The Law Society of Manitoba
INCORPORATED 1877 | INCORPORÉ EN 1877

OCTOBER 2026

Communiqué

2026 EDITION - Lawyers and Well-Being

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Welcome to the 6th special edition of the Communiquè dedicated to **Well-Being**.

Our focus this year is on **Law(yer) Strong** as the organization marks its 5th anniversary since incorporating in 2021!

The dedicated and passionate leaders of Law(yer) Strong have made phenomenal progress in these five years! We invite you to explore the resources and a bit about the Law(yer) Strong milestones in the pages that follow.

Take care everyone.





PRESIDENT'S MESSAGE

KEN MANDZUIK, KC

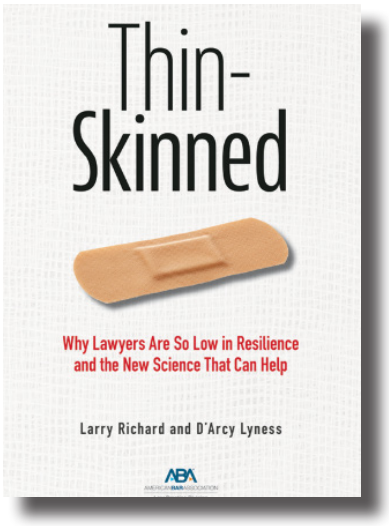
One of my nicknames is Angry Little Kenny. I'm sure I'm called other, worse things behind my back (solitary, nasty, poor, brutish, and short also fits), but I'm aware of this one, and at least resemble it sometimes. I'm not really that angry, but a bouncing bundle of optimism I am not. This framing is important given the balance of this message.

At least weekly on a call to some lawyer or other, I comment on how practicing law is a stupidly hard way to make a living. I recently saw it described as a profession where you're paid to do one thing, and often there's someone paid to do the opposite thing and undo whatever you're trying to accomplish. Outside of sports and politics, I am not sure what other way to earn a living comes with such regular opposition.

By the time this hits your inbox, the Law Society will have already hosted a webinar with Dr Larry Richard. Dr Richard started life as a litigator, hated it, then got his Ph.D. and started studying the personality of lawyers. As anyone who has worked with, lived with, or argued about the rules of a boardgame with a lawyer knows, we can be a bit much. We are always the smartest in a room. If only everyone else would just listen, the lawyer can provide *The Answer*. Dr Richard's research shows that lawyers, uniquely, are way off the charts on seven personality characteristics. While members of other professions have normal bell-curve distributions in various traits, we're special, just like our mums always told us. One of our big outlier traits is scepticism, where we score much higher than other (normal?) people. We also score remarkably low in resilience.

PRESIDENT'S REPORT continued...

Dr Richard, along with Dr D'Arcy Lyness, wrote *Thin-Skinned: Why Lawyers Are So Low in Resilience and the New Science That Can Help*. Drs Richard and Lyness discuss how lawyer personalities are different, for good and bad, and how our personalities can make us more susceptible to things like stress, how it can affect our relationships, mental health, etc. CEO Leah Kosokowksy and I saw Dr Richard present to BC's benchers, and it was not even at the midway point of his presentation that Leah and I both said we needed to have him present in Manitoba. He presented at our bencher retreat and again at a CPD on October 8th. His book talks about science and research that can help lawyers improve our resilience. He fully acknowledges that, as sceptics, we're inclined to discount the suggestions as woo or touch-feely mumbo jumbo (not a direct quote, but not far off), but he assures us the science backs up what he's suggesting. I admit I'm still midway through the book and stuck in the "Reduce Negative Thinking" chapter. I am taking quite a bit from it, even if trying to make a mental note of three positive things a day maybe raises my stress more than it is supposed to reduce it. I encourage you to track down a copy.* This is coming from a sceptical, pessimistic, misanthrope (even if more apparent than real).



In addition to the standard advice we hear and is too often ignored: don't set arbitrary deadlines, don't confuse being disagreeable by default as effective advocacy, don't be a [insert colourful noun of your choosing here], etc., we might consider how we can build our resilience. Look for the positive, take breaks, be active, enjoy nature, do something you like. I did all this recently on a quick trip to the Okanagan and brought home a couple cases as a reminder of the good a healthy break provides. While Dr Richard's book talks about what we can do on our own, remember too there is no shame in asking for help. This issue of the Communiqué has a lot of resources and suggestions that you should keep at hand.

Keep your eyes open as the Ours to Protect rule of law campaign continues. You'll see billboards, advertisements at community centres, and elsewhere.

As always, I am grateful for the short time I get to serve as president of the Law Society.

Please give me a call or send an email if the mood strikes:
204-947-6805 or
kmandzuik@traditionlaw.ca.

* You can find a copy at the Manitoba Law Library and Law(yer) Strong's library.

Well-Being



CEO'S MESSAGE

LEAH KOSOKOWSKY

The National Study on the Wellness of Legal Professionals in Canada launched in 2020 and concluded in 2024. It noted alarming rates of stress and anxiety both nationally and locally and notwithstanding many initiatives to improve our collective well-being, it remains top of mind for the Law Society in 2026.

Whereas our initial efforts were to promote the resources and supports offered by the Law Society of Manitoba to respond to stress or react in crisis, in recent times the emphasis has shifted to creating a culture of well-being generally, starting with the students at Robson Hall and extending into the firms and the legal profession generally.

The recently delivered program by Dr. Larry Richard, *Practising Law at the Speed of Light* helped lawyers to understand how the way we think, how we are trained to think, benefits us greatly as lawyers, but also is a significant cause of our low resilience. Thankfully, Dr. Richard had many tips on how to maintain our health and improve our well-being. If you missed the live program, be on the lookout for it in CPD on Demand. If you are interested in other resources, you will find a wealth of them in the **Health and Wellness Resource Library** on the Law Society website.

Another terrific program supported by the Law Society of Manitoba is **Law(yer) Strong**. It not only provides triaged and matched peer support by trained volunteers; it offers all kinds of other events to support students and lawyers alike.

CEO's MESSAGE continued...

The **Lawyers Health and Wellness Program**, a confidential employee assistance program, administered by Manitoba Blue Cross also offers a whole host of supports for both you and your immediate family. The supports and therapy cover a wide range of subjects, including finances, stress and anxiety, and addictions, to name just a few.

The Law Society's **Health Recovery Program**, the most recent addition to the health and wellness portfolio, is delivered by medical personnel at the co-occurring disorders clinic and is targeted to support lawyers who may have a health issue that is affecting their ability to practice safely and effectively.

If you require assistance or simply are looking for effective means of improving or maintaining your health, you are not alone. The Law Society is pleased to support you in your journey through the many resources and supports described herein.

Be well.
-Leah

Supporting Your Well-being
One Resource at a Time



BELONGING IS A PRACTICE ISSUE

How Connection, Supervision and Workplace Culture Affect Lawyer Well-Being

NOELIA BERNARDO, Practice, Ethics and Equity Advisor

This article was prompted by Allison Wolf's thoughtful Slaw article, RECLAIM: I Is for Inclusion, part of her broader RECLAIM series on law firm culture. Wolf looks at inclusion through the everyday experience of working in a firm - whether people feel supported, involved and able to speak openly.

In a law office, inclusion is not only about feeling welcome. It may affect whether people ask questions, identify mistakes, raise workload concerns, seek help or choose to stay.



Belonging Affects Attraction and Retention

Compensation, flexibility and career opportunities matter. So does whether someone feels supported, included in the work and part of a team. A reputation for collegiality, good supervision and genuine support may also help attract and retain people looking for more than compensation alone.

Lawyers may be more likely to stay through a demanding period when they have colleagues they trust, receive meaningful work, know that help will be available and feel that their contributions are valued.

The reverse may also be true. A lawyer who regularly feels left out of decisions, opportunities or informal networks may conclude that they are not fully part of the team, and begin to look elsewhere.

BELONGING IS A PRACTICE ISSUE continued...

Wellness is Not Only an Individual Responsibility

Lawyer wellness is often discussed in terms of what individuals can do to manage stress - exercise, sleep, maintain boundaries, be resilient and seek assistance. Those things matter, but they do not address every source of strain.

Wellness is also affected by whether people understand what is expected, have realistic workloads and receive the information needed to do their work. A lawyer cannot always manage their workload by becoming more resilient, or clarify instructions they are afraid to question.

A firm may offer wellness resources and still have systems that make them difficult to use. What happens in practice may carry more weight than what appears in a policy.

Inclusion is Reflected in Ordinary Work

Whether someone feels part of a firm is often affected by what happens in the ordinary course of the work.

A student may receive an assignment without enough context to understand how it fits into the file. A junior lawyer may be unsure who is responsible for a deadline or whether they have authority to take the next step. A lawyer may receive little feedback and be left wondering whether their work is meeting expectations. Someone returning from leave may find that files or responsibilities have changed without a clear discussion.

These situations may simply reflect a busy practice or assumptions that have not been shared. Over time, however, a lack of information, feedback or clarity may leave someone feeling disconnected from the work and uncertain about their place in the firm.

Not everyone will have the same role or access to every file or decision. A brief explanation may help - for example, clarifying responsibility for the next step, explaining why work has been assigned elsewhere or saying when feedback can be expected.

These conversations may also reduce uncertainty and help concerns come forward before they affect the file or the client.



BELONGING IS A PRACTICE ISSUE continued...



Busy Files Need More Communication, Not Less

When a file becomes demanding, communication often becomes shorter and less frequent. Check-ins are postponed, feedback is delayed and everyone assumes that someone will speak up if they need help.

That may be when a check-in is most useful:

- Is anything unclear?
- Are there concerns about the file?
- Is the workload still manageable?
- Is there anything we should deal with now?

Questions like these help make clear that raising concerns is part of the work, not an interruption to it.

What Silence Can Mean for a File



Good practices depend on people raising concerns early.

A student who asks for clarification may avoid spending hours researching the wrong issue. A lawyer who reports a possible error promptly gives the firm more time to assess the situation. A lawyer who says that their workload is becoming unmanageable may help avoid missed deadlines or inadequate attention to client matters.

In many cases, the original concern can be easily addressed. Waiting to raise it may make the situation more difficult.

Whether someone speaks up may depend partly on what they have seen in the workplace:

- Are questions welcomed or treated as an interruption?
- Are mistakes addressed constructively or met with blame?
- Do workload concerns lead to support, or to doubts about commitment?
- Do people who raise difficult issues continue to receive good work and opportunities?

A partner or supervising lawyer may genuinely believe that people know they can ask for help. But silence does not necessarily mean that everything is understood or under control. It may mean that the person is unsure how the concern will be received. They may still worry about appearing incapable or affecting the work they receive, particularly where the same person evaluates their work or assigns files.

BELONGING IS A PRACTICE ISSUE continued...

Supervision That Makes Room for Questions

Good supervision involves more than assigning work and reviewing the final product. It includes clear instructions, realistic timelines, appropriate oversight, availability for questions and timely feedback.

Some practical steps may help:

- Explain the purpose of the assignment and the expected result.
- Identify the deadline and any important interim dates.
- Clarify which issues should be discussed before proceeding.
- Arrange a check-in on longer or unfamiliar assignments.
- Invite questions rather than waiting for them.

A question such as "What part of this is still unclear?" may be more useful than a general statement that questions are welcome.

The same applies to workload. Lawyers may hesitate to say that they cannot take on more work, particularly when trying to establish themselves or demonstrate commitment. Regular discussions about active matters, approaching deadlines, difficult clients, upcoming absences and available support may give a better picture than waiting for someone to say that they are overwhelmed.

Conclusion

Constant oversight is not required. Providing and welcoming enough communication is the best way to identify concerns before they begin affecting the well-being of those involved, the client, and the file.

Questions? Looking for Guidance?



If you have questions about these issues or would like to discuss how they apply in a particular situation, please contact:

Noelia Bernardo,
Practice, Ethics and Equity Advisor

204-926-2019

practiceadvisor@lawsociety.mb.ca

"I'm always glad to talk through scenarios or provide guidance as you navigate your professional responsibilities." ~ Noelia

Well-Being



The Law Society offers a free and confidential service to practising lawyers, articling students and their families through Manitoba Blue Cross Employee Assistance & Wellness Solutions.

Supports can be accessed for a wide variety of well-being concerns, including financial stress, relationships, mental health, family and parenting, addictions, and managing career transitions. Services are available in multiple languages, with counselors available in centres across Manitoba. Further information on the program and its offerings can be found here.

We understand that navigating the unknown can be a barrier to seeking the counselling support you want and need. Blue Cross has an accessible and inclusive intake process, ensuring you and your loved ones can easily access support. The first step is to call the intake line, where you will be connected directly to the intake team. Their role is to confirm your coverage, assess your needs and match you with the appropriate service or counsellor.

Every member of the intake team is trained to listen with empathy and ask questions to help you connect with the counsellor best suited to you and your needs. Additionally, the intake team is equipped with crisis response training, enabling them to offer in-the-moment assessment and support. Once your intake call is complete, the clinical matching process takes place based on your preferences and presenting concerns. Your referral will be sent to a counsellor, who will contact you directly to offer appointment times. This typically happens within 24 to 48 hours. Further information on what to expect when contacting EAP can be found here.

Services are available 24 hours per day, seven days a week:

Winnipeg: 204-786-8880 ● Toll-Free: 1-800-590-5553 ● Hearing Impaired Line: 204-775-0586

Currently, the program available through the Law Society is only able to process intake over the phone. Simply call and provide your name, and identify that you are covered through the Law Society.

CPD Supporting Well-Being

We recognize the role well-being plays in your success. That's why we integrate aspects of it into our CPD programs. There are a number of well-being focused CPD on Demand options you can also explore.

Practising Law at the Speed of Light

Your Financial Roadmap: Building Financial Clarity

A Manitoba Perspective: How are we doing as a profession?

Sleep and Your Wellness

Financial Fitness for a wHealthy Retirement

Breaking the Cycle of Stress and Poor Sleep

Where Does the Practice of Law Fit Into Your Life?

A Message of Thanks
From the Founding Director: Tamara McCaffrey



Tamara McCaffrey

> ***Our door is always open.***

What an absolute honour it has been to serve as the founding director of Law(yer) Strong.

The people I have met since starting this role in January of 2022, have inspired me with their compassion, their thoughtfulness, their courage; their openness, and strength. The profession is truly better because of these people.

When I started this journey, many were cynical and skeptical. There were doubts that anyone would volunteer (people are too busy) or that anyone would come for support (not wanting to show vulnerability to others in law), and no one has time for "mental health" anyway.

Supported by a great volunteer Board of Directors, the Law Society of Manitoba and Manitoba Bar Association, I dove in, and soon discovered that being part of the Law(yer) Strong Community is an anecdote to cynicism.

People came.

Starting with four volunteers in 2022, we now have over 100 lawyers and two legal assistants who have trained as peer supports. Volunteers show up at the Law School; in Mentorship Hub; speaking on Podcasts and Webinars; at the Walk Club and the Run Club; at the Attorney Alliance 12-step program; on Standing Committees; bringing meals to a colleague; leading mindfulness sessions; and one on one, offering confidential peer support, empathy and understanding to all those who seek it.

LAW(YER) STRONG continued...

Caring and being there for each other in our legal community is simply transformative.

We have made countless connections and supported dozens of members of our community; delivered scores of lawyer well-being sessions throughout our province and legal community.

The power of relationships and connection to get us through the tough times cannot be overstated. None of us are immune from stress becoming distress. No one is impervious to becoming overwhelmed, over-tired, depleted, and discouraged. We are humans.

We do not have to do it alone, and we hope that over time, more and more of us will connect, ask for and receive support.

Thank you to everyone who reached out and gave us the chance to be there for you, and for letting us know that it helped. That alone is enough. Our door is always open.

Thank you to everyone who volunteers, for engaging, making time; and proving that we do have the power to make things better and transform our profession to a healthier thriving one.

Thank you to all of our donors, sponsors, and financial supporters - past present and future, obviously, we cannot exist without you.

By investing in our program you truly are investing in a stronger, thriving profession.

I have loved getting to know you all and am so proud of this community and all we have accomplished together.

I will now be transitioning from director to keen volunteer as of October 1st, and I know that our new director, **Marjan Hakimi**, will continue to guide and grow our program with her positive leadership. “Forward is a Pace”!

See you all down the road!
~ Tamara



Five Years Strong: Growing a Community of Support

LAUNCHING LAW(YER) STRONG

2021

Incorporation: Established a dedicated peer support organization for Manitoba's legal community.

IMPACT YEARS

2022 - 2023

- Provided one-on-one peer support to **10** lawyers and law students.
- Built a foundation of **26** trained peer support volunteers.
- Introduced **new community initiatives** including Monday Walk Club, community presentations and monthly drop-in sessions for students at Robson Hall.

CONTINUED GROWTH

2023 - 2024

- Provided peer support to 32 lawyers and law students (**+220%**) and expanded the volunteer network to **70 trained volunteers (+169%)**.
- Increased community outreach and education, hosting **50+** community-building activities and **25** educational presentations for lawyers and students.

YEAR 5 MAJOR MILESTONES

2025 - 2026

- Volunteer base expanded to **100 trained volunteers.**
- Monday Walk Club **celebrated their 5-year anniversary.**

NEW INITIATIVES

2026

- **Online Mentorship Hub:** Launched platform, supporting 18 mentees (Jan 2026).
- **Manitoba Legal Wellness Summit:** Hosted inaugural summit featuring diverse representation across the legal community (May 2026).
- **Lawyer Well-being Podcast:** Launched with 3 initial episodes (Aug 2026).
- **Registered Charity:** Officially granted Registered Charity status (Sept 2026).

Law(yer) Strong

Manitoba's Peer Support Program for Lawyers

A MESSAGE FROM Greg Evans

BOARD CHAIR



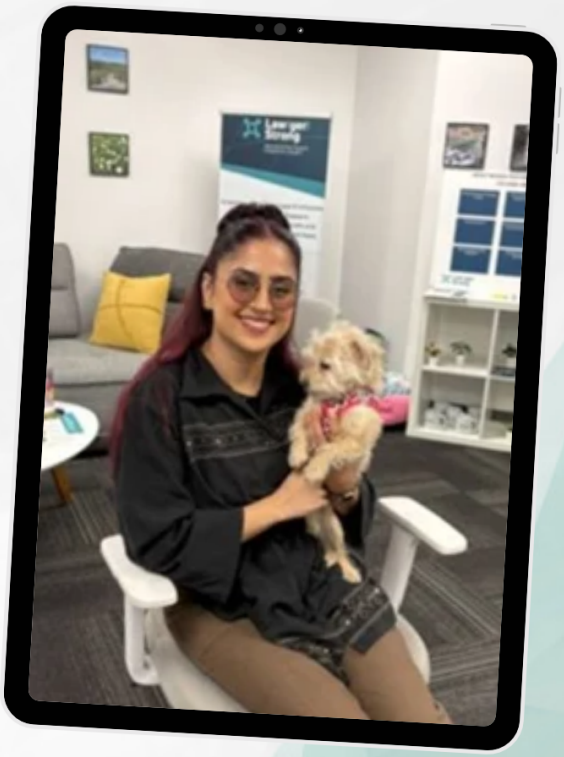
On behalf of Law(yer) Strong, I want to offer heartfelt thanks to our outgoing Program Director, Tamara McCaffrey, for the energy, creativity, and compassion she has brought to building the programs we have today. Tamara's dedication has created a strong foundation for our work and an awareness of the importance of creating a healthy legal community. We are also delighted to welcome Marjan Hakimi as our new Program Director. Marjan brings a strong set of skills to the role, and her arrival gives us real excitement and confidence about the future.

I am equally grateful to our Board of Directors, committee members, and volunteers for their willingness to be part of an ongoing process of change. This initiative matters because a healthy legal community depends on people feeling supported, connected, and able to speak openly about mental health and wellness. Together, we are helping to build that kind of community.

WELCOME MARJAN HAKIMI

NEW DIRECTOR OF LAW(YER) STRONG

Marjan Hakimi is a community-minded leader whose work is rooted in both professional expertise and lived experience. As a refugee from Afghanistan who came to Canada at a young age, she understands firsthand the challenges of rebuilding a life, adapting to change, and finding a sense of belonging. These experiences have inspired her commitment to helping others thrive and have shaped her approach to leadership, community engagement, and program development.



With a background in program coordination, recruitment, and relationship building, Marjan is known for bringing people together, fostering collaboration, and creating supportive environments where individuals and communities can flourish. She is especially passionate about inclusion, mental health, human rights, and building stronger connections across diverse communities.

THANK YOU, THANK YOU!

We could not operate this program and provide the education and support to our peers without the generous support of our profession. Thank you to our volunteer lawyer community, peer supporters and mentors; who are walking the walk towards strengthening our legal community and supporting others in reclaiming or enhancing their health and well-being.

Thank you to our financial sponsors:
Evans Pollock Schofield Family Law; Amica Law Group;
Mercier & Associates; Mitousis Family Law Group;
Taylor McCaffrey LLP. and Thompson Dorfman Sweatman LLP.

Thank you to the benchers and the Law Society of Manitoba,
and the Manitoba Bar Association,
all of whom have provided support, engagement
and commitment.

Thank you to our volunteer Board of Directors:
Greg Evans, K.C. (chair)
Maria Mitousis
Marty Minuk
Jerritt Lipski
Sue Ahn-Breckman
Michelle Falk
Eileen Derksen
Gerri Wiebe (now past board member who served since inception until fall 2026)

Listen UP!



THE LAWYER WELLBEING PODCAST

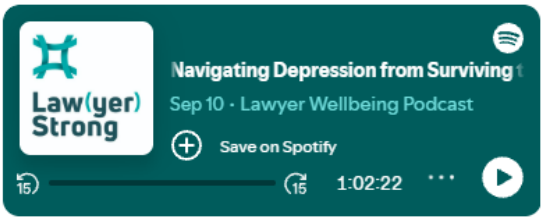
Our Lawyer Wellbeing Podcast is now live! The podcast creates a space for honest conversations about mental health, wellbeing, and the realities of working in the legal profession.

Tune in for conversations, stories, and practical insights that support the wellbeing of lawyers and legal professionals.



Listen now on Spotify:

Search Lawyer Wellbeing Podcast or scan the QR code to find our podcast and listen to the latest episodes.



Check out the latest podcast:

Navigating Depression from Surviving to Living with Hope.

Good Reads

Contact us to borrow our copy of any of the books listed below from the Law(yer) Strong library.

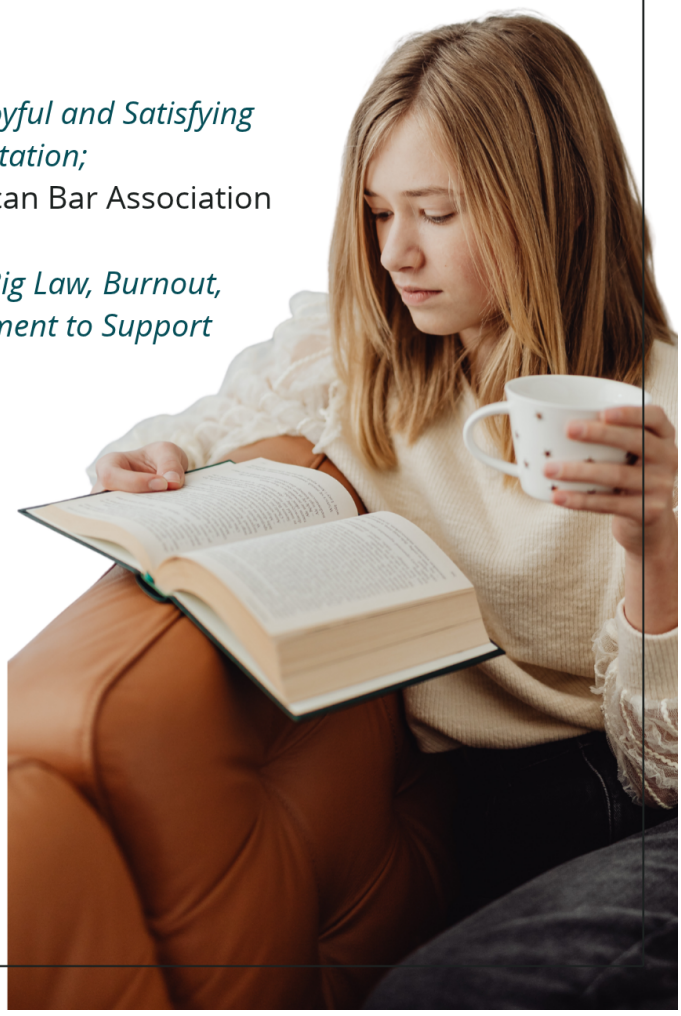
NEW *THIN-SKINNED : Why Lawyers Are So Low in Resilience and the New Science That Can Help;*
D'Arcy Lyness and Larry R. Richard.

The Anxious Lawyer: An 8 Week Guide to a Joyful and Satisfying Law Practice Through Mindfulness and Meditation;
Jeena Cho and Karen Gifford 2016, American Bar Association

It Burned Me All Down: A Self-Reflection on Big Law, Burnout, Mental Health and How to Build an Environment to Support A High Performing and Healthy Workforce;
Erin H. Durant, 2022

Trauma-Informed Law: A Primer for Lawyer Resilience and Healing;
Maki, Florestal, McCallum, and Wright;
2023, American Bar Association

The Right Not to Remain Silent: The Truth About Mental Health in the Legal Profession;
Beattie, Dagher, Telfer, 2024,
LexisNexisCanada (waitlist)



COMMUNITY CONNECTIONS

Parents/Caregivers In Law - Online Group Chat

A space to share stories and support each other. It is so hard to have two full-time jobs - law and parenting/caregiving. An online space where you can check in when it works for you.

Come for a Chat

Want someone to talk to? Contact us to arrange a time to come by for a chat and a cup of tea at our peaceful office space located in South Osborne at 421 Mulvey Avenue.



Retired Lawyers Coffee Circle

The white mug means that one of our volunteers will be at the Forks Market (2nd floor seating area) on the third Thursday of each month having coffee in a white mug. Come out and meet up with other lawyers who want to connect with community, share ideas about meaningful retirement and life. Retired? Invite a buddy! Contact us for more info!



Now in its 5th year!

Monday Walk Club: Contact us if interested!
We go out for 30 minutes at noon on Mondays so you can get back to work with a calm and focused energy.

Friday Run Club: 7 am, contact us to join.
The group uses a group chat to coordinate weekly runs.

CONFIDENTIALITY

The Cornerstone of Our Program

We are a confidential **peer support program** for Manitoba's legal professional community. You can reach out for support, knowing it will be kept in confidence. We do not disclose any identifying information to our regulatory body, or anyone else, without consent. This is a safe space, without judgment, where you can share and be supported by caring peers.

If you are concerned about a colleague, you also can contact us for a confidential call. We can reach out to others on request.

Attorney's Alliance AA Group

CLOSED MEETING OF Alcoholics Anonymous (open to those who have a desire to stop drinking and/or using) **for all current and past members of the Bar and Law Students**

A welcoming, confidential space for anyone seeking recovery.

Wednesdays – 12:15 PM
Law(Yer) Strong Office
421 Mulvey Ave E

Questions?
Email: AA.AttorneyAlliance@gmail.com

MENTORSHIP HUB *Online*

Monthly noon hour mentorship sessions matching newer lawyer/student mentees with experienced lawyers in mentorship groups, for learning, encouragement, connections. This project has a six month cycle for each hub group, and builds connections, sharing knowledge and guidance.

Email us to become a mentor or to receive mentorship from senior lawyers in the following areas:

- Family Law
- Criminal Law
- Conflict Resolution/Civil Litigation
- Law Practice Management/Technology
- Legal Research & Job-Finding Skills
- Wills & Estates Practice (coming soon)*

E-MAIL
Support@lawyerstrong-mb.ca

Read on for Your Regular Law Society Notices



BENCHER MEETING HIGHLIGHTS

LEAH KOSOKOWSKY, Chief Executive Officer

The benchers met in September for their annual meeting in beautiful Clear Lake. The day opened with professional development and a session in which the benchers reviewed the principles of good governance for the Law Society of Manitoba.

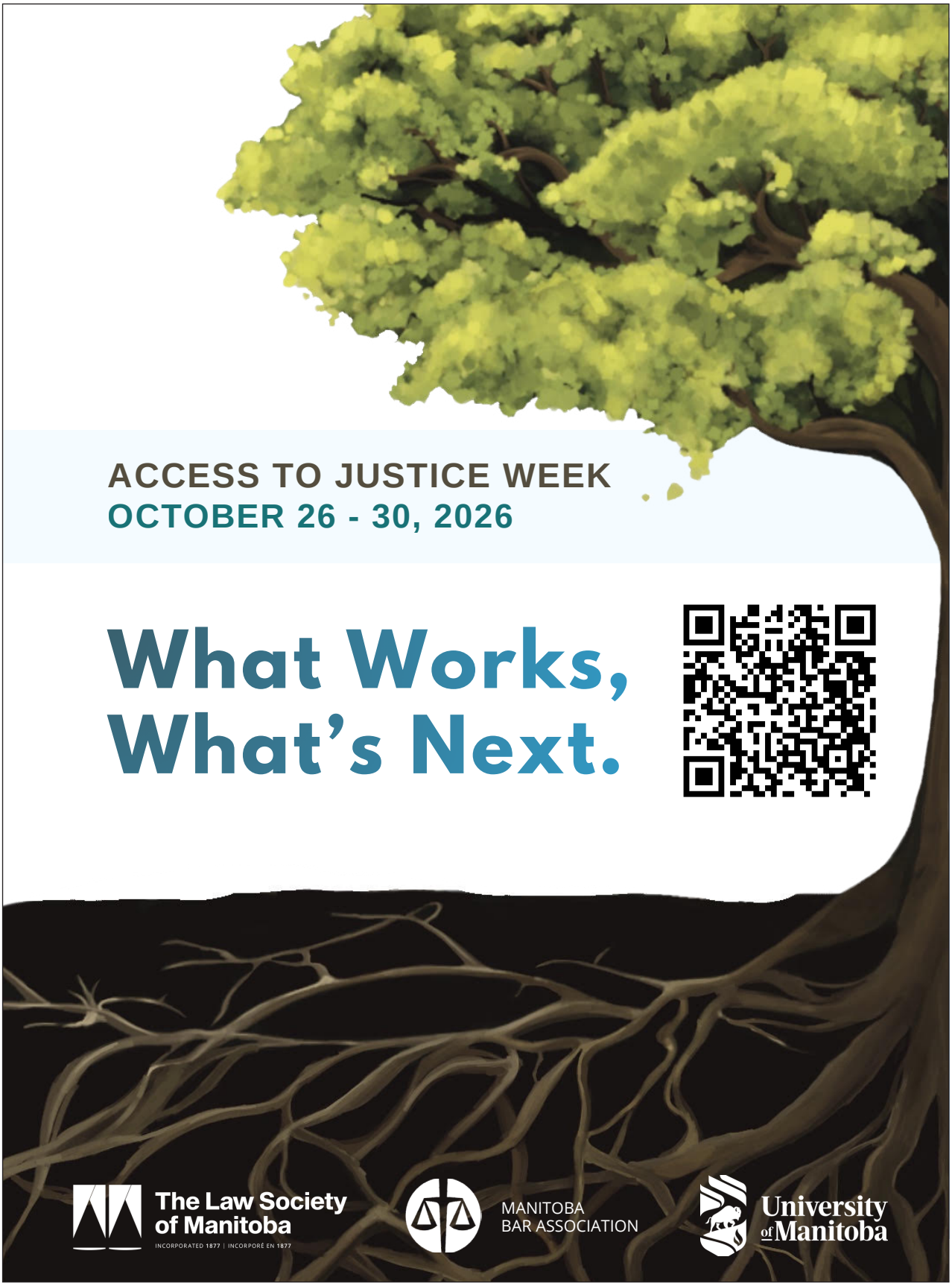
Building on the governance session, at the outset of the bencher meeting, the benchers resolved to adopt best practices for the holding of *in camera* sessions at bencher meetings as well as the related minute taking.

The benchers also reviewed and provided feedback on a draft Reserve and Surplus Policy for the Education and Competence Fund to ensure long-term stability in the fund and to ensure that the use of Manitoba Law Foundation grant monies align with the policy direction established by the benchers, including initiatives to improve access to justice, educating Canadians about the rule of law, initiatives in our pursuit of reconciliation with Indigenous peoples and advocacy training for junior lawyers.

The benchers approved of a proposal for a Manitoba-specific campaign on the rule of law. Be on the lookout for ads in City of Winnipeg pools, arenas, libraries and recreation centres as well as for select billboards and on the jumbotron at Manitoba Moose hockey games.

The benchers received an update on the Law Society's major IT and systems transformation project which is intended to replace aging infrastructure, strengthen security and controls, and to enhance the digital experience of staff, lawyer members and the public.

Finally, the benchers received monitoring reports on the work of the Manitoba Law Library and the financial and investment performance of the library. Further information on the benchers' meeting can be found on the Law Society website.


ACCESS TO JUSTICE WEEK
OCTOBER 26 - 30, 2026
What Works,
What's Next.
The Law Society of Manitoba
INCORPORATED 1877 | INCORPORÉ EN 1877
MANITOBA BAR ASSOCIATION
University of Manitoba

CALL TO THE BAR

On October 9, 2026, seven candidates were presented to the Court of King's Bench in Winnipeg and took the Barrister and Solicitor Oath. The Hon. Mr. Justice Victor Toews presided over the proceedings.

Congratulations!



Welcome to the following new lawyers:

Tolani Adeyekun
Paulo Goncalves de Arruda
Stefan Leicht
Lea Lushaba
Chika Okoroafor
Kaeten Wadwa
Océane Moayeh Yao

PREP IMPORTANT DATES

	FALL Accelerated PREP 2026	June 2026 Intake (Standard PREP)
PHASE THREE: Complete assignments Virtual Law Firm	Continuning to November 12, 2026	Continuing to January 22, 2027
DEADLINE TO PAY Final Tuition Instalment	**November 2, 2026**	**January 13, 2027**
CAPSTONE Evaluation Period	November 16 to November 27, 2026	January 25 to February 5, 2027

Everyone is reminded that those participating in Accelerated are not to be working while the Accelerated Course is taking place as it is considered to be equivalent to working and requires a student's full attention.

For those in Standard PREP or with Students in Standard PREP, please note the Capstone Evaluation Period in your diaries now and adjust any personnel duties as may be required for that period. **Workplaces should not have their articling students providing any services to the firm or its clients during the Capstone Evaluation Period**. Articling Students must be able to devote their entire focus to preparing for and completing the Capstone Assessments during the Capstone Evaluation Period.

Important dates for PREP intakes in 2027 can be found here. There will be four offerings in 2027. Three Accelerated PREP offerings (Feb to April; June to Aug; Sept to Nov) and one Standard PREP offering (June to March).

CPLED IS SEEKING APPLICANTS FOR INTERNATIONALLY EDUCATED LAWYERS ADVISORY GROUP - 5+ YEARS EXPERIENCE

CPLED continues to seek applicants for an advisory group that will help inform the development and delivery of educational pathways for internationally educated lawyers and law graduates. Applicants with more than five years of experience in legal practice are particularly needed.

Advisory group members will share insights and recommendations on topics such as barriers to entry and success, candidate supports, inclusive and culturally responsive practices, outreach and communication strategies, and opportunities to strengthen supports for internationally educated lawyers. Members will also help identify emerging needs and contribute perspectives that support continuous improvement across CPLED programs and courses.



Apply Here Applications close on October 30, 2026

MEMBERSHIP CHANGES



Member Forms Available Here

Practising to Non-Practising:

Aug. 14, 2026	Mario N. Elbardisy
Aug. 15, 2026	Harley J. Greenberg
Aug. 25, 2026	Brent I. Davidson
Aug. 28, 2026	Matthew T. Sinclair
Aug. 28, 2026	Sharanjit Singh
Aug. 31, 2026	Paul L.A.H. Chartrand
Sept. 1, 2026	Ivonne G. Alvarez-Mancia
Sept. 10, 2026	Muhammad Sheraz
Sept. 15, 2026	Zainab O. Zubair
Sept. 21, 2026	Ryan M. Caithness
Sept. 24, 2026	Rebecca L. Oman
Sept. 28, 2026	Vanessa L. Gama
Oct. 1, 2026	Phillip M.G. Chambers
Oct. 3, 2026	Emily C. Cherlet

Non-Practising to Practising:

Aug. 10, 2026	Kasia H. Kieloch
Aug. 11, 2026	Inyefai M. Wobo
Aug. 31, 2026	Kelsey M. Yakimoski
Sept. 1, 2026	Ayodele O. Akenroye
Sept. 2, 2026	Kirstin S.J. Elgert
Sept. 4, 2026	Léa K. Lushaba
Sept. 7, 2026	Adebola O. Adurotoye
Sept. 8, 2026	Connor J. Cleverley
Sept. 8, 2026	Liam A. Pollock
Sept. 11, 2026	Melissa L. Wall
Sept. 15, 2026	Meghan S. Leung
Sept. 17, 2026	Marycia E. Kruk
Sept. 23, 2026	Jocelyn M. Turnbull Wallace
Oct. 1, 2026	Kara D.J. Moore
Oct. 5, 2026	Patricia G. Benham
Oct. 5, 2026	Andrew P.C. Sieklicki

New Admissions:

Aug. 24, 2026	Léa K. Lushaba
Aug. 27, 2026	Océane O.O. Moayeh Yao
Sept. 1, 2026	Laura C. Bowman
Sept. 1, 2026	Jocelyn M. Turnbull Wallace
Sept. 8, 2026	Paulo Goncalves de Arruda
Sept. 10, 2026	Mohamed A.M. Sarhan
Sept. 11, 2026	Francine J. Merasty
Sept. 21, 2026	Elliot D. McPhail
Oct. 5, 2026	Nainesh Kotak
Oct. 6, 2026	John M. Picone
Oct. 9, 2026	Stefan G. Leicht
Oct. 13, 2026	Mardochée Célestin
Oct. 13, 2026	Olanrewaju T. Daramola
Oct. 19, 2026	Pankaj Khullar
Oct. 19, 2026	Bharat Rai

IN MEMORIAM

Bergthor Geirhard Palsson, who passed away on January 23, 2026 at the age of 81. Mr. Palsson received his call to the Bar on June 26, 1973. He began his career serving as counsel and later as Area Director for Legal Aid Manitoba in The Pas for 11 years. In 1984 Mr. Palsson pursued a career in private practice as a sole practitioner and partner in Swan River. He retired from practice in 2014.

Honourable Larry William Ring, who passed away on June 14, 2026 at the age of 84. Mr. Ring received his call to the Bar on June 26, 1969. After serving as counsel in private practice for 18 years, Mr. Ring was appointed a judge of the Provincial Court of Manitoba and in 1987 was appointed a Master of the Court where he continued to serve until his retirement in 2010. He was appointed Queen's Counsel in 1983.

Robert Brent Giesbrecht, who passed away on July 22, 2026 at the age of 69. Mr. Giesbrecht received his call to the Bar on June 25, 1981. He then joined and continued to practice with the firm known today as Pitblado LLP up to the date of his death.

Professor Karen Louise Busby, who passed away on July 23, 2026 at the age of 67. Professor Busby received her call to the Bar on June 24, 1982. She began her career serving as an associate with Thompson Dorfman Sweatman for two years and then as a research assistant and clerk of the Federal Court of Canada (Appeal Division) for three years. In 1987 Professor Busby joined the University of Manitoba, Faculty of Law where she taught for 35 years. In 2010 she co-founded and served as inaugural director of the University of Manitoba Centre for Human Rights Research. Professor Busby was the recipient of the Richard J. Scott Award In 2025 and was designated an Eminent Jurist of Robson Hall in 2026.

Jon Michael McGuire, who passed away on July 26, 2026 at the age of 81. Mr. McGuire received his call to the Bar on June 26, 1973. He served as in house counsel to the Manitoba Securities Commission for three years and then as in house counsel to Manitoba Telephone Services Inc. until his retirement in 1998.

Miriam Browne, who passed away on August 31, 2026. Ms Browne served as a lay bencher (2016 to 2024), Officer-at-Large (2022 to 2024), and as a public representative (2010 to 2016 and 2024 to 2026). She was instrumental in the development and delivery of the Law Society's Health Recovery Program, which was launched in 2022.



NOTICE OF BENCHERS' MEETING

The next regular meeting of the benchers of the Law Society of Manitoba will be held on:

Thursday, October 29, 2026 | The Law Society offices and via videoconference | **12:30 p.m.**

Members of the Law Society are encouraged to attend and participate in the deliberations of the governing body.

If you wish to attend a meeting via videoconference, please contact Pat Bourbonnais at pbourbonnais@lawsociety.mb.ca.

Dates for the next meetings are as follows:

- December 10, 2026
- February 4, 2027
- March 18, 2027
- May 13, 2027
- June 17, 2027

Agenda and meeting minutes are published on the website here.



The Law Society of Manitoba
INCORPORATED 1877 | INCORPORÉ EN 1877

NOTICE OF ADMINISTRATIVE SUSPENSION
Nathan Golas

TAKE NOTICE that pursuant to Law Society Rule 2-81.1(12)**, NATHAN GOLAS** is administratively suspended from practising law for failing to complete mandatory continuing professional development activities.

September 15, 2026

Leah Kosokowsky
Chief Executive Officer

Issued: September 15, 2026

The Law Society of Manitoba
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NOTICE OF DISBARMENT
Gisele Rita Champagne

By resolution of a Panel of the Discipline Committee of The Law Society of Manitoba, **GISELE RITA CHAMPAGNE** was found guilty of professional misconduct and incompetence. She was ordered to be disbarred and her name struck from the Rolls of Barristers and Solicitors of the Society.

September 16, 2026

Leah Kosokowsky
Chief Executive Officer

Issued: September 16, 2026

CPD Education Centre

Programs

Words Matter Series

Family Violence: Unpacking Language, Bias and Belief

November 27 | Webinar — Register

Family Violence Screening, Safety and Survivors

December 2 | Webinar — Register

Hot Topics in Real Estate

Join us in person or attend the webinar!

December 8 | In-Person — Register

December 9 | Webinar — Register

Civil Litigators: Save The Dates!

We're excited to offer an intensive advocacy skills workshop for civil litigators!

Mark your calendar and stay tuned for more details.



March 14 – 17



Gimli Resort & Conference Centre



Upcoming IMPORTANT DATES At a Glance

2026

OCTOBER 29
BENCHER MEETING
12:30 p.m.

DECEMBER 1

PAYMENT DUE:
2026-2027 Professional Liability Claims Fund
(2nd Installment)
for lawyers paying by instalment

DECEMBER 10
BENCHER MEETING
12:30 p.m.

DECEMBER 31

DUE DATE:

MCPD Hours to be completed
(PLEASE NOTE: This is NOT the reporting deadline.
The deadline to report these hours is April 1st.)

PRESIDENT
Ken Mandzuik, KC

VICE PRESIDENT
Sharyne Hamm

CHIEF EXECUTIVE OFFICER
Leah Kosokowsky

DEPUTY CEO
Alissa Schacter

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8:30 a.m. - 4:30 p.m.

lawsociety.mb.ca