



# The Law Society of Manitoba

INCORPORATED 1877 | INCORPORÉ EN 1877

## Annual Report 2023



# The Law Society of Manitoba

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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



Sacha Paul  
President

As the response to the COVID-19 pandemic continued to evolve, the Law Society of Manitoba, like everyone else, began to meet with actual people in public. The two years of Zoom-only meetings ended. Benchers meetings were held mainly in person. Committee meetings occurred via Zoom only because the pandemic taught us that not all meetings have to be done in person and that it can be more efficient to do things via video conference.

The most important in-person event was the Call to the Bar. After two years of virtual calls, candidates were able to gather in places throughout the province to celebrate their entry into the profession with their families and friends next to them. Many smartphones are brimming with photos of new lawyers in their black robes showing all their pearly whites, arm in arm with those people who supported them along the way.

I was fortunate to be at the Winnipeg Mass Call to the Bar in June 2022 and was able to see this happy occasion (and may have been in a photo or two). What was particularly striking is that more and more of the newly called lawyers are from diverse backgrounds. I recall fondly speaking to the family of a newly called lawyer who are members of a Saskatchewan First Nation, just like me. It was nice to share such a small human moment with happy family members that was not possible only a year previous.

As you read this annual report, I would like you to keep in mind the actual people who make up the profession. You will see the demographic information about how much (or how little) the profession reflects the public we serve. The 2022 Call to the Bar allowed me some optimism that things are changing, but the numbers show that the change is slow. Much more is required in the years to come.

Change requires constant vigilance year over year. One annual report will not show the end of the road, but the path we continue to tread on the way to a more inclusive and accommodating profession. In 2022-2023, the Law Society's path included the hard work of the Indigenous Advisory Committee, chaired by the Honourable Murray Sinclair and former benchers, Jessica Saunders. This committee is creating educational materials for the profession to increase lawyers' knowledge about Aboriginal people in Manitoba - all with the expectation that understanding can lead to better and better service of the public.

# President's Message

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The Law Society had to grapple with (and continues to grapple with) the issue of mental health of lawyers. High rates of anxiety, depression, substance abuse etc. can lead to lawyers leaving the profession and the public underserved. It can lead to lawyers providing less than competent legal services when mental health issues overwhelm the lawyer. The [report](#) from the Federation of Law Societies, the Canadian Bar Association, and the University of Sherbrooke, issued in October 2022, showed a profession in distress. It requires immediate action.

Fortunately, the Law Society of Manitoba has been taking steps to address this, including amendments to the *Code of Professional Conduct* to address discrimination and harassment in the profession (an issue noted in the October 2022 report) and by creating a [Health Recovery Program](#) that allows the Law Society to accommodate mental health issues that may be the root cause of professional conduct complaints.

These actions start us down the path of change. Change requires diligence and dedication. The staff of the Law Society have this diligence and dedication. I appreciate the support of the staff, including of CEO, Leah Kosokowsky, which was provided to me during my Presidency.

The voyage down the path of change will continue with Wayne Onchulenko who is the next President of the Law Society of Manitoba. Wayne was a wonderful source of insight and input for me in his role as Vice-President. He will serve the public well.

Wayne will not serve alone. The other Executive team members are Gerri Wiebe, the new Vice-President, and Miriam Browne, Officer-at-Large. Both are very experienced benchers with much to offer.

I will transition to past President. I will do my best to emulate the standard set by Grant Driedger (current past President) who provided me insight and guidance based upon his long experience at the Law Society.

Do not treat this annual report as the end of the road. It is a step on a long path. Please continue to read the annual reports each year to follow to see how the voyage is going.

I thank you for taking the time to read this annual report and for allowing me to serve as President of the Law Society.

Masi Cho (Thank You).



Vice Chief Lawrence MacIntyre presented a special eagle feather to President Sacha Paul at the President's Reception in June 2022.

# CEO's Message



Leah Kosokowsky  
Chief Executive Officer

The Law Society of Manitoba experienced a partial return to normal activities this past year as we progressed through the next phase of the global pandemic. With the challenges associated with the pandemic came new opportunities to operate differently, yet effectively.

While we saw a return to in person gatherings, particularly at the benchers table, most committee meetings continued to be conducted by video conference and many discipline hearings also occurred with on-line appearances. The Law Society also adopted a hybrid remote working environment with the goal of providing flexibility to our exceptional staff while working efficiently and maintaining the culture of collegiality and mentorship that is best accomplished by direct, in person, interactions.

This year also saw the first year of our activities aimed to advance the strategic objectives adopted in the 2022 – 2025 strategic plan, focused on competence, improving equity, diversity and inclusion in the profession, increasing access to justice and access to legal services for Manitobans and improving the Law Society's connections with the public and the profession in all areas of the province. In the pages that follow you will find information on the progress that has been made on the strategic plan.

In this report you also will find information about the Law Society's core regulatory functions, such as admissions and membership, pre-call education and articling, continuing professional development, professional liability insurance and reimbursement as well as complaints resolution and discipline.

The work of the Law Society is accomplished not only by the Law Society's professional and administrative staff, but also by a large group of dedicated volunteers – elected and appointed benchers, public representatives and countless volunteer lawyers who donate their time and expertise to policy development, committee work, discipline and admissions hearings and the crafting of educational materials and delivery of professional development programs.

Leading all of this work this past year were the members of the Law Society executive team: President Sacha Paul, Vice-President Wayne Onchulenko, Past-President Grant Driedger and Officer-at-Large Miriam Browne, each of whom I cannot thank enough for their leadership, guidance and sage advice generously provided at every turn.

# 2022 - 2025 Strategic Plan

The Law Society moved forward with a number of important strategic objectives and initiatives in 2022.



The mandate of the Law Society of Manitoba is to protect the public interest in the delivery of legal services with competence, integrity and independence. In so doing, the Law Society must regulate the legal profession by establishing standards for the education, professional responsibility and competence of persons practising law or seeking the right to practise law in Manitoba.

In the fall of 2021, the Law Society benchers adopted a three-year strategic plan to further the Law Society's mandate with the following strategic objectives: regulating proactively to ensure that legal services are delivered by competent and ethical lawyers; improving equity, diversity and inclusion in the profession; increasing access to justice and access to legal services for Manitobans and improving the Law Society's connections with the public and the profession in all areas of the province. These four key strategic objectives remained largely consistent with the prior strategic plan, with a focus on the Law Society's role and responsibilities within the larger justice system.

The 2022 year saw good progress in the first year's activities aimed at furthering the strategic objectives. They are outlined in the pages that follow.

# 2022 - 2025 Strategic Plan

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## 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:

- 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.

### PREP

In this past year, in addition to the regular nine month PREP program, CPLED extended its pilot program to Manitoba whereby students were given the opportunity to take an accelerated, three-month PREP course prior to beginning articles. Four Manitoba students took part in the pilot program in the spring/summer of 2022. The accelerated program will now be offered on a permanent basis to articling students.

### Trust Safety Program

The [Trust Safety Program](#) continued to operate for the third 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 recognizes 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, comprehensive online resources on [practice area fundamentals](#) have been updated and are available to lawyers. Examples include newly revised fundamentals for family law and child protection and updates to the fundamentals on wills and estates. For more information, see the Education and Competence update.

### Code of Professional Conduct

The French population in Manitoba is growing due to increased immigration from French speaking countries. To assist Manitoba lawyers to recognize their professional obligation to advise clients of their rights to receive legal services in French and to decline a retainer if they are not competent to provide legal services in French, the benchers approved of amendments to certain commentaries in the *Code of Professional Conduct*. The amendments clarify that clients are entitled to full and equal access to the laws and to the courts in Manitoba in both French and English and highlight that individuals have the right to commence divorce proceedings in either official language.

# 2022 - 2025 Strategic Plan

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## Health and Well-being

Lawyers' health and well-being continued to be a top priority for the Law Society in 2022.



The [Health Recovery Program](#), a diversion program for lawyers who become involved in the complaints and discipline process as a result of mental health or substance use issues, was launched in December 2022.



Manitoba's Peer Support Program for Lawyers

Throughout 2022, the Law Society continued to support [Law\(yer\) Strong](#), the peer support program for lawyers. 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 organization's Peer Support Coordinator, Tamara McCaffrey, continues to work to make the program operational.



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. During orientation sessions, articling students were also made aware of the health and wellness resources available to them during their articling year.



This past October, the Law Society published its [second annual Lawyers and Well-Being Communiqué edition](#) dedicated exclusively to the theme of health and well-being.

Finally, to build awareness, cooperation and collaboration among the three programs, the Law Society and Manitoba Blue Cross both have representatives on the Law(yer) Strong Board, thereby enhancing the delivery of support for the health and well-being of Manitoba's legal profession.

continued...



# 2022 - 2025 Strategic Plan

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## Strategic Objective #2

### *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 service providers.

## Access to Justice Initiatives

### Consultations about Limited Practitioners

The Law Society continued its consultation process to help inform policy decisions related to the creation and potential scope of a limited practitioner licence for the delivery of some legal services. Building upon prior consultations within the legal profession and with front line service agencies, the Law Society collaborated with the Manitoba Law Foundation to conduct a survey of the public relating to legal problems. The survey was largely based on questions used by the Department of Justice when undertaking its Canadian Legal Problems survey through Statistics Canada. The survey is complete and an analysis of the results is pending.

Following up on consultations that took place in February 2022 with representatives from a number of community organizations, the Law Society shared the results with the organizations and sought information from representatives of organizations that were unable to participate in the consultations about Limited Practitioners.

### Regulation of Legal Entities

The results of the limited practitioner consultations were considered by the President's Special Committee on the Regulation of Legal Entities to help identify the type of limited licence that might be effective in addressing some unmet legal needs. The Committee also began to examine issues relating to the delivery of legal services through [community service organizations \(CSOs\)](#), legal clinics and experiential learning programs to determine how these services should be regulated in the public interest.

# 2022 - 2025 Strategic Plan

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## Access to Justice Coordinator

This past year, Manitoba's Access to Justice (A2J) Coordinator, Natasha Brown, continued to act as the primary support for the work of the Manitoba Access to Justice Steering Committee and served as a liaison to the Faculty of Law, University of Manitoba, supporting the development of complementary access to justice initiatives. She also coordinated access work among stakeholders by promoting dialogue about access needs and innovation, and identified opportunities increased collaborative work. For example, the A2J Coordinator facilitated the work of four working groups that were created to:

- a) Expand A2J week in Manitoba;
- b) Increase A2J in rural and remote communities (which includes an examination of technology and services and the use of intermediaries);
- c) Create an A2J website and Listserv (to share informaton with subscribers);
- d) Increase cultural awareness (currently deferred to the Law Society's Indigenous Advisory Committee)

In an effort to collaborate with stakeholders on data collection, during National A2J Week, the Law Society hosted the national event, "People-Centred Data Collection". In addition, in the fall of 2022, a survey of the profession relating to unmet legal needs was undertaken by Professor Gerard Kennedy (Faculty of Law) and the A2J Coordinator in cooperation with the Law Society. The Faculty of Law and the A2J Coordinator also launched an [Access to Justice Blog](#) in September 2022.

With the A2J Coordinator pilot project coming to an end, the Faculty of Law at the University of Manitoba made a successful application to the Law Foundation for a three-year grant to house the Coordinator position at the University of Manitoba. The Law Society supported a transition to the Faculty for a number of reasons including:

- Increased resources (both financial and in-kind);
- Current host of A2J Blog and the website for A2J Week; and
- Availability of research supports and academic freedom.

The Law Society also supported a transition of the A2J Steering Committee from a Committee coordinated through the Law Society to an Access to Justice Network to be coordinated by the newly-named "Director of Access to Justice Community Engagement."

# 2022 - 2025 Strategic Plan

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## Law Library Hub



The work of the [Law Society's Law Library Hub](#) continued with law students offering in-person and online consultations, and providing legal information and some limited legal services in the area of family law under the supervision of a practising lawyer. This pilot project generates data about the unmet legal needs of self-represented litigants, increases the ability of members of the public to represent themselves competently, provides an opportunity for A2J system stakeholders to work collaboratively on an initiative designed to increase A2J, increases "legal literacy" and provides law students with an opportunity to engage in experiential learning. In February 2023, the Society expanded the pilot to provide information and limited services in civil legal matters. The Manitoba Law Foundation extended the time-frame for the pilot and services will be provided through to April 2024.

## Civil Society Organizations

The Law Society approved an additional application from an organization to be designated as a [Civil Society Organization](#) (CSO) to permit the delivery of legal services by lawyers to clients of the organization, through the organization. The approved CSO focuses on the provision of legal information and services in the French language with a view to improving access to justice for francophones and French-speaking newcomers.

## Regulatory Sandbox

In late October 2022 during national Access to Justice Week, the Law Society launched its regulatory [Sandbox pilot project](#), another initiative to increase access to justice. The Sandbox acts as a testing ground for individuals and organizations to provide legal services in new ways that would otherwise be characterized as unauthorized practice and prohibited under *The Legal Profession Act*. The Sandbox project creates opportunities for the public to safely access legal services from persons who are not lawyers in defined circumstances. Lawyers and law firms may also apply if they have ideas about increasing access to legal services by offering those services in new ways. A communication plan was developed and is being implemented.

In March 2023, the Law Society approved its first Sandbox participant, a disability claims advocacy organization.

More information about the pilot and application process is available on the Law Society website, [Regulatory Sandbox Pilot Program page](#).



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# 2022 - 2025 Strategic Plan

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

### Part-Time Practising Fees Pilot

The Law Society completed the first year of a two-year [Part-Time Fees Pilot program](#). The program offers a part-time practising 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. The program helps promote greater equity, diversity and inclusion in Manitoba's legal profession. There were 30 participants in the first year of the Pilot. The Law Society continues to collect feedback from the profession which will be considered when the benchers conduct a review of the Pilot.

### Ongoing Journey Toward Reconciliation

The Law Society's Indigenous Advisory Committee has been working on the development of Manitoba content to augment The Path, an Indigenous intercultural awareness and competency course. The Path will become mandatory for all practicing Manitoba lawyers in October 2023. It will be offered at no cost to practising lawyers in Manitoba and can be counted toward the mandatory continuing professional development requirement. The online, interactive course will begin to fill in the gap in lawyers' education and ensure all lawyers have a basic foundation of knowledge, so they can competently serve Indigenous clients or other clients in matters involving Indigenous parties or organizations.



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# 2022 - 2025 Strategic Plan

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## Ongoing Journey Toward Reconciliation (continued)

### National Day for Truth and Reconciliation



From left: Marc Kruse, Indigenous Legal Studies Coordinator, Professors Dr. Daniel Diamond and Dr. Leo Bakatawag.

In honour of National Day for Truth and Reconciliation the Law Society hosted a CPD called “The Path Forward: Conversations Around Reconciliation” featuring two new Indigenous faculty members at Robson Hall. The event was organized in partnership with the Manitoba Bar Association and Robson Hall.



Law Society Staff recognize National Day for Truth and Reconciliation on September 30, 2023.

The Law Society initiated discussions with various stakeholders in the justice system about working collaboratively to encourage Indigenous youth, especially those in rural and northern communities to consider careers in law. These efforts will also help address the access to justice challenge in the north.

The Law Society has added a [statement](#) in the Admissions section of its website confirming there is no absolute bar to admission, and when assessing whether an applicant meets the good character requirement, the Law Society considers the historical and social factors that have affected an applicant. For more information, see the Admissions and Membership update for the reported outcomes for good character assessments of applicants.

### Community Engagement



From left: Law Society CEO, Leah Kosokowsky with MBA President 2020-2022, Ian Scarth and MBA Executive Director, Michelle Falk

In celebration of Pride Week, the Law Society hosted a reception in partnership with the Sexual Orientation and Gender Identity Community (SOGIC) subsection of the Manitoba Bar Association on June 9, 2022.

### Building Connections

The Law Society hosted the 5th annual *Building Connections* networking event for Indigenous law and articling students in March 2023. After holding the event virtually for a couple years, everyone enjoyed gathering in-person again and the students had a valuable opportunity to make contacts with lawyers in different practice areas and settings.



Building Connections is jointly present with the Manitoba Bar Association (MBA) and Manitoba Indigenous Law Students Association (MILSA).

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# 2022 - 2025 Strategic Plan

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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 the services offered by the Equity Officer and mental health and wellness, and organizing two half-day anti-racism training sessions for both staff and benchers.

## Increasing Awareness

Writing articles for the [Communiqué](#) about the power of language, how the Class of 1980 put reconciliation into action by creating a bursary for Indigenous law students, and the annual Building Connections networking event for Indigenous law and articling students.

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

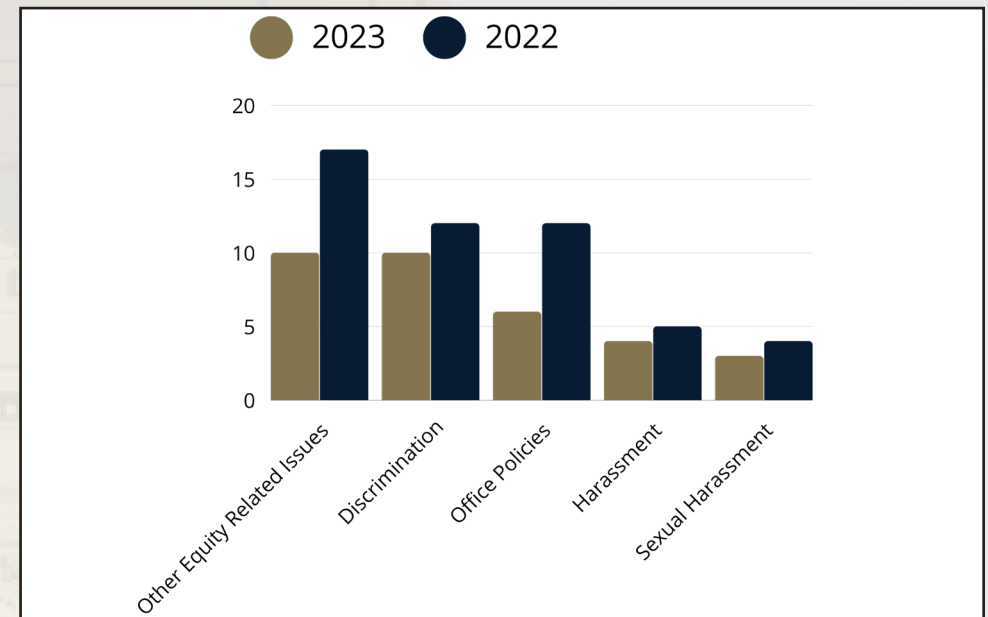
## Advancing Equity Nationally

As part of the Federation of Law Societies Equity Network, the Equity Officer participates in identifying and advancing 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 a variety of other equity related concerns. The Equity Officer also helps facilitate informal resolutions to problems and concerns.

During the year ending March 31, 2023, the Equity Officer assisted **33** individuals with issues as follows:



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# 2022 - 2025 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:**

- 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.

## Connecting with the Profession

Over the last year, increased efforts were made to ensure members in northern and rural communities felt supported and connected to the Law Society. In June 2022 Law Society staff connected directly with members of the Northern Bar by telephone and email to conduct a survey relating to their personal experiences and also to provide more information about resources and mentorship supports available. Additionally, staff engaged with members of the Central Bar attending their meeting in person.

Presentations about Law Society staff and available services were also made at the Northern and Central Bar Annual meetings to ensure members are aware of the growing offering of online supports and available resources. From the expanding Practice Fundamentals library to the newly added Practice Management Self-Assessment Tools, resources continued to be developed, with emphasis on supporting sole practitioners and members in remote communities. Increasing awareness of these resources and how to locate them on the Law Society website remains a priority for communications with the profession.

In addition to these communications, regular review and consideration of the overall layout and navigation of the website has resulted in increased usability and ease of use. In the fall of 2022, the Health & Wellness section of the Law Society website was revamped to highlight the more fulsome menu of supports available, including the newly created Health & Wellness Resource Library featuring resources available through the Law Society as well as our partner organizations in the legal community. This also builds on one of the key recommendations from the [National Study on the Wellness of Legal Professionals](#) to improve access to these health and wellness support resources.

# 2022 - 2025 Strategic Plan

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## Community Programs and Events

A concerted effort was made to strengthen partnerships within the legal community and the greater public through increased collaboration. These partnerships have assisted in greater engagement with the profession and the general public.

This past year the Law Society partnered with the Manitoba Bar Association and the Faculty of Law at the University of Manitoba to host two large annual programs. This included programming for the third annual [Access to Justice Week](#) offering four free engaging virtual events inviting the public and profession to learn more about various Manitoba legal clinics and agencies, as well as the latest developments in Access to Justice, from research studies to the evolving ways lawyers are offering legal services to help balance assistance and costs.

Additionally, we partnered to organize an interactive community lunch and learning experience in honour of the second annual National Day for Truth and Reconciliation. The Path Forward: Conversations around Reconciliation invited the profession to come together and reflect on the progress made to date, participate in discussions and ask questions about the work that lies ahead. We look forward to continuing to partner on these programs and together furthering work on these initiatives.

This past March, the Law Society was also excited to see Lawyers for literacy return as an in-person event. After two years of hosting this event virtually, lawyers and Law Society staff once again had the opportunity to read with the kids of [West Broadway Youth Outreach \(WBYO\)](#) and promote literacy in our community. Together almost \$7,000 was raised in support of WBYO and the many recreational life skills programs they provide to children who live in the West Broadway area. This annual event is a fantastic opportunity for the legal profession and the Law Society to connect with the community, increasing overall awareness for the organization and its mission to serve the public.



Furthermore, the Law Society continued to increase its profile with its stakeholders through consistent social media engagement and direct communication, sharing updates on the progress of key initiatives including health and well-being, access to justice and equity, diversity and inclusion.



# 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 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 is derived from practising fees (\$2,130 per member in 2022-2023), supplemented by other membership related fees, cost recoveries, grants, interest income 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), lease payments, PREP subsidy, professional services, committee and bencher support, staff and bencher travel and general office supplies and operations. Some of these expenses are absorbed by a contribution of costs from the other funds. Although there are lingering effects of the pandemic, activities and their related expenses are returning to a "new" normal.

## 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 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 (\$540 per member in 2022-2023), 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 third payment was made in September 2022.

## Education and Competence Fund

The Education and Competence Fund 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 2022-2023), 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 "new" normal has resulted in the preferred delivery of programs using an online platform, resulting in substantial cost savings over the previous norm of 100% in-person learning.

## Professional Liability Claims Fund

The purpose of the Professional Liability Claims Fund is to provide professional liability insurance coverage to all Manitoba lawyers. It is funded by an annual insurance levy. The levy was set at \$1,545 for July 1, 2021 to July 1, 2022 and increased to \$1,699 for July 1, 2022 to July 1, 2023. Included in the levy is cyber insurance coverage at an annual cost of \$45 in the 2021-2022 year and \$74 in the 2022-2023 year. This levy income is supplemented by investment income as well as deductibles/recoveries received. 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 2022-2023 fiscal year with a net loss of \$22,305, performing better than the projected loss of \$174,388 and significantly better than last year's combined loss of slightly less than \$1,175,000. Impacting this year's results on the positive side was a decrease of \$1.9 million in paid and reserved damages coupled with an increase in members fees and insurance levies of just under \$688,000. On the negative side, there was an increase of just over \$500,000 in mandatory and cyber insurance premiums, a reduction in investment income (due mostly to the fair market value of the investments at year end), an 8% increase in salaries and benefits and unlike last year, no surplus rebate from CLIA.

The Law Society ended the 2022-2023 fiscal year better than anticipated and is in good shape to tackle whatever lies ahead in the 2023-2024 year.

# Admissions and Membership

## Membership *at a Glance*

106

LAW STUDENTS

107

ARTICLING STUDENTS

304

NON-PRACTISING LAWYERS

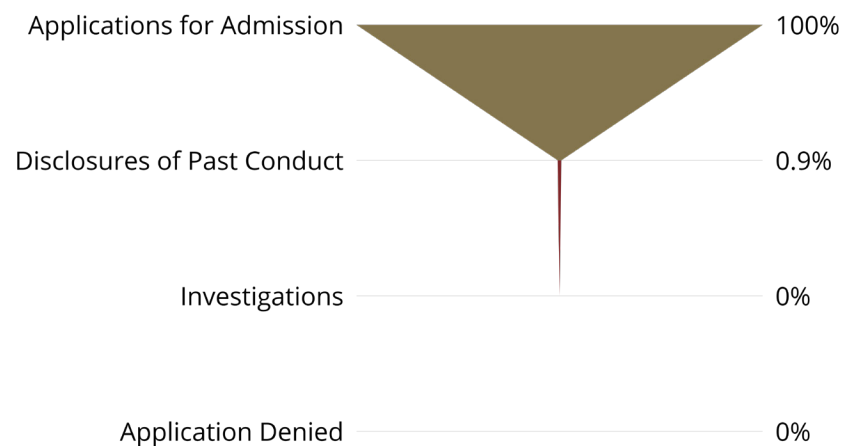
2,286

PRACTISING LAWYERS

## 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 2022, the Law Society received a total of 114 applications for admission with no applications denied as a result of past conduct.



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# Admissions and Membership

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## Demographics

### New Membership

During the year ending March 31, 2023, **157** lawyers were admitted to practice in Manitoba. Of those:

#### Articling students

**132**

successfully completed Manitoba's articling program.



#### Canadian Lawyers

**25**

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



**32**

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



**5**

Lawyers received partial exemptions from articling based on foreign practising experience.

continued...

# Admissions and Membership

... continued

## Demographics

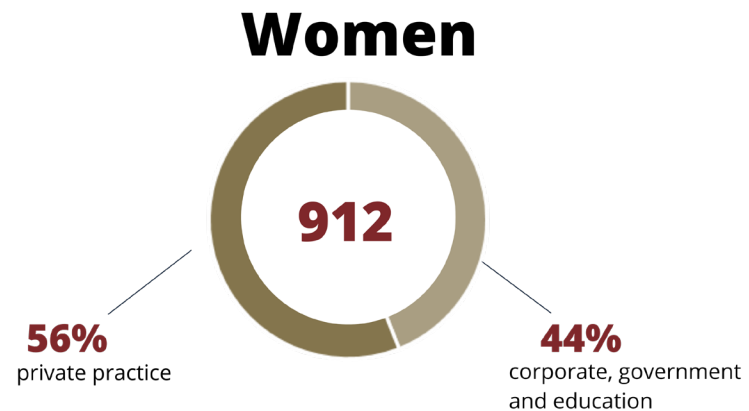
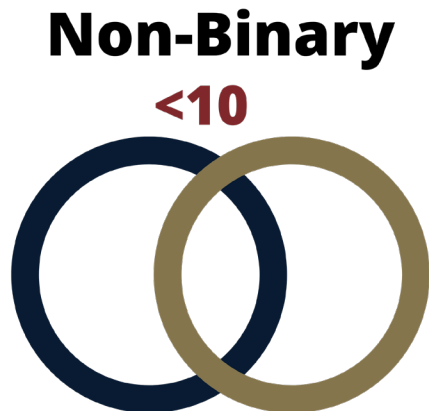
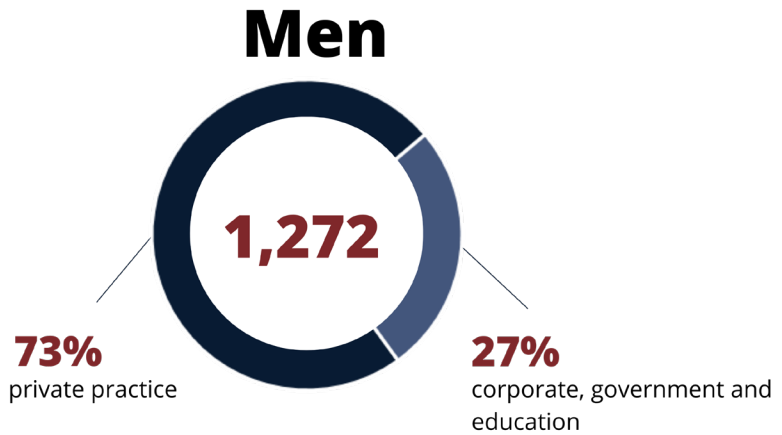
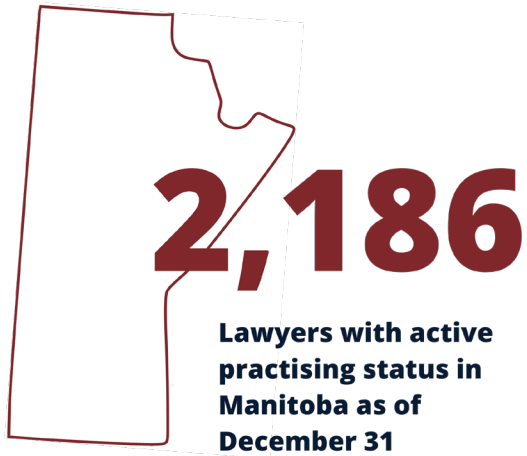
### Where Members are Practising

**2,286** Law Society members with active practising status on December 31, 2022 were practising in the following geographical areas:



continued...

### Members Practising in Manitoba



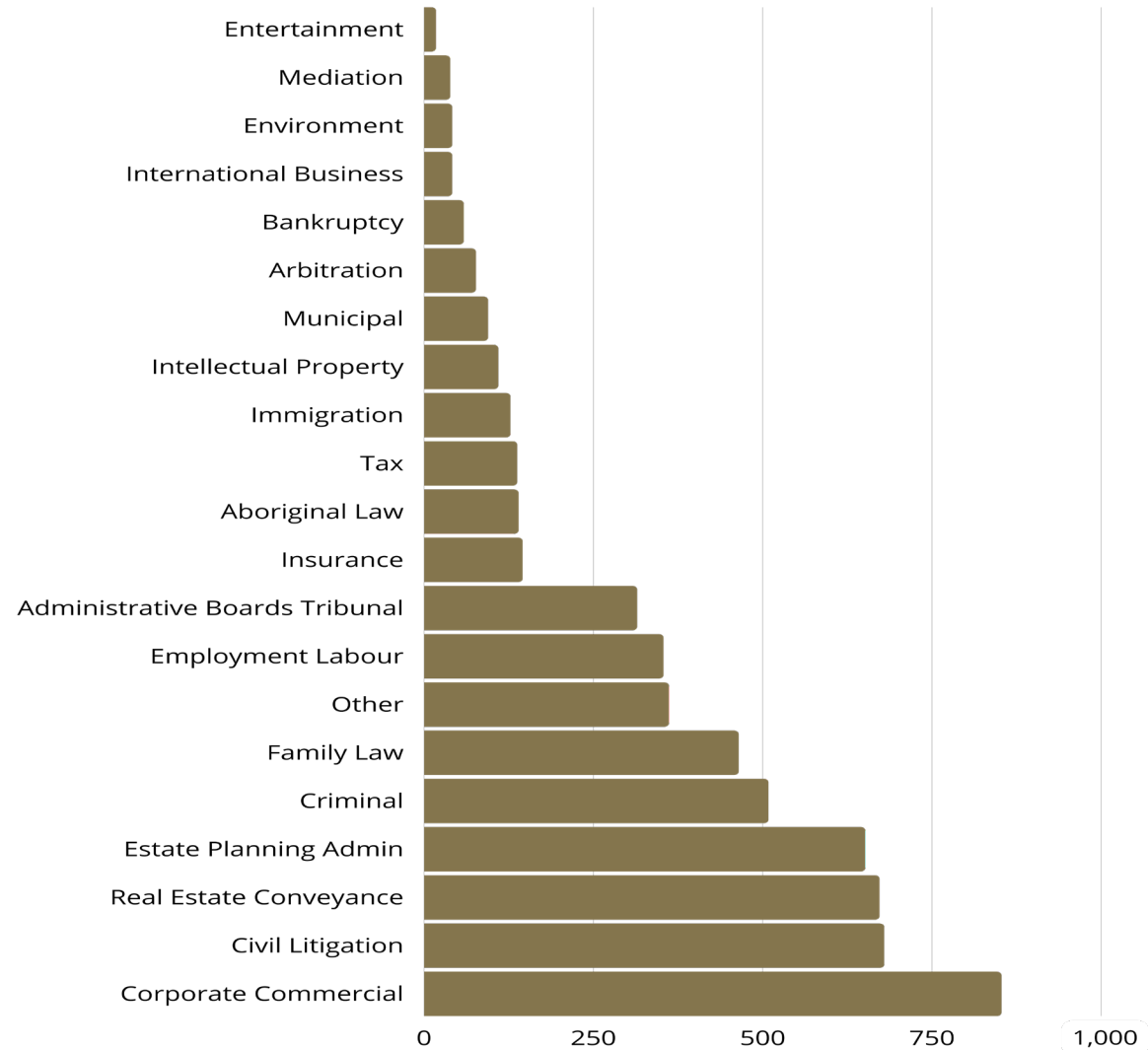
# Admissions and Membership

... continued

## Demographics

### Nature of Practice

Members reported their practice profile included the following areas of law. This bar chart reflects the total summary of percentages reported for any given area. All reported percentages are weighted equally whether an area of law made up 1% or 100% of a member's practice.



continued...

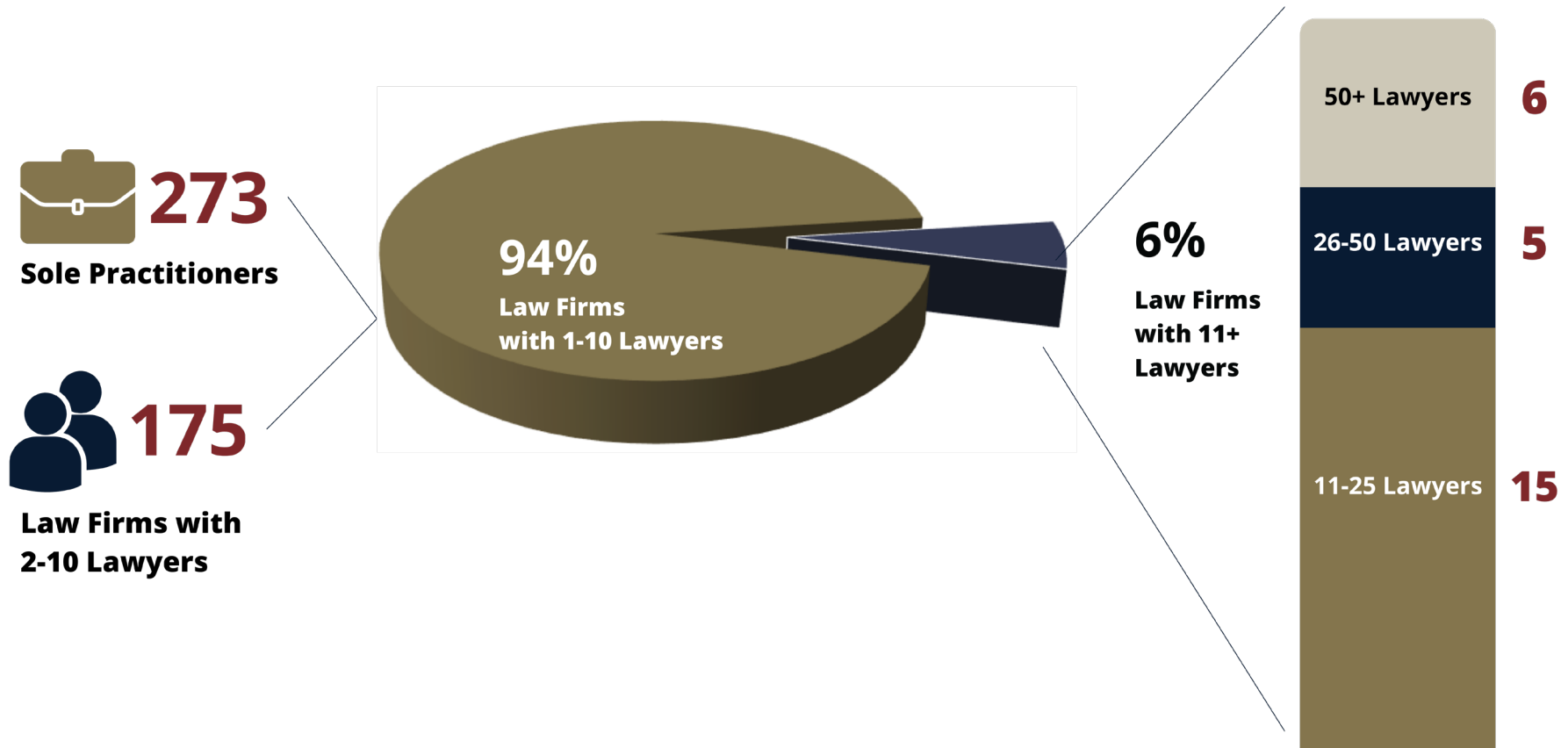
# Admissions and Membership

... continued

## Demographics

### Law Firms in Manitoba (Private Practice)

As of December 31, 2022, there are **1,440** lawyers engaged in private practice, with **474** law firms and sole practitioners operating in Manitoba.



continued...

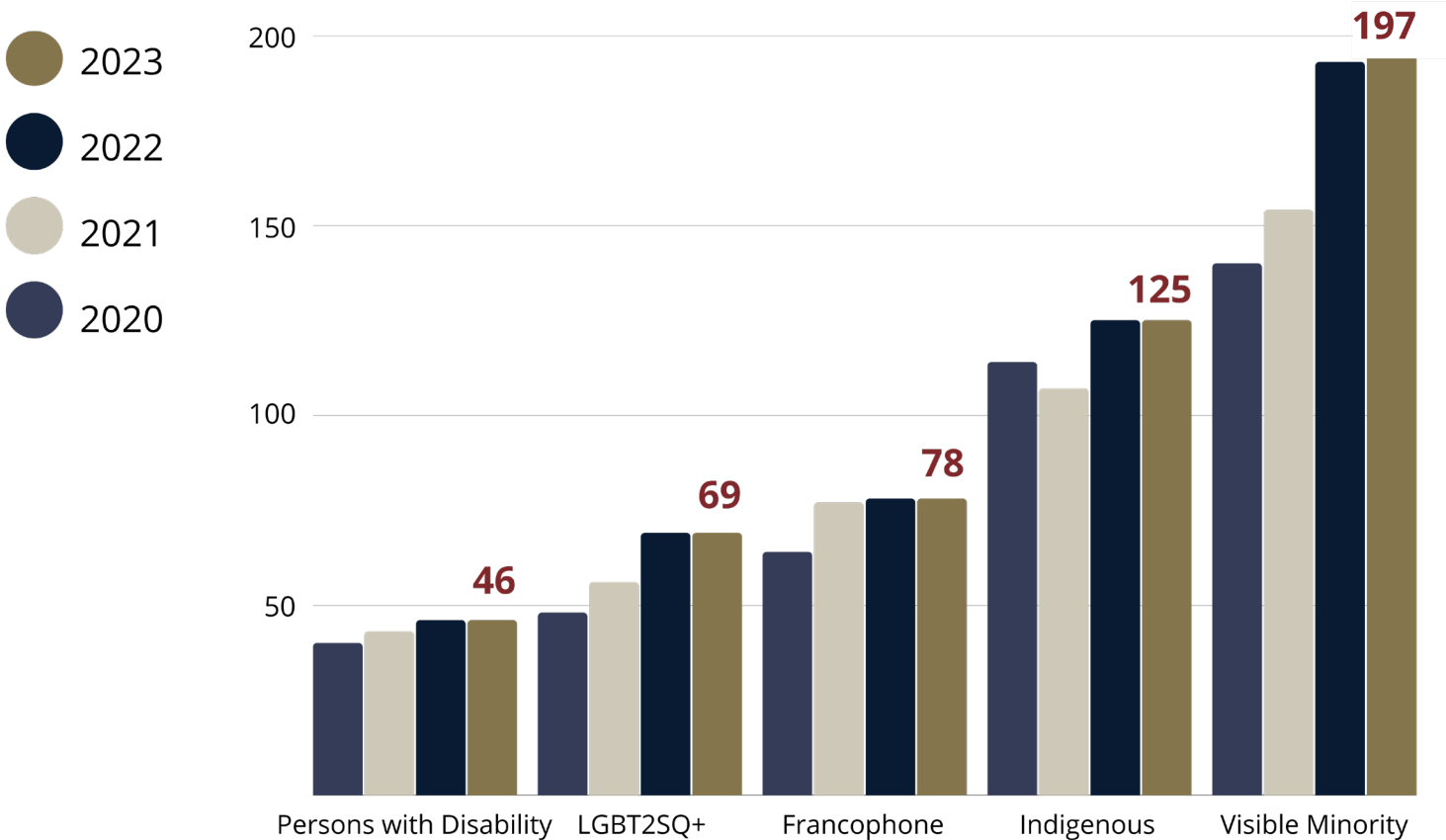


# Admissions and Membership

... continued

## Demographics

Over the past four years, the reported number of lawyers who voluntarily identified with one or more of the following diversity groups has been trending upwards.



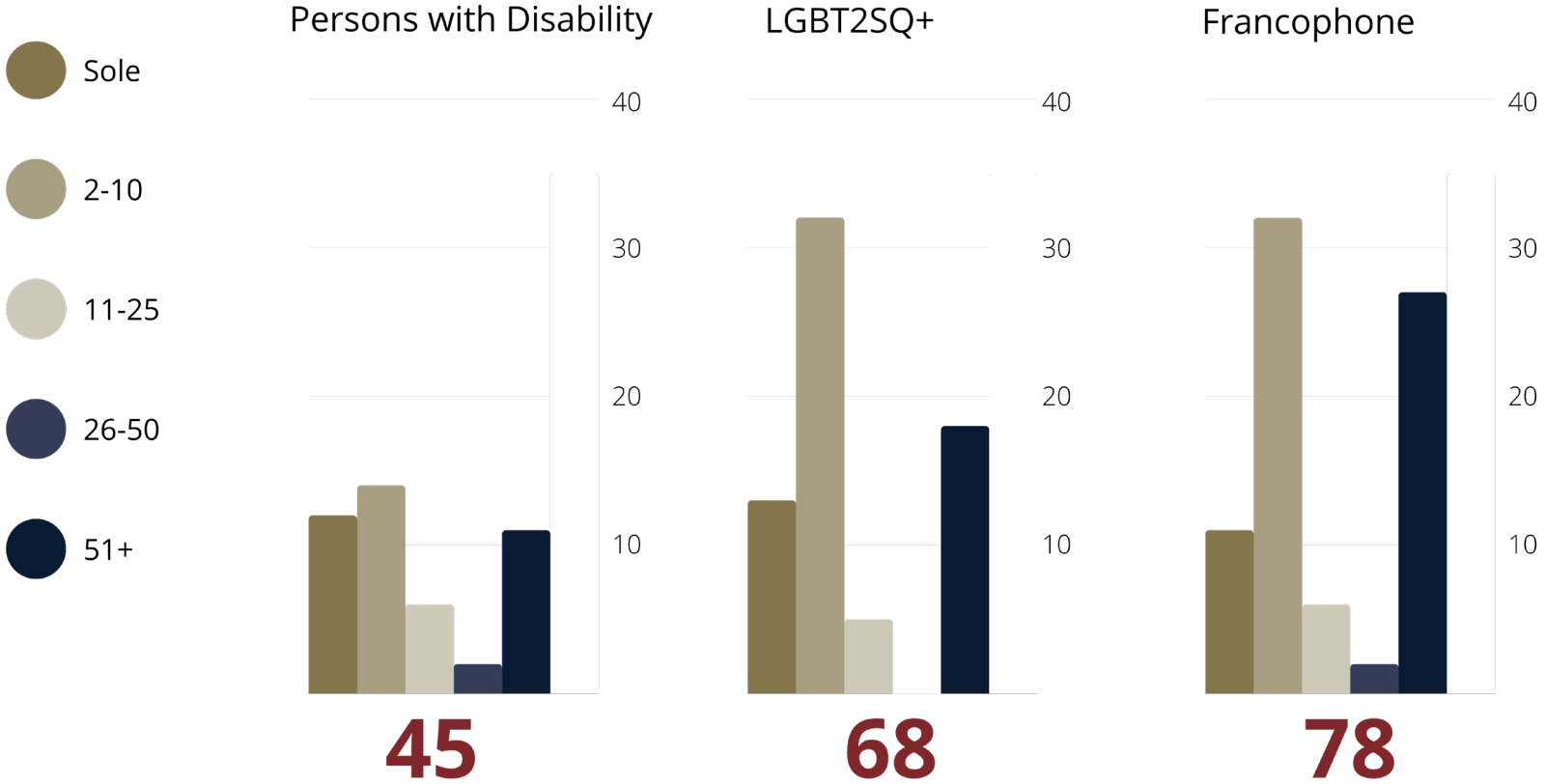
continued...

# Admissions and Membership

... continued

## Demographics

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



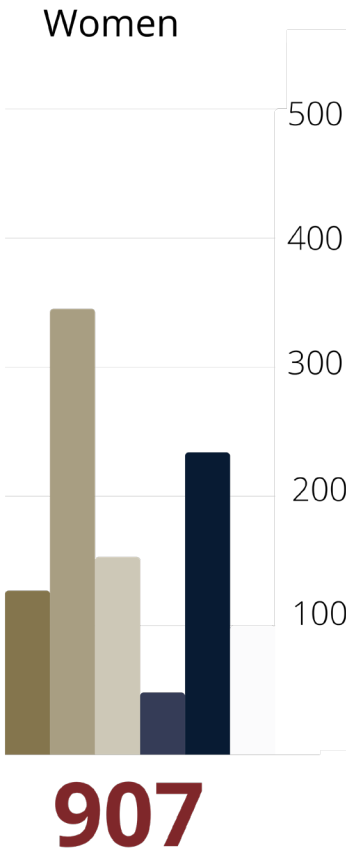
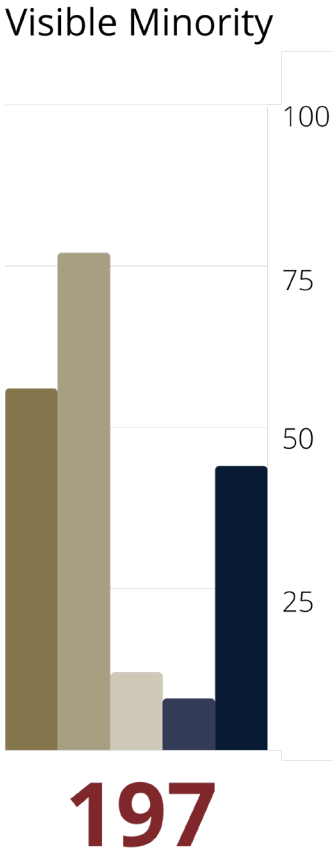
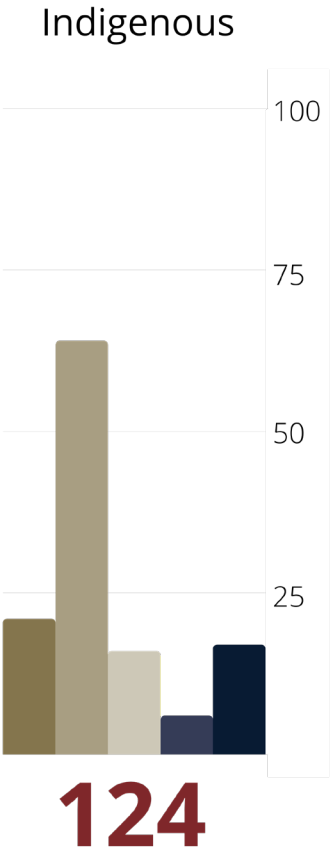
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# Admissions and Membership

... continued

## Demographics

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

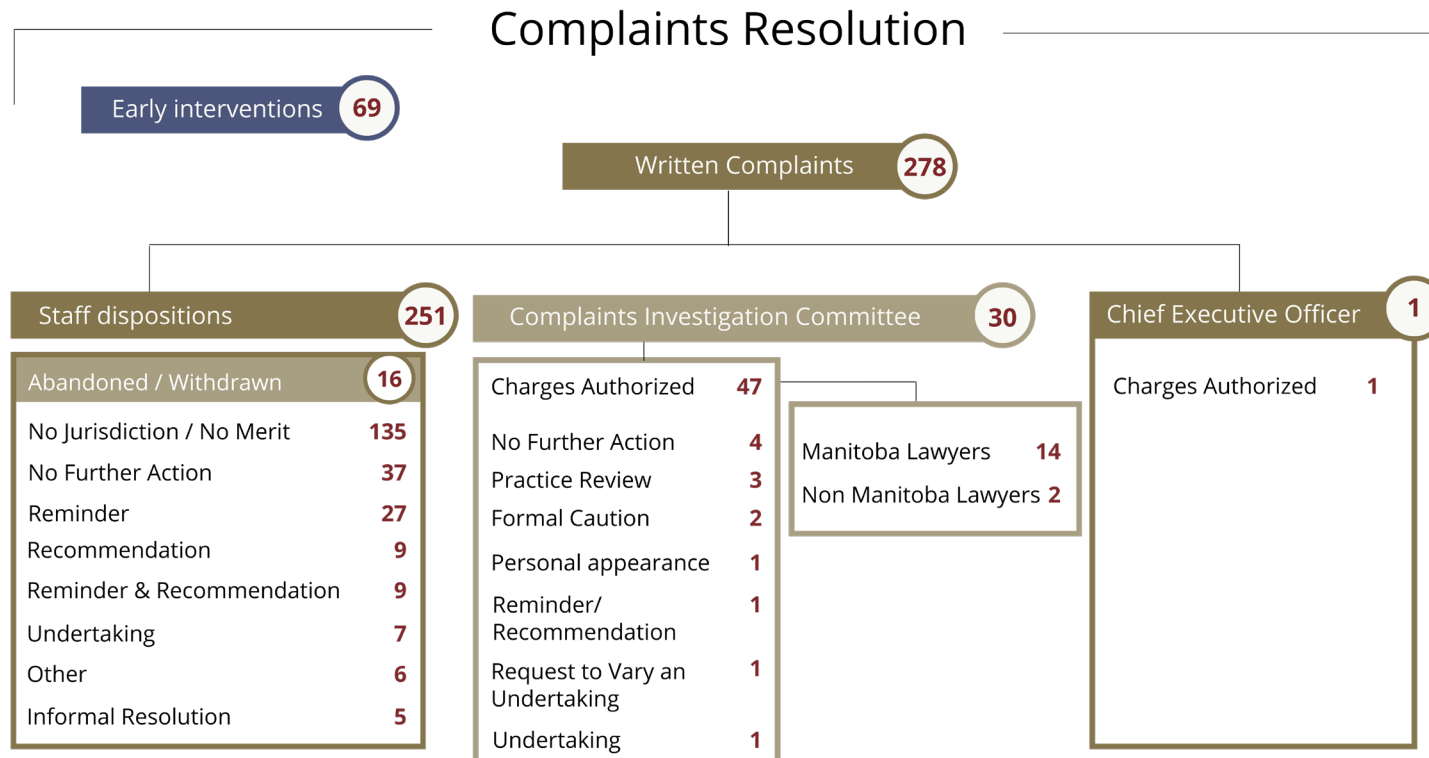


continued...

# 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.

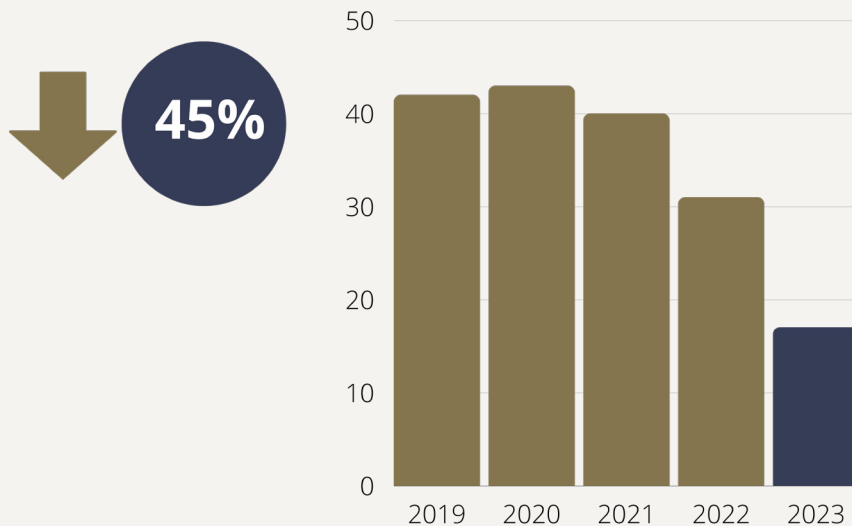
Where appropriate, Law Society staff will attempt to address verbal complaints quickly and informally by way of an early intervention. The majority of written complaints are resolved by Law Society staff, while more serious complaints are referred to the Complaints Investigation Committee. In some narrow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



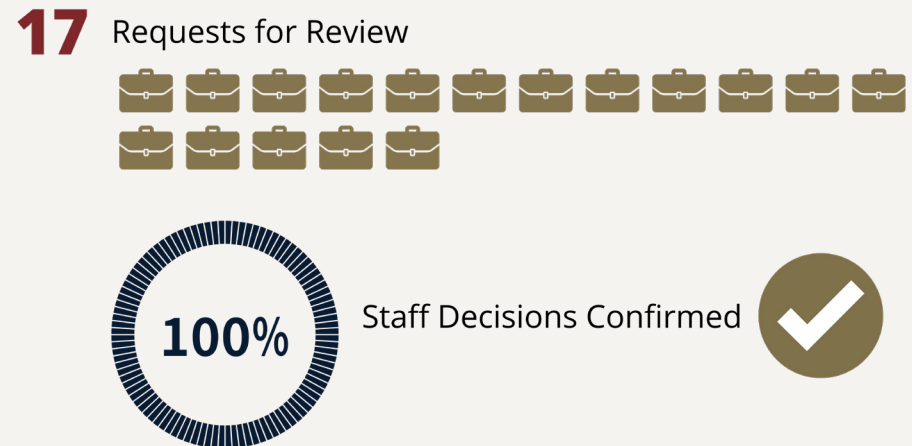
# Complaints Review Commissioner Report

In 2022-2023, a total of **17 requests for review** were made to the [Complaints Review Commissioner](#) by complainants who disagreed with the initial staff decision. There has been a downward trend in the number of requests for review over the last 3 years. In recent years, staff have made an increased effort to educate complainants about the role of the Law Society to assist in their understanding and expectations of the [complaints process and possible outcomes](#).

## 2019-2023 Requests for Review



## 2022-2023 Outcomes



# Fee Arbitration

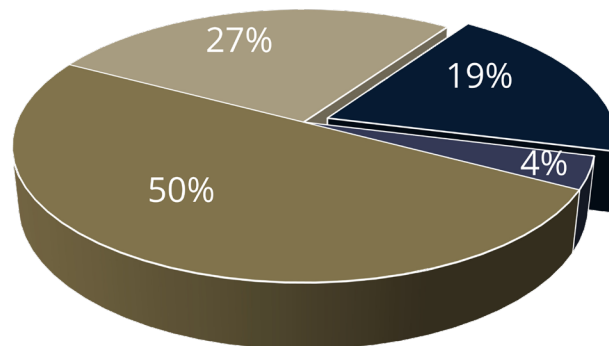
The Law Society offers a [fee arbitration program](#) to members of the public free of charge. Members of the public and legal profession donate their time to arbitrate fee disputes in a voluntary arbitration process.

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 **29** complaints relating to excessive fees. No action was taken in three 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

- 2** Fees Upheld   
- 1** Fee Increased  
- 1** Fee Reduced  
- 1** Settled After the Hearing 

# 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.

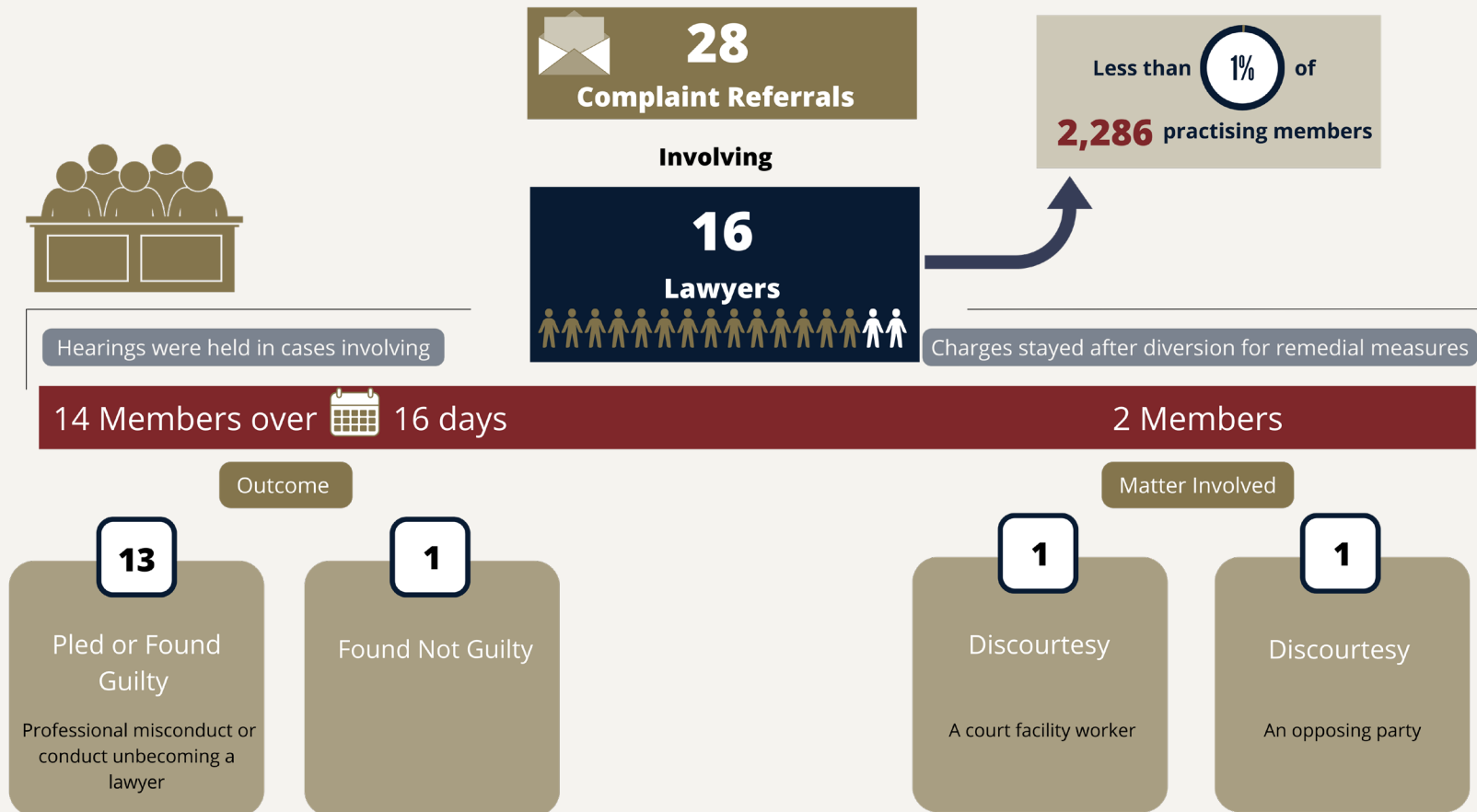
If a lawyer is found guilty, the Discipline Committee Panel has broad discretion as to the consequences of that finding ranging from a reprimand through to an order that the lawyer be disbarred. A discipline panel may also impose restrictions or remedial requirements. The member may be required to pay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

A summary of the hearings conducted in 2022-2023:



There were two days on which hearings were for the purpose of motions made by members. One was a preliminary motion and the other a post-decision motion. Both were dismissed.

continued...

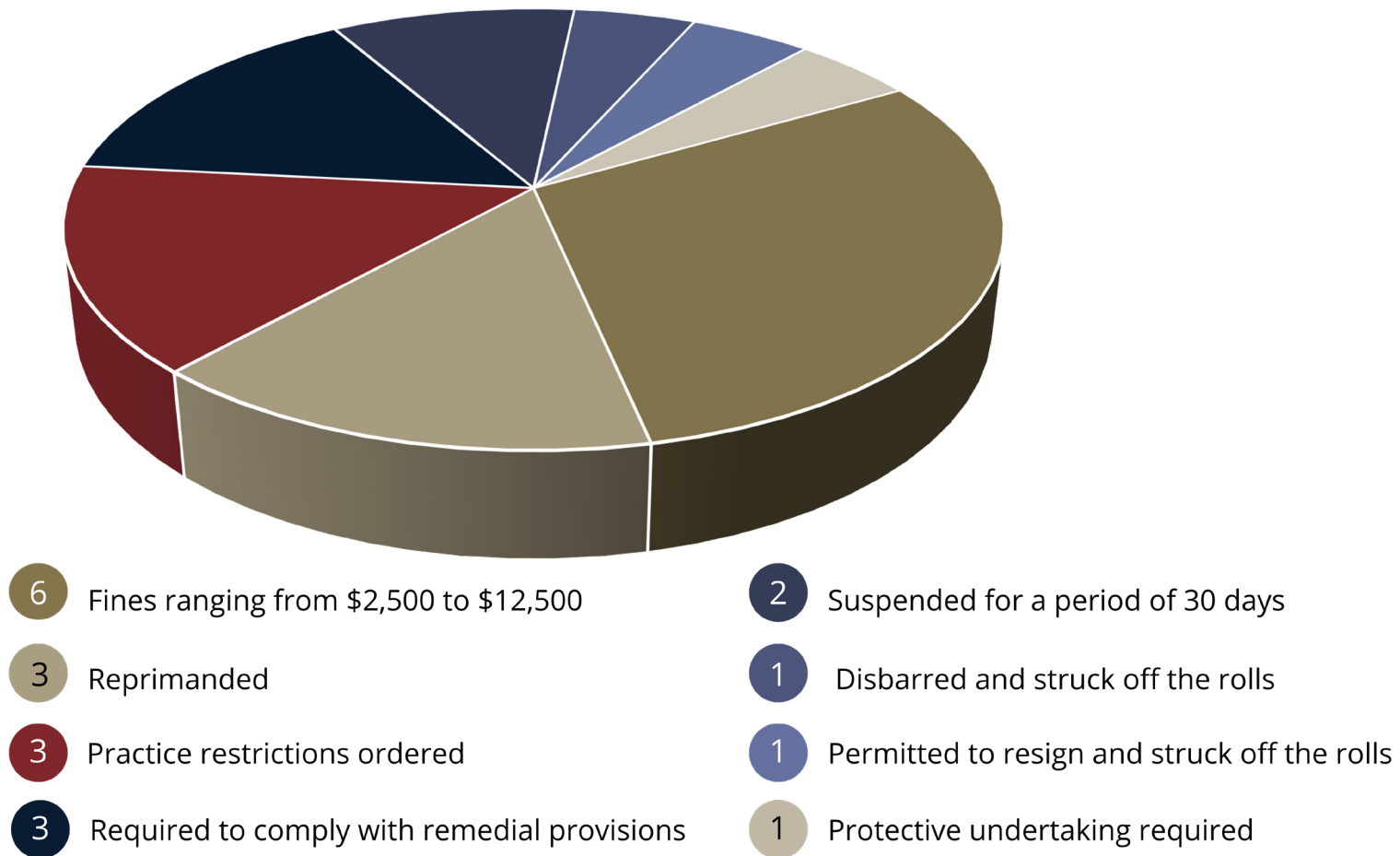


# Discipline

... continued

## Consequences

The following consequences were ordered (in some cases there was more than one consequence).



continued...

# Discipline

... continued

## Nature of Charges

**Failing to act with integrity**, including misappropriating trust funds, criminal conduct outside of the practice of law, misleading clients, misleading the Law Society;

**Discourtesy** to the Court;

**Failing to provide quality service**;

**Breach of an undertaking**;

**Failing to respond** to the Law Society.

## Costs Ordered

All consequences ordered included a requirement to pay costs.

### Costs awards ranged from



## Appeals

One appeal to the Court of Appeal from a prior year's discipline decision was dismissed with costs as was a motion to the Court for a re-hearing. Another appeal was filed but abandoned.

## Pardons and Reinstatements

There were no pardon hearings or reinstatement hearings.

# Education and Competence

## Continuing Professional Development (CPD)

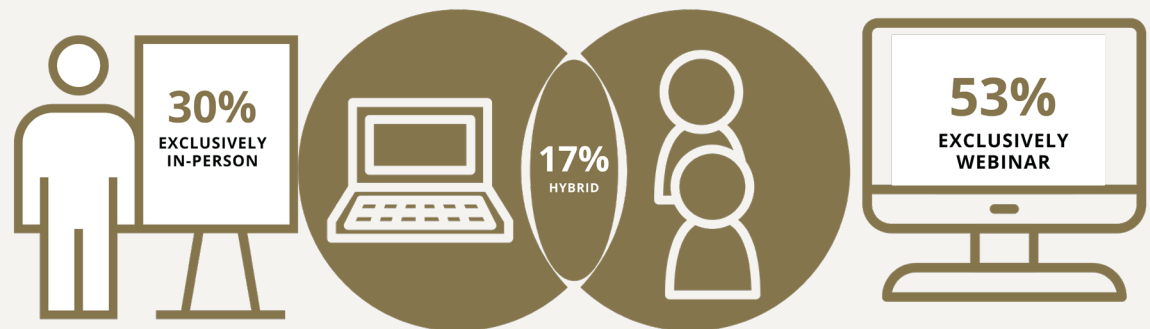
The Education and Competence Department provides educational resources for lawyers and their support staff to assist them in providing ethical and competent legal services to the public.

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 (in-person, webinar and hybrid) but increasingly also includes resources in other formats such as written reference materials, e-Courses and video recordings.

After the absence of in-person learning due to the pandemic, we were excited to offer some programming in-person once again.

## CPD Programs Delivered in 2022-2023

During the 2022-2023 year, the Law Society offered **23 live CPD programs** resulting in **3,523 registrations**.



# Education and Competence

... continued

## CPD Programs Delivered in 2022-2023 cont.

### Top 5 Live Programs

These top 5 live programs accounted for a total of **1,723 registrations**, or **49%** of the total registrations for the year.

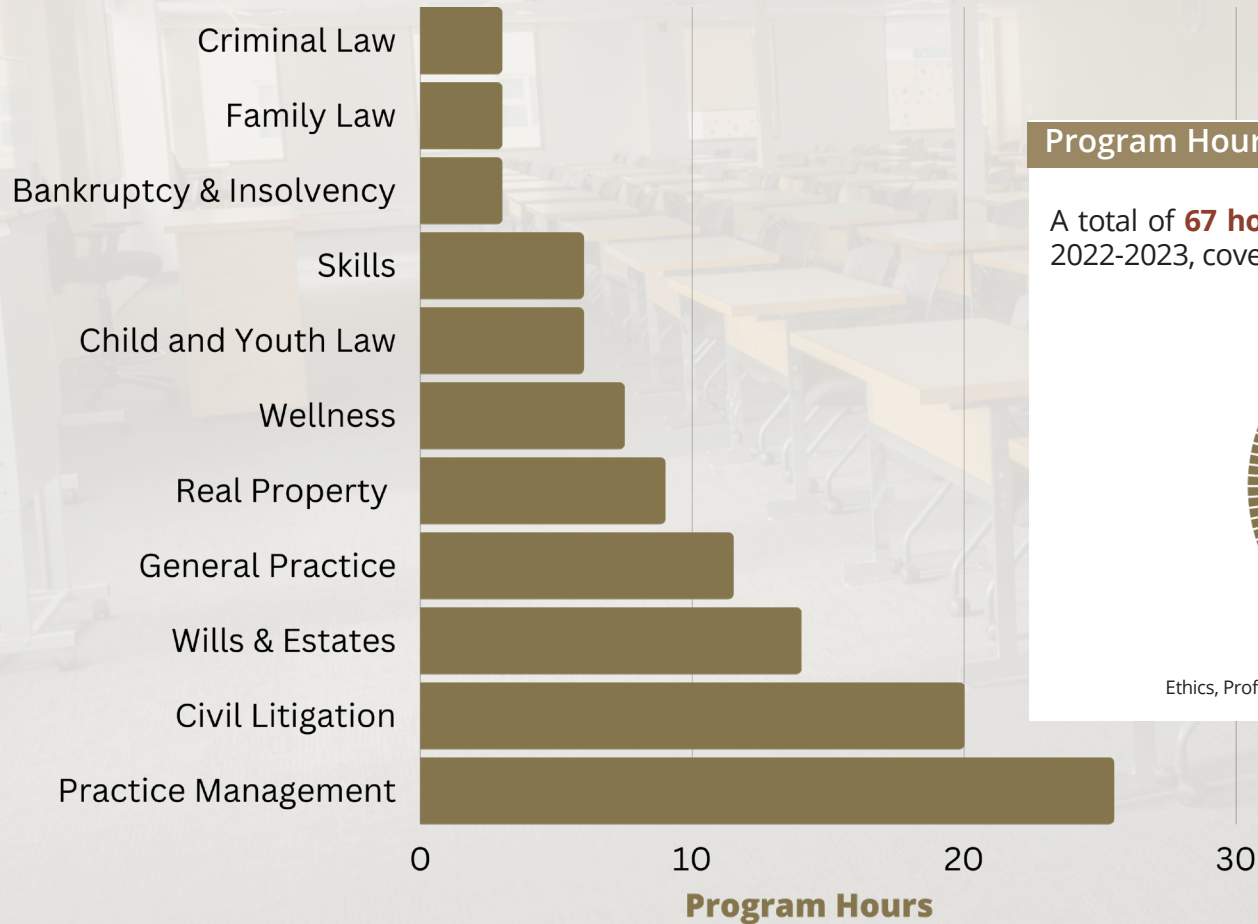


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# Education and Competence

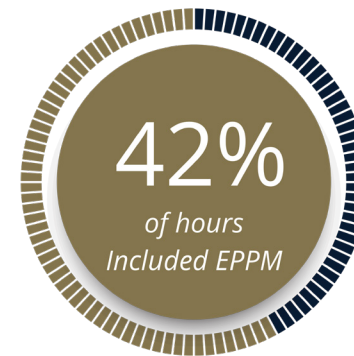
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## CPD Programs delivered in 2022-2023 cont.



### Program Hours Offered by Subject Matter

A total of **67 hours** of CPD programming was offered in 2022-2023, covering the following subject matter areas.



Ethics, Professional Responsibility or Practice Management (EPPM)

Most programs cover more than one subject area. In these cases, the total program hours have been applied equally to both subject matter areas.

continued...

# Education and Competence

... continued

## CPD Programs delivered in 2022-2023 cont.

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. We will continue to build resources in this area as we all continue to learn.

## Partnerships

The Law Society is grateful for the partnerships we have with other stakeholders in our legal community. These partnerships result in higher quality education and understanding. In particular, we would like to acknowledge our partnerships with:



Northern, Central and Western  
Bar Associations

Court of  
Appeal

Court of King's  
Bench

Provincial Court  
of Manitoba

continued...

# Education and Competence

... continued

## Practice Area Fundamentals

Practice Area Fundamentals provides a refresher on the current law and practice in Manitoba in the following core areas Civil Procedure, Corporate Commercial, Criminal Law, Family Law & Child Protection, Real Estate and Wills and Estates

This past year, new and updated content was provided in two of the six core practice areas:

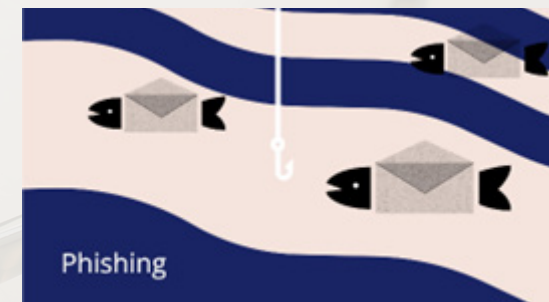
1. [Family Law and Child Protection](#) (9 chapters)
2. [Wills and Estates](#) (5 chapters)

Additionally, **two New Practice Management Tools** were launched which focused on the business of running a legal practice and minimizing risk.

1. **Practice Management Self-Assessment Workbook for Sole Practitioners and for Multi-Lawyer Firms** developed with the Law Societies of Alberta and Saskatchewan

This tool provides a mechanism for firms to review best practices and identify priority needs to manage risk and improve overall practice management.

2. [Cyber Security Library](#) which includes a variety of reference tools including interactive 15 minute learning bytes and videos designed to assist lawyers and their staff protect client data.



Visit the Law Society Education Centre for the complete list of [2022-2023 Continuing Professional Development \(CPD\) Programs](#).

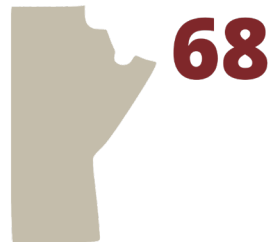
# Bar Admission Program

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. In the summer of 2022, CPLED piloted an accelerated version of its 9.5 month course which ran as a full time course through the months of June, July and August. This pilot was in addition to CPLED summer and winter intakes of the 9.5 month course. In 2023, CPLED will offer only its 9.5 months long summer intake and its 14 week long accelerated program operating on a full-time basis through the summer months.

## Program Enrollment

Between June 2022 and April 2023, **116** Manitoba students enrolled in PREP, of which **9** individuals participated without have an articling position. For students with articling positions:

### University of Manitoba Graduates



### Obtained Law Degree Outside of Manitoba

#### Canada

14



#### International

26

accredited through the National Committee on Accreditation



**10%**  
Indigenous



**14%**  
Serving articles  
outside Winnipeg

continued...



# Bar Admission Program

... continued

## Program Results

This year **109** 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

The Law Society of Manitoba was pleased to hold the first in person Mass Call Ceremony since 2019 on June 16, 2022 where 121 individuals were presented to the court. The ceremony was presided over by Chief Justice Glenn Joyal with the Chief Justice of Manitoba, the Honourable Richard Chartier addressing the newly called lawyers.

During the ceremony, Justice David Kroft had the honour of presenting the [A. Montague Israels, Q.C. Prize](#), to a member of the graduating class. The 2022 recipient of this award was Menal Al Fekih.



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



Justice David Kroft presented the A. Montague Israels, Q.C. Prize to **Menal Al Fekih**.

continued...

# Bar Admission Program

... continued

## Call to the Bar cont.

In addition to the Mass Call to the Bar, two other call ceremonies were held in June with **five** new lawyers presented to the Court in Brandon and **five** more presented to the Court in Dauphin. There were also two more call ceremonies at the Winnipeg Courthouse in October 2022 and March 2023 at which **six** and **ten** candidates, respectively, were presented to the Court.

## Call to the Bar



June 16, 2022  
Brandon, Manitoba



October 24, 2022  
Winnipeg, Manitoba



March 24, 2023  
Winnipeg, Manitoba

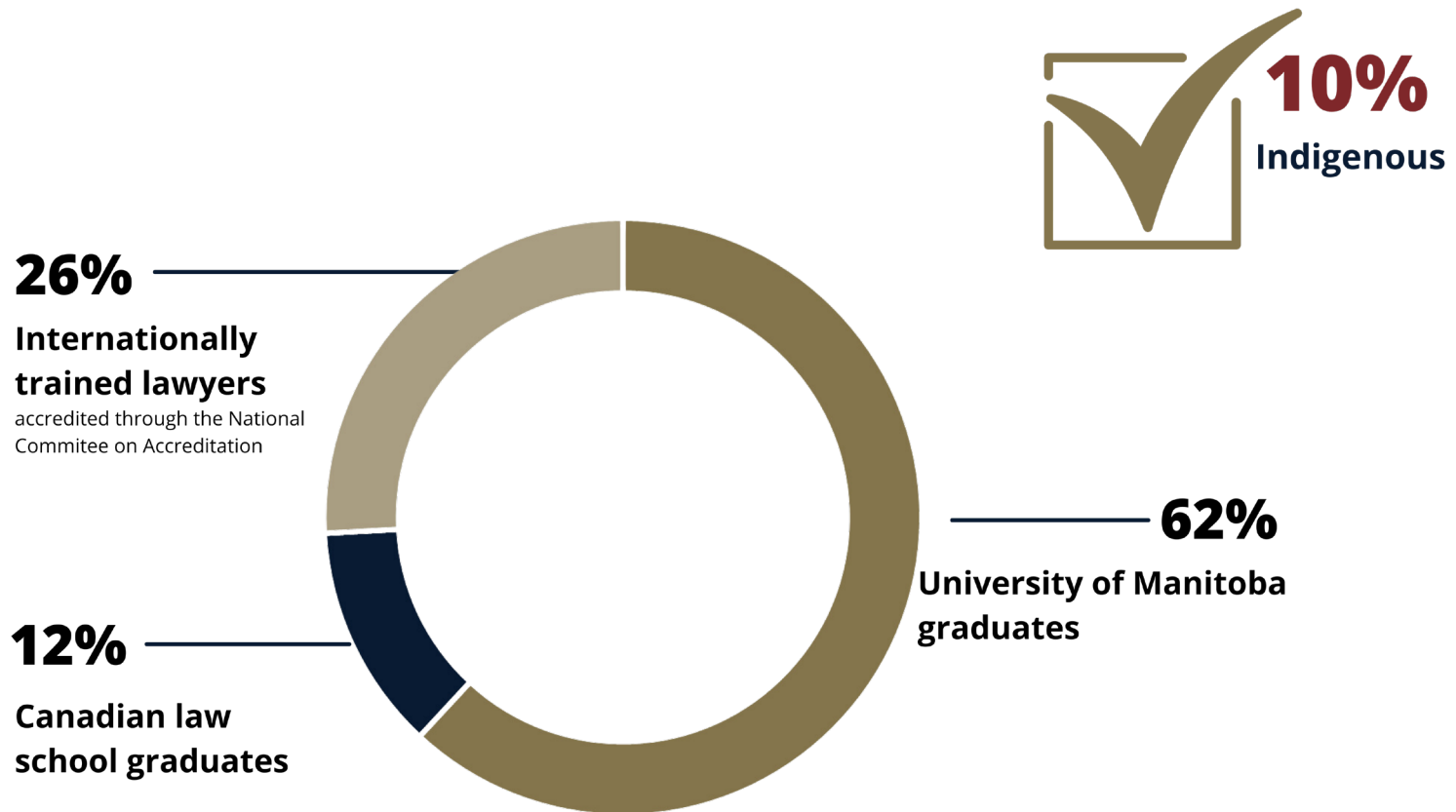
continued...

# Bar Admission Program

... continued

## Call to the Bar cont.

In relation to the **147** 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 ensures that expected losses will be fully funded and allows for an adequate surplus to cover unexpected claims development. In the 2022-2023 fiscal year, the insurance assessment was levied at \$1,699 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 made 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.

During the 2022-2023 fiscal year, the Insurance Program paid net claims totalling \$915,427 in damages and \$673,018 in defence costs. This compares to \$448,478 in claims and \$649,065 in defence costs paid during the previous fiscal year.

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

# 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 practicing lawyers within the province. In the 2022-2023 fiscal year, all practicing lawyers paid the sum of \$540 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 2022-2023 fiscal year the Reimbursement Fund had a net recovery of \$559,027 in respect of claims previously paid.

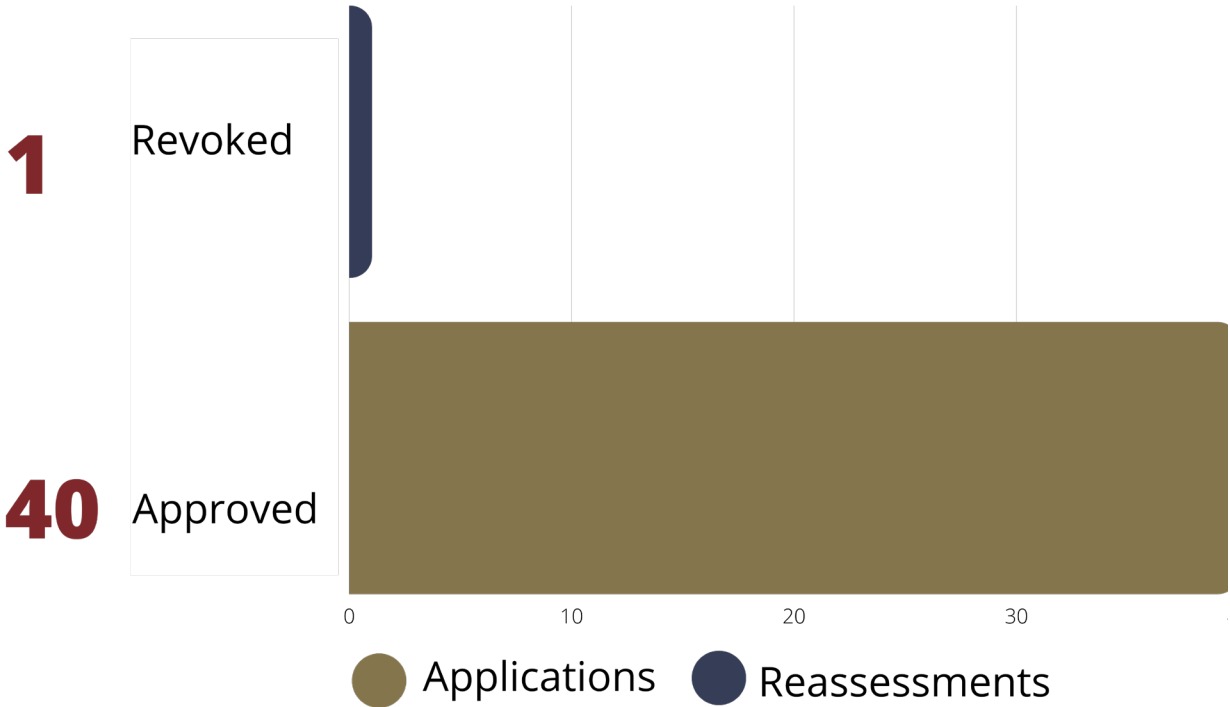
# Audit Program

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 2022-2023, **40** applications to be a trust account supervisor were assessed and **one** trust account supervisor 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 2022-2023 there was **one** appeal filed arising out of a decision to revoke a member's status as trust account supervisor.

By written decision dated [July 18, 2022](#) the member's appeal was dismissed.

# Audit Program

... continued

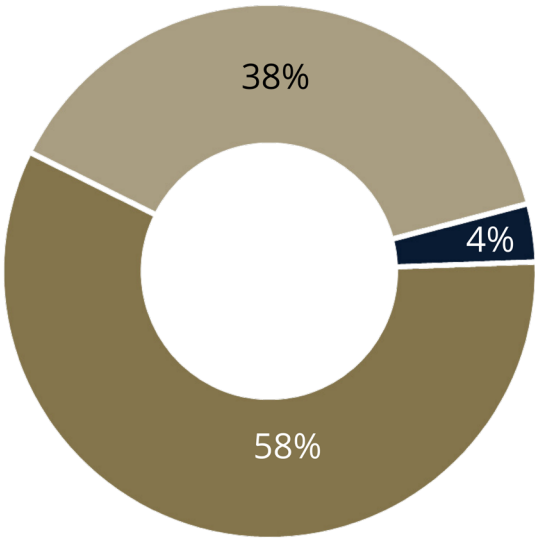
## Spot Audit Program

A more in-depth review of compliance and accounting records, we have four different types of audits, and occasionally conduct investigations.

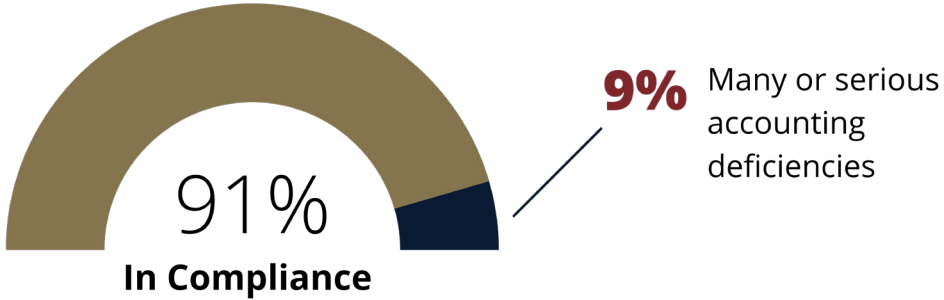
In 2022-2023 a total of 57 audits were conducted.

### Audit by Types

- Regular
- New Firm
- Priority



### Audit Results





# Audit Program

... continued

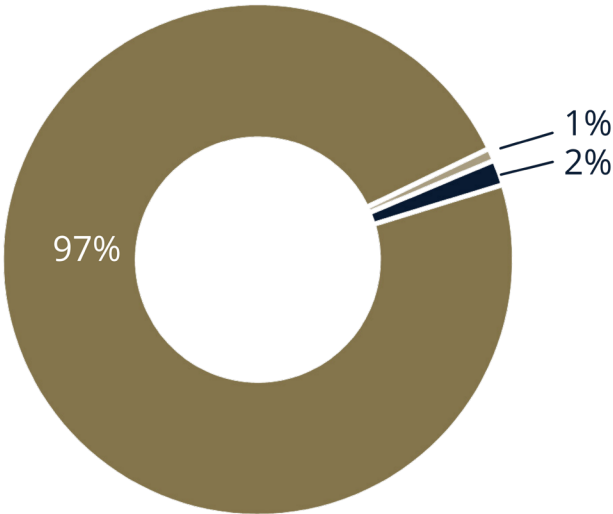
## Check-Up Program

Briefer and more frequent than an audit, a check up involves contact with a firm to observe selected aspects of recordkeeping.

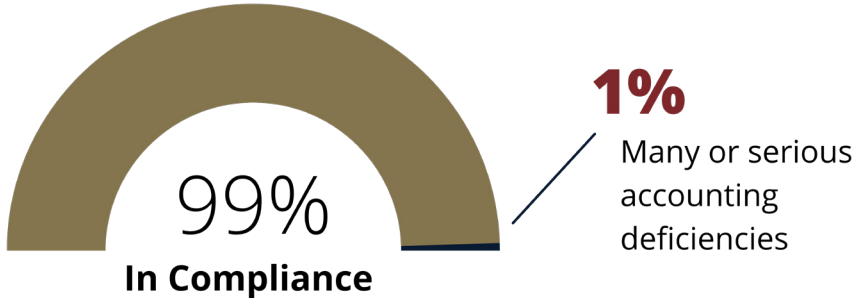
In total **124** check-ups were conducted in 2022-2023.

### Check-Up by Type

- Regular
- New Firm
- Priority



### Check-Up Results



# Officers

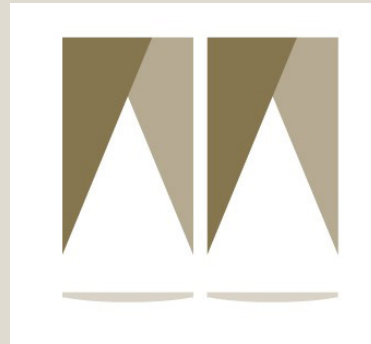
## The Officers of The Law Society of Manitoba 2022-2023



**Sacha R. Paul**



**Grant M. Driedger**



### Officers

(effective May 19, 2022)

President:  
Sacha R. Paul

Vice-President:  
Wayne M. Onchulenko

Past President:  
Grant M. Driedger

Officer-at-Large:  
Miriam Browne



**Wayne M. Onchulenko**



**Miriam Browne**

# Elected Benchers

(elected for a two year term on May 4, 2022)

## Winnipeg Electoral District

Kyle L. Dear  
Sharyne M. Hamm  
Anthony J. Kavanagh <sup>1</sup>  
Leah C. A. Klassen  
Kenneth G. Mandzuik  
Christian L. Monnin  
Wayne M. Onchulenko  
Geraldine F. Wiebe

## Dauphin-Central Electoral District

Mason K. J. Broadfoot

## Eastern Electoral District

Mathieu R. Lafreniere

## Northern Electoral District

Kameron L. Hutchinson

## Western Electoral District

Blair J. Filyk

## Appointed Benchers

(appointed for a two year term effective June 23, 2022)

Serena M. Ehrmantraut  
Joëlle M. F. Pastora Sala  
Sacha R. Paul <sup>2</sup>  
Kelli L. Potter

## Lay Benchers

(appointed for a two year term effective June 24, 2022)

Susan Boulter  
Miriam Browne  
Teresa Jaenen  
Tehani Jainarine  
Brian McLeod  
Carmen Nedohin

## Faculty Bencher

Dean Richard Jochelson

## Student Bencher

Tyler N. Koshowski <sup>3</sup>  
Nikhelish Verma <sup>4</sup>

<sup>1</sup> Ceased to be a bencher in December 2022

<sup>2</sup> Became an appointed bencher in May 2022

<sup>3</sup> Ceased to be student bencher in September 2022

<sup>4</sup> Became student bencher in September 2022

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

Hon. E. Alan D. MacInnes  
James E. McLandress, K.C.  
Grant L. Mitchell, K.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, K.C.  
Anita L. M. Southall  
Hon. Lori T. Spivak  
Hon. P. Colleen Suche  
Lynda K. Troup  
Helga D. Van Iderstine, K.C.  
Douglas G. Ward, K.C.  
Hymie Weinstein, K.C.  
Gavin M. Wood

## Eastern Electoral District

Peter J. E. Cole, K.C.  
Grant M. Driedger  
John E. Neufeld, K.C.  
Jon van der Krabben  
Lewis D. Wasel

## Dauphin-Central Electoral District

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

## Northern Electoral District

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

## Western Electoral District

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

Kyle Dear (Chairperson)	Mathieu Lafreniere
Joëlle Pastora Sala (Vice Chair)	Leah Leibl
Jonathan Avey <sup>1</sup>	Jason Poettcker
Miriam Browne	Dean Scaletta
Clair Cerilli-Stankevicius	Nikhelish Verma <sup>4</sup>
Dr. Richard Jochelson	Bradley Zander
Anthony Kavanagh <sup>2</sup>	
Tyler Koshowski <sup>3</sup>	
Janesca Kydd	

## CPLED Appeals Sub-Committee

Mason Broadfoot	Christian Monnin
Jay Funke	Dean Scaletta
Jeffrey Hirsch, KC	Gerri Wiebe

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

Kyle Dear (Chairperson)	Leah Leibl
Joëlle Pastora Sala (Vice Chair)	Lynne McCarthy
Jonathan Avey <sup>5</sup>	Kenneth Molloy
Miriam Browne	Maureen Morrison
Clair Cerilli-Stankevicius	Carmen Nedohin
Neil Cohen	Sandra Oakley
Marston Grindey <sup>6</sup>	Jason Poettcker
Dr. Richard Jochelson	Keely Richmond
Anthony Kavanagh <sup>7</sup>	David Rondeau
Tyler Koshowski <sup>8</sup>	Dean Scaletta
Janesca Kydd	Nikhelish Verma <sup>9</sup>
Mathieu Lafreniere	Bradley Zander

# Standing Committees

... continued

## Complaints Investigation Committee

Christian Monnin (Chairperson)  
Geraldine Wiebe (Vice Chair)  
Mason Broadfoot  
Kyle Dear  
Grant Driedger  
Gregory Evans, K.C.  
Blair Filyk  
Sharyne Hamm  
Tehani Jainarine  
Brian McLeod  
Jerilee Ryle  
Gerrit Theule  
Robert Tyler

## Discipline Committee

Hon. Richard Scott (Independent Chairperson)  
Anthony Kavanagh <sup>10</sup> (Vice Chair)  
Heather Leonoff, K.C. <sup>11</sup> (Vice Chair)  
Roberta Campbell, K.C. (Conflicts Chair)  
Douglas Bedford  
Victor Bellay  
Karlee Blatz  
Susan Boulter  
Gemma Brown  
Miriam Browne  
Richard Buchwald, K.C.  
Katherine Bueti  
Neil Cohen  
Peter Cole, K.C.  
Donald Douglas  
Barry Effler  
Serena Ehrmantraut  
Lori Ferguson Sain  
Patricia Fraser  
William Gange <sup>12</sup>  
Gary Gilmour  
David Gray  
Marston Grindey <sup>13</sup>  
Irene Hamilton, K.C.  
Jeffrey Hirsch, K.C.

Kameron Hutchinson  
Sarah Inness, K.C.  
Teresa Jaenen <sup>14</sup>  
Jacob Janzen <sup>15</sup>  
Ashley Joyce  
Leah Klassen  
Donald Knight, K.C.  
Janesca Kydd  
Mathieu Lafreniere  
Christopher Lange  
Brock Lee, K.C.  
Ellen Leibl, K.C.  
Kenneth Mandzuik  
Wendy Martin-White  
Nunziata Masi  
Lynne McCarthy  
James McLandress, K.C.  
Grant Mitchell, K.C.  
Kenneth Molloy  
Maureen Morrison  
Carmen Nedohin  
Sandra Oakley  
Anu Osborne  
Joëlle Pastora Sala  
Penny Piper

Kelli Potter  
Vivian Rachlis  
Keely Richmond  
David Rondeau  
Nadia Rumore <sup>16</sup>  
Dean Scaletta  
James Shaw  
Garth Smorang, K.C.  
Anita Southall  
Grant Stefanson, K.C.  
Wendy Stewart  
David Swayze, K.C.  
Maureen Terra  
Mark Toews  
Lynda Troup  
Dr. Lorna Turnbull  
Helga Van Iderstine, K.C.  
Bradley Zander

# Standing Committees

... continued

## Equity Committee

Kenneth Mandzuik (Chairperson)  
Kelli Potter (Vice Chair)  
Serena Ehrmantraut  
Raven-Dominique Gobiel  
Kameron Hutchinson  
Dr. Richard Jochelson  
Anthony Kavanagh<sup>17</sup>  
Leah Klassen  
Brian McLeod  
Carmen Nedohin<sup>18</sup>  
Elissa Neville  
Joseph Pelletier  
Kobra Rahimi

## Nominating Committee

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

## Practice and Ethics Committee

Kelli Potter (Chairperson)  
Mason Broadfoot (Vice Chair)  
Jonathan Avey<sup>19</sup>  
Gregory Evans, K.C.  
Sarah Inness, K.C.  
Anthony Kavanagh<sup>20</sup>  
Leah Klassen  
Jean-Rene Dominique Kwilu  
Kenneth Mandzuik  
Wendy Martin-White  
Nunziata Masi  
Carmen Nedohin<sup>21</sup>  
Joëlle Pastora Sala  
Penny Piper  
Nadia Rumore  
Maureen Terra

## Reimbursement Claims Fund Committee

Geraldine Wiebe (Chairperson)  
Kyle Dear (Vice Chair)  
Miriam Browne  
Kelly Dixon  
Blair Filyk  
Jay Funke  
Eli Goldenberg  
Teresa Jaenen<sup>22</sup>  
Kelli Potter  
Helga Van Iderstine, K.C.  
Bradley Zander

## Professional Liability Claims Fund Committee

Geraldine Wiebe (Chairperson)  
Kyle Dear (Vice Chair)  
Miriam Browne  
Kelly Dixon  
Blair Filyk  
Jay Funke  
Eli Goldenberg  
Teresa Jaenen<sup>23</sup>  
Kelli Potter  
Helga Van Iderstine, K.C.  
Bradley Zander

# Special Committees and Working Groups

## Access to Justice Steering Committee

Kenneth Mandzuik (Co-Chairperson)  
Brian McLeod (Co-Chairperson)  
Jeremy Akerstream<sup>24</sup>  
Neil Cohen  
Michael Conner, K.C.<sup>25</sup>  
Jason Gisser  
Peter Kingsley, K.C.  
Dr. Richard Jochelson  
Hon. Madam Justice Lore Mirwaldt  
Sr. Lesley Sacouman  
Stacey Soldier  
Wendy Stewart

## Indigenous Advisory Committee

Hon. Murray Sinclair (Chairperson)  
Jessica Saunders (Vice Chair)  
Desiree Dorion  
Knowledge Keeper E.J. Fontaine  
Kenneth Mandzuik  
Elissa Neville  
Frankie Snider  
Knowledge Keeper Eva Wilson-Fontaine

## Access to Justice Stakeholders Sub-Committee

Kenneth Mandzuik (Chairperson)  
Brian McLeod (Vice Chair)  
Jeremy Akerstream<sup>26</sup>  
Kristal Bayes-McDonald  
Neil Cohen  
Michael Conner, K.C.<sup>27</sup>  
Tarik Daoudi  
Alexandra Dueck-Dunsford<sup>28</sup>  
Ast. Deputy Minister Suzanne Gervais  
Jason Gisser<sup>29</sup>  
Paula Hamilton  
Ghazae Hagos<sup>30</sup>  
Nasra Hassan<sup>31</sup>  
David Ireland

## Investment Committee

Susan Boulter (Chairperson)  
Mason Broadfoot (Vice Chair)  
Mathieu Lafreniere  
Christopher Lange  
Brian Lerner  
David Marr  
Sean Shore  
David Swayze, K.C.

Leita Kalinowsky  
Voula Karlaftis  
Peter Kingsley, K.C.  
Leah Klassen  
Hon. Associate Chief Judge Anne Krahn<sup>32</sup>  
Julyda Lagimodiere  
Hon. Associate Chief Judge Tracey Lord<sup>33</sup>  
Hon. Madam Justice Lore Mirwaldt  
Tracy Morrow  
Karen Sawatzky  
Mary Troszko  
Erin Wilcott



# Special Committees and Working Groups

... continued

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

Mason Broadfoot (Chairperson)	Serena Ehrmantraut
Christian Monnin (Vice Chair)	Blair Filyk
Hon. Justice Theodor Bock	Sharyne Hamm
Susan Boulter	Kameron Hutchinson
Kyle Dear	Teresa Jaenen <sup>34</sup>
Grant Driedger	Gerrit Theule

## Richard J. Scott Award Selection Committee

Hon. Richard Scott (Chairperson)  
Susan Boulter  
Miriam Browne  
Sacha Paul  
Hon. Madam Justice Freda Steel

- <sup>1</sup> Ceased to be a committee member in November 2022
- <sup>2</sup> Ceased to be a committee member in December 2022
- <sup>3</sup> Ceased to be a committee member in September 2022
- <sup>4</sup> Became a committee member in September 2022
- <sup>5</sup> See endnote 1
- <sup>6</sup> Ceased to be a committee member in November 2022
- <sup>7</sup> See endnote 2
- <sup>8</sup> See endnote 3
- <sup>9</sup> See endnote 4
- <sup>10</sup> See endnote 2
- <sup>11</sup> Appointed Vice Chairperson in February 2023
- <sup>12</sup> Ceased to be a committee member in October 2022
- <sup>13</sup> See endnote 6
- <sup>14</sup> Became a committee member in June 2022
- <sup>15</sup> Ceased to be a committee member in June 2022
- <sup>16</sup> Ceased to be a committee member in June 2022
- <sup>17</sup> See endnote 2
- <sup>18</sup> Became a committee member in June 2022
- <sup>19</sup> See endnote 1
- <sup>20</sup> See endnote 2
- <sup>21</sup> See endnote 18
- <sup>22</sup> See endnote 14
- <sup>23</sup> See endnote 14
- <sup>24</sup> Ceased to be a committee member in September 2022
- <sup>25</sup> Became a committee member in September 2022
- <sup>26</sup> See endnote 24
- <sup>27</sup> See endnote 25
- <sup>28</sup> Became a committee member in October 2022
- <sup>29</sup> Ceased to be a committee member in October 2022
- <sup>30</sup> Ceased to be a committee member in October 2022
- <sup>31</sup> Ceased to be a committee member in October 2022
- <sup>32</sup> Ceased to be a committee member in October 2022
- <sup>33</sup> Became a committee member in October 2022
- <sup>34</sup> See endnote 14

# Staff

## Executive and Administration

Chief Executive Officer  
Executive Assistant | Chief Executive Officer and Benchers  
Deputy Chief Executive Officer  
Executive Assistant | Deputy Chief Executive Officer  
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  
Receptionist

Leah C. Kosokowsky  
Pat Bourbonnais  
Rennie L. Stonyk  
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  
Shari Lough

## Admission and Membership Department

Director  
Administrative Assistant  
Administrative Assistant  
Administrative Assistant  
Administrative Assistant

Richard C. M. Porcher  
Donna Mihalick <sup>1</sup>  
Darlene Douglas  
Kelly Southall <sup>2</sup>  
Malavika Madhavan <sup>3</sup>

## Audit Department

Director  
Auditor Inspector  
Auditor Inspector  
Auditor Inspector  
Administrative Assistant  
Administrative Assistant

Kathy L. Levacque  
Sandra A. Alleyne  
Lori Borkowsky  
Jing Feng  
Kelly Southall <sup>4</sup>  
Lori Arnold <sup>5</sup>

## Competence Department

Director  
Administrative Assistant

Joan M. Holmstrom  
Lisa Ehnes

## Complaints Resolution Department

Director  
Counsel  
Counsel  
Counsel  
Paralegal/Assistant  
Administrative Assistant  
Fee Arbitration Coordinator

Noelia Bernardo  
Christopher C. Donaldson  
Jennifer L. Houser  
Ashley D. Korsunsky  
Corinne Penner <sup>6</sup>  
Anna Brown <sup>7</sup>  
Debra Rossol

# 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, K.C.<sup>8</sup>  
Betta B. Wishart  
Clayton McKnight  
Mike Morier  
Kirsty Hyduk  
Laura Ziemanski

<sup>1</sup> Took a leave of absence in June 2022, returned January 2023

<sup>2</sup> Took a leave of absence in October 2022

<sup>3</sup> Joined the Law Society in June 2022 and left in January 2023

<sup>4</sup> See endnote 2

<sup>5</sup> Joined the Law Society in April 2022

<sup>6</sup> Took a leave of absence in April 2022

<sup>7</sup> Covering Complaints Resolution Department temporary absence in April 2022

<sup>8</sup> See endnote 5

<sup>9</sup> See endnote 5

## Discipline/Prosecutions Department

General Counsel  
Legal Counsel  
Administrative Assistant  
Administrative Assistant | Discipline Committee

Rocky H. Kravetsky  
Ayli Klein  
Lori Arnold<sup>9</sup>  
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  
Kathleen M.T. Craton  
James A. Cox  
Heather Vanrobaeys  
Kristin Forbister



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