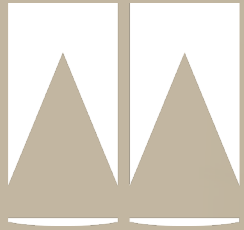




# The Law Society of Manitoba

INCORPORATED 1877 | INCORPORÉ EN 1877

## Annual Report 2020



# The Law Society of Manitoba

INCORPORATED 1877 | INCORPORÉ EN 1877

## Mission Statement

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

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# President's Message



Anita Southall  
President

It has been a privilege to spend a year as President of the Law Society of Manitoba.

This year has given me the opportunity to meet with members of the public and the profession and to engage with each of them in a variety of ways that contribute to the justice system generally and to the regulation of the legal profession more specifically. It was remarkable to observe the members of the Supreme Court of Canada meet with both the public and the legal profession in September 2019 to engage in dialogue about the important work that they do. On that occasion I had the distinct honour to escort Chief Justice Richard Wagner to a number of events and to see access to justice in action.

Access to Justice is of course an important component of the Law Society of Manitoba's Strategic Plan for 2017-2020. It has been encouraging to see that the efforts of the Law Society over the course of several years to eliminate barriers to accessing legal services has resulted in the introduction of Bill 28. If implemented it will enable the Law Society to broaden the scope of legal services that can be provided to the public by qualified and competent providers other than lawyers. This important work will continue, particularly in the area of greatest need, family law. In addition, the benchers have endorsed the provision of legal services through Civil Society Organizations, such as registered charities or incorporated not-for-profits, in an effort to increase access to justice from a broader range of service providers.

Another exciting initiative was the development and implementation of a Law Library Hub to increase access to legal information and advice by the public.

I was particularly pleased this year to participate in the work of the President's Special Committee on Health and Wellness. This committee arose out of the strategic goal of ensuring that legal services are delivered by a competent legal profession. There are enormous challenges in the practice of law and depression, anxiety and addictions are more prevalent in the legal profession than in many others. It is incumbent on us to address this issue and we are actively doing so through exploring the adoption of a diversion program outside of the complaints and discipline stream to assist lawyers who struggle. We are also looking at other opportunities to engage with organizations, such as the Federation of Law Societies and the Canadian and Manitoba Branches of the Bar Association, to identify the issues and develop resources to respond to them.

We look forward to the launch of the National Well-Being Study endorsed by law societies across the country to study the well-being of legal professionals in Canada. We are not awaiting the study results before initiating action here in Manitoba, but the study will inform our ongoing work and initiatives.

# President's Message

... continued

The Law Society also took important steps to protect the public and, in particular, client property. The Trust Safety Program was implemented to ensure that lawyers are competent to operate trust accounts and that client funds are protected. The benchers also adopted rules to combat money laundering and engaged in an extensive education program with the profession.

Our journey toward reconciliation has continued this year and I am grateful to have been part of that journey. I had the pleasure of hosting a reception following the gifting of eagle feathers to the Manitoba Courts by Indigenous Elders in September, during the visit from the Supreme Court of Canada. I was especially pleased to have the honour of welcoming to the reception Marion Meadmore, the first Indigenous woman lawyer in Manitoba. The Law Society has continued to build on its commitment to engage with the Indigenous community and has partnered with the Manitoba Indigenous Law Student's Association to provide networking opportunities for Indigenous law students.

I have also been witness to the impact of COVID-19 on the legal profession and have seen the profession adapt in new and creative ways to ensure that the public continues to have access to legal services. The Law Society took active steps to support them in their ability to provide important legal services and will continue to do so.



From left to right: President Anita Southall, Marion Meadmore, the first Indigenous woman lawyer in Manitoba, and Elder Ernie Daniels.

Thanks feel insufficient, but my thanks to CEO Kris Dangerfield, Leah Kosokowsky and to all of the staff at the Law Society for always welcoming me with open arms and unfailing positive professional support. Thank you to my fellow benchers for their constant support and especially to my Past President Kathy Bueti and my Vice-President, our incoming LSM President Lynda Troup. She will be supported in the next year by Vice-President Grant Driedger. While we may have reached the end of the 2017-2020 Strategic Plan and much has been accomplished, there is much more work to be done, including a new round of strategic planning. I am confident that under Lynda's leadership this good work will continue.



President Anita Southall and Chief Justice Richard Wagner

# CEO's Message



Kris Dangerfield  
Chief Executive Officer

The year 2019 saw some unique and indeed, unprecedented opportunities and challenges for the Law Society of Manitoba.

We had the opportunity to meaningfully engage with both the public and the profession when participating in the visit by the members of the Supreme Court of Canada who sat outside of the nation's capital for the first time in history and in the eagle gifting ceremony to the Manitoba Courts. The opportunity to share, to learn and to educate was invaluable.



Eagle Gifting Ceremony

In contrast, the arrival of the COVID-19 pandemic brought short our ability to continue some of that ongoing engagement, or at least the manner in which we are able to engage with our stakeholders. But the strong foundations that exist enabled the Law Society to transition efficiently and effectively to a new approach to communicating with, educating and regulating the legal profession.

Significant progress has been made on our 2017-2020 Strategic Plan which now comes to an end. Competence is a key pillar in the strategic plan and enormous strides have been made in that regard. In addition to making great progress in relation to the health and wellness of the legal profession, we have introduced an entirely new and exciting on-line PREP program for the education of articling students. We also introduced new rules in the *Code of Professional Conduct* to ensure that lawyers are technologically competent.

In the 2017-2020 Strategic Plan the benchers embraced innovation. They recognized that not every legal service needs to be provided by a lawyer and have opened the door to permitting alternative legal service providers to deliver legal services to the public. We welcome Bill 28, which was introduced by the Province of Manitoba earlier this Spring and which will authorize the Law Society to permit the delivery of legal services by alternate service providers and by "Limited Practitioners".

# CEO's Message

... continued

In the pages that follow you will see information about our core regulatory functions: admissions, education, complaints and insurance. These have continued unabated as we work to protect the public interest in the delivery of legal services.

None of this work could be done without the commitment of our volunteers -- our benchers, our lay benchers, our public representatives and our committee members, each of whom invests an enormous amount of time, energy and enthusiasm into their work. Many thanks to our outgoing President Anita Southall. Her graciousness, her wisdom and the generosity of both her spirit and time contributed to a very enjoyable and productive year. She was well supported by our Past President Kathy Bueti and Vice-President Lynda Troup and I am grateful to have had the opportunity to work with each and every one of them.

I am also grateful to the staff of the Law Society, who are committed, conscientious and caring individuals. They have risen to the challenge of working largely remotely and have done so efficiently, effectively and with good humour. Thank you all.



From left to right: Past President Kathy Bueti, Vice-President Lynda Troup and President Anita Southall

# 2017-2020 Strategic Plan

The Law Society moved forward with a number of important strategic objectives and initiatives in 2019.



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

The benchers of the Law Society of Manitoba adopted a Strategic Plan in 2017 which provides a regulatory roadmap for the Law Society for the period from 2017 to 2020. The Plan sets out four key strategic objectives with desired outcomes and identifies initiatives that will allow the Law Society to meet its mandate. In 2019 the Law Society made some significant progress on these initiatives which are outlined in this Report.

# 2017 - 2020 Strategic Plan

... continued





# 2017 - 2020 Strategic Plan

... continued

## Strategic Objective #1

### Competence

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

#### Desired Outcomes:

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

The Law Society made some significant progress in the regulation of not only individual lawyers but also the law firms in which they practice. Effective April 1, 2019 every law firm in the Province was required to register with the Law Society and appoint designated representatives to communicate with the Law Society. The newly implemented Trust Safety Program required that each lawyer or law firm that wished to maintain a trust account apply to have a lawyer approved as a trust account supervisor. The approval process requires not only an assessment of the applicant's trust audit history but also the successful completion of an On-Line Trust Safety Program developed by the Law Society to ensure that lawyers operating trust accounts are competent to do so.

In May and June 2019 the Law Society, in conjunction with the Law Societies of Alberta and Saskatchewan conducted a survey of articling students and new lawyers to better understand the nature of articles, the type of training and mentoring articling students are

receiving and how prepared articling students are to practise law on admission. The survey provided rich data which deepened our understanding of issues, including workloads, compensation and retention rates and troubling reports about the incidence of harassment and discrimination. In response the Law Society directed its Equity Committee to explore these issues further and took immediate steps to enhance the communication of existing resources to students and the profession.

Some of the issues around the challenges faced by articling students will be addressed in part through the new PREP program, which is the pre-call bar admission program developed by CPLED, through an initiative sponsored by the Law Societies of Manitoba, Alberta and Saskatchewan. In January 2020 the Law Society hosted a pilot project for the new PREP program with 33 students from across the three jurisdictions which will be used to inform decisions around the delivery of the new PREP in 2020.

# 2017 - 2020 Strategic Plan

... continued



23 students from Manitoba participated in the 2020 PREP Pilot Program

The benchers approved the adoption of a practice review/audit program to assist lawyers in meeting competency standards in their practices. This initiative, which is still in the development phase, will link well with the self-assessments that the Law Society has developed for law firms to reflect on their management principles.

The Law Society struck a President's Special Committee on Health and Wellness to explore the development of a diversion program outside of the complaints and discipline stream to assist lawyers who struggle with mental health or addiction issues. In addition, the Committee considered other initiatives that would support health and wellness and ultimately competence in the legal profession. This will include the development of additional resources and collaborating with other organizations, including the Federation of Law Societies and the Canadian Bar Association and its Manitoba Branch.

# 2017 - 2020 Strategic Plan

... continued

## Strategic Objective #2

### Access to Justice

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

#### Desired Outcomes:

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

In 2019, the President's Special Committee on the Regulating Legal Entities worked to develop a regulatory framework and robust polices to support the provision of legal services by "permitted legal services providers" to address unmet legal needs while considering issues such as competence, accountability and integrity. The Committee explored at some length the kinds of services that increase access to justice and the service providers who appear well-equipped to provide certain legal services without representing a risk to the public.

On March 9, 2020 the Province of Manitoba introduced Bill 28 in response to the Law Society's 2018 request for Act amendments that, if passed, will give the Law Society the authority to permit additional legal service providers to engage in activities that increase access without increasing risk to the public. This would include a new category of legal services providers who would be designated as "Limited Practitioners." The Law Society would determine appropriate scope of practice for these practitioners who are not lawyers and prescribe any necessary requirements relating to education, insurance and conduct.

The benchers have also approved the delivery of legal services through Civil Society Organizations ("CSOs"), such as registered charities or incorporated not-for-profits, in an effort to increase access to justice from a broader range of service providers.

The benchers sought and obtained funding from the Manitoba Law Foundation to establish a Law Library Hub at the Manitoba Law Courts. Under the supervision of a lawyer, law students were able to gain experience providing information and advice to unrepresented individuals. While intended to be a one year pilot project, this initiative has been unable to continue given the impact of COVID -19 and will have to be re-evaluated in 2020.

# 2017 - 2020 Strategic Plan

... continued

## Strategic Objective #3

### Equity, Diversity and Inclusion

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

#### Desired Outcomes:

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

The Law Society explored the issue of offering part-time practising fees for members who practise part-time. Not all lawyers want to or are able to practise full time for reasons that include accommodating child or elder care responsibilities, health or disability issues or other life priorities. The issue was considered by the Law Society's Equity Committee from the perspectives of equity, diversity, inclusion and access to justice and a survey was developed for the profession to solicit feedback on the idea and potential qualifying criteria. The survey will be conducted in 2020/21.

The Law Society held a continuing professional development program for members on sexual harassment in the workplace in the #MeToo era. Members of our Complaints Investigation and Discipline Committees also participated in training on the challenges of dealing with sexual harassment and assault cases.



From Left: Alissa Schacter, Christine Thomlinson, Tracey Epp and Garth Smorang, Q.C. CPD presenters for Sexual Harassment in the Workplace in the #MeToo Era

# 2017 - 2020 Strategic Plan

... continued

The Equity Officer at the Law Society actively engages with the profession and the public to promote equity in the legal profession. She has done so through various opportunities to engage in education in relation to these issues, including presentations on harassment and discrimination, unconscious bias and micro aggressions to the profession, CPLED and PREP classes and students at the University of Manitoba's Faculty of Law. She also wrote articles for the Law Society's Communique on understanding gender identity, the connection between mental health and wellness and diversity and inclusion, and the Court's decision to allow Indigenous people to affirm oaths using an eagle feather in court proceedings. She also participated in a panel discussion on maternity leave with the Manitoba Bar Association's Women Lawyers' Forum.

The Law Society has also sponsored events for the profession, the public and for law students. These include the Pride Reception that the Law Society jointly sponsored on May 29 with the MBA's SOGIC (Sexual Orientation and Gender Identity Community) subsection.

Our journey toward reconciliation continues. In September the Law Society hosted a reception following the gifting of eagle feathers to the Manitoba Courts by Indigenous Elders. The Law Society hosted the 2nd annual Building Connections networking event for Indigenous law and articling students in January in partnership with the Manitoba Bar Association and the Manitoba Indigenous Law Student's Association. The event paired the students with host lawyers and provided an opportunity for them to practise networking in an informal and supportive setting. Students and lawyers engaged in several rounds of speed networking and the students made valuable contacts within the profession. An engagement session was held with Indigenous members of the bar and subsequent informal discussions are ongoing.

Additionally, new educational resources were incorporated into the pre-call bar admission program to assist with increasing cultural competency within the legal profession. Indigenous Canada was a required course for the CPLED Legacy program, and students in PREP will work through a module on Indigenous Law, Culture and Peoples.

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.

During the year ending March 31, 2020, the Equity Officer assisted **44** individuals with issues as follows:



# 2017 - 2020 Strategic Plan

... continued

## Strategic Objective #4

### Stakeholder Confidence

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

#### Desired Outcomes:

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

In January 2020 the Law Society introduced its new logo and website to reflect a more innovative and modern regulator. The website is more user friendly and provides different access points and content for the public, for whom the Law Society is mandated to protect, and the profession that the Law Society is mandated to ensure is competent. The website has proven to be a very effective tool in communicating with the profession on the broad range of issues in response to the COVID-19 pandemic to support the profession's ability to continue to provide services to the legal profession.

The Law Society engaged with the profession to obtain feedback on articling generally, with particular attention given to concerns about harassment and discrimination.

In 2019 the Nominating Committee increased its engagement with both the profession and the public as it sought out applicants for positions of appointed lawyer benchers and lay benchers.

# Complaints Review Commissioner Report



Drew Perry  
Complaints Review Commissioner

The Complaints Review Commissioner's role is one component of the overall complaints resolution process established for the public by the Law Society. The role provides complainants with the option in certain circumstances to request an independent review by a non-lawyer of a decision on a complaint which was made by a staff member of the Complaints Resolution Department.

Complainants who continue to disagree with a decision made by a Law Society staff member regarding their complaint about a lawyer have 60 days to request a review by the Complaints Review Commissioner. The circumstances under which this request may be made are:

- (a) The Complaints Resolution Department staff have initially reviewed a matter but have decided not to investigate the complaint on the basis of no merit; or
- (b) Following an investigation by staff, the matter has been concluded at the staff level, either with or without taking action.

The Complaints Review Commissioner's process involves a file review of the same information that was available to staff at the time of their initial decision. The Commissioner then provides a written decision to the complainant, with a copy to the lawyer and the staff person involved.

The options available to the Commissioner are to:

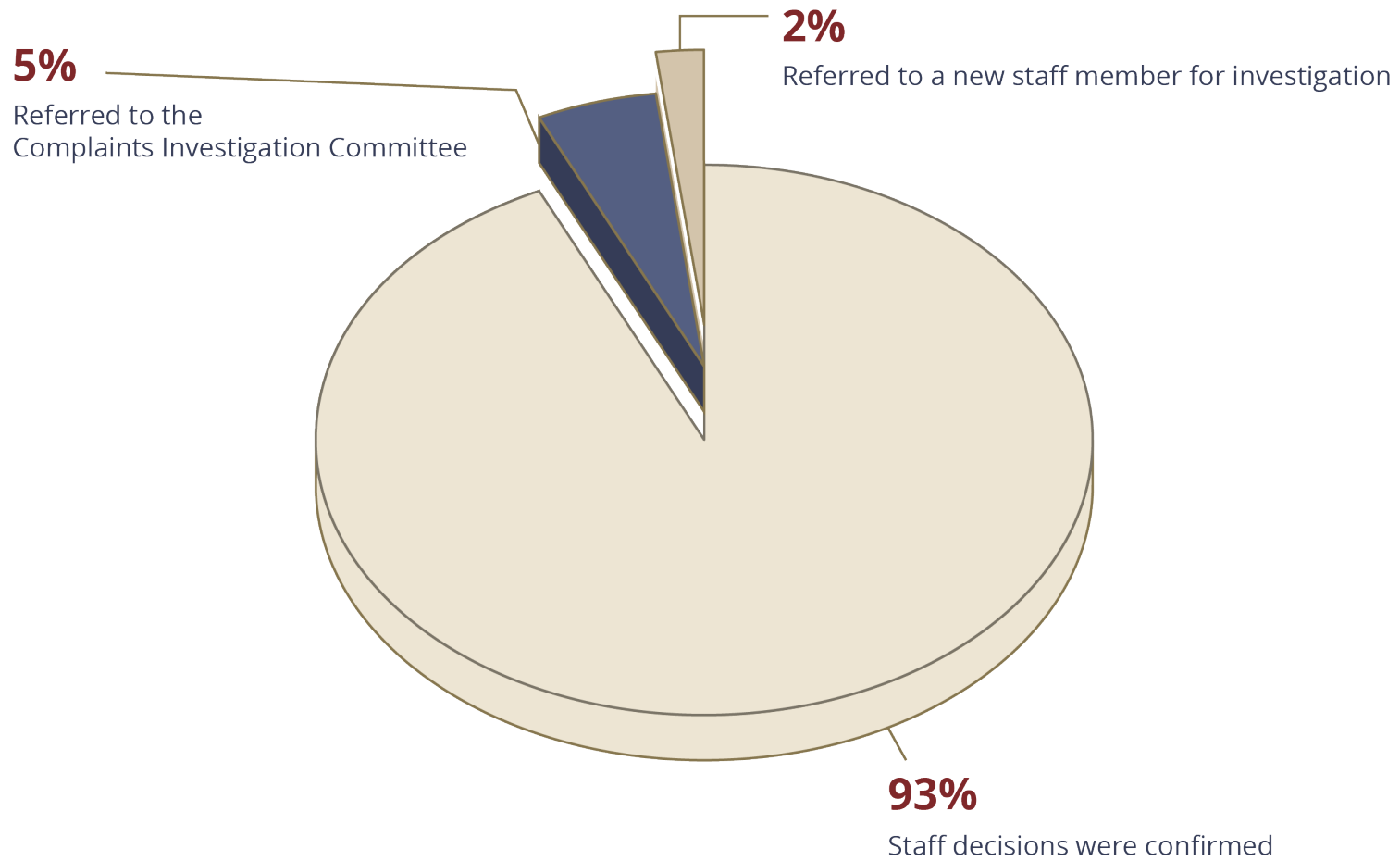
- (a) confirm the initial staff decision;
- (b) require an investigation by a different staff member in cases where an investigation has not been conducted; or
- (c) where an investigation has taken place, direct the Law Society to refer the matter to the Complaints Investigation Committee for its consideration.

I would like to take this opportunity to thank the benchers of the Law Society of Manitoba for providing the opportunity to participate in the overall complaints review process in this way. I continue to believe that the public is well-served by the overall complaint resolution process, including the possibility of an independent review by a non-lawyer in some cases.

# Complaints Review Commissioner Report

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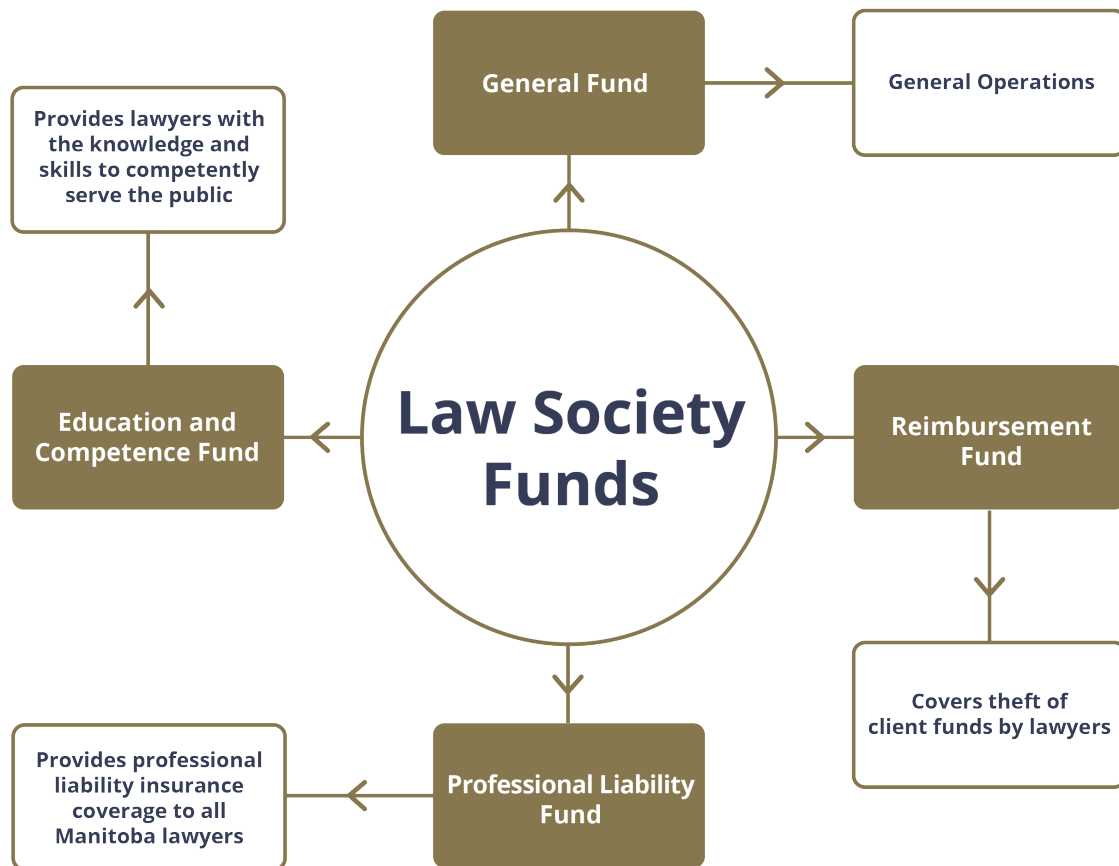
For the 2019-2020 year, a total of **43 requests for review** were received from complainants who disagreed with the initial decision made by staff – consistent with the numbers in recent years.





# 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 General Fund reflects the financial position and performance of the general operations of the Law Society, including accounting, admissions and membership, benchers, complaints resolution, discipline, the Family Law Access Centre, general administration and information technology. The Fund's main source of revenue comes from practising fees (\$1,900 per member in 2019/2020), supplemented by other administrative fees and recoveries. The major expenses of the Fund include salaries and benefits related to operations, grants (in particular support of the Great Library, Community Legal Education Association and the Federation of Law Societies of Canada), rent payments, committee and bencher support, professional assistance and general office supplies and operations. There were two major influences on this year's statements. The first was the selling of 219 Kennedy Street, which resulted in a significant capital gain and a reduction of several expenses. The second was the elimination of investments in this Fund as advised by our auditors coupled with the poor performance of investments at year end.

# Finance

... continued

## Reimbursement Fund

The Reimbursement Fund exists for the benefit of clients who may suffer losses in the event of the theft of client funds by lawyers. The fund is financed by an annual assessment (\$275 per practicing lawyer in 2019/2020), a grant from the Manitoba Law Foundation and investment income. Major expenses include financing the Law Society's audit program with the primary expense being salaries and benefits, the Lawyers Trust Protection Insurance premiums and repayments to clients who become victims of lawyer theft.

## Professional Liability Claims Fund

The Professional Liability Claims Fund provides professional liability insurance coverage to all Manitoba lawyers. It is funded by an annual insurance levy (\$1,645 for July 1, 2018 to June 30, 2019 and \$1,695 for July 1, 2019 to June 30, 2020), investment income and deductibles/recoveries received. Included in the levy is cyber insurance coverage at an annual cost of \$45. The revenue covers net damages and defence costs, mandatory and other insurance premiums and the costs of administering this service, with the major expense related to salaries and benefits. As this Fund holds 96% of the Law Society's total investment portfolio, its results are greatly impacted by the swings in the market place. On a positive note, the reserve for future estimated claims decreased over the year, having a positive effect on the financial results of the Fund.

## Education and Competence Fund

The Education and Competence Fund supports lawyers by providing both the knowledge and skills to become and remain competent to serve the public. This Fund is financed by an annual contribution from fees (\$300 per member in 2019/2020), educational program revenue, application/tuition/call fees for CPLED (the Law Society's bar admission program), a grant from the Manitoba Law Foundation and investment income. These monies are used to deliver educational programs to both existing and future lawyers. Expenses include salaries and benefits paid for those administering the programs, contributions towards CPLED development, honoraria for volunteer presenters and material and other program delivery costs.



In total, The Law Society ended the 2019/2020 fiscal year with a net income. Greatly impacting this outcome was the sale of 219 Kennedy which resulted in a \$1.734 million capital gain. The grant from the Manitoba Law Foundation was in excess of \$1 million, almost double that of the previous year. Investment returns are extremely difficult to predict yet have a major impact on the Law Society's financial results and this year was no exception. Investment returns during the year were favourable, however the year end adjustment from cost to fair market value and the crash at the end of March 2020 saw a decline which offset some of the gains. With the sale of the building, many expenses were eliminated (hydro, property tax, water, etc). The rent at 260 St. Mary Avenue was lower than anticipated and last year as the property tax savings on being classified as an "educational" business were realized. The Law Society is also reducing its annual rent in an effort to use part of the leasehold allowance negotiated previously. The increases for both insurance damages and defence payments were more than offset by the recoveries made.

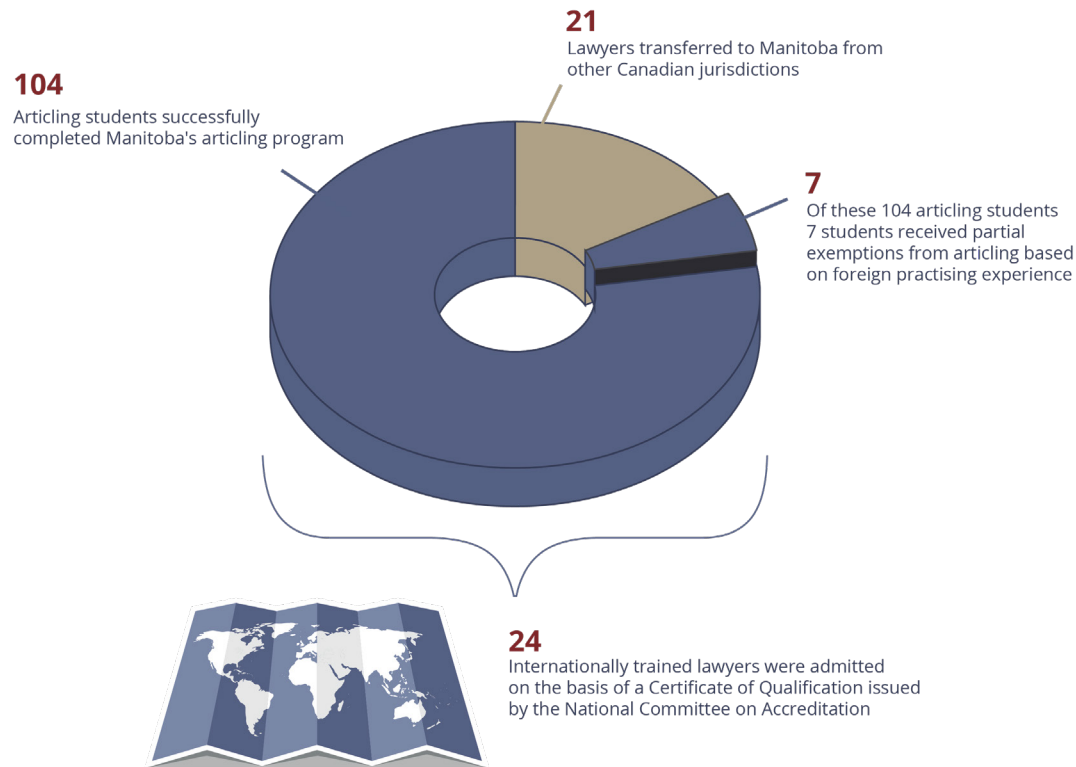
Overall, the Law Society's sound financial performance in 2019/2020 reflected effective financial management and prudent business practices throughout the organization.

# Admissions and Membership

## Demographics

### New Members

During the year ending March 31, 2020, **125** lawyers were called to the Bar in Manitoba. Of those:



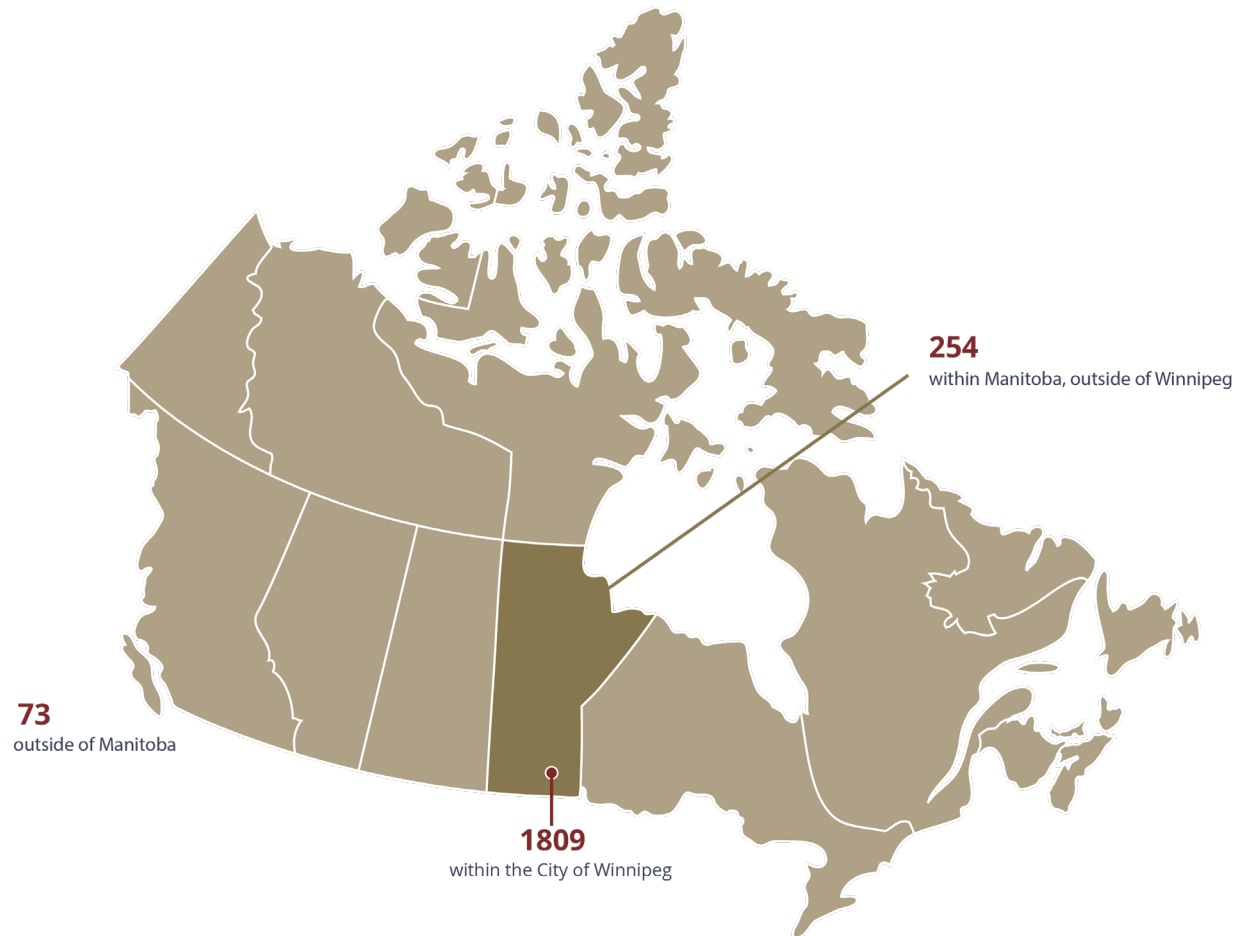
# Admissions and Membership

## Demographics

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### Where Members are Practising

**2,136** Law Society members with active practising status on December 31, 2019 were practising in the following geographical areas:



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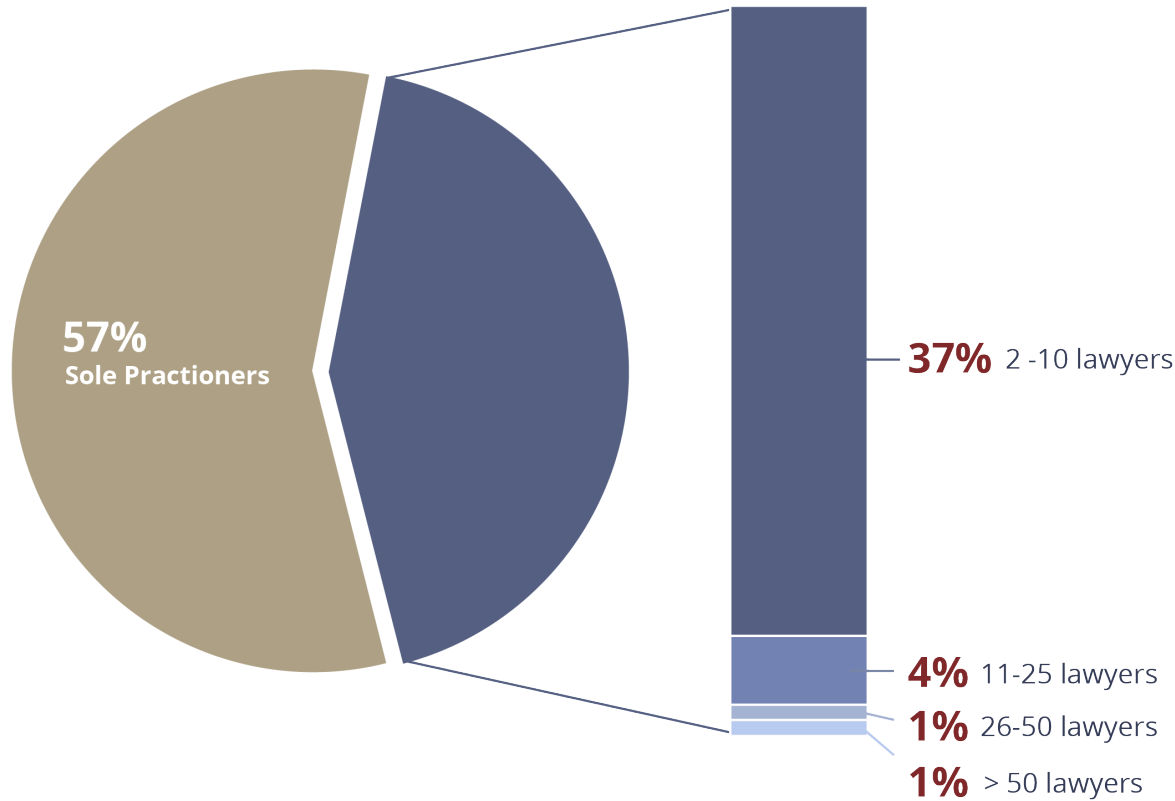
# Admissions and Membership

... continued

## Demographics

### Law Firms in Manitoba

As of December 31, 2019, **479** law firms and sole practitioners were operating in Manitoba.



Correction note: The total count for law firms and sole practitioners was originally reported as 750. The correct count is 479.

# Admissions and Membership

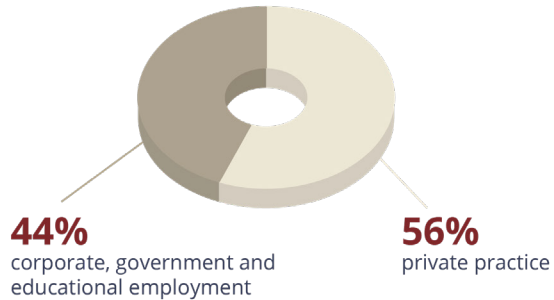
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## Demographics

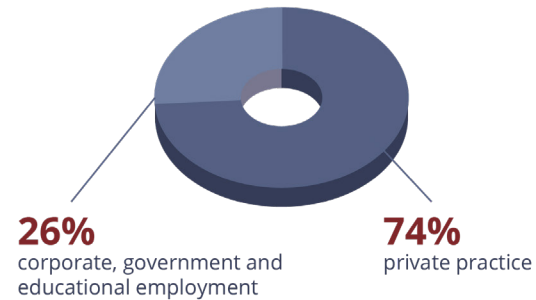
### Nature of Practice



**807 Women**



**1,256 Men**

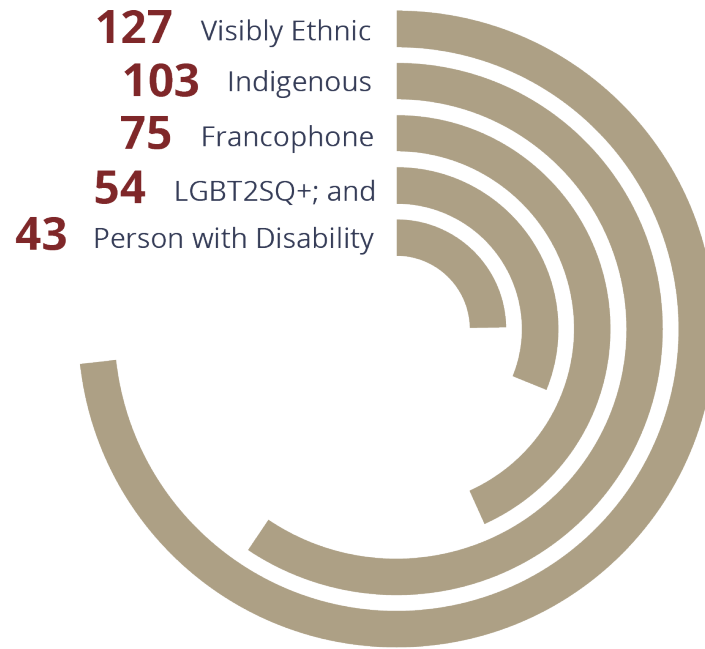


# Admissions and Membership

## Demographics

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The following are the number of lawyers who voluntarily reported that they identified as:

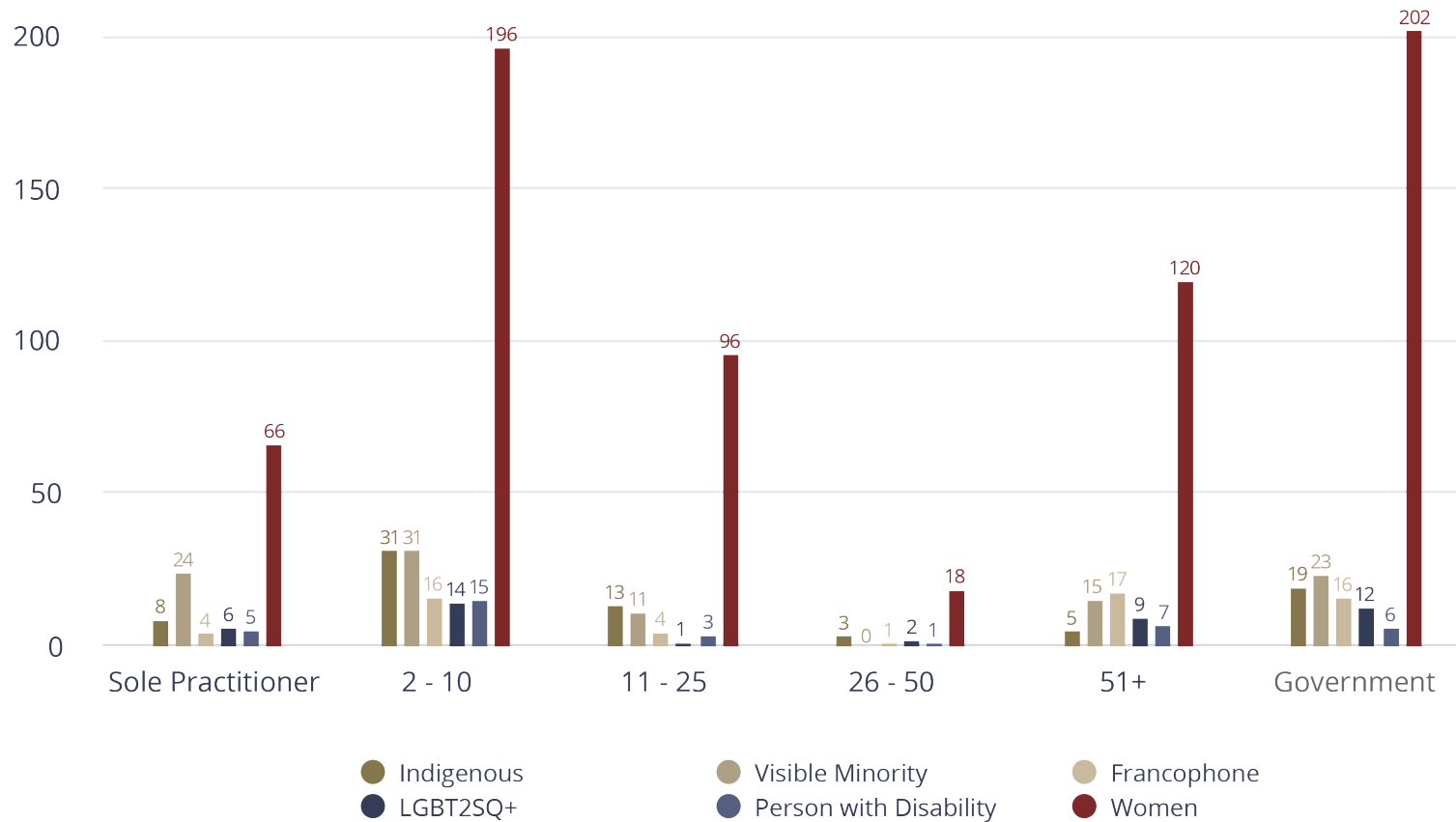


# Admissions and Membership

## Demographics

... continued

Women and other self-identified groups reported practising in the following firm sizes /types of employment:



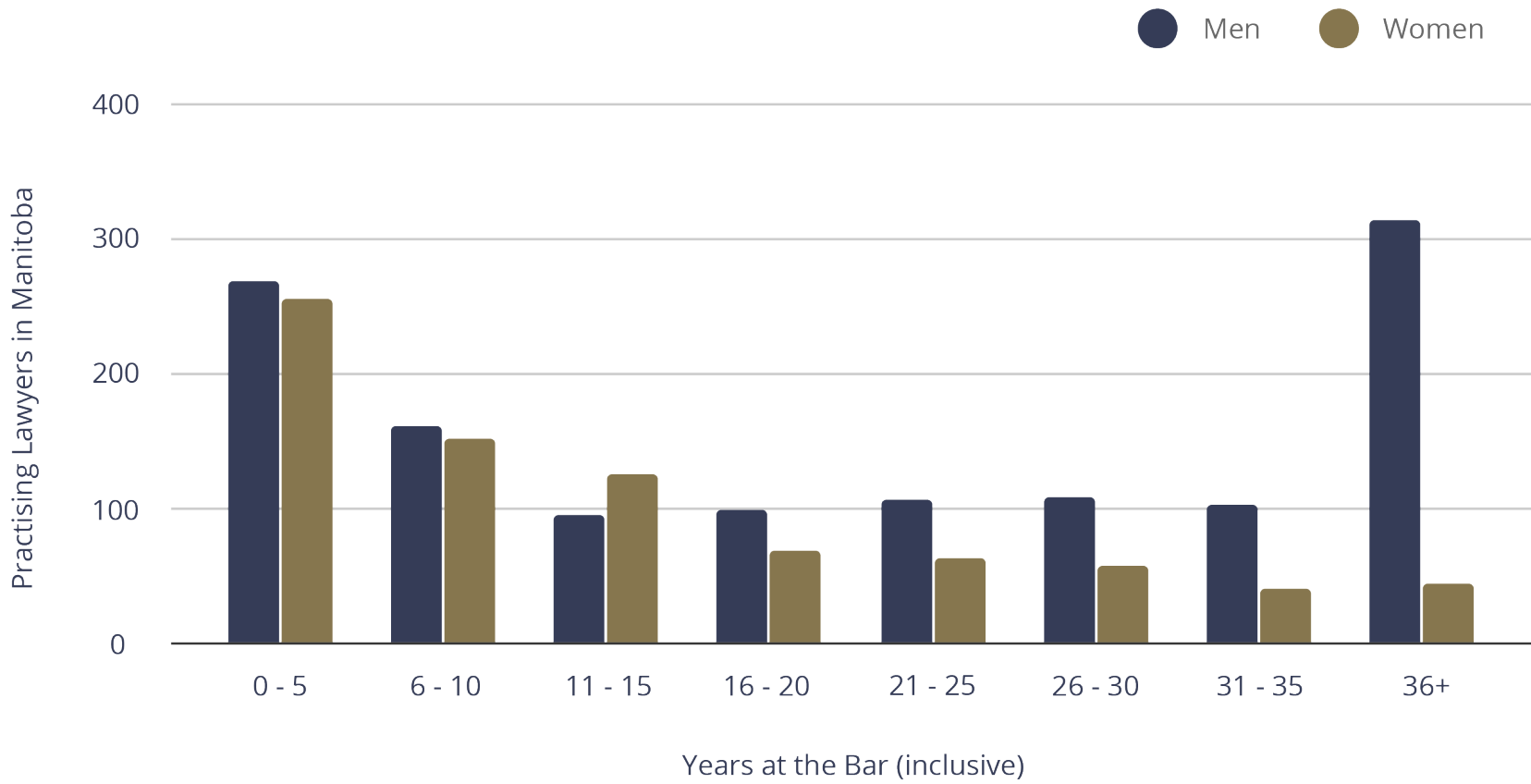


# Admissions and Membership

## Demographics

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### Practising Lawyers in Manitoba as of December 31st by Years at the Bar and Gender



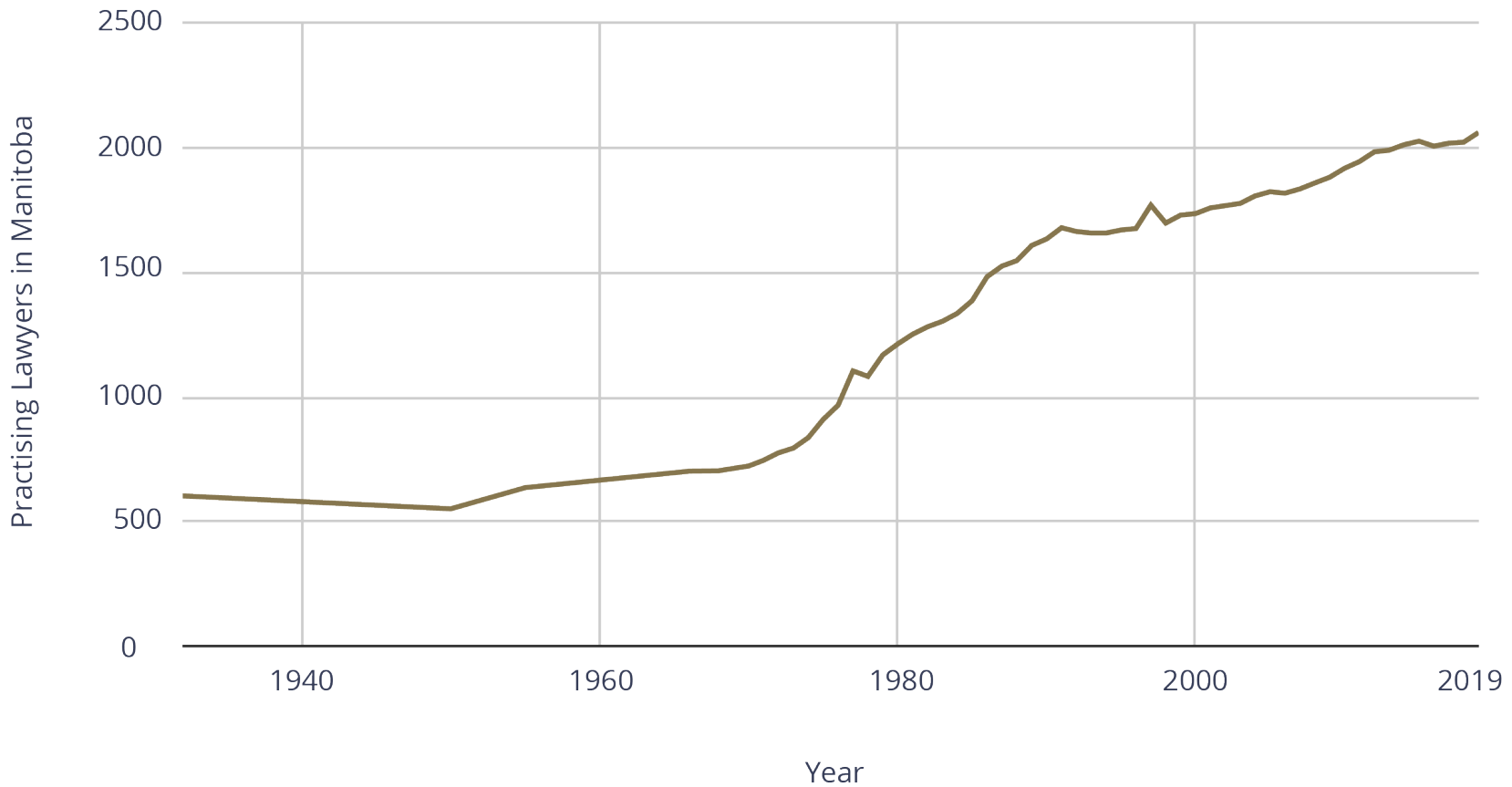
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# Admissions and Membership

## Demographics

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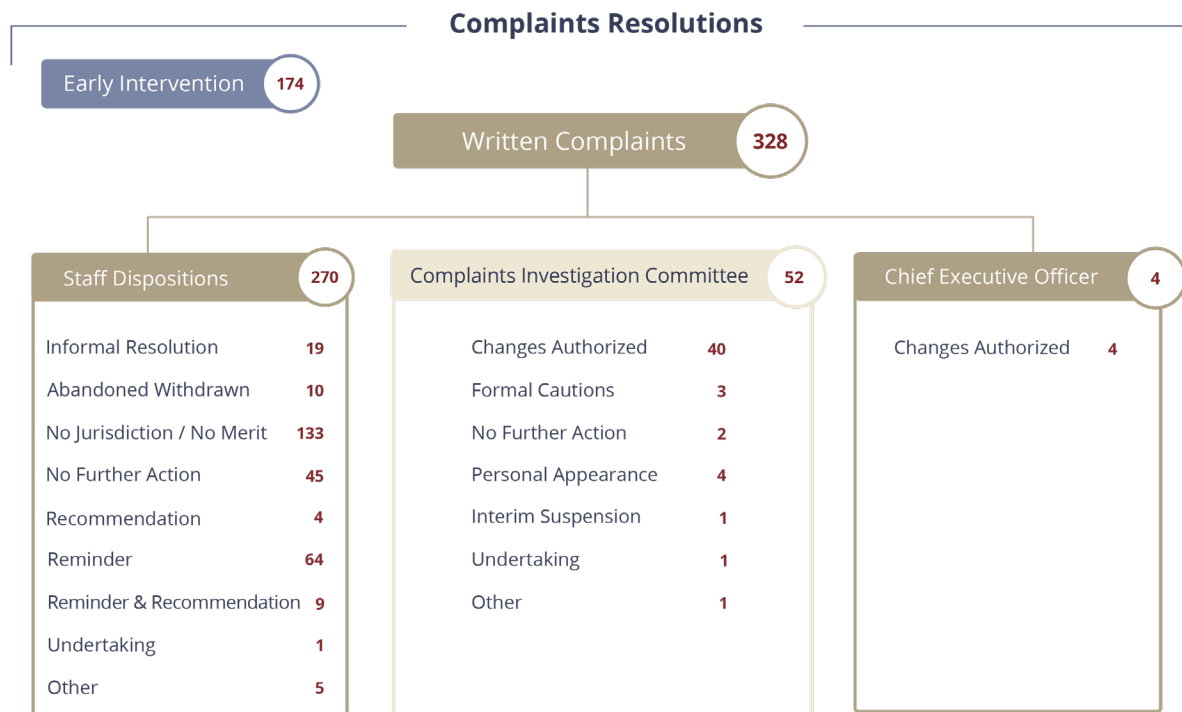
### Practising Lawyers in Manitoba by Year



# Complaints Resolution

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

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



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

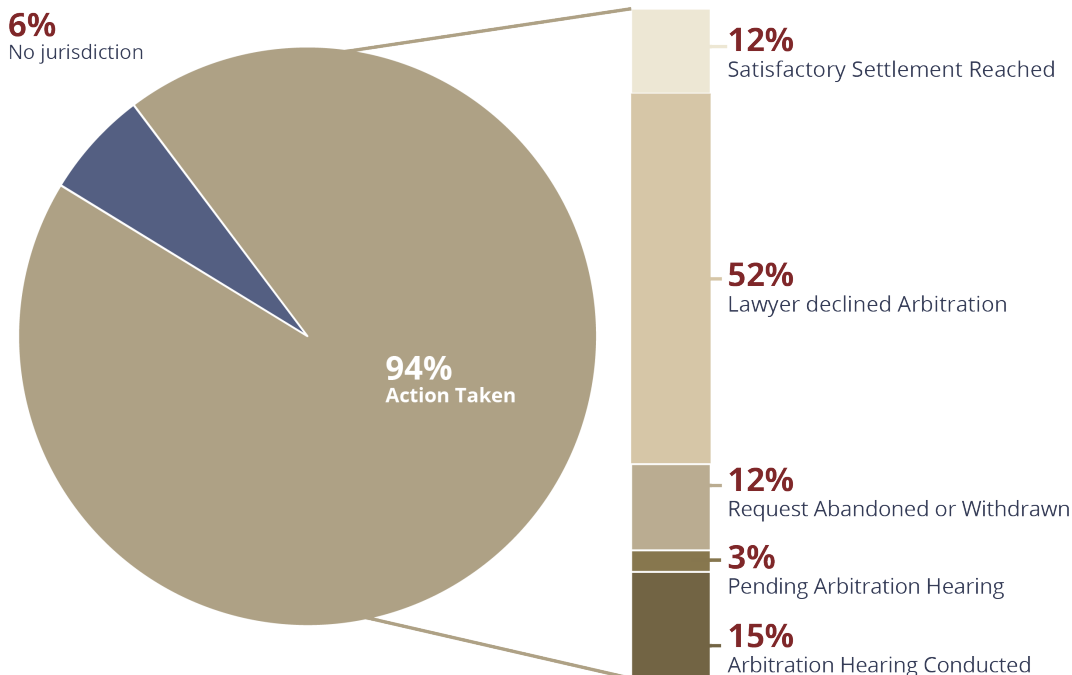
# Fee Arbitration

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

In 2015, the Law Society amended the process to allow for public representatives to sit on fee arbitration hearing panels. The program allows clients and lawyers to resolve fee disputes 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 **33** complaints relating to excessive fees resulting in the following outcomes:

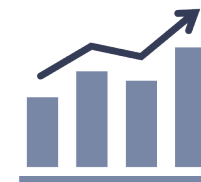
## Fee Arbitration Outcome



## Outcome from Hearings



**3** Fees Upheld



**2** Fees Reduced

# Discipline

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

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

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

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

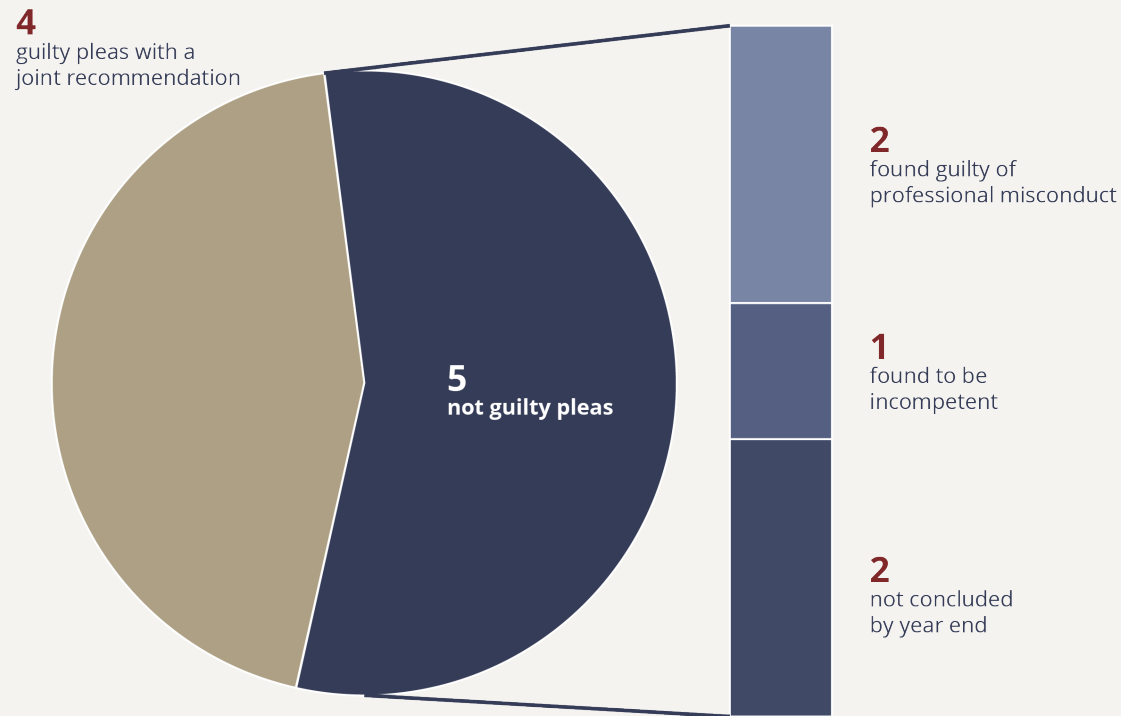
At the conclusion of a discipline hearing, the panel must either dismiss the charges or make a finding that the lawyer is guilty of the alleged conduct.

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

Decisions of the Discipline Committee may be appealed to the Court of Appeal.

# Discipline

In 2019, nine lawyers were the subject of discipline hearings, some of whom faced multiple charges. This year all hearings were open to the public. In all cases, the lawyer was ordered to pay costs to the Law Society.



## Outcomes

- 1 permitted to resign and struck off the rolls
- 2 suspensions
- 3 fines
- 3 remedial conditions or restrictions ordered

## Appeals

- 1 appeal pending
- 1 appeal filed but withdrawn

continued...

# Discipline

... continued

## Nature of Charges

**Failing to act with integrity**, including misappropriating trust funds and misleading opposing counsel;

**Conflict of Interest** by acting for a client in a litigation matter when the lawyer's own conduct would be at issue, acting for parties with conflicting interests in commercial transactions, borrowing from a client and preferring the interests of one client over another;

**Failure to respond to the Law Society**, including failing to respond to "14-day letters" and follow up letters in complaint matters;

**Failure to comply with practice conditions, restrictions or undertakings**, including restrictions imposed by a previous Discipline order, undertakings given as an interim measure during an investigation and undertakings given as a remedial measure to conclude a complaint;

**Failing to treat other counsel with courtesy and respect**, including abusive communications and failing to respond to professional communications;

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

## Pardon

A member who was disciplined for a matter for which the consequences were a reprimand or a fine may apply to the Discipline Committee for a pardon after ten years have passed since that discipline if they have not had a subsequent disciplinary conviction and meet other specific criteria. A pardon does not erase the lawyer's record but is evidence that the Law Society no longer considers the lawyer's past misconduct to reflect adversely on the member's character.

This year the Committee heard and granted one pardon application.

## Referrals to Discipline



**44** complaints

regarding **12** lawyers



**13** lawyers with hearings to be scheduled

## Reinstatement

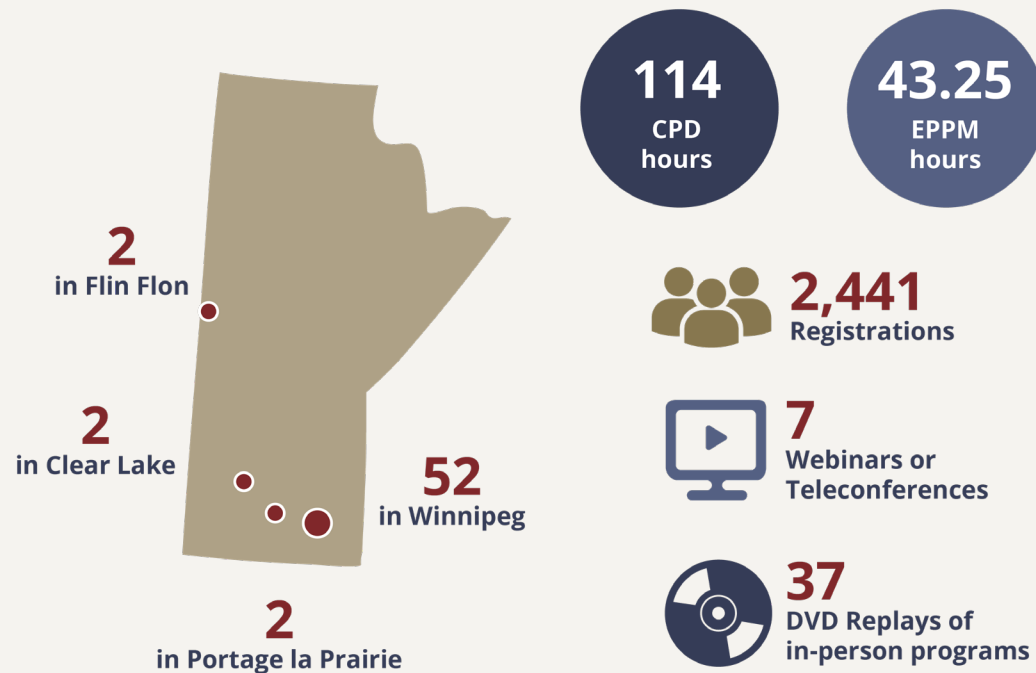
A former member who has been disbarred or was permitted to resign and whose name was struck from the Rolls may apply to be reinstated to membership in the Law Society if they meet certain threshold requirements. Reinstatement is rare, but the Law Society Rules allow a former member the opportunity to demonstrate that their character and competence are sufficiently redeemed as to allow for them to once again be trusted to safely and effectively practise law.

This year the Committee heard one reinstatement application from a member who had been permitted to resign. After a hearing her application was allowed and she was reinstated, subject to practising under close supervision and strict conditions.

# Education and Competence

The Education and Competence Department provides educational resources for lawyers and their support staff to assist them in providing high quality 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.

During the 2019-2020 year, the Law Society offered **58** CPD programs:





# Education and Competence

... continued

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. Cultural competence and awareness is increasingly incorporated into CPD programs on many different subject areas. We will continue to build resources in this area as we all continue to learn.

## Continuing Professional Development (CPD Programs delivered in 2019-2020)

(list does not include replays):

1. 2019 Central Bar:
  - Part 1: Tax 101 for General Practitioners
  - Part 2: The Taxation of Lawyers' Work-in-Progress – What Accountants Want You to Know
2. 2019 Child Protection
3. 2019 Hot Topics in Real Estate (2 live presentations)
4. 2019 Isaac Pitblado Lectures - Capacity to Decide: Planning for Death and Dying
5. 2019 Northern Bar:
  - Part 1: Addiction – Facts and Fallacies & Family Law Roundtable Discussion
  - Part 2: Estate Administration 101 & Legal Research Tools
6. 2019 Western Bar:
  - New Anti-Money Laundering Rules
  - Well-Being in Your Workplace: What Law Firms Can Do
7. All About Bail Applications
8. An Overview of Bill C-92: An Act respecting First Nations, Inuit and Métis children, youth and families
9. Anti-Money Laundering (3 live presentations)
10. Criminal Defence Advocacy Skills Workshop - A Case in Real Time: How to Achieve Success with Every Step You Take
11. Evidence "Rules" Every Family Law Lawyer Needs to Know
12. Sexual Harassment in the Workplace in the #MeToo Era: What You Need to Know
13. The Bills of Exchange Act
14. Top 10 Things Every Lawyer Should Know - Cannabis Law
15. Top 10 Things Every Lawyer Should Know - Criminal Law

continued...

# Education and Competence

... continued

## Partnerships

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

Partners included:

- Manitoba Bar Association and its subsections
- Faculty of Law, University of Manitoba
- Queen's Bench Judges
- Provincial Court Judges
- Northern, Central and Western Bar Associations
- Criminal Defence Lawyers Association

## Practice Resources

While CPD programs remain an important aspect of the work of the Education and Competence Department, in 2019/2020 we increased our efforts to develop other practice resources.

Written materials (from CPD programs or the former CPLED resource materials) have always been made available to the legal profession, however, a number of these resources have been reviewed in the past year and are now under re-development for release in the upcoming year.

The Law Society is committed to making professional development resources accessible to all of our members, regardless of their geographic location. As part of that initiative we video record most of our live CPD sessions and make those recordings available to our members on DVD and via cpdonline. A number of live in person sessions are also simultaneously available via webinar or teleconference.

The Law Society is aware that another aspect of accessibility is cost. Programs are offered with very competitive registration fees. A few programs were offered for free in 2019/2020 and these continue to be available for free via cpdonline.

# Bar Admission Program

For the last 15 years, Manitoba's bar admission program has been the regional bar admission course developed by the Canadian Centre for Professional Legal Education (CPLED) which is offered in Manitoba, Saskatchewan and Alberta. It has commonly been referred to as the CPLED course. Over the past two years, CPLED, the organization, has worked to redevelop the bar admission program to change the way new lawyers are trained. A Pilot of this new bar admission program, known as PREP (Practice Readiness Education/Evaluation/Experiential/E-learning Program), launched in Calgary in the late summer of 2019, with a second Pilot of PREP launching in Manitoba in January 2020.

In the meantime, the last of what has been the legacy CPLED program started in Manitoba in September 2019. Most of these students completed their CPLED work before the end of March 2020. There were nine students who concluded the CPLED Legacy Program in April 2020 by completing supplemental evaluations in the modules for which they still needed to demonstrate competency to pass the bar admission course. In addition to completing the legacy CPLED course and in response to the TRC Call to Action #27, Manitoba's articling students also had to complete a course offered by Coursera called, Indigenous Canada.

At each mass Call to the Bar ceremony, one member of the graduating articling class is honoured with the A.M. Montague Israels, Q.C. Prize. Last year the mass Call to the Bar took place on June 20, 2019 and the Israel's Prize recipient was Daniel Reimer.

## Qualification Examinations

The Law Society may require that lawyers seeking to resume practice after being out of practice for a period of time, and foreign trained lawyers wishing to practise in Manitoba, complete qualification examinations to be eligible to practise in Manitoba. Between April 1, 2019 and March 31, 2020, the Admissions and Membership Department required one person to successfully complete such exams.

## Remedial Education

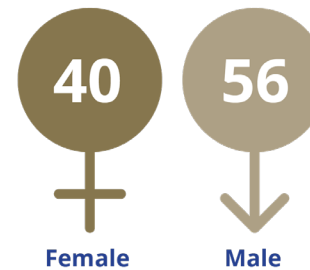
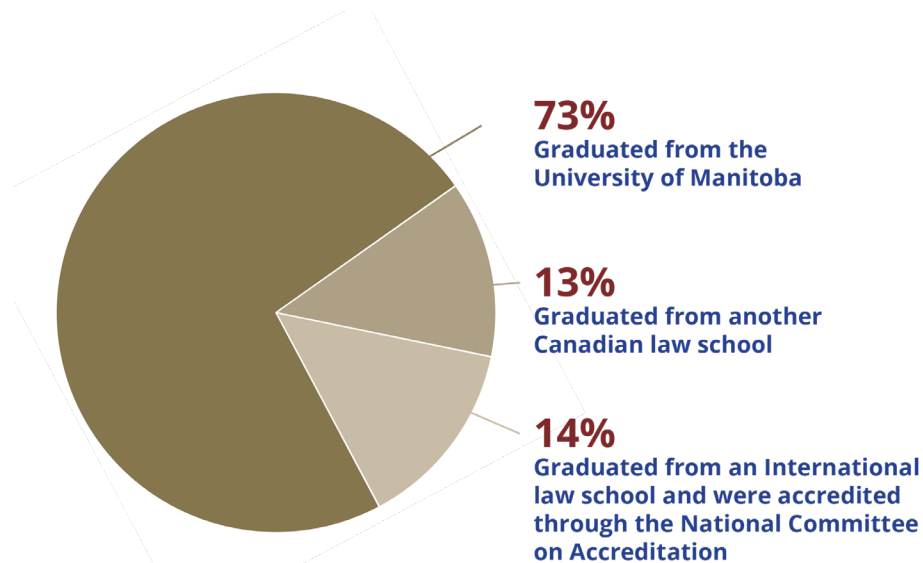
As part of its mandate to ensure a competent bar, the Law Society identifies lawyers whose skills or legal knowledge have deteriorated and who are not able to provide legal services competently. The Law Society provides remedial programs to assist these lawyers to reacquire and to demonstrate their competency. Between April 1, 2019 and March 31, 2020, three members of the Bar were enrolled in remedial programs intended to assist with issues relating to conflicts of interest, real estate practice and professional responsibility.

# Bar Admission Program

... continued

## 2019-2020 Manitoba Articling Students

96 articling students participated in the final year of the CPLED Legacy Program



4  
Students removed from the program for violating the Professional Integrity Policy



17  
Students served their articles outside of Winnipeg



29  
Average age (oldest 56 / youngest 23)

# Professional Liability Claims Fund

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

In the 2019/2020 fiscal year, the insurance assessment was levied at \$1,695 plus applicable sales 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.

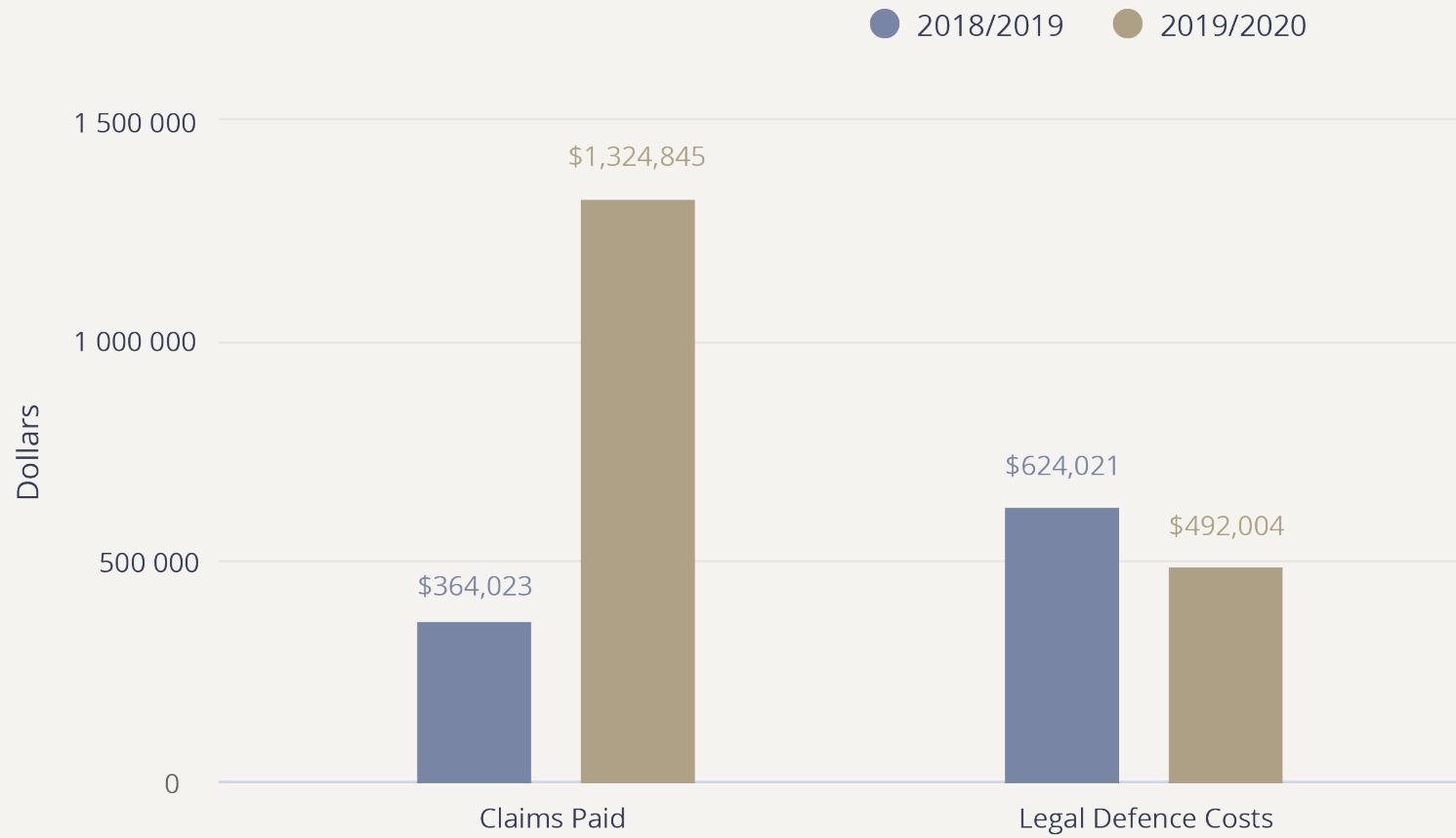
The Law Society has a Professional Liability Claims Fund Committee which deals with policy matters affecting the insurance program as they arise.

During the 2019/2020 fiscal year, the Insurance Program paid claims totalling \$1,324,845 in damages and \$492,004 in legal defence costs. This compares to \$364,023 in claims and \$624,021 in legal 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, Q.C. to provide free practice advisory services to members on a broad range of practice management areas.

# Professional Liability Claims Fund

## Claims Paid



# Reimbursement Fund

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

In the 2019/2020 fiscal year, all practising lawyers paid the sum of \$275 into the Fund. The Law Society maintains insurance in the amount of \$10 Million on the Fund.

The initial payout on any approved claim is limited to \$100,000. At the end of a fiscal year, if the total awards do not exceed the annual retention (\$1 Million) plus the insurance on the Fund, then the balance unpaid on any approved claim will be paid out together with interest at *The Court of Queen’s Bench Act* prejudgment interest rates from the date of the initial payment. If the aggregate claims awards exceed the annual retention plus the insurance coverage, payments in excess of \$100,000 will be prorated. 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 2019/2020 fiscal year, no claims were paid out of the Reimbursement Fund. The Fund recovered \$8,578.

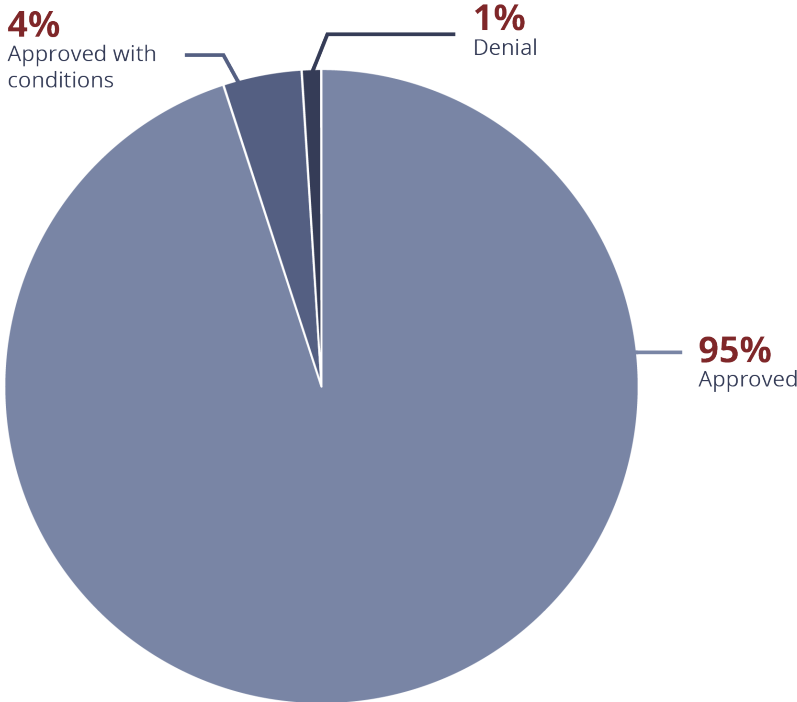
# Audit Program

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

## Trust Safety Program

With the introduction of this exciting new proactive program, a large volume of trust account supervisor applications were received.

In the program's first year, a total of **240** applications were processed with the following results:



231 applications were received from firm members, and nine were received from designated, non-firm members.



# Audit Program

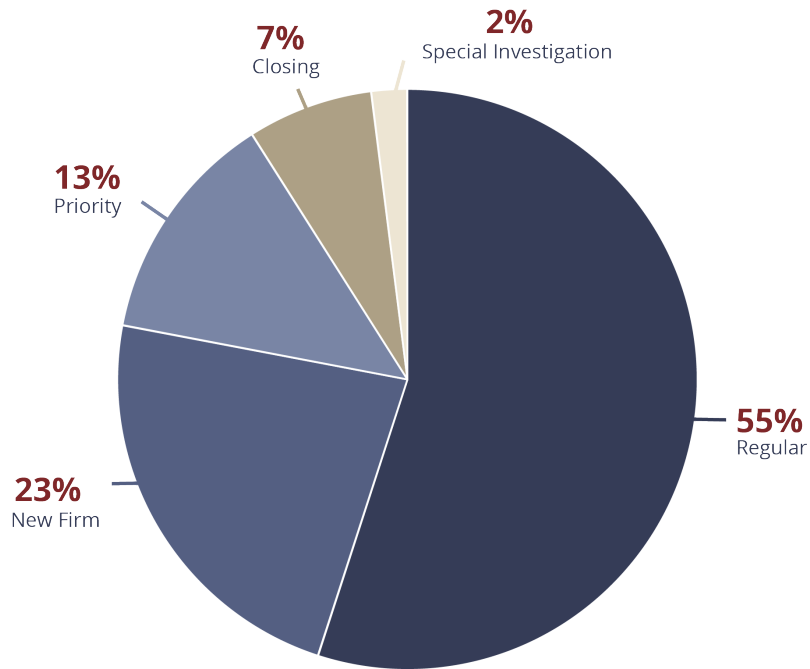
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## Spot Audit Program

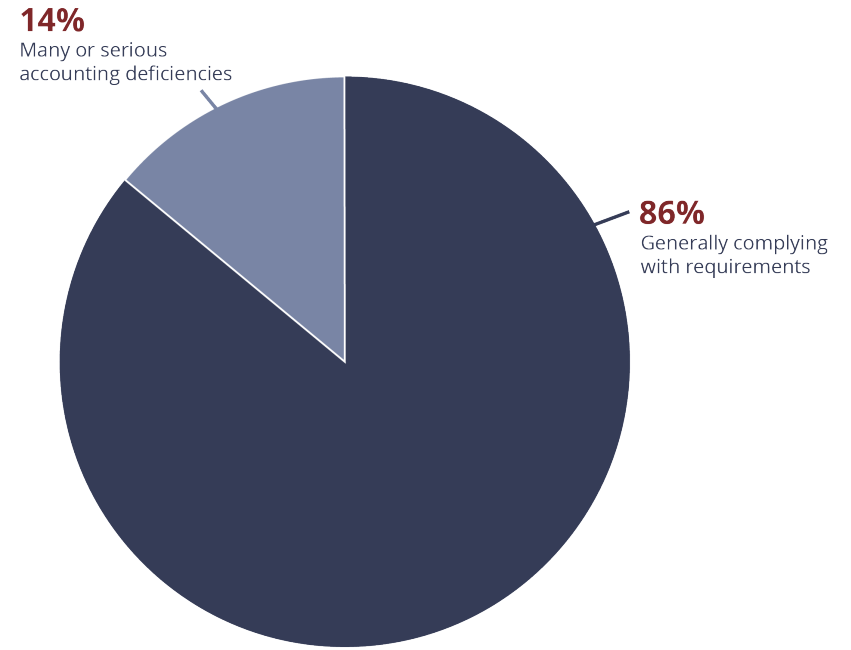
The Law Society has four different types of spot audits, a more in-depth review of compliance and accounting records.

In total, **60 spot audits** were conducted.

### Audit (by types)



### Audit Results



# Audit Program

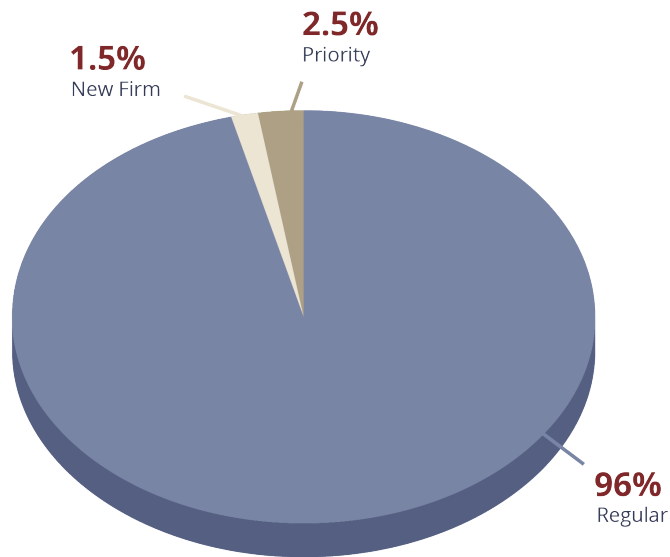
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## Check-Up Program

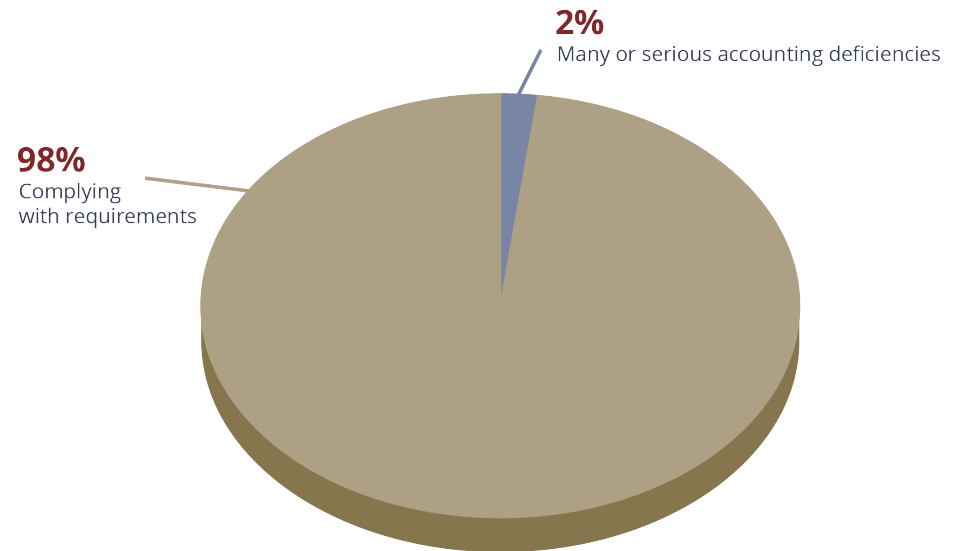
Briefer and more frequent than an audit, a check-up involves contact with a firm to observe selected aspects of recordkeeping.

In total **180** check-ups were conducted.

### Check-Up (by types)



### Check-Up (Results)



# Benchers

## The Benchers of The Law Society of Manitoba 2019/2020



### Officers

(effective May 23, 2019)

President:

Anita L. M. Southall

Vice-President:

Lynda K. Troup

Past President:

Katherine L. Bueti

Officer-at-Large:

Neil Cohen

#### Front Row (L to R):

James McLandress

Katherine Bueti  
Past President

Kristin Dangerfield  
Chief Executive Officer

Anita Southall  
President

#### Second Row (L to R):

Grant Driedger

Patricia Kloepfer

Susan Boulter

Richard Buchwald

Karen Webb

Lynda Troup  
Vice-President

Kyle Dear

Gerri Wiebe

Leah Kosokowsky  
Director | Regulation

#### Back Row (L to R):

Vincent Sinclair

Brian McLeod

Ashley Joyce

Neil Cohen  
Officer-at-Large

Sacha Paul

Wayne Onchulenko

#### Absent:

Dr. Amarjit Arneja

Dr. Jonathan Black-Branch

Miriam Browne

Brittany Goodman

Jay Funke

Paul Grower

Christian Monnin

Jason Poettcker

Jessica Saunders

Gerrit Theule

# Elected Benchers

(elected for a two year term on May 2, 2018)

## Winnipeg Electoral District

Richard D. Buchwald  
 Kyle L. Dear  
 Paul K. Grower <sup>1</sup>  
 Wayne M. Onchulenko  
 Sacha R. Paul  
 Anita L. M. Southall  
 Lynda K. Troup  
 Geraldine F. Wiebe

## Central-Dauphin Electoral District

Jay L. Funke <sup>2</sup>

## Eastern Electoral District

Grant M. Driedger

## Northern Electoral District

Vincent G. Sinclair

## Western Electoral District

Ashley T. Joyce

## Appointed Benchers

(appointed for a two year term effective July 1, 2018)

M. Victoria Cornick <sup>3</sup>  
 Christian L. Monnin  
 Jessica M. Saunders <sup>4</sup>  
 Omar A. Siddiqui <sup>5</sup>  
 Gerrit M. Theule <sup>6</sup>  
 Karen L. Webb

## Lay Benchers

(appointed for a two year term effective September 14, 2018)

Dr. Amarjit Arneja  
 Susan Boulter  
 Miriam Browne  
 Neil Cohen  
 Patricia Kloepfer  
 Brian McLeod

## Faculty Bencher

Dr. Jonathan Black-Branch

## Student Bencher

Brittany K. Goodman <sup>7</sup>  
 Jason Poettcker <sup>8</sup>

<sup>1</sup> Became a Bencher in May 2019 via by-election

<sup>2</sup> See footnote 1

<sup>3</sup> Ceased to be a Bencher in August 2019

<sup>4</sup> Became a Bencher in October 2019

<sup>5</sup> Ceased to be a Bencher in April 2019

<sup>6</sup> Became a Bencher in May 2019

<sup>7</sup> Ceased to be Student Bencher in September 2019

<sup>8</sup> Became Student Bencher in September 2019

# Life Benchers

## Winnipeg Electoral District

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

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

## Eastern Electoral District

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

## Central Electoral District

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

## Northern Electoral District

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

## Dauphin Electoral District

Hon. John A. Menzies  
Alan J. Semchuk

## Western Electoral District

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

# Standing Committees

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

## Admissions and Education Committee

Grant Driedger (Chairperson)	Paul Grower
Christian Monnin (Vice Chair)	Sharyne Hamm
Kim Antonio	Ashley Joyce
Dr. Amarjit Arneja	Patricia Kloepfer
Dr. Jonathan Black-Branch	Elliot Leven
Susan Boulter	David Marr
Miriam Browne	Brian McLeod
Richard Buchwald	Bryton Moen
Shannon Carson	Sacha Paul
Neil Cohen	Karine Pelletier
Joyce Dalmyn	Jason Poettcker <sup>2</sup>
Kyle Dear	Vivian Rachlis
Jay Funke	Dean Scaletta
Brittany Goodman <sup>1</sup>	Helga Van Iderstine

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

Grant Driedger (Chairperson)	Patricia Kloepfer
Christian Monnin (Vice Chair)	Elliot Leven
Kim Antonio	David Marr
Dr. Amarjit Arneja	Lynne McCarthy
Dr. Jonathan Black-Branch	Brian McLeod
Susan Boulter	Bryton Moen
Miriam Browne	Kenneth Molloy
Richard Buchwald	Maureen Morrison
Shannon Carson	Carmen Nedohin
Neil Cohen	Sandra Oakley
Joyce Dalmyn	Sacha Paul
Kyle Dear	Karine Pelletier
Jay Funke	Jason Poettcker <sup>4</sup>
Sharyne Hamm	Vivian Rachlis
Brittany Goodman <sup>3</sup>	Keely Richmond
Marston Grindey	Dean Scaletta
Paul Grower	Helga Van Iderstine
Ashley Joyce	

# Standing Committees

... continued

## Complaints Investigation Committee

Wayne Onchulenko (Chairperson)  
 Ashley Joyce (Vice Chair)  
 Jeremy Akerstream  
 Alexander Bainov  
 Miriam Browne  
 Gurdeep Chahal  
 Peter Cole, Q.C.  
 Christian Monnin  
 Vivian Rachlis  
 Jessica Saunders  
 Sean Shore  
 Helga Van Iderstine  
 Karen Webb

## Equity Committee

Vincent Sinclair (Chairperson)  
 Susan Boulter (Vice Chair)  
 Dr. Jonathan Black-Branch  
 Shannon Carson  
 Victoria Cornick<sup>®</sup>  
 Kyle Dear  
 Elliot Leven  
 Brian McLeod  
 Elizabeth Murray  
 Elissa Neville  
 Sandra Phillips  
 Michael Reimer<sup>®</sup>

## Discipline Committee

Hon. Richard Scott (Independent Chairperson)  
 Sacha Paul (Vice Chair)  
 Ted Bock<sup>®</sup> (Conflicts Chair)  
 Dr. Amarjit Arneja  
 Gordon Bates  
 Douglas Bedford  
 Victor Bellay  
 Dr. Jonathan Black-Branch  
 Karlee Blatz  
 Susan Boulter  
 Richard Buchwald  
 Katherine Bueti  
 Roberta Campbell  
 Bjorn Christianson, Q.C.  
 Neil Cohen  
 Victoria Cornick<sup>®</sup>  
 John Cram  
 Kyle Dear  
 Richard Deeley, Q.C.  
 Donald Douglas  
 Grant Driedger  
 Barry Effler  
 Lori Ferguson Sain, Q.C.

Douglas Finkbeiner, Q.C.  
 Michael Finlayson  
 Catherine Finnbogason  
 Patricia Fraser  
 Jay Funke  
 William Gange  
 Gary Gilmour  
 Richard Good  
 David Gray  
 Marston Grindey  
 Paul Grower  
 William Haight<sup>7</sup>  
 Irene Hamilton, Q.C.  
 James Hedley  
 Jeff Hirsch  
 Jake Janzen  
 Patricia Kloepfer  
 Donald Knight, Q.C.  
 Brock Lee  
 Ellen Leibl, Q.C.  
 Heather Leonoff, Q.C.  
 Lynne McCarthy  
 James McLandress  
 Brian McLeod

Grant Mitchell, Q.C.  
 Kenneth Molloy  
 Maureen Morrison  
 Carmen Nedohin  
 John Neufeld, Q.C.  
 Sandra Oakley  
 Brian Pauls  
 Keely Richmond  
 Dean Scaletta  
 Harvey Secter  
 Alan Semchuk  
 James Shaw  
 Norman Sims, Q.C.  
 Vincent Sinclair  
 Garth Smorang, Q.C.  
 Grant Stefanson  
 Diane Stevenson  
 Wendy Stewart  
 David Swayze  
 Gerrit Theule  
 Mark Toews  
 Dr. Lorna Turnbull  
 Jon van der Krabben  
 Geraldine Wiebe

# Standing Committees

... continued

## Practice and Ethics Committee

Richard Buchwald (Chairperson)  
Christian Monnin (Vice Chair)  
Jeremy Akerstream  
Jeannelle Allard  
Alexandra Aquila  
Alexander Bainov  
Susan Baragar  
Susan Boulter  
Neil Cohen  
Ashley Joyce  
Sharon Kravetsky  
Sidney Laviolette  
Nunziata Masi  
Sacha Paul  
Paramjit Singh  
Geraldine Wiebe  
Norman Yusim  
Helga Van Iderstine  
Bradley Zander

## Professional Liability Claims Fund Committee

Karen Webb (Chairperson)  
Geraldine Wiebe (Vice Chair)  
Dr. Amarjit Arneja  
Jonathan Avey  
Victoria Cornick <sup>10</sup>  
Kelly Dixon  
Michael Finlayson  
Issie Frost, Q.C.  
Bradley Zander

## Reimbursement Claims Fund Committee

Karen Webb (Chairperson)  
Victoria Cornick (Vice Chair) <sup>11</sup>  
Dr. Amarjit Arneja  
Jonathan Avey  
Stephen Christie  
Kelly Dixon  
Kirsty Elgert  
Michael Finlayson  
Issie Frost, Q.C.  
Geraldine Wiebe



# Special Committees and Working Groups

## Access to Justice Steering Committee

Vincent Sinclair (Co-Chairperson)  
 Neil Cohen (Co-Chairperson)  
 Dr. Jonathan Black-Branch  
 Karen Dyck  
 Hon. Madam Justice Lore Mirwaldt <sup>12</sup>  
 Samuel Raposo  
 Diane Redsky  
 Lavonne Ross  
 Sr. Lesley Sacouman  
 Ian Scarth  
 Karen Webb

## Nominating Committee

Katherine Bueti (Chairperson)  
 Ashley Joyce  
 Patricia Kloepfer  
 Brian McLeod  
 Christian Monnin  
 Anita Southall  
 Lynda Troup

## Access to Justice Stakeholders Sub-Committee

Vincent Sinclair (Chairperson)  
 Neil Cohen (Vice-Chair)  
 Kristal Bayes McDonald <sup>13</sup>  
 Dr. Jonathan Black-Branch  
 Natasha Brown  
 Bruce Gammon  
 Acting Ast. Deputy Minister Suzanne Gervais  
 Ghezae Hagos Berhe  
 Paula Hamilton  
 Hon. Gerald Jewers  
 Leita Kalinowsky <sup>14</sup>  
 Associate Chief Judge Anne Krahn  
 Julyda Lagimodiere  
 Hon. Madam Justice Lore Mirwaldt <sup>15</sup>  
 Tracy Morrow <sup>16</sup>  
 Lavonne Ross  
 Karen Sawatzky  
 Ian Scarth  
 Ainslie Schroeder  
 Janet Sigurdson <sup>17</sup>  
 Mary Troszko  
 Erin Wilcott

## Investment Committee

Wayne Onchulenko (Chairperson)  
 Brian McLeod (Vice Chair)  
 Irene Hamilton, Q.C.  
 Patricia Kloepfer  
 Brian Lerner  
 Dean Scaletta  
 Sean Shore  
 David Swayze

## Richard J. Scott Award Selection Committee

Hon. Richard Scott (Chairperson)  
 Neil Cohen  
 Anita Southall  
 Hon. Madam Justice Freda Steel  
 Helga Van Iderstine

# Special Committees and Working Groups

... continued

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

Grant Driedger (Chairperson)	Paul Grower
Ashley Joyce (Vice Chair)	Patricia Kloepfer
Ted Bock <sup>18</sup>	Steven London
Susan Boulter	Christian Monnin
Katherine Bueti	Gerrit Theule
Roberta Campbell	Karen Webb
Neil Cohen	Vivian Rachlis
Richard Good	Geraldine Wiebe

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

Sacha Paul (Chairperson)	Kyle Dear
Wayne Onchulenko (Vice Chair)	Cynthia Hiebert-Simkin
Lynne Arnason	James McLandress
Dr. Amarjit Arneja	Brian McLeod
Miriam Browne	Maria Mitousis <sup>20</sup>
Frank Cantafio	Vivian Rachlis
Victoria Cornick <sup>19</sup>	Geraldine Wiebe

<sup>1</sup> Ceased to be a committee member September 2019  
<sup>2</sup> Became a committee member September 2019  
<sup>3</sup> See endnote 1  
<sup>4</sup> See endnote 2  
<sup>5</sup> Resigned as a committee member February 2020  
<sup>6</sup> Resigned as a committee member August 2020  
<sup>7</sup> Resigned as a committee member January 2020  
<sup>8</sup> See endnote 6  
<sup>9</sup> Resigned as a committee member January 2020  
<sup>10</sup> See endnote 6  
<sup>11</sup> See endnote 6  
<sup>12</sup> Became a committee member November 2019  
<sup>13</sup> Became a committee member December 2019  
<sup>14</sup> Became a committee member December 2019  
<sup>15</sup> See endnote 12  
<sup>16</sup> Became a committee member December 2019  
<sup>17</sup> Ceased to be a committee member December 2019  
<sup>18</sup> See endnote 5  
<sup>19</sup> See endnote 6  
<sup>20</sup> Became a committee member November 2019

# Staff

## Executive and Administration

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

C. Kristin Dangerfield  
 Pat Bourbonnais  
 Leah C. Kosokowsky  
  
 Debra Rossol  
 Darcia A.C. Senft  
 Alissa R. Schacter  
 Colleen D. Malone  
 Carol Hiebert  
 Sean Rivera  
 Simon Young  
 Deirdre O'Reilly  
 Grace Page  
 Dana Earley  
 Elaine Kinchen  
 Shari Lough

## Admission and Membership Department

Director  
 Administrative Assistant  
 Administrative Assistant  
 Administrative Assistant  
 Administrative Assistant

Richard C. M. Porcher  
 Donna Mihalick  
 Darlene Douglas  
 Kelly Jordanov <sup>1</sup>  
 Frankie Hardy <sup>2</sup>

## Audit Department

Director  
 Auditor Inspector  
 Auditor Inspector  
 Auditor Inspector  
 Administrative Assistant  
 Administrative Assistant

Kathy L. Levacque  
 Sandra A. Alleyne  
 Jing Feng  
 Deborah Metcalfe  
 Kelly Jordanov <sup>3</sup>  
 Frankie Hardy <sup>4</sup>

## Competence Department and Manitoba CPLED

Director  
 Competence Counsel  
 Registrar | CPLED Program  
 Admissions and Education Committee

Joan M. Holmstrom  
 Tatiyana S. Bubnowicz <sup>5</sup>  
 Lisa Ehnes

## Complaints Resolution Department

Director  
 Counsel  
 Counsel  
 Counsel  
 Paralegal  
 Fee Arbitration Coordinator  
 Administrative Assistant

Noelia Bernardo  
 Susan D. Billinkoff  
 Christopher C. Donaldson  
 Jennifer L. Houser  
 Stefanie Krochak  
 Debra Rossol  
 Corinne Penner

# Staff

... continued

## Continuing Professional Development Department

Director  
 Counsel - Publications  
 Practice Resource Coordinator  
 Program Counsel  
 Program Counsel  
 Multi-Media Coordinator  
 Programs Assistant  
 Administrative Assistant

Eileen S. Derksen  
 Ellen J. Henry <sup>6</sup>  
 P. Vivian Hilder <sup>7</sup>  
 Trevor Oleniuk <sup>8</sup>  
 Betta B. Wishart  
 Leslie Supnet <sup>9</sup>  
 Kirsty Hyduk  
 Laura Ziemanski

<sup>1</sup> Took a leave of absence in August 2019  
<sup>2</sup> Joined the Law Society in July 2019  
<sup>3</sup> See endnote 2  
<sup>4</sup> See endnote 2  
<sup>5</sup> Joined the Law Society in April 2019  
<sup>6</sup> Left the Law Society in May 2019  
<sup>7</sup> Became Practice Resource Coordinator in August 2019  
<sup>8</sup> Joined the Law Society in January 2020  
<sup>9</sup> Joined the Law Society in June 2019

## Discipline/Prosecutions Department

General Counsel  
 Administrative Assistant  
 Administrative Assistant | Discipline Committee

Rocky H. Kravetsky  
 Anna Brown  
 Lee-Ann Harrison

## Professional Liability Claims Fund

Director  
 Claims Counsel  
 Claims Counsel  
 Administrative Assistant  
 Administrative Assistant

Tana P. Christianson  
 Kathleen M.T. Craton  
 James A. Cox  
 Heather Vanrobaeys  
 Kristin Forbister



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