



ANNUAL REPORT

of the

JUSTICES OF THE PEACE APPOINTMENTS ADVISORY COMMITTEE

for the Period from

1 January 2015 to 31 December 2015

Toronto, Ontario
July 2018

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Persons wishing to comment on the process of the Justices of the Peace Appointments Advisory Committee are invited to write to:

The Chair
Justices of the Peace Appointments Advisory Committee
720 Bay Street
3rd Floor
Toronto, Ontario
M7A 2S9

PREVIOUS PUBLICATIONS OF THE JUSTICES OF THE PEACE APPOINTMENTS ADVISORY COMMITTEE:

- *Annual Report* for the Period from 1 January 2007 to 31 December 2007 (January 2009)
- *Annual Report* for the Period from 1 January 2008 to 31 August 2009 (January 2011)
- *Annual Report* for the Period from 1 September 2009 to 31 August 2010 (August 2011)
- *Annual Report* for the Period from 1 September 2010 to 31 December 2011 (January 2013)
- *Annual Report* for the Period from 1 January 2012 to 31 December 2012 (January 2014)
- *Annual Report* for the Period from 1 January 2013 to 31 December 2013 (September 2014)
- *Annual Report* for the Period from 1 January 2014 to 31 December 2014 (January 2015)

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July 31, 2018

The Honourable Caroline Mulroney
Attorney General for Ontario
720 Bay Street
11th Floor
Toronto, Ontario
M7A 2S9

Dear Minister Mulroney:

The Justices of the Peace Appointments Advisory Committee is pleased to present to you the eighth report on our activity since the establishment of the Committee pursuant to the amendments to the *Justices of the Peace Act* in 2007.

This report is for the period of January 1, 2015 to December 31, 2015.

This report covers all significant matters related to the classification of candidates for the role of a justice of the peace in the Ontario Court of Justice.

Respectfully yours,

Original signed by Kaz Flinn

Kaz Flinn
Chair

CHAIR'S SUMMARY

I am pleased to report on the activities of the Justices of the Peace Appointments Advisory Committee (the Committee) for 2015. Over the last 12 months, the Committee has worked diligently as we continue to fulfill our mandate in attracting and classifying candidates for appointment as justices of the peace.

In the fall of 2014, the Committee began an advertising process to fill 22 base court vacancies in every region of the province as requested by the Attorney General. The Committee concluded its process and submitted its classifications to the Attorney General in the spring of 2015.

As in previous years, the Committee continued to refine our process by conducting a review of our policies and procedures. This exercise led to the implementation of identified enhancements to the process, including attracting and classifying candidates in accordance with our guidelines.

I would like to congratulate our entire Committee, including the judicial members, the lay members and all staff, on a job very well done. Through exceptional teamwork and a unique consensus-based decision-making model, we continue our role in the overall process of appointing justices of the peace.

Kaz Flinn
Chair

INTRODUCTION

Establishment of the Justices of the Peace Appointments Advisory Committee and its Mandate

The Justices of the Peace Appointments Advisory Committee (the “Committee”) was established in 2007 following amendments to the *Justices of the Peace Act*, R.S.O. 1990, C. J.4. The Committee is an independent and arm’s length agency of the Ministry of the Attorney General whose duties are to classify candidates for appointment as justices of the peace and to report those classifications to the Attorney General. Justices of the peace are appointed by the Lieutenant Governor in Council on the recommendation of the Attorney General. A copy of the *Justices of the Peace Act* is attached as Appendix A.

What is the Role of a Justice of the Peace?

A justice of the peace in Ontario is a judicial officer appointed pursuant to the *Justices of the Peace Act*. This Act affirms that a justice of the peace has judicial jurisdiction throughout Ontario and creates a framework under which justices of the peace are appointed and hold office, and also provides for the conditions under which they perform their duties. During this reporting period, there were over 325 justices of the peace in Ontario that were assigned to judicial responsibilities. The Ontario Court of Justice, one of Ontario’s two trial courts, is comprised of both provincially appointed judges and justices of the peace.

The judicial functions, powers and duties of a justice of the peace are set out in legislation and case law. Two of the more important legislative Acts which confer jurisdiction upon a justice of the peace are the *Criminal Code* and the Ontario *Provincial Offences Act*, but there are many other federal and provincial statutes and regulations that empower justices of the peace with legal authority and/or jurisdiction. Primarily, the two main areas of jurisdiction are criminal law and regulatory law (provincial offences).

Respecting criminal law, justices of the peace preside over virtually all judicial interim release (bail) hearings in the province and the majority of criminal remand courts. They also preside over other criminal hearings. They receive informations (the document which commences a criminal proceeding), confirm or consider the issuance of process by either a summons or a warrant and are responsible for receiving and considering the denial or issuance of search warrants and other matters of criminal process.

Justices of the peace exercise jurisdiction over the majority of provincial regulatory offences and municipal by-law prosecutions. As in criminal proceedings, justices of the peace receive informations and warrant applications, consider the issuance of process and preside at hearings and trials.

On appointment, a justice of the peace must cease other employment and refrain from any political activity. The *Justices of the Peace Act* states that a justice of the peace shall not engage in any other remunerative work without the approval of the Justices of the Peace Review Council. Justices of the peace must retire upon attaining the age of 65 years, but may continue in office until attaining the age of 75 years, subject to the annual approval of the Chief Justice of the Ontario Court of Justice.¹

The Justices of the Peace Appointments Advisory Committee

The Committee consists of a core committee of seven members, including a judge and a justice of the peace appointed by the Chief Justice of the Ontario Court of Justice, a justice of the peace appointed by the Chief Justice of the Ontario Court of Justice who is either the Senior Justice of the Peace Responsible for the Ontario Native Justice of the Peace Program or another justice of the peace familiar with aboriginal issues, and four lay members appointed by the Attorney General.

In addition, the Committee has seven regional committees, one for each of the regions of the Ontario Court of Justice. These regional committees consist of the regional senior judge and the regional senior justice of the peace or their delegates, not more than five other lay members appointed by the Attorney General, and a lawyer appointed by the Attorney General. The Attorney General has appointed one member in each region to act as the regional lead during the term of their appointment. The role of the regional lead is to coordinate the screening, interviewing, reference checking, and the classification process for justice of the peace candidates within their region.

The full complement of the Committee is 63 members. At different times throughout the 2015 calendar year, there were between 57 and 60 members on the Committee.

Initially the core committee met monthly with the regional leads joining their meetings every second month. As of April 2008, the core committee and regional leads meet jointly on a monthly basis. The purpose of these meetings is to review ongoing Committee business and discuss matters related to the Committee's policies and procedures.

Starting in 2008, the Committee holds an annual meeting of all members. This annual meeting provides an opportunity for the full Committee to review its activities over the past year, hear from speakers regarding topics relevant to the Committee's operations, and prepare any changes to be included in the next year's process.

A short biography of each of the members is attached as Appendix B.

¹ On June 2, 2008, the Ontario Superior Court of Justice in *Assn. of Justices of the Peace of Ontario, Brenna Brown, Moreland Lynn and Meena Nadkarni, Applicants v. Attorney General of Ontario* [2008] O.J. No. 2131, the Court ruled that every justice of the peace shall retire upon attaining the age of 65 years.

THE COMMITTEE'S PROCESS

Under the new vacancy-based process, the Committee continued to refine its process. The Committee made further revisions to its policies and procedures and selection criteria during the 2015 calendar year. All of these documents are available to the public through the Ontario Courts website at www.ontariocourts.ca/oci/jpaac. These documents are attached, respectively, as Appendix C and Appendix D.

From its inception in 2007 to December 31, 2015, the Committee has reviewed a total of 2,168 resumes that were on file with the Ministry prior to the original amendment to the *Justices of the Peace Act* establishing the Committee, and 11,251 applications submitted on the application form developed by the Committee. During the reporting period covered by this annual report (January 1 to December 31, 2015), 1,528 applications were reviewed and classified by the Committee.

Activities

September 2014 Advertisement

As reported in the Committee's 2014 Annual Report, due to scheduling, the Committee was required to complete the process for the vacancies advertised in September 2014 at the beginning of calendar year 2015.

By May 2015, the Committee completed its review and classification of justice of the peace applications, including interviews, for all applications submitted for the September 2014 advertised vacancies.

The classifications of all candidates for these vacancies were reported by the Committee to the Attorney General on May 21, 2015.

The Committee did not receive a letter from the Attorney General with a request to advertise justice of the peace vacancies in 2015.

Policies and Procedures Review

In the summer and fall of 2015, the Committee continued a review of its policies and procedures.

STATISTICS

The statistics in the chart below report the number of applications received and classified as a result of the advertisement placed by the Committee in September of 2014. Also reported are the number of days of interviews held and number of candidates selected for interview. The statistics were compiled in 2015 after the conclusion of the 2014 application process.

Vacancy	Total Number of Applications Received and Classified	Number of Days of Interviews Held	Number of Candidates Selected for an Interview**
Barrie	472	6	25
Brampton (3)	714	8	34
Cochrane*	78	4	11
Haileybury	105	4	11
Kitchener (3)	552	5	19
London	357	6	13
London*	120	5	8
Ottawa (3)	365	4	23
Ottawa (Bilingual) (2)	102	4	11
Owen Sound	240	3	3
Pembroke (Bilingual)	46	2	3
Thunder Bay	142	3	10
Timmins	123	4	17
Toronto	708	8	32
Toronto (Bilingual)	89	4	6
TOTAL	1,528[†]	22[‡]	120[§]

* These vacancies refer to an appointment of a candidate of Aboriginal heritage or a person with an in depth understanding of our Aboriginal communities.

** Note that the Committee may choose not to re-interview previously interviewed candidates.

† Candidates who applied to multiple base court locations in the same advertising period are only counted once in this total.

‡ Some interview days included instances where an interview may be applied to multiple base court vacancies. Such interview days are only counted once in this total.

§ Candidates given an interview for multiple base court vacancies in the same advertising period are only counted once in this total.

Appendix A

LEGISLATION

Excerpt from the *Justices of the Peace Act*

Justices of the Peace Appointments Advisory Committee

2.1 (1) A committee known as the Justices of the Peace Appointments Advisory Committee in English and Comité consultatif sur la nomination des juges de paix in French is established. 2006, c. 21, Sched. B, s. 3.

Function

(2) The function of the Advisory Committee is to classify candidates for appointment as justices of the peace and to report on the classifications to the Attorney General. 2006, c. 21, Sched. B, s. 3.

Composition

(3) The Advisory Committee is composed of seven core members as follows:

1. A judge of the Ontario Court of Justice appointed by the Chief Justice of the Ontario Court of Justice.
2. A justice of the peace appointed by the Chief Justice of the Ontario Court of Justice.
3. A justice of the peace appointed by the Chief Justice of the Ontario Court of Justice who is either the Senior Justice of the Peace Responsible for the Ontario Native Justice of the Peace Program or another justice of the peace familiar with aboriginal issues or, when the justice of the peace so appointed is not available to act as a member of the Advisory Committee, another justice of the peace familiar with aboriginal issues who is designated by the Chief Justice of the Ontario Court of Justice.
4. Four persons appointed by the Attorney General. 2006, c. 21, Sched. B, s. 3.

Regional members

(4) In addition to the core members appointed under subsection (3), the Advisory Committee shall include the following regional members in respect of its functions in a particular region:

1. The regional senior judge of the Ontario Court of Justice for the region or another judge of the Ontario Court of Justice from the same region designated by the regional senior judge.
2. The regional senior justice of the peace for the region or, when he or she is not available to act as a member of the Advisory Committee, another justice of the peace from the same region who is designated by the regional senior judge.
3. Not more than five other persons appointed by the Attorney General.
4. A member of the bar in the region appointed by the Attorney General from a list of three names submitted to the Attorney General by the Law Society of Upper Canada. 2006, c. 21, Sched. B, s. 3.

Criteria

(5) In the appointment of members under paragraph 4 of subsection (3) and paragraph 3 of subsection (4), the importance of reflecting, in the composition of the Advisory Committee as a whole, Ontario's linguistic duality and the diversity of its population and ensuring overall gender balance shall be recognized. 2006, c. 21, Sched. B, s. 3.

Term of office

(6) The members appointed under paragraph 4 of subsection (3) and under paragraphs 3 and 4 of subsection (4) hold office for three-year terms and may be reappointed. 2006, c. 21, Sched. B, s. 3.

Staggered terms

(7) Despite subsection (6), the following applies to the first appointments to the Advisory Committee:

1. Two of the members appointed under paragraph 4 of subsection (3) hold office for a two-year term.
2. Two of the regional members for each region appointed under paragraph 3 of subsection (4) hold office for a one-year term. 2006, c. 21, Sched. B, s. 3.

Remuneration

(8) The members appointed under paragraph 4 of subsection (3) and under paragraphs 3 and 4 of subsection (4) are entitled to receive the daily remuneration that is fixed by the Lieutenant Governor in Council. 2006, c. 21, Sched. B, s. 3.

Chair

(9) The Attorney General shall designate one of the core members to chair the Advisory Committee for a term of up to three years. 2006, c. 21, Sched. B, s. 3.

Term of office

(10) The same person may serve as chair for two or more terms. 2006, c. 21, Sched. B, s. 3.

Chair votes

(11) The chair is entitled to vote and may cast a second deciding vote if there is a tie. 2006, c. 21, Sched. B, s. 3.

Manner of operating

(12) The Advisory Committee shall perform its function in the following manner:

1. It shall develop a candidate application form that specifies what supporting material is required, and it shall make the form available to the public.
2. It shall develop the application procedure and the general selection criteria and make information about them available to the public.
3. On the request of the Attorney General, it shall advertise for applications for vacant justice of the peace positions.
4. It shall review and evaluate all applications received in response to an advertisement and may interview any of the candidates.
5. Repealed: 2011, c. 1, Sched. 1, s. 4 (1).
6. It shall conduct the advertising and review process in accordance with general selection criteria, including the assessment of skills and abilities, community awareness, personal characteristics of candidates and the recognition of the desirability of reflecting the diversity of Ontario's population in appointments of justices of the peace.
7. It shall determine the skills, abilities and personal characteristics that are desired in a justice of the peace and make information about them available to the public.
8. It shall classify candidates as "Not Qualified", "Qualified" or "Highly Qualified" and report the classifications to the Attorney General. 2006, c. 21, Sched. B, s. 3.

Transition

(12.1) In reviewing and evaluating applications for an advertised vacancy, the Advisory Committee shall also consider every application for justice of the peace positions received by the Committee before the day on which subsection 4(2) of Schedule 1 to the *Good Government Act, 2011* comes into force that meets the requirements of the vacancy, if the candidate has not yet been classified and the application has not been withdrawn. 2011, c. 1, Sched. 1, s. 4 (2).

Quorum for interview

(13) If the Advisory Committee interviews a candidate, the interview must be conducted by at least four members of the Committee, at least one of whom is a regional member from the region for which an appointment is considered and another of whom is a judge or justice of the peace described in subsection (13.2). 2007, c. 7, Sched. 20, s. 1.

Quorum re classification

(13.1) The quorum for decisions under paragraph 8 of subsection (12) is four members of the Committee, at least one of whom is a regional member from the region for which an appointment is considered and another of whom is a judge or justice of the peace described in subsection (13.2). 2007, c. 7, Sched. 20, s. 1.

Same

(13.2) The judge or justice of the peace referred to in subsections (13) and (13.1) may be either a core member or a regional member from the region for which an appointment is considered. 2007, c. 7, Sched. 20, s. 1.

Vacancies

(14) If a vacancy occurs among the members appointed under paragraph 4 of subsection (3) or under paragraph 3 or 4 of subsection (4), a new member may be appointed under the applicable provision for the remainder of the term. 2006, c. 21, Sched. B, s. 3.

Qualification

(15) A candidate shall not be considered by the Advisory Committee unless he or she has performed paid or volunteer work equivalent to at least 10 years of full-time experience and,

- (a) has a university degree;
- (b) has a diploma or advanced diploma granted by a college of applied arts and technology or a community college following completion of a program that is the equivalent in class hours of a full-time program of at least four academic semesters;
- (c) has a degree from an institution, other than a university, that is authorized to grant the degree,
 - (i) under the *Post-secondary Education Choice and Excellence Act, 2000*,
 - (ii) under a special Act of the Assembly that establishes or governs the institution, or
 - (iii) under legislation of another province or territory of Canada;
- (d) has successfully completed a program designated as an equivalency under subsection (16); or
- (e) meets the equivalency requirement set out in subsection (17). 2006, c. 21, Sched. B, s. 3.

Equivalency programs

(16) For the purposes of clause (15) (d), the Attorney General may designate programs that involve training in the justice system, including programs designed to enhance diversity in the justice system, as programs that meet the educational equivalency, and shall make the list of programs so designated public. 2006, c. 21, Sched. B, s. 3.

Exceptional qualifications

(17) For the purposes of clause (15) (e), a candidate may be considered to have met the equivalency requirement if he or she clearly demonstrates exceptional qualifications, including life experience, but does not have the educational requirements set out in clauses (15) (a) to (d). 2006, c. 21, Sched. B, s. 3.

Recommendation by Attorney General

(18) The Attorney General shall recommend to the Lieutenant Governor in Council for appointment as a justice of the peace only a candidate whom the Advisory Committee has classified as "Qualified" or "Highly Qualified". 2006, c. 21, Sched. B, s. 3.

Annual report

(19) The Advisory Committee shall submit to the Attorney General an annual report in English and in French of its activities. 2006, c. 21, Sched. B, s. 3.

Tabling

(20) The Attorney General shall submit the annual report to the Lieutenant Governor in Council and shall then table it in the Assembly. 2006, c. 21, Sched. B, s. 3.

Employees

(21) Such employees as are considered necessary for the proper conduct of the affairs of the Advisory Committee may be appointed under Part III of the *Public Service of Ontario Act, 2006*. 2006, c. 35, Sched. C, s. 56 (1).

Meetings

(22) The Advisory Committee may hold its meetings in person or through electronic means, including telephone conferencing and video conferencing. 2006, c. 21, Sched. B, s. 3.

Use of forms, etc.

(23) After the materials referred to in paragraphs 1 and 2 of subsection (12) are made publicly available, candidates submitting applications shall do so using the application form developed by the Advisory Committee and shall follow its procedures. 2006, c. 21, Sched. B, s. 3.

(24), (25) Repealed: 2011, c. 1, Sched. 1, s. 4 (3).

Appendix B

Justices of the Peace Appointments Advisory Committee

MEMBERS

Committee Membership

The Justices of the Peace Appointments Advisory Committee is composed of judicial members of the Ontario Court of Justice and public members appointed by the Attorney General of Ontario. The full complement of this Committee is 63 members. At different times throughout the 2015 calendar year, there were between 57 and 60 members on the Committee.

Core Committee

Seth Rudin, Chair

Seth Rudin, of Toronto, is currently the President of the Muskoka Rock Company Ltd., (Consisting of Muskoka Rock, Van Dyk Natural Stone Supplies Inc., Huntsville Aggregates & the Milford Bay Stone Company) the largest producer and manufacturer of granite in Muskoka, Ontario. Prior to his role at Muskoka Rock Company, he enjoyed a successful career in healthcare, technology and government, most recently as Vice President of Business Development and Client Relations at PatientOrderSets.com. Mr. Rudin was appointed Chair of the Justices of the Peace Appointments Advisory Committee in 2010. In addition to his role at JPAAC, Mr. Rudin is a Director of two public corporations and is involved in a variety of charitable initiatives.

The Honourable Simon Armstrong, Regional Senior Justice

Justice Simon Armstrong holds a B.A. in philosophy and an M.A. in criminology from the University of Toronto and a B.A. in law from Cambridge University. Before his call to the Bar, he worked in research and policy development at the Ontario Legislature and at the Ontario Ministry of Labour, where his main project was the revision of the *Ontario Human Rights Act*. After his call to the Bar in 1986, he returned to Blake, Cassels and Graydon where he practiced civil litigation for five years. He joined the Department of Justice in 2001 and acted as Crown counsel in Toronto and Brampton, doing both trial and appeal cases. He subsequently became the Deputy Director of the Criminal Prosecutions Section and established Federal Crown offices in both Brampton and Kitchener and supervised the work of the Proceeds of Crime Unit in London. Advocacy is one of his passions, and he has taught as an Adjunct Professor at Osgoode Hall Law School, at the Intensive Trial Advocacy Course at Osgoode, and at the Department of Justice in Toronto, Vancouver and Yellowknife. He has also co-authored *Sentencing Drug Offenders*, a practitioner's guide to drug sentences. He was appointed to the Ontario Court of Justice in 2003 and assigned to Newmarket. He served as the local administrative judge from 2008 until his appointment as regional senior judge for the Central East Region on September 2, 2013.

Vandana Brown

Vandana Brown, of Toronto, is a seasoned professional with a unique mix of professional experience in multiple industries and disciplines including manufacturing, wholesale and client servicing. Currently she is a Project Manager for the DATA Group of Companies, a multi-national firm that provides managed business communications and marketing services. Prior to this, she was in the role of a Senior Executive Manager for Yvelo Mailing Services Inc., a print, publishing and data management firm in Toronto. Ms. Brown has extensive experience working with various professional associations, communities and non-government organizations and charities such as MissionFest Toronto, World Vision International, North York General Hospital and has been

fundraising for various organizations and especially for developmentally disabled individuals. She holds a Bachelor of Business Management from Ryerson University.

Her Worship Kathleen Bryant, Justice of the Peace

Her Worship Kathleen Bryant returned as a member of the Justices of the Peace Appointments Advisory Committee in June 2015. Her Worship was appointed to the justice of the peace bench in 1994 and presided in northwestern Ontario until 1999. In July 1999, she relocated to Sault Ste. Marie.

Her Worship was the local administrative justice of the peace from 2005 to 2008 when she was appointed as the regional senior justice of the peace for Northeast Region. She completed her six-year term in July of 2014.

Since her appointment to the bench, Her Worship has been a director with the Association of Justices of the Peace of Ontario, a member of the Justice of the Peace Consultation/Review Committee, a member of the Algoma Human Services and Justice Coordinating Committee, and the Northeast Regional Human Services and Justice Coordinating Committee. She was a member of the Justices of the Peace Review Council from 2005 to June of 2014.

She is currently back in the role of local administrative justice of the peace for the Algoma and north shore districts of the Northeast Region.

Prior to her appointment as a justice of the peace, Her Worship worked as a Social Services Administrator. She was a member of the East Kenora District Housing Authority, foster parent with Kenora–Patricia Child and Family Services, community volunteer and respite worker. She is married and has three grown children and three granddaughters.

Joanna Carroll

Joanna Carroll was a member of the Justices of the Peace Appointments Advisory Committee until November 2015. She is a lawyer and her practice is focused on advising employers in the health care and not for profit sector. She is an active member of the Ontario and Canadian Bar Associations and has organized and lectured at several continuing legal education programs for the association.

His Worship Marcel Donio, Senior Justice of the Peace – Administrator of the Ontario Native Justice of the Peace Program

His Worship Marcel Donio and his wife, Aandeg, reside in Thunder Bay, where he presides in the Northwest Region. They are the proud parents of five boys and five grandchildren. His Worship Donio grew up on the shores of Lake Nipigon and eventually moved to Thunder Bay, where he studied at Confederation College, then Lakehead University, where he graduated with a B.A. majoring in Criminology. His early childhood was spent living in remote and isolated locations with his family, then eventually settling in MacDiarmid. He was raised in an extended family environment and attributes much of his strong cultural development to his connections to the Elders, with whom he spent many hours as a child. As a child, he attended an Indian Day School in MacDiarmid before integrating into a public school in the community.

His Worship Donio was appointed to the Ontario Court of Justice as a full-time presiding justice of the peace in July 2005 and was appointed Senior Justice of the Peace and Administrator of the Ontario Native Justice of the Peace Program in April 2012. He was appointed to a second term in 2015.

His working career included work in the provincial and federal governments, First Nation organizations and private industry.

Karen (Kaz) Flinn

Kaz Flinn was appointed as a member of the Justices of the Peace Appointments Advisory Committee in November 2015. She has extensive experience in corporate social responsibility and government affairs having served as Vice President Corporate Social Responsibility and Vice President CSR/Government Affairs at Scotiabank as well as Director of Government Affairs for Rogers Communications Inc. Ms. Flinn has been Chair and Vice Chair of several of Scotiabank's annual United Way employee campaigns for Metro Toronto and has served as a Board Member of Canadian Business for Social Responsibility and the Canadian network of the UN Global Compact. She is a member of University of Toronto's St Mike's College Advisory Committee for the CSR/Sustainability certificate program where she also is a guest lecturer. Ms. Flinn has a sustainability consulting practice in Toronto. A graduate of Carleton University, Ms. Flinn also earned a certificate from Harvard Business School in CSR.

Myra Leffler

Myra Leffler, of Grimsby, has served over 25 years in the development and event-planning field for various NGOs and not for profit agencies. Previous to her retirement, Ms. Leffler served as a Senior Development Officer at McMaster University and formerly as Director of Development at Canadian Executive Service Organization. She has also worked as a House of Commons employee and an employee of the Legislative Assembly of Ontario. She has also served as Chair of the Board of Referees of the Employment Insurance Commission in Niagara Falls. Ms. Leffler's community volunteer work has included serving on the Board of the Social Planning Council in Niagara Falls and The Downtown Arts Centre in Hamilton as well as a number of other not for profit organizations.

Her Worship Diane M. McAleer, Justice of the Peace

Her Worship Diane McAleer was a member of the Justices of the Peace Appointments Advisory Committee until May 2015. She was appointed to the Ontario Court of Justice as a justice of the peace on June 1, 1990. In December of 2005, she was appointed the local administrative justice of the peace for Metro West. She was then appointed the regional senior justice of the peace for the Toronto Region for a six-year term ending February of 2013. Since March of 2013, Her Worship has returned to presiding duties at the Toronto West Criminal Courthouse.

Her Worship is a member of the Ontario Court of Justice Design Standards Committee since her appointment by the Chief Justice in May of 2007 and the Justice on Target Ontario Court of Justice Consultation Committee since October of 2008. Her Worship is also a faculty member of the Canadian Judicial Institute addressing issues arising under the *Youth Criminal Justice Act*.

Prior to her appointment to the bench, she was a Provincial Prosecutor from 1982 to 1988 and the Senior Provincial Prosecutor for the Toronto Region from 1988 to 1990. She holds a Master of Arts in Judicial Administration from Brock University and a Bachelor of Arts in Political Science and Public Administration from the University of Toronto.

Central East Regional Committee

The Honourable Simon Armstrong, Regional Senior Justice

Please refer to the bio for the Honourable Simon Armstrong in the Core Committee section on page 13.

Janet Gillespie

Janet Gillespie, of Unionville, is a lawyer practicing in the areas of Health Law, Family Law and Wills and Estates. She sits as a Deputy Judge of the Superior Court of Justice (Small Claims Court). Ms. Gillespie is the Past-Chair of the Parent Council at Buttonville Public School, is married, and has two children.

Gary Gladstone, Central East Regional Lead

Gary Gladstone, B. Math, CFRE (Certified Fund Raising Executive), of Thornhill, is the principal of Gladstone Consulting. He has been helping charities and non-profits raise funds and profile for over 25 years, including Markhaven Home for Seniors, Sanatan Mandir Cultural Centre, Federation of Chinese Canadians in Markham, UJA Federation of Greater Toronto and Zareinu Educational Centre. Prior to consulting, he was Director of Development with Regesh Family and Child Services, Business Manager and Director of Development with Shmuel Zahavy Cheder Chabad and Director of Development with B'nai B'rith Youth Organization, Lake Ontario Region.

Mr. Gladstone was a member and chair of the York Simcoe Grant Review Team of the Ontario Trillium Foundation for 12 years. He served as Vice-Chair of Charities First Ontario from 1995 to 2002, and he is a member of the Association of Fund Raising Professionals. In 1994, Mr. Gladstone was the recipient of the Gold Key Award, B'nai B'rith Youth International's highest award for volunteer service and was most recently presented with the Queen's Diamond Jubilee Medal.

James Grady

James Grady, of Pickering, is a financial consultant. Mr. Grady is a former Vice-President of Finance for a food service company, manager of a housing co-operative and an elementary school teacher. He is also a former President of the Pickering Lions Club who holds a Bachelor of Science degree from Trent University. He is married with two adult children and two grandchildren.

Her Worship Linda Kay, Regional Senior Justice of the Peace

Her Worship Kay was appointed as a justice of the peace in September 1986 and presided in Durham Region. She was then appointed as a local administrative justice of the peace in June 2005 for Simcoe/Muskoka Region. In October 2011, she was appointed as regional senior justice of the peace for Central East Region. Her Worship is married and lives on Horseshoe Lake, Minden.

Adrian Merchant Macdonald

Adrian Macdonald was co-chair and is now a member of the Advisory Board of the Trudeau Centre for Peace, Conflict, and Justice, the Munk School, University of Toronto; Member of the Board, Shakespeare Globe Canada; and on the advisory committee for Dixon Hall Neighbourhood Services Youth Centre. She served as a Ministerial Assistant, Government of Canada; was sales and marketing associate, Winnipeg Convention Centre; was a partner in AMC Consultants, Winnipeg; and an associate of Media Profile Inc., Toronto. She served with her husband, Canadian High Commissioner for Canada to Great Britain and Northern Ireland. Mrs. Macdonald is married, has seven children, four stepchildren and 15 grandchildren.

Ritu Singarayer

Ritu Singarayer, of Whitby, has over 13 years of experience in community development and social services. She manages operations for the Community Support Program, Act 4 Youth Initiative and Respite Services with Community Living York South. She has been involved with a number of organizations and committees across York Region and the GTA responding to various needs of the community. Mrs. Singarayer received the *"Exceptional Accessibility Champion Award for York Region"* on December 3, 2015. This Tribute, formerly known as Abilities Awards, is the official region-wide GTA celebration of the International Day of Persons with Disabilities. Mrs. Singarayer

was honored for the incredible support, dedication and contributions she has made towards the community. Mrs. Singarayer holds an Honours Bachelor of Science degree, with a double major in Psychology and Sociology, from the University of Toronto. The languages she speaks include Hindi, Punjabi, Urdu and Spanish.

Central West Regional Committee

Theodore Michael Charuk

Ted Charuk, of Hamilton, is a lawyer practicing in the areas of family law and wills and estates. He has a law degree from Queen's University and Master of Laws from Osgoode Hall Law School. Mr. Charuk is an adjudicator for the Consent and Capacity Board – Ministry of Health, a roster arbitrator for Tarion Warranty Corporation, a past member of the Accountability and Transparency Subcommittee for the City of Hamilton, and has been on committees with various professional associations and as a board member for charitable and professional organizations.

His Worship John Creelman, Regional Senior Justice of the Peace

His Worship John Creelman was a member of the Justices of the Peace Appointments Advisory Committee until January 2015. He was appointed a justice of the peace on March 31, 2003, and named regional senior justice of the peace for Central West Region on January 29, 2009. Prior to his appointment, he served almost 12 years as a municipal councillor, deputy reeve, mayor and two-term county warden in the Town of Mono, Dufferin County. His Worship has owned and operated a variety of small businesses as well as having careers in research and writing.

Gurcharan Dhaliwal

Gurcharan Dhaliwal, of Stoney Creek, was Special Assistant to the Mayor of Hamilton from 2003 to 2006. Prior to this, he worked for 26 years at J. I. Case in various plant-related jobs, including machine operator, quality control and assembly. Mr. Dhaliwal's community involvement includes Rajasthani Canadian Cultural Organization Inc. and Gurdwara Sikh Sangat Hamilton. He holds a Bachelors degree from Rajasthan University and a Masters degree from Jiwaji University, India.

Lorraine Hamilton, Central West Regional Lead

Lorraine Hamilton, of Burlington, is employed at Collège Boréal, Hamilton site, as Project Manager, Immigrant Services and Programs. She has worked as a federal public servant and a House of Commons employee in Ottawa and Burlington. She is an active member of the francophone community and, as such, has managed projects in the employment and cultural fields and participated in a number of volunteer activities. Ms. Hamilton is a former President of the Canadian Federation of University Women, Burlington Chapter, and a former Board Director of the Art Gallery of Burlington.

His Worship Brett Kelly, Regional Senior Justice of the Peace

His Worship Brett Kelly became a member of the Justices of the Peace Appointments Advisory Committee in January 2015. He was appointed as a justice of the peace in October 2009 and presided first in the Niagara area and then in the Tri-Counties of Haldimand, Norfolk and Brant until his appointment as regional senior justice of the peace for the Central West Region in January 2015.

Prior to his appointment, His Worship was a Senior Consultant with the Ministry of Health, Principal of Northshore Communications, and a newspaper columnist. His Worship has more than 16 years in project management experience, communications, and media relations.

His Worship Kelly's original university training was at Guelph and Laval where he majored in entomology.

Michael Kirkopoulos

Michael is the newly appointed Chief Administrative Officer/City Manager for the Town of Lincoln – Niagara Region.

Prior to taking on this role, Michael was the Director of Corporate Communications and Intergovernmental Affairs for the City of Hamilton. Michael brings with him almost 20 years of municipal experience. In his role with Hamilton, Michael was instrumental in moving a number of key projects forward, acted as the City's Chief spokesperson and managed a diverse team of individuals responsible for Hamilton's communication, web, government relations and public affairs efforts. Previous to this role, Michael also spent time working with Hamilton's Emergency Services Department—acting as the department's business services lead as well as the Director of Communications for former Hamilton Mayor Larry Di Ianni.

Michael holds a Bachelor of Science degree from Brock University where his focus was Biology, with a minor in Economics. He also holds a Master's degree in Leadership Management from Royal Roads University and has studied and trained in conflict resolution, mediation, government and media studies. He is a member of the Canadian Management Professionals Association and holds a CMP designation.

Michael sits on a number of community based boards and agencies and is also a member of numerous provincial committees.

The Honourable Sharon Nicklas, Regional Senior Justice

Justice Sharon Nicklas attended the University of Toronto Faculty of Law and was called to the bar in 1994. She was an Assistant Crown Attorney in Hamilton, Brantford and Kitchener, as well as the Deputy Crown Attorney in Kitchener prior to her appointment in 2007 to the Ontario Court of Justice. She presided in Kitchener for six years, where she also served as local administrative judge. In August 2013, she was appointed to the position of regional senior judge for the Central West Region.

Sukhwant Thethi

Sukhwant Thethi was appointed as a member of the Justices of the Peace Appointments Advisory Committee in August 2015. He immigrated to Canada in April 1995. He first worked in a factory then joined the financial industry in 2002 where he eventually became branch manager with TD Canada Trust in 2009. Currently, he is a mortgage specialist with the Royal Bank of Canada. Mr. Thethi has participated and volunteered in many worthwhile causes. He and his wife, Rajinder, are proud parents of two teenage daughters, Gurleen and Amarjot.

Sandra Wilson

Sandra Wilson, of Hamilton, is the Community Relations Coordinator with the Hamilton Police Service. Ms. Wilson is a former member of the Hamilton Community Foundation, "Tackling Poverty Together" Subcommittee.

East Regional Committee

Corianne Bell, East Regional Lead

Corianne Bell, of Ottawa, has a diverse background, which includes work as a professional musician, as well as experience working with government, non-government, arts & education organizations. A former Senior Policy Analyst in the Office of Literacy and Essential Skills, Human Resources and Skills Development Canada, Ms. Bell currently maintains a developmental sound and music practice. She also directs a preschool and early years choral program for two- to eight-year-olds. She is actively involved in several community organizations, including Dress for Success Ottawa–National Capital Region.

Edward Belyea

Edward Belyea, of Belleville, is a former Professor of Civil Engineering at Loyalist College. He is a member of the Deseronto Arts and Culture Board and a former Chair of the Board of the Hastings Children's Aid Society. Mr. Belyea holds a Master of Science in Engineering from Queen's University.

The Honourable Hugh Fraser, Regional Senior Justice

Justice Hugh Fraser is a graduate of Queen's University and the University of Ottawa Law School. He was called to the Ontario Bar in 1979. After two years with the Department of Justice in Ottawa, he established a private practice with an emphasis on administrative tribunals, sport law and alternate dispute resolution. Justice Fraser was a member of the Canadian Human Rights Tribunal Panel from 1985 to 1993. He also served as an adviser to the Dubin Commission of Inquiry into the use of anabolic steroids and other banned substances in sport from 1988-1990. He was appointed to the Ontario Court of Justice in 1993 and has served as local administrative judge in Ottawa for a number of years during his time on the bench. Justice Fraser was appointed regional senior judge for the East Region in July 2013.

Kathleen Greenaway

Dr. Kathleen Greenaway, of Wellington, is a Research Fellow with the Privacy and Cybercrime Institute, Ryerson University, and a lecturer at Queen's School of Business. She and her husband have a vineyard in Prince Edward County, where she is the chair of the local winegrowers association. Dr. Greenaway holds a PhD in Management from Queen's University.

Robert B. Horton

Robert (Rob) Horton has practiced law in the City of Brockville since 1997 following a brief period working in Durham Region. His practice includes family and child protection law, together with estate planning and litigation. Mr. Horton is member and past chair of the Leeds and Grenville Family Law Association and is a regular presenter for the Mandatory Information Program within the Family Court. Mr. Horton is an executive board member for RNJ Youth Services. Additionally, he is an appointed member of the Leeds and Grenville Counties Joint Community Liaison and Resources Committee. Mr. Horton is active in his hometown community with involvement in various organizations and committees, including having assisted in the establishment of the Brockville Youth Football Program, coaching junior football, assisting in minor hockey and having been a member of the Augusta Township Volunteer Fire Department for several years.

Her Worship Linda M. Leblanc, Regional Senior Justice of the Peace

Her Worship Linda Leblanc became a member of the Justices of the Peace Appointments Advisory Committee in February 2015. She was appointed as a justice of the peace of the Ontario Court of Justice in August 2005. In January 2010, she was appointed the local administrative justice of the peace in Cornwall. She was then appointed the regional senior justice of the peace for the East Region in February 2015.

Her Worship was a member of the Advisory Committee on Education, responsible for the bilingual seminar for bilingual justices of the peace from December 2011 until June 2014. In 2013, she was

appointed as a member of the Bench and Bar Response Steering Committee – French Language Services. In 2014, she was appointed to the regional committee in the East Region for the implementation of a pilot project for the seamless access to justice for French language individuals and, in 2015, appointed to the East Region French Language Services Regional Committee. Prior to her appointment to the bench, she was the Regional Manager of the Superior Court judges for the East Region, the integrated trial coordinator for both the Ontario Court of Justice and Superior Court of Justice in Cornwall, and has been with the Ontario Court of Justice since 1982.

Ashraf Sial

Ashraf Sial, of Ottawa, worked with the Ministry of the Solicitor General and Correctional Services from 1970 to 1998. He was an area manager supervising probation and parole officers and worked in management at a Correctional Centre and a Detention Centre. Mr. Sial is Regional Amir–Eastern Canada with Ahmadiyya Muslim Jamaat. He served on numerous advisory committees in the community, including two community colleges and two universities.

Northeast Regional Committee

The Honourable Patrick Boucher, Regional Senior Justice

Justice Patrick Boucher became a member of the Justices of the Peace Appointments Advisory Committee in July 2015. He received his B.A. (Hons) from McGill University and his LL.B. from Ottawa University. After his call to the bar in 1998, he entered private practice and spent most of his time in family and criminal litigation. Since his appointment to the Ontario Court of Justice in 2009, he has been a local administrative judge for Cochrane North, a director of the Association of Ontario Judges, an education chair for the Northeast and a member of the Chief Justice's Judicial Pre-trial Best Practices Working Group. Since his appointment as regional senior judge for the Northeast Region in July 2015, he has been an active member of several of the Chief Justice's Executive Committees and has worked on educational programming for the Court.

His Worship Theodore Hodgins, Regional Senior Justice of the Peace

His Worship Ted Hodgins was appointed as a justice of the peace in May 1990 and presided in the District of Temiskaming. He was appointed as a local administrative justice of the peace in February 2012 and served in that capacity until his appointment as regional senior justice of the peace for the Northeast Region in July 2014. His Worship is married and lives in Kirkland Lake.

The Honourable Martin Lambert, Regional Senior Justice

Justice Martin Lambert was a member of the Justices of the Peace Appointments Advisory Committee until June 2015. He received his LL.B. from the University of Ottawa in 1984 and was called to the Bar in 1986. He was an associate and partner at Riopelle, Carr, Lambert, Ellery from 1986 to 1992 and was a Crown Attorney in the District of Cochrane North from 1992 to 1999. Justice Lambert was appointed to the Ontario Court of Justice in 1999. He was the local administrative judge in Cochrane from 2001 to 2003 and is the local administrative judge in Timmins beginning in 2003. In June 2012, he was appointed regional senior judge for the Northeast Region. Justice Lambert is a member of the Ontario Conference of Judges. He currently sits on the Chief Justice's Executive Committee and was a member of the committee that drafted the new *Criminal Rules of the Ontario Court of Justice*.

Peter M. MacLean, Northeast Regional Lead

Peter MacLean, of Timmins, was Vice President of Northern College of Applied Arts and Technology. He retired in June 2014. He has served as a member of the Far North East Training Board and the Kirkland Lake Arts Council. Mr. MacLean has also served as a board member on Justices of the Peace Appointments Advisory Committee

the Kirkland and District Hospital Board and as a member of the editorial board for the Human Resources Professional Association of Ontario (HRPAO) magazine.

Victor M. Power

Victor Power, of Timmins, was elected the sixteenth Mayor of Timmins in November 1980 after having served 12 years as an alderman. He became the longest-serving mayor in the history of the City of Timmins. He served 20 years as mayor of what is, at 1224 square miles, Ontario's second-largest municipality.

Highlights of Mr. Power's career as mayor included the downtown revitalization program, the expansion of infrastructure throughout the city, the founding of the Timmins Economic Development Corporation, the planning for the TeleTech Call Centre project and the Shania Twain Centre, as well as the successful completion of the "DEBT FREE" Program.

In 2007, the City of Timmins renamed the Timmins airport to the Timmins Victor M. Power airport. In 2012, in conjunction with the city's Centennial celebrations, Mr. Power was selected as one of the Timmins One Hundred most influential citizens in the municipality's first one hundred years.

He was also selected by Assumption University of Windsor as one of the most outstanding alumni in its first one hundred years. Mr. Power was named to the Order of Canada in December 2008. He was also a recipient of both the Queen Elizabeth II Diamond Jubilee Medal and the Queen Elizabeth II Golden Jubilee Medal.

Nestor Prisco

Nestor Prisco, of North Bay, was appointed Sheriff in 1974. For 31 years, he managed court operations in Nipissing and Parry Sound Judicial Districts. His community involvement has included serving on North Bay City Council, 47 years with the Rotary Club of North Bay, President with the Bliss-Gillmor Non-Profit Housing Complex Inc., Treasurer, MacKay Homes for Seniors, Huron University College Board and the Nipissing Parry Sound District Housing Authority. Mr. Prisco holds a Master of Public Administration from Queen's University.

Michael Shain

Michael Shain is the Executive Director of the Manitoulin Legal Clinic and has held this position since 1990. He was called to the Bar in 1985 and practiced criminal and family law before assuming his position with the Clinic. Mr. Shain practices clinic and poverty law and was certified by the Law Society in 2007 as a Specialist in Workplace Safety and Insurance Law.

Mr. Shain is very involved in community affairs, having served on the Board of the Manitoulin Health Centre and having been a past member of the Community Development Corporation for the Town of Northeastern Manitoulin. He is currently a member of the Navy League, which raises funds for the Manitoulin Sea Cadet Corps.

Kathleen Taylor

Kathleen Taylor, of Timmins, studied ethics and the law and philosophy at the University of Toronto and graduated in 1994 with a Bachelor of Arts degree. She then went on to study at Centennial College and obtained her Legal Assistant Diploma with Honours. Ms. Taylor has been working as an accident benefit law clerk at the personal injury firm Wallbridge, Wallbridge since graduating in 1996. She is involved in a number of community services and events.

Northwest Regional Committee

The Honourable Marc L. Bode, Regional Senior Justice

Justice Marc Bode was a member of the Justices of the Peace Appointments Advisory Committee until August 2015. He was called to the Bar in 1980. He practiced law in Thunder Bay until his appointment to the bench in January 2008. He was appointed regional senior judge for the Northwest Region in August of 2009.

Clint Calder

Clint Calder is an Aboriginal lawyer practicing in Fort Frances. He received a Social Work Diploma from Sheridan College in Oakville, Ontario, in 1984 and graduated from Osgoode Hall Law School in 1988. Mr. Calder practiced corporate/commercial law with Stikeman Elliott LLP in Toronto after his call to the bar in 1990 and also did a stint at Stikeman's Vancouver office from 1993 until 1995. In 1995, he returned to Toronto to join the legal department of CIBC, where he later became Assistant General Counsel. In 2006, he left CIBC to return to his hometown of Fort Frances, where he opened his own law practice. Mr. Calder's current practice focuses on Aboriginal law, with an emphasis on Aboriginal rights, Aboriginal business ventures, First Nations land claims and general business law with area First Nations and Tribal Agencies, as well as child welfare law, employment law, real estate, estates and corporate, commercial matters. He is also a proud member of his local Métis community and currently sits as President of the Sunset Country Métis Council. Mr. Calder is an active volunteer and sits on the board of numerous local Aboriginal social agencies, as well as a number of charitable foundations.

The Honourable Joyce Elder, Regional Senior Justice

Justice Joyce Elder became a member of the Justices of the Peace Appointments Advisory Committee in August 2015. Justice Elder attended Lakehead University, the University of Guelph, and Osgoode Hall Law School, and was called to the bar in 1985. In private practice she specialized in family law and mediation and was a panel member for the Office of the Children's Lawyer. She is a past president of the Thunder Bay Law Association and director of the Advocates' Society and was a frequent lecturer at continuing education programs for both organizations. Prior to her appointment to the Ontario Court of Justice in 2009, Justice Elder was a member of the Ontario Review Board and Legal Aid Ontario's Test Case Committee. Justice Elder was appointed the regional senior judge for the Northwest Region in August 2015.

Frances Garofalo

Dr. Frances Garofalo, of Thunder Bay, was appointed as a member of the Justices of the Peace Appointments Advisory Committee in August 2015. She is a retired educator, having served as teacher, curriculum coordinator, principal and superintendent for the Thunder Bay Catholic School Board. She received her BA, BEd and MEd degrees from Lakehead University. After her retirement, she undertook doctoral studies at the University of Toronto, graduating in June 2015. Her research focuses on the role of district leaders in supporting principal professional learning, effective district practices in school improvement initiatives, and the use and effectiveness of virtual learning platforms in professional development. Dr. Garofalo led board and community research in literacy and numeracy development, Aboriginal education initiatives, and the development of community hubs. She served on the Ontario Ministry of Education Curriculum Council, providing strategic program advice to the Minister of Education. She is currently researching the role of women in the post-war immigration process to Canada, and has submitted her work for publication. Dr. Garofalo is fluent in French, Italian and, to a lesser degree, Spanish. She enjoys spending time with her family and travelling.

Rob Moorley

Rob Moorley has been retired from the Ontario Ministry of Natural Resources for over ten years. During his spare time, Rob enjoys the outdoors such as hunting, fishing, golfing, and his camp. He continues to travel, especially during the winter.

James Clifford Retson

James Retson (BA, Psychology, UBC 1970. LL.B. University of Toronto 1974. MBA, Dalhousie University 1984) Admitted to the Nova Scotia Bar in 1974, Mr. Retson practiced law in Truro, Nova Scotia, between 1974 and 1982. He moved to Kenora, Ontario, in 1984. He served as Town Councillor for the Town of Truro, Nova Scotia; a member of the Colchester and Nova Scotia Multicultural Association; a member of the Truro and District Human Rights Affirmative Action Committee; a member of the Kenora Police Human Rights Committee and several other commissions, boards and committees in Truro, Nova Scotia, and Kenora, Ontario. Mr. Retson has been an active supporter of the disability and human rights community for 40 years. He served as Executive Director of the Kenora Association for Community Living from August 1984 to August 2013. On his retirement, the community presented a cheque in the amount of \$30,000 to an endowment in his name honouring his contribution to the Community Living movement. He has been an active member of Rotary since 1989 and served as president of the Kenora Rotary Club 2006–2007. He currently is active in local Kenora historical and genealogical research.

Gord Sweeney

Gord Sweeney, of Keewatin, retired in 2006 after teaching biology and general science for 32 years. He acted as Science Department Head for 20 years and volunteered for many organizations including the Canadian Ski Patrol, the Red Cross, the Canadian Cancer Society, and Bird Studies Canada. Other volunteer work included coaching volleyball and soccer, supervising outdoor education wilderness experiences and acting as chairperson for local and regional science fairs in Northwestern Ontario for 19 years. Currently he volunteers for Shelter Box Canada and Habitat for Humanity. In retirement, Mr. Sweeney continues to enjoy substitute teaching, canoeing, backpacking and travelling with his wife, Kim.

Laurence Tulloch, Northwest Regional Lead

Laurence Tulloch, of Thunder Bay, is a retired educator, having served as teacher and principal with the Lakehead District School Board and as the Supervisory Officer of the Summer Beaver District School Area Board. An active member of his community, he is a Past-President of the Rotary Club of Thunder Bay (Port Arthur) and continues to work on a variety of projects for his club. As a result of his continuing efforts on behalf of the club and the community, he was named Rotarian of the Year in 2007. Mr. Tulloch has served on the Board of Directors and as President of the Science Teachers' Association of Ontario. For his work in the professional development of educators, the Ontario Secondary School Teachers' Federation presented him with the André Lécuyer Award, which is presented annually to a member in recognition of outstanding contributions, especially in the area of professional development.

His Worship Raymond Zuliani, Regional Senior Justice of the Peace

His Worship Raymond Zuliani was appointed as a justice of the peace in May 2007. Prior to his appointment, he balanced the life of an educator and military officer. During these careers, he served as a teacher and principal at the elementary and secondary school levels while executing his duties as a member of the Canadian Naval Reserve. Throughout his 39 years in the Navy, he progressed through the ranks to become a Rear Admiral and served as Chief of Reserves and Cadets and Commander of the Naval Reserve. Rear Admiral Zuliani represented Canada at the NATO Defence College in both Rome and Brussels.

His Worship has participated in numerous committees, boards and associations, including on the Board of Governors for Confederation College, Canadian Association of Principals, Association of Justices of the Peace of Ontario, and as National President of the Naval Association of Canada. He graduated from the National Defence College in Kingston, holds diplomas from Lakehead University and Confederation College, a Bachelor of Arts from Lakehead University and a Masters of Education in Administration from the University of Minnesota. He was appointed regional senior justice of the peace for the Northwest Region in July 2014.

Toronto Regional Committee

Paul Brookes

Paul Brookes, of Toronto, is President and Founder of Metropolis Media, an interactive marketing agency based in Toronto, providing corporate communications and new media development services to advertising agencies, government bureaus and Fortune 500 corporations located in North America and the UK. Mr. Brookes is also the Director of CDAM Global Opportunities Fund, a mutual fund managed by Chamberlain Davies Asset Management, of London, UK. He is involved with a number of community groups, including the Northlea Home and School Association. He is a graduate of Ryerson University's Business Management program (BBA–Honours, Economics and Marketing).

Halla Elias

Halla Elias, of Toronto, is the Regional Head, Professional Resources at the Toronto office of Borden Ladner Gervais LLP. Her main responsibilities are career management, capacity management, performance and compensation management, lateral partner recruitment and talent management. Prior to this position, she was a lawyer with the Corporate Commercial Group. Ms. Elias attended law school at Queen's University and completed an Honours Bachelor of Arts degree at the University of Windsor. She was called to the Bar in 2002 and has been at Borden Ladner Gervais LLP since 2000.

Kenneth Jones

Dr. Ken Jones, of Toronto, was appointed a member of the Justices of the Peace Appointments Advisory Committee in August 2015. He is Dean Emeritus at the Ted Rogers School of Management at Ryerson University where he served as Dean from 2005 to 2013. Dr. Jones' academic/research focuses on business geomatics, location and spatial analyses, and retail real estate development.

Dr. Jones holds a Ph.D. from York University. He served as the Director for the Centre for the Study of Commercial Activities (1992–2005); Eaton Chair in Retailing (1995–2005); the Director of the Ontario Retail Sector Strategy Project (1995–1998); the NSERC/SSHRC Chair in the Management of Technological Change in Retail (1996–2006); and Project Leader for the GEOIDE Networks of Centres of Excellence (1998–2005), where he was responsible for coordinating the business geomatics research applications across several universities.

He currently is a Distinguished Fellow, Academic Leadership at Ryerson University and sits on two non-for-profit boards in the Province. He also is a member of the Executive Committee of the Canada-US Law Institute that is jointly administered by Case Western Reserve University School of Law and Western University Faculty of Law.

The Honourable Timothy Lipson, Regional Senior Justice

Justice Timothy Lipson was appointed to the Ontario Court of Justice in March 2002 and is currently the regional senior judge for the Toronto Region. Called to the Bar in 1978, he practiced exclusively criminal law. He served as an Assistant Crown Attorney for seven years and was in private practice for 17 years. From 1985 to 2002, Justice Lipson served as a member of the Ontario Review Board, including 10 years as an Alternate Chairperson of the Board. He was lead counsel for the Criminal Lawyers' Association at the Commission on Proceedings Involving Guy Paul Morin. Throughout his careers as lawyer and judge, Justice Lipson has participated in continuing legal education. For several years, he taught criminal procedure at the Law Society of Upper Canada Bar Admission Course. He has lectured and appeared on numerous panels on a wide array of topics related to criminal law. Justice Lipson taught a course on sentencing at the Faculty of Criminology, Justice and Policy Studies, University of Ontario Institute of Technology, and has been an instructor in trial advocacy at Osgoode Hall Law School. Justice Lipson served as a member of the Ontario Judicial Council and the Judicial Appointments Advisory Committee.

Christopher May

Christopher May, of Toronto, is Director of Government Affairs with the Chartered Professional Accountants of Ontario. Prior to this, he was a public policy consultant, providing advice to clients on social and economic policy. Mr. May has held leadership roles in numerous professional organizations including the Public Affairs Association of Canada, the US Public Affairs Council, and the Payday Lending Education Fund Corporation of Ontario. At the community level, he has been a member of the Board of the Scleroderma Society of Ontario and the Canadian Mothercraft Society. He remains active with children's sports programs and community fundraising efforts.

Kathy Narraway, Toronto Regional Lead

Kathy Narraway, of Toronto, retired in 2008 after more than 30 years with the Peel Board of Education. Prior to this, she was the Principal and Vice Principal at Glenforest Secondary School, Vice-Principal at Bramalea Secondary School, Director/Assistant Director of Continuing Education, and Math Head at Central Peel Secondary School. Ms. Narraway was a former Board Member at Our Place Peel (a youth shelter), a Board member and President of the Oxbow Lakeside Community Club and a long-time member of the Sports Advisory Board for the Peel Board of Education. She is currently an active volunteer on the School Council for her local public school. Her long-standing community involvement included volunteering with the Triangle Prom for Queer Youth, coaching basketball, and organizing annual fundraising/community dances for the Youth Crisis Line. She holds a Bachelor of Education from the University of Toronto and a Bachelor of Science from Queen's University.

His Worship Warren Ralph, Regional Senior Justice of the Peace

His Worship Warren Ralph was appointed as a full-time presiding justice of the peace in February 2001. His Worship began his career with the Ontario Court of Justice in the Central East Region before being transferred back to the Toronto Region later that year. He was appointed local administrative justice of the peace for Provincial Offences Toronto South Court Operations in 2009. During his term in that position, he established the first POA judicial pre-trial criteria, protocol, and training plan for Toronto justices of the peace, and subsequently managed the implementation of the new early resolution POA court in Toronto. His Worship was appointed regional senior justice of the peace for the Toronto Region in February 2013. He has served on the Chief Justice's Discrimination and Harassment Policy Working Committee and has been a member of the Chief Justice's Panel of Advisors on Discrimination and Harassment; participated in the development and implementation of the Toronto Region Education and Mentoring Plan; served as a member of the External Conference Committee; served as a director for the Toronto Region on the Association of Justices of the Peace of Ontario Council; and is currently a member of the Justices of the Peace Review Council. Prior to his appointment to the Ontario Court of Justice, he served as Vice Chair of the Ontario Assessment Review Board, and also as a member and Vice Chair of the Federal Judicial Appointments Advisory Committee, GTA. A graduate of the University of Toronto Schools

and Trinity College at the University of Toronto, he also holds certificates in Alternate Dispute Resolution/Mediation and Adjudicator Training.

Kashif Sher

Kashif Sher, of Toronto, is a lawyer with the firm Arya and Sher, with emphasis on civil litigation, administrative law, health law and corporate-commercial law. He served on the Inner City Angels Board of Directors from 2003 to 2008. Mr. Sher is a member of the Law Society of Upper Canada and holds a Masters degree in Business Administration from Rotman School of Management, University of Toronto, and a Bachelor of Laws degree from Osgoode Hall Law School, York University.

West Regional Committee

Gary Baxter

Gary Baxter, of LaSalle, a graduate of the Ivey Business School, was the President and CEO of the Phoenix Media Group Inc., a regional publisher of newspapers and magazines. The company grew to become the largest independent publisher in Ontario before being sold to a multi-national media company in 2007.

Mr. Baxter has always maintained a keen interest in his community and over the years has served on the boards of many arts, cultural and business groups. He was recently awarded the Queen's Diamond Jubilee Medal in recognition of his service to the community.

Mr. Baxter also served on the municipal council of the Town of LaSalle for 13 years. First elected as a councillor in 1997, he most recently served as the Mayor until leaving politics in 2010. Mr. Baxter is now the Managing Director of a private investment fund.

Samira El-Hindi

Samira El-Hindi, of London, is a member of the board of directors for St. Joseph Healthcare Foundation, Meals on Wheels and King's University College. She has committed her time, resources and entrepreneurial skills to numerous philanthropic and charitable causes. Ms. El-Hindi has worked on issues involving children, poverty, education, domestic violence, small business training and interfaith dialogue. The efforts that she has made to assist those in Sudan are a clear statement that our humanity should know no borders.

Doug Ferguson

Doug Ferguson, of London, is Director of Community Legal Services (CLS) and Adjunct Professor at the Faculty of Law at Western University. Students at CLS, under the supervision of lawyers, provide legal services to low income persons in the London community in the areas of criminal law, small claims court, landlord and tenant, family law, wills and powers of attorney, mediation, immigration, and public legal education.

A 1981 graduate of Western Law, Mr. Ferguson attended the University of Ottawa where he earned his Bachelor of Administration degree in 1977 and his Bachelor of Commerce (Honours) degree in 1978. He was called to the Ontario Bar in 1983 and joined the law firm of Bitz, Szemenyei, Ferguson & MacKenzie LLP (now Szemenyei MacKenzie Group LLP) in 1988. Mr. Ferguson's practice areas included civil litigation, wills and estates, and tax law.

From 1994 to 2003, Mr. Ferguson acted as a Federal Crown Attorney for tax prosecutions conducted by the Canada Revenue Agency. He taught Civil Procedure at the Bar Admission

Course in London for many years and served as a presiding member of the Consent and Capacity Board for the Ontario Ministry of Health from 1989 to 1998 and from 2004 to 2008.

Mr. Ferguson is a council member of both the Canadian Bar Association and the Ontario Bar Association, and the founding president of the Association for Canadian Clinical Legal Education. An advocate for legal education reform, he was a member of the Education and Training Committee of the CBA Futures Initiative, which examined the future of the legal profession. In 2013, he was appointed to the CBA's Access to Justice Committee and is playing an active role in the implementation of its recent groundbreaking report. He is also a member of the CBA's Legal Aid Committee.

In 2009, Mr. Ferguson was awarded the Alumnus of Distinction Award by the Western Law Alumni Association. In 2012, he was awarded the Queen's Diamond Jubilee Medal.

Her Worship Bridget Forster, Regional Senior Justice of the Peace

Her Worship Bridget Forster was a member of the Justices of the Peace Appointments Advisory Committee until February 2015. Her Worship was appointed as a part-time justice of the peace in 1995, serving the community needs in the Mount Forest area. She was reappointed full time in 1997, working in Newmarket, primarily at the Telewarrant Centre. In 2001, she transferred to the West Region, working in various court locations across the region, presiding in court and acting as local administrative justice of the peace. Her Worship was appointed to the position of regional senior justice of the peace for the West Region on July 19, 2011. She has acted as Co-Chair of the Justice on Target Bail Expert Table.

The Honourable Stephen Fuerth, Regional Senior Justice

Justice Stephen Fuerth graduated from the University of Windsor law school in 1976 and was called to the bar of Ontario in April 1978. After admission to the bar, Justice Fuerth practiced law in Chatham as a partner with the firm of Benoit, Van Raay, Spisani, Fuerth and Quaglia. His primary area of practice was family law, but he also was engaged as an advocate in numerous civil matters before a variety of courts and administrative tribunals. Justice Fuerth also served the community as a volunteer, including several years as a board member of a local community hospital, as a founding director of a legal aid clinic, and as an occasional guest lecturer for a support group sponsored by the CMHA. Justice Fuerth was appointed to the bench of the Ontario Court of Justice in October 2006, where he presided over criminal and family law cases. He was appointed regional senior judge of the West Region in May 2014.

Mary McLaughlin, West Regional Lead

Mary McLaughlin, of London, is President and Partner of Excalibur Communications, where she specializes in strategic communications, crisis communications and government relations. Earlier in her career, she served as a senior executive in a national financial corporation and a major Crown corporation before co-founding the Canadian Landmine Foundation. Ms. McLaughlin's current community involvement includes serving as Vice-Chair of the Membership Committee of King's University College. She is a Past Chair of King's. Ms. McLaughlin formerly served as Chair of St. Jerome's University at the University of Waterloo and as a member of the Ministerial Advisory Committee on Appointments to the Immigration and Refugee Board. She is a recipient of the Canada 125 Medal.

His Worship Thomas Stinson, Regional Senior Justice of the Peace

His Worship Thomas Stinson became a member of the Justices of the Peace Appointments Advisory Committee in April 2015. He was appointed as a justice of the peace in September 2009, as local administrative justice of the peace for Kitchener and Guelph in September 2014, and as regional senior justice of the peace for the West Region in April 2015.

Prior to his appointment to the bench, he completed his B.A. degree at Queen's University and his M.A. and LL.B. degrees at Dalhousie University. While living in Halifax at this time, he was also a faculty member at the University of King's College. He then articulated with and worked as an associate for the Kitchener office of Gowlings. In 1997, he moved his practice to the Guelph firm of McElderry & Morris where he remained until 2005. While in private practice, he acted as a per diem provincial and federal Crown attorney, instructed in the Bar Admission Course of the Law Society of Upper Canada and taught in the municipal law clerk program at Conestoga College in Kitchener. He also worked on a per diem basis as a French language prosecutor for several municipalities in Southern Ontario. In 2005, he was hired as counsel for the Regional Municipality of Waterloo to manage its prosecutions. During his time with the Region, he also acted, for two years, as its real property solicitor.

Christina Sweet

Christina Sweet, of Essex, was called to the Bar in 2003 and practices criminal and child protection law. Prior to practicing law, she was an elementary school teacher for the former Windsor Board of Education for 33 years. As a teacher, she was a founding member of the Can-Am Indian Center Aboriginal Education Committee and co-authored and taught the first Aboriginal Education course for teachers in Ontario. She held a variety of leadership positions and received the Helen Keefer Scholarship which is awarded annually to one woman teacher in Ontario for research.

After retiring from teaching in 1997, Ms. Sweet attended the University of Windsor Law School, where she volunteered at the Community Legal Aid Clinic and represented the law school as their Ontario Bar Association representative. She was awarded the John Whiteside Award by her peers for her involvement in the school and her community. In addition to a law degree, she holds a Masters degree in Education and a Specialist Certificate in Special Education.

Ms. Sweet is currently secretary treasurer of the Windsor–Essex Criminal Lawyers' Association and the facilitator of "Law for Elders", an Elder College course presented by Canterbury College of the University of Windsor. She is a member of the Essex Chapter of Rotary International and is a published author nationally and internationally.

Eileen Viola

Eileen Viola, of Bright's Grove, is a retired secondary school teacher of French Immersion and English. While serving as Co-ordinator of the Elementary French program with the Lambton County Board of Education in the '80s, she also completed a Master of Education degree from the University of Windsor. Retired since 2001, she has volunteered in a wide variety of community activities, including as a pianist with the Polysar Glee Club, the Bluewater Health Music Therapy Program, and at her local church. She is a recent panel member with the United Way of Sarnia Lambton and serves on the executive of a rail advocacy group in Lambton (RAIL). She is bilingual and enjoys learning new languages. Gardening, travel, and duplicate bridge are favourite pastimes.

Appendix C

POLICIES AND PROCEDURES

Application Form

The Justices of the Peace Appointments Advisory Committee advertises for applications for vacant justice of the peace positions upon the request of the Attorney General.

Applications must be received by the closing date in order to be considered. Candidates must complete the current prescribed Justice of the Peace Appointment Application Form and submit the signed original plus eight (8) signed copies for each region to which they are applying to:

The Coordinator
Justices of the Peace Appointments Advisory Committee
c/o Ministry of Government Services Mail Delivery
Room M2B-88, Macdonald Block, Queen's Park
77 Wellesley Street West
Toronto ON M7A 1N3
Tel: 416 326-4957 (JPAAC Coordinator)

Applications will only be considered if typed/word processed.

The only updates to an application that are permitted after the closing date of an advertised vacancy are updates to personal and/or referee contact information. Candidates must resubmit the relevant amended page from the Justice of the Peace Appointment Application Form when there is a change in personal or referee contact information. The amendments should be submitted under cover of a letter indicating the nature of the change.

Candidates are asked to provide the names and contact information of four (4) referees. Candidates must submit only the supporting material specified in the application form. No other material, including reference letters, will be considered by the Committee.

Communication with the Committee

All communication from candidates is to be made through the JPAAC Coordinator. It is not appropriate to contact members of the Committee at any stage of the application and evaluation process.

Review and Interview Process

Candidates may be selected for an interview based on the review and evaluation of a completed application form.

The interview panel will consist of at least four (4) Committee members, at least one of whom is a lay member from the region of the base court to which the candidate is applying and another of whom is a judge or justice of the peace.

Language Proficiency Testing

Candidates may be required to undergo standardized language proficiency testing in the language(s) in which they indicate proficiency.

Reference Checks and Discreet Inquiries

Committee members may undertake reference checks and/or discreet inquiries as part of the process.

Classification Process

Candidates are classified as Not Qualified, Qualified or Highly Qualified.

A candidate's classification for an advertised vacancy is valid until that vacancy is closed. As is the practice with similar committees in Canada, candidates will not be notified of their classification.

Confidentiality

A candidate's personal information will be treated by the Committee as confidential except to the extent as is necessary for the Committee to perform its duties.

Appendix D

QUALIFICATIONS AND SELECTION CRITERIA FOR A JUSTICE OF THE PEACE IN ONTARIO

Minimum qualifications for consideration for an appointment as a justice of the peace are set out in s. 2.1(15), (16) and 17 of the *Justices of the Peace Act*, as follows:

Qualification

(15) A candidate shall not be considered by the Justices of the Peace Appointment Advisory Committee unless he or she has performed paid or volunteer work equivalent to at least 10 years of full-time experience and,

- (a) has a university degree;
- (b) has a diploma or advanced diploma granted by a college of applied arts and technology or a community college following completion of a program that is the equivalent in class hours of a full-time program of at least four academic semesters;
- (c) has a degree from an institution, other than a university, that is authorized to grant the degree,
 - (i) under the *Post-secondary Education Choice and Excellent Act*, 2000
 - (ii) under a special Act of the Assembly that establishes or governs the institution, or
 - (iii) under legislation of another province or territory of Canada;
- (d) has successfully completed a program designated as an equivalency under subsection (16); or
- (e) meets the equivalency requirement set out in subsection (17). 2006, c. 21, Sched. B, s. 3.

Equivalency programs

(16) For the purposes of clause (15) (d), the Attorney General may designate programs that involve training in the justice system, including programs designed to enhance diversity in the justice system, as programs that meet the educational equivalency, and shall make the list of programs so designated public. 2006, c. 21, Sched. B, s. 3.

Exceptional qualifications

(17) For the purposes of clause (15) (e), a candidate may be considered to have met the equivalency requirement if he or she clearly demonstrates exceptional qualifications, including life experience, but does not have the educational requirements set out in clauses (15) (a) to (d). 2006, c. 21, Sched. B, s. 3.

General Selection Criteria For Evaluating Candidates

In addition, the *Act* requires the Justices of the Peace Appointments Advisory Committee to develop general selection criteria.

Throughout the application process, candidates shall provide evidence that they meet all of the selection criteria. In addition, the candidate review process will consider the desirability of reflecting the diversity of Ontario's population in appointments of justices of the peace and an assessment of the skills, abilities, and personal characteristics of candidates against those desired in a justice of the peace.

The following have been adopted by the Committee:

1. Skills and/or education that are clearly relevant and transferrable to the work of a justice of the peace.
2. Work, volunteer or other experience that is clearly relevant and transferrable to the duties and responsibilities of a justice of the peace.
3. An understanding of, and the skills, abilities, and personal characteristics applicable to, the base court vacancy, including the pace of court, geographic and community needs.
4. Awareness and understanding of the breadth and depth of the role of a justice of the peace.
5. Keen interest in people and humanity, including cross-cultural experience and community engagement.
6. An ability to apply superior interpersonal skills in the courtroom and maintain decorum in adversarial circumstances.
7. A high level of achievement in the area(s) of employment and/or community service.
8. Experience providing functional advice, guidance and assistance to/at multiple levels of authority.
9. Ability and willingness to learn, substantiated through the candidate's record of life-long learning.
10. Demonstrated good judgement in the face of real or perceived conflict of interest.
11. Proven ability and experience in making sound, practical and timely decisions with complex factors.
12. Proven reputation for punctuality, reliability, organization skills and preparedness.
13. Highly developed intellectual and analytical skills.
14. Demonstrated flexibility and adaptability to change.
15. Ability to work both co-operatively and independently.
16. Ability to manage people, time and resources.
17. Ability to present a clear, concise and well-written application that is reflective of the candidate's interest and ability.
18. Ability and willingness to travel as required.
19. Bilingual ability (if applicable).

In its review process, the Committee recognizes the importance of reflecting the diversity of Ontario's population in appointments of justices of the peace as is required by Section 2.1 (12) 6 of the *Justices of the Peace Act*.

Skills, Abilities and Personal Characteristics Desired in a Justice of the Peace

Skills and Abilities

- Diverse life skills, experience and/or education that enhance and enable the work of a justice of the peace

Decision Making

- Ability to make sound, practical and timely judgments
- Highly developed intellectual, analytical, and decision-making skills
- Ability to keep an open mind while hearing all sides of an argument
- Ability to remain impartial and to demonstrate good judgement, including in the face of actual and/or perceived conflict of interest

Communication

- Superior active listening skills
- Superior written and oral communication skills in English and where applicable, in French
- A skilled communicator in addressing diverse groups of people in large and small group settings
- Superior interpersonal skills, including the ability to conduct oneself in a dignified and judicious manner

Professional Skills

- Ability and willingness to learn
- Intermediate to advanced computer skills
- Ability and willingness to travel as required
- Ability to work independently without supervision, and effectively manage a heavy workload
- Ability to work at a fast pace while also handling the stress, pressure, and isolation of judicial role

Personal Characteristics***Social***

- Keen interest in people and humanity, including cross-cultural experience and engagement
- A demonstrated commitment to community service
- Awareness of and an interest in regional and social issues that give rise to cases coming before the courts

Interpersonal

- Compassion, empathy, and respect for the essential dignity of all persons
- Courtesy
- Patience
- Moral courage and high ethics
- A reputation for honesty, integrity and fairness
- Strong, dignified interpersonal skills that command authority
- Confidence, with an absence of pomposity and authoritarian tendencies

Professional

- Work ethic, understanding and experience applicable to the base court to which the justice of the peace is assigned
- Punctual, reliable, well-prepared and organized
- Not involved in serious and/or unresolved criminal charges, professional complaints/claims, civil actions or financial claims including proposals to creditors or family support arrears, bankruptcy or matters with the Canada Revenue Agency