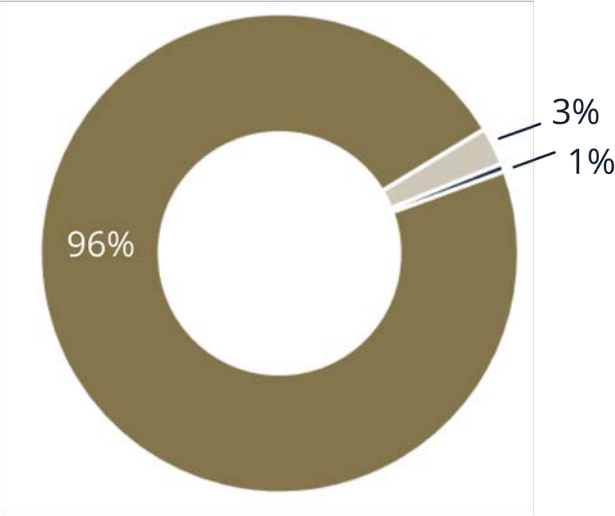
## Check-Up Program

Briefer and more frequent than an audit, auditors also conduct check-ups, which involve contact with a firm to observe selected aspects of recordkeeping.

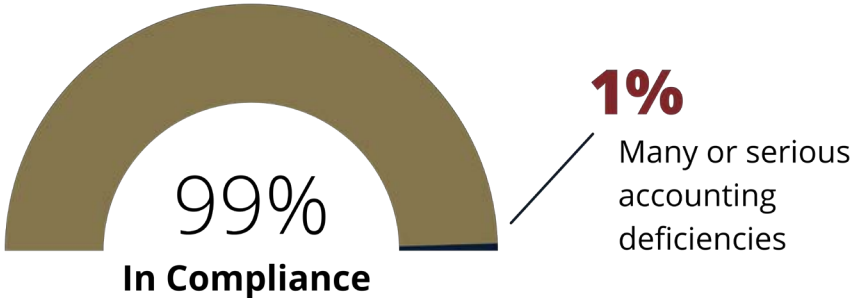
In total **194** check-ups were conducted in 2021-2022.

### Check-Up by Type

- Regular
- Priority
- Closing

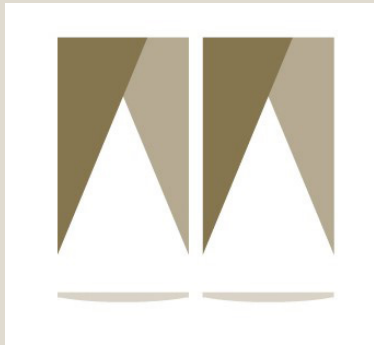


### Check-Up Results



# Officers

## The Officers of The Law Society of Manitoba 2021-2022



### Officers

(effective May 20, 2021)

President:  
Grant M. Driedger

Vice-President:  
Sacha R. Paul

Past President:  
Lynda K. Troup

Officer-at-Large:  
Susan Boulter



**Grant M. Driedger**



**Sacha R. Paul**



**Lynda K. Troup**



**Susan Boulter**



# Elected Benchers

(elected for a two year term on May 6, 2020)

## Winnipeg Electoral District

Kyle L. Dear <sup>1</sup>  
Paul K. Grower  
Anthony J. Kavanagh  
Kenneth G. Mandzuik  
Christian L. Monnin  
Wayne M. Onchulenko  
Sacha R. Paul  
Geraldine F. Wiebe

## Dauphin-Cental Electoral District

Mason K. J. Broadfoot

## Eastern Electoral District

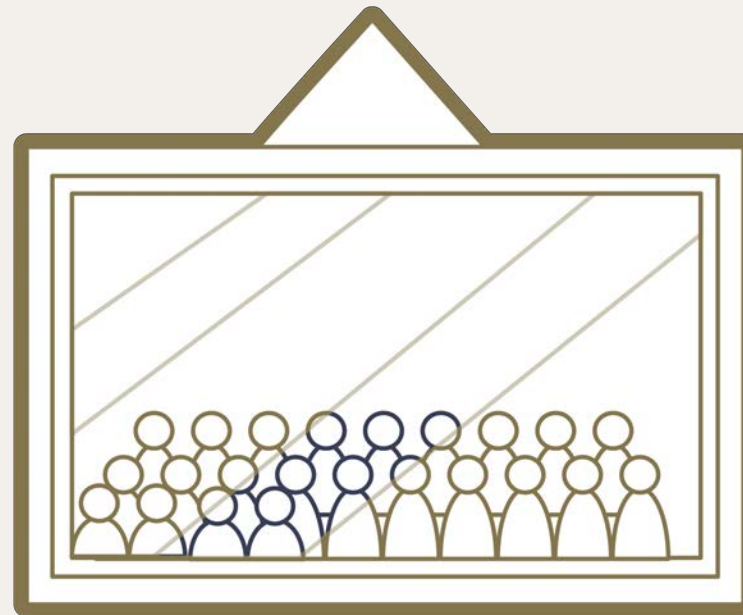
Grant M. Driedger

## Northern Electoral District

Vincent G. Sinclair <sup>2</sup>

## Western Electoral District

Ashley T. Joyce



Unfortunately, due to the pandemic, a group photo is not available for the 2021-2022 Benchers/Board of Directors.

## Appointed Benchers

(appointed for a two year term effective June 25, 2020)

Anu S. Osborne  
Joëlle M.F. Pastora Sala  
Kelli L. Potter  
Jessica M. Saunders

## Lay Benchers

(appointed for a two year term effective June 25, 2020)

Susan Boulter  
Miriam Browne  
Tehani Jainarine  
Patricia Kloepfer  
Anna Maria Magnifico  
Brian McLeod

## Faculty Bencher

Acting Dean David Asper, Q.C. <sup>3</sup>  
Dean Richard Jochelson <sup>4</sup>

## Student Bencher

Tyler N. Koshowski <sup>5</sup>  
Christine D. Williams <sup>6</sup>

<sup>1</sup> Became a bencher in May 2021

<sup>2</sup> Ceased to be a bencher in March 2021

<sup>3</sup> Ceased to be a bencher in July 2021

<sup>4</sup> Became a bencher in July 2021

<sup>5</sup> Became student bencher in October 2021

<sup>6</sup> Ceased to be student bencher in October 2021

# Life Benchers

## Winnipeg Electoral District

Hon. Douglas N. Abra  
Hon. Laurie P. Allen  
Douglas A. Bedford  
Hon. Theodor E. Bock  
Katherine L. Bueti  
Richard D. Buchwald  
Roberta L. Campbell, Q.C.  
Master Karen L. Clearwater  
Jennifer A. Cooper, Q.C.  
J. George Dangerfield, Q.C.  
Richard K. Deeley, Q.C.  
Hon. Robert A. Dewar  
Douglas E. Finkbeiner, Q.C.  
Hon. Martin H. Freedman  
William S. Gange  
Sidney Green, Q.C.  
Hon. John P. Guy  
William G. Haight  
Hon. Barbara M. Hamilton  
Irene A. Hamilton, Q.C.  
Jeffrey B. Hirsch  
Paul L. Jensen  
Hon. Timothy J.P. Killeen  
Bryan D. Klein  
Christina V. Kopynsky, Q.C.  
Hon. David J. Kroft  
Heather S. Leonoff, Q.C.  
Colin R. MacArthur, Q.C.

Hon. E. Alan D. MacInnes  
James E. McLandress, Q.C.  
Grant L. Mitchell, Q.C.  
Chrys Pappas, Q.C.  
Brian A. Pauls  
Herbert J. Peters  
Hon. Robert L. Pollack  
G. Patrick S. Riley  
Dean I. Scaletta  
Hon. Perry W. Schulman  
Hon. Richard J. Scott  
Garth H. Smorang, Q.C.  
Anita L. M. Southall  
Hon. Lori T. Spivak  
Hon. P. Colleen Suche  
Lynda K. Troup  
Helga D. Van Iderstine  
Douglas G. Ward, Q.C.  
Hymie Weinstein, Q.C.  
Gavin M. Wood

## Eastern Electoral District

Peter J. E. Cole, Q.C.  
John E. Neufeld, Q.C.  
Jon van der Krabben  
Lewis D. Wasel

## Dauphin-Central Electoral District

John (Jack) D. Cram  
Bjorn Christianson, Q.C.  
Gary R. Gilmour  
Gordon J. Hoeschen  
Brock G. Lee, Q.C.  
Hon. John A. Menzies  
Diane H. Stevenson  
David E. Swayze

## Northern Electoral District

Gordon D. Bates  
John M. Ginnell, Q.C.  
David N. Gray  
Donald R. Knight, Q.C.

## Western Electoral District

George N. Bass, Q.C.  
Hon. John H. Combs  
Patricia L. Fraser  
Hon. William R. Johnston  
Col. Wolfgang W.A. Riedel, Q.C.  
Norman H. Sims, Q.C.

# Standing Committees

NOTE: The President and Vice-President are ex-officio members of all committees, except the Admissions and Education Appeals and Trust Safety Appeals Sub-Committee and the Discipline Committee.

## Admissions and Education Committee

Paul Grower (Chairperson)	Leah Leibl
Jessica Saunders (Vice Chairperson)	Jason Poettcker
Acting Dean David Asper, Q.C. <sup>1</sup>	Vivian Rachlis
Jonathan Avey	Dean Scaletta
Miriam Browne	Christine Williams <sup>4</sup>
Daniel Chornopynski	Bradley Zander
Dr. Richard Jochelson <sup>2</sup>	
Anthony Kavanagh	
Tyler Koshowski <sup>3</sup>	

## CPLD Appeals Sub-Committee

Mason Broadfoot	Vivian Rachlis <sup>10</sup>
Jay Funke <sup>9</sup>	Dean Scaletta
Jeff Hirsch	Gerri Wiebe
Christian Monnin	

## Admissions and Education Appeals and Trust Safety Appeals Sub-Committee

Paul Grower (Chairperson)	Lynne McCarthy
Jessica Saunders (Vice Chairperson)	Kenneth Molloy
Acting Dean David Asper, Q.C. <sup>5</sup>	Maureen Morrison
Jonathan Avey	Carmen Nedohin
Miriam Browne	Sandra Oakley
Daniel Chornopynski	Jason Poettcker
Neil Cohen	Vivian Rachlis
Marston Grindey	Keeley Richmond
Dr. Richard Jochelson <sup>6</sup>	Dean Scaletta
Anthony Kavanagh	Christine Williams <sup>8</sup>
Tyler Koshowski <sup>7</sup>	Bradley Zander
Leah Leibl	

# Standing Committees

... continued

## Complaints Investigation Committee

Kelli Potter (Chairperson)  
Christian Monnin (Vice Chairperson)  
Kelli Potter (Chairperson)  
Christian Monnin (Vice Chairperson)  
Bernice Bowley  
Mason Broadfoot  
Michael Clark <sup>11</sup>  
Gregory Evans  
Tehani Jainarine  
Anthony Kavanagh  
Brian McLeod  
Sean Shore  
Vincent Sinclair <sup>12</sup>  
Derrick Stewart  
Lynda Troup  
Robert Tyler

## Discipline Committee

Hon. Richard Scott  
(Independent Chairperson)  
Wayne Onchulenko  
(Vice Chairperson)  
Roberta Campbell, Q.C.  
(Conflicts Chairperson)  
Acting Dean David Asper, Q.C. <sup>13</sup>  
Douglas Bedford  
Victor Bellay  
Karlee Blatz  
Susan Boulter  
Gemma Brown  
Miriam Browne  
Richard Buchwald  
Katherine Bueti  
Neil Cohen  
Peter Cole, Q.C.  
Kyle Dear  
Donald Douglas  
Barry Effler  
Lori Ferguson Sain  
Catherine Finnbogason  
Patricia Fraser  
William Gange  
Gary Gilmour

Richard Good  
David Gray  
Marston Grindey  
Paul Grower  
Irene Hamilton, Q.C.  
James Hedley  
Jeff Hirsch  
Sarah Innes  
Jacob Janzen  
Dr. Richard Jochelson <sup>14</sup>  
Ashley Joyce  
Patricia Kloepfer  
Donald Knight, Q.C.  
Brock Lee, Q.C.  
Ellen Leibl, Q.C.  
Heather Leonoff, Q.C.  
Anna Maria Magnifico  
Kenneth Mandzuik  
Wendy Martin-White  
Nunziata Masi  
Lynne McCarthy  
James McLandress, Q.C.  
Grant Mitchell, Q.C.  
Kenneth Molloy  
Maureen Morrison

Carmen Nedohin  
Sandra Oakley  
Anu Osborne  
Joëlle Pastora Sala  
Penny Piper  
Keely Richmond  
Nadia Rumore  
Jessica Saunders  
Dean Scaletta  
Alan Semchuk <sup>15</sup>  
James Shaw  
Garth Smorang, Q.C.  
Anita Southall  
Grant Stefanson  
Wendy Stewart  
David Swayze  
Maureen Terra  
Gerrit Theule  
Mark Toews  
Dr. Lorna Turnbull  
Helga Van Iderstine  
Gerri Wiebe  
Bradley Zander



# Standing Committees

... continued

## Equity Committee

Vincent Sinclair (Chairperson) <sup>16</sup>  
Gerri Wiebe (Vice Chairperson)  
Acting Dean David Asper, Q.C. <sup>17</sup>  
Mason Broadfoot  
Shannon Carson  
Karen Dyck  
Tehani Jainarine  
Dr. Richard Jochelson <sup>18</sup>  
Isha Khan  
Elissa Neville  
Anu Osborne  
Joseph Pelletier  
Sandra Phillips  
Kobra Rahimi  
Jessica Saunders

## Nominating Committee

Lynda Troup (Chairperson)  
Susan Boulter  
Miriam Browne  
Kyle Dear  
Grant Driedger  
Ashley Joyce  
Sacha Paul

## Practice and Ethics Committee

Kyle Dear (Chairperson)  
Joëlle Pastora Sala (Vice Chairperson)  
Jonathan Avey  
Gregory Evans  
Sarah Innes  
Sidney Laviolette  
Anna Maria Magnifico  
Jennifer Malabar  
Kenneth Mandzuik  
David Marr  
Wendy Martin-White  
Nunziata Masi  
Yasothini Mathu  
Penny Piper  
Nadia Rumore  
Maureen Terra

## Reimbursement Claims Fund Committee

Ashley Joyce (Chairperson)  
Kyle Dear (Vice Chairperson)  
Bernice Bowley  
Kelly Dixon  
Jay Funke  
Eli Goldenberg  
Patricia Kloepfer  
Anna Maria Magnifico  
Joëlle Pastora Sala  
Kelli Potter  
Helga Van Iderstine

## Professional Liability Claims Fund Committee

Ashley Joyce (Chairperson)  
Anthony Kavanagh (Vice Chairperson)  
Bernice Bowley  
Kelly Dixon  
Blair Filyk  
Eli Goldenberg  
Patricia Kloepfer  
Joëlle Pastora Sala  
Kelli Potter  
Gerrit Theule  
Helga Van Iderstine

# Special Committees and Working Groups

## Access to Justice Steering Committee

Geraldine Wiebe (Co-Chairperson)  
Brian McLeod (Co-Chairperson)  
Acting Dean David Asper, Q.C.<sup>19</sup>  
Neil Cohen  
Bruce Gammon<sup>20</sup>  
Jason Gisser  
Dr. Richard Jochelson<sup>21</sup>  
Peter Kingsley<sup>22</sup>  
Hon. Madam Justice Lore Mirwaldt  
Sr. Lesley Sacouman  
Stacey Soldier  
Wendy Stewart  
Deputy Minister David Wright/Charlotte Price

## Indigenous Advisory Committee

Hon. Murray Sinclair (Chairperson)  
Jessica Saunders (Vice Chairperson)  
Knowledge Keeper E.J. Fontaine  
Knowledge Keeper Eva Wilson-Fontaine  
Desiree Dorion  
Kenneth Mandzuik  
Elissa Neville  
Vincent Sinclair<sup>34</sup>  
Frankie Snider

## Access to Justice Stakeholders Sub-Committee

Geraldine Wiebe (Chairperson)  
Brian McLeod (Vice Chairperson)  
Acting Dean David Asper, Q.C.<sup>23</sup>  
Kristal Bayes-McDonald<sup>24</sup>  
Neil Cohen<sup>25</sup>  
Tarik Daoudi<sup>26</sup>  
Bruce Gammon<sup>27</sup>  
Ast. Deputy Minister Suzanne Gervais  
Jason Gisser  
Paula Hamilton  
Nasra Hassan  
Hon. Gerald Jewers<sup>28</sup>  
Dr. Richard Jochelson<sup>29</sup>  
Guy Jordain<sup>30 31</sup>

## Investment Committee

Wayne Onchulenko (Chairperson)  
Patricia Kloepfer (Vice Chairperson)  
Brian Lerner  
David Marr  
Bryton Moen  
Sean Shore  
David Swayze

Leita Kalinowsky  
Voula Karlaftis  
Peter Kingsley<sup>32</sup>  
Leah Klassen  
Hon. Associate Chief Judge Anne Krahn  
Julyda Lagimodiere  
Elizabeth McCandless<sup>33</sup>  
Hon. Madam Justice Lore Mirwaldt  
Tracy Morrow  
Karen Sawatzky  
Mary Troszko  
Erin Wilcott  
Deputy Minister David Wright/Charlotte Price

## Richard J. Scott Award Selection Committee

Hon. Richard Scott (Chairperson)  
Susan Boulter  
Grant Driedger  
Hon. Madam Justice Freda Steel  
Helga Van Iderstine

# Special Committees and Working Groups

... continued

## The President's Special Committee on Health and Wellness

Gerri Wiebe (Chairperson)	Brian McLeod
Kenneth Mandzuik (Vice Chairperson)	Maria Mitousis
Lynne Arnason	Anu Osborne
Miriam Browne	K.K. Pinkowski
Kyle Dear	Vivian Rachlis
Cynthia Hiebert-Simkin	Anita Southall
Mathieu Lafreniere	Lynda Troup

## The President's Special Committee on Regulating Legal Entities

Christian Monnin (Chairperson)	Sharyne Hamm
Wayne Onchulenko (Vice Chairperson)	Tehani Jainarine
Hon. Mr. Justice Theodor Bock	Sharon Kravetsky, Q.C. <sup>35</sup>
Susan Boulter	Vincent Sinclair <sup>36</sup>
Katherine Bueti	Gerrit Theule
Paul Grower	Norman Yusim

<sup>1</sup> Ceased to be a member in July 2021

<sup>2</sup> Became a committee member in July 2021

<sup>3</sup> Became a committee member in October 2021

<sup>4</sup> Ceased to be a committee member in October 2021

<sup>5</sup> See endnote 1

<sup>6</sup> See endnote 2

<sup>7</sup> See endnote 3

<sup>8</sup> See endnote 4

<sup>9</sup> Became a committee member in September 2021

<sup>10</sup> Ceased to be a committee member in July 2021

<sup>11</sup> Ceased to be a committee member in November 2021

<sup>12</sup> Ceased to be a committee member in March 2022

<sup>13</sup> See endnote 1

<sup>14</sup> See endnote 2

<sup>15</sup> Ceased to be a committee member in February 2022

<sup>16</sup> See endnote 12

<sup>17</sup> See endnote 1

<sup>18</sup> See endnote 2

<sup>19</sup> See endnote 1

<sup>20</sup> Ceased to be a committee member in August 2021

<sup>21</sup> See endnote 2

<sup>22</sup> Became a committee member in August 2021

<sup>23</sup> See endnote 1

<sup>24</sup> Became a committee member in December 2021

<sup>25</sup> Became a committee member in August 2021

<sup>26</sup> Became a committee member in December 2021

<sup>27</sup> See endnote 20

<sup>28</sup> Ceased to be a committee member in March 2021

<sup>29</sup> See endnote 2

<sup>30</sup> Became a committee member in September 2021

<sup>31</sup> Ceased to be a committee member in December 2021

<sup>32</sup> See endnote 22

<sup>33</sup> Ceased to be a committee member in December 2021

<sup>34</sup> See endnote 12

<sup>35</sup> Ceased to be a committee member in February 2022

<sup>36</sup> See endnote 12

# Staff

## Executive and Administration

Chief Executive Officer  
Executive Assistant | Chief Executive Officer and Benchers  
Director | Regulation  
Executive Assistant | Regulation  
and Family Law Access Centre Administrator  
General Counsel, Director | Policy and Ethics  
Equity Officer and Policy Counsel  
Chief Financial Officer  
Executive Assistant | Chief Financial Officer  
Director | Operations and Information Technology  
Director | Information Systems Development  
Information Technology Technician  
Communications Officer  
Office Manager  
Administrative Clerk  
Receptionist

Leah C. Kosokowsky  
Pat Bourbonnais  
Rennie L. Stonyk <sup>1</sup>

Debra Rossol  
Darcia A.C. Senft  
Alissa R. Schacter  
Colleen D. Malone  
Carol Hiebert  
Sean Rivera  
Simon Young  
Ronald Ramara  
Deirdre O'Reilly  
Elaine Kinchen  
Dana Earley  
Shari Lough

## Admission and Membership Department

Director  
Administrative Assistant  
Administrative Assistant  
Administrative Assistant

Richard C. M. Porcher  
Donna Mihalick  
Darlene Douglas  
Kelly Southall

## Audit Department

Director  
Auditor Inspector  
Auditor Inspector  
Auditor Inspector  
Auditor Inspector  
Administrative Assistant

Kathy L. Levacque  
Sandra A. Alleyne  
Lori Borkowsky <sup>2</sup>  
Jing Feng  
Deborah Metcalfe <sup>3</sup>  
Kelly Southall

## Competence Department

Director  
Administrative Assistant

Joan M. Holmstrom  
Lisa Ehnes

## Complaints Resolution Department

Director  
Counsel  
Counsel  
Counsel  
Counsel  
Paralegal  
Fee Arbitration Coordinator  
Administrative Assistant

Noelia Bernardo  
Susan D. Billinkoff <sup>4</sup>  
Christopher C. Donaldson  
Jennifer L. Houser  
Ashley D. Korsunsky <sup>5</sup>  
Stefanie Krochak <sup>6</sup>  
Debra Rossol  
Corinne Penner



# Staff

... continued

## Continuing Professional Development Department

Director  
Practice Resource Coordinator  
Program Counsel  
Learning Solutions Designer  
Multi-Media Coordinator  
Programs Assistant  
Administrative Assistant

Eileen S. Derksen  
Sharon E. Kravetsky<sup>7</sup>  
Betta B. Wishart  
Clayton McKnight  
Mike Morier  
Kirsty Hyduk  
Laura Ziemanski

<sup>1</sup> Joined the Law Society in June 2021  
<sup>2</sup> Joined the Law Society in February 2022  
<sup>3</sup> Left the Law Society in December 2021  
<sup>4</sup> Left the Law Society in May 2021  
<sup>5</sup> Joined the Law Society in June 2021  
<sup>6</sup> Left the Law Society in February 2022  
<sup>7</sup> Joined the Law Society in February 2022  
<sup>8</sup> Joined the Law Society in March 2022

## Discipline/Prosecutions Department

General Counsel  
Legal Counsel  
Administrative Assistant  
Administrative Assistant | Discipline Committee

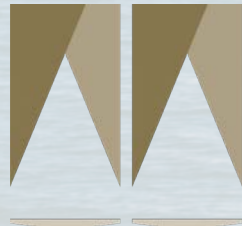
Rocky H. Kravetsky  
Ayli Klein  
Anna Brown  
Lee-Ann Harrison

## Professional Liability Claims Fund

Director  
Claims Counsel  
Claims Counsel  
Claims Counsel  
Administrative Assistant  
Administrative Assistant

Tana P. Christianson  
William M.T. Barnstead<sup>8</sup>  
Kathleen M.T. Craton  
James A. Cox  
Heather Vanrobaeys  
Kristin Forbister





200 - 260 St. Mary Ave  
Winnipeg, MB R3C 0M6  
(204) 942-5571  
[lawsociety.mb.ca](http://lawsociety.mb.ca)