A N N U A L R E P O R T

of the

JUSTICES OF THE PEACE APPOINTMENTS ADVISORY COMMITTEE

for the Period from

1 January, 2019 to 31 March, 2020

Toronto, Ontario
May 2023

ISSN 1918-4166 (Bilingual print)
ISSN 1918-4174 (English Internet)
ISSN 1918-4182 (French Internet)

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

The Chair
Justices of the Peace Appointments Advisory Committee
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Toronto, Ontario
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May 29, 2023

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

Dear Minister Downey:

The Justices of the Peace Appointments Advisory Committee is pleased to present to you the twelfth report on its activity since it was established pursuant to the amendments to the *Justices of the Peace Act* in 2007.

This report is for the period of January 1, 2019 to March 31, 2020.

This report covers all significant matters related to the classification of candidates for appointment as justices of the peace in the Ontario Court of Justice.

Respectfully yours,

Michael Ras
Chair

CHAIR'S SUMMARY

I am pleased to report on the 2019-2020 activities of the Justices of the Peace Appointments Advisory Committee (the Committee). The Committee is comprised of a core committee of seven members and seven regional committees of eight members each.

Throughout the reporting year, the Committee continued to refine its application process by reviewing its policies and procedures.

In December 2018, the Committee received a letter from the Attorney General with a request to begin advertising to fill 31 base court justice of the peace vacancies in every region of the province. The Committee received two additional letters from the Attorney General on May 2, 2019, and August 29, 2019 advising of three additional vacancies, which brought the total number to 34.

I would like to thank the Committee and supporting Ministry of the Attorney General staff for their diligent work in seeking candidates and reviewing the qualifications of hundreds of applicants for the important role of justice of the peace. Your commitment to the efficient and effective functioning of Ontario's justice system is crucial work and your efforts are appreciated.

Michael Ras
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 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. An excerpt 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 313 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. The two central 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 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 Indigenous Justice of the Peace or another justice of the peace familiar with Indigenous 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 lead during the term of their appointment. The role of the regional lead is to coordinate the screening, interviewing, checking of references and the classification process for justice of the peace candidates within their region.

The full complement of the Committee is 63 members.

Since 2008, the Core and Regional leads have met monthly, recently by teleconference, to review ongoing Committee business and discuss matters related to its policies and procedures.

Also since 2008, the Committee has held annual meetings of all members. These annual meetings provide the opportunity for the full Committee to review its activities over the past year and prepare any changes to be included in the next year's application process. This exchange of ideas and perspectives is important to ensure consistent application of standards and procedures across all regions.

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 a vacancy-based application process, the Committee continued to refine its practices. The Committee made further revisions to its application form, policies and procedures, and selection criteria. All of these documents are available to the public through the Ontario Courts website at www.ontariocourts.ca/ocj/jpaac. Copies of the Committee's Policies and Procedures and Qualifications and Selection Criteria are attached, respectively, as Appendix C and Appendix D.

From its inception in 2007 to March 31, 2020, 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 16,244 applications submitted on the application form developed by the Committee. During the reporting period covered by this annual report (January 1, 2019 to March 31, 2020), 888 applications were reviewed and classified by the Committee, a process that included the interviews of 127 candidates.

Activities

January 2019 Advertisement

On December 3, 2018, the Committee received a letter from the Attorney General requesting the advertisement of justice of the peace vacancies in 31 base courts throughout the province. The Committee received two additional letters from the Attorney General on May 2, 2019, and August 29, 2019 advising of three additional vacancies, which brought the total number to 34.

The Committee transitioned to online and non-paid methods of communications for advertising and outreach with targeted funds to reach remote Francophone and Indigenous communities. The Committee explored ways to promote the justice of the peace vacancies through cost neutral avenues, including social media, website postings and direct outreach. The Committee attracted a diverse field of candidates to apply in a cost-effective manner.

STATISTICS – 2019 Application Process

The statistics in the chart below report the numbers of applications received and evaluated in 2019 as a result of the process initiated in January 2019. Also reported are the numbers of candidates selected for interview and days of interviews held.

Vacancy	Total Number of Applications Received and Classified	Number of Days of Interviews Held	Number of Candidates Selected for an Interview**
Barrie (4)	279	5	20
Brampton (6)	416	8	39
Hamilton	304	8	31
Kenora	31	2	10
Kenora (Indigenous)*	14	2	3
Kitchener (2)	185	6	21
London (2)	127	6	15
London (Indigenous)	33	3	6
Milton	339	8	31
Newmarket (2)	319	5	18
Newmarket (Bilingual)	28	1	1
Ottawa (2)	114	3	8
Ottawa (Bilingual)(2)	34	3	3
Sioux Lookout	18	1	3
St. Catharines	180	8	19
Thunder Bay (2)	38	3	6
Timmins (Indigenous)	13	1	2
Toronto (3)	410	7	38
TOTAL	**888**[1]	**23**[2]	**127**[3]

***** Vacancies designated as Indigenous refer to an appointment of a candidate of Indigenous heritage or a person with an in depth understanding of Indigenous communities.

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

[1] Candidates who applied to multiple base court locations in the same advertising period are counted once in this total.

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

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

Diversity Statistics

The Committee recognizes the importance of reflecting the diversity of Ontario's population in the appointments of justices of the peace. Candidates were provided with the option to self-identify on their application. Below are the totals for each of the categories selected by the candidates during the 2019 process.

Self-Identity	Applicants*	Percentage of Total Applicants (888)	Interviewed	Percentage of Total Interviewees (127)
Female	440	50%	68	54%
Indigenous	57	6%	15	12%
Visible Minority	242	27%	21	17%
Ethnic/Cultural Group	221	25%	32	25%
Disabilities	52	6%	8	6%
LGBTQ2	34	4%	4	3%

* An applicant may self-identify in more than one category.

Appointee Remuneration

The following chart provides a breakdown of the total remuneration for each Committee member over the reporting period from January 1, 2019 – March 31, 2020.

Appointee	Position	Per Diem Rate	Term	Total remuneration (not including expenses)
Georgina Alexandris	Regional Member	$355	Dec. 5, 2018 – July 18, 2020	$3,550.00
Dave Andre	Regional Member	$355	Sept. 13, 2016 – Sept. 12, 2019	$1,775.00
Mohammed Baobaid	Regional Member	$355	Sept. 13, 2016 – Sept. 12, 2019	$2,130.00
Gary Baxter	Regional Member	$355	Aug. 13, 2014 – Aug. 12, 2020	$3,550.00
Richard Brennan	Regional Member	$355	May 28, 2016 – Jan. 18, 2022	$11,005.00
Nicholas Charitsis	Regional Member	$355	March 29, 2022 – March 28, 2025	$2,662.50
Terri-Lynn Collings	Regional Member	$355	April 29, 2022 – April 28, 2025	$2,485.00
Graham Coveney	Regional Member	$355	March 26, 2019 – Aug. 6, 2021	$3,550.00
Candice de Melo	Regional Member	$355	April 29, 2019 – Nov. 18, 2020	$1,775.00
Karen (Kaz) Flinn	Chair	$566	Feb. 2, 2016 – Feb. 1, 2019	$2,830.00
Gary Gladstone	Core Member	$355	Oct. 25, 2017 – Oct. 24, 2020	$9,585.00
David Gordon	Regional Member	$355	Feb. 2, 2019 – Feb. 1, 2022	$2,662.50
James Grady	Regional Member	$355	Feb. 2, 2007 – Feb. 1, 2020	$3,727.50
Kathleen Greenaway	Regional Member	$355	July 27, 2016 – Feb. 1, 2019	$3,195.00
Laura Grosman	Regional Member	$355	Feb. 2, 2019 – Jan. 28, 2022	$11,715.00

Appointee	Position	Per Diem Rate	Term	Total remuneration (not including expenses)
John Henderson	Regional Member	$355	Jan. 23, 2020 – Dec. 30, 2024	$1,952.00
Sarah Lawson	Regional Member	$355	Dec. 6, 2018 – Dec. 5, 2021	$7,100.00
Peter MacLean	Regional Member	$355	March 23, 2016 – March 22, 2019	$710.00
Jeffrey Paul McAvoy	Regional Member	$355	Feb. 16, 2022 – Feb. 15, 2025	$2,662.50
Zigmond Mintha	Regional Member	$355	Jan. 29, 2019 – Jan. 28, 2022	$2,662.50
Pamela Jean Munn	Regional Member	$355	Jan. 29, 2019 – Feb. 15, 2025	$3,905.00
Kathy Narraway	Regional Member	$355	March 22, 2007 – March 21, 2023	$15,975.00
Karlene Nation	Regional Member	$355	Dec. 31, 2018 – Dec. 30, 2021	$5,680.00
Brandon Postuma	Regional Member	$355	Mar. 26, 2019- March 25, 2025	$1,842.32
Nestor Prisco	Regional Member	$355	May 3, 2019 – Feb. 1, 2025	$532.50
Corrine Rahman	Regional Member	$355	June 1, 2017 – Dec. 5, 2019	$7,987.50
Michael Ras	Core Member/Chair	$355/$566	Dec. 13, 2019 – Nov. 17, 2024	$2,796.50
Rodi-Lynn Rusnick-Kinisky	Regional Member	$355	March 26, 2019 – March 25, 2022	$2,307.50
Justin Samlal	Regional Member	$355	Feb. 12, 2022 – Feb. 11, 2025	$3,550.00
Anne Schroder	Regional Member	$355	March 29, 2017 – March 28, 2020	$1,775.00
Randy P Schuran	Regional Member	$355	Feb. 15, 2019 – April 21, 2022	$177.50
Ritu Singarayer	Regional Member	$355	Dec. 6, 2017 – Feb. 1, 2019	$355.50

Appointee	Position	Per Diem Rate	Term	Total remuneration (not including expenses)
Judith Stephens-Wells	Regional Member	$355	May 4, 2017 – May 3, 2020	$3,905.00
Andrew Suboch	Chair	$355/$566	Sept. 20, 2018 – Sept. 19, 2021	$18,684.50
Anthony Sutcliffe	Regional Member	$355	Dec. 6, 2018 – Sept. 18, 2020	$2,485.00
Gordon Sweeney	Regional Member	$355	Feb. 2, 2017 – Feb. 1, 2020	$2,778.80
Kathleen Taylor	Regional Member	$355	Feb. 2, 2007 – Feb. 1, 2020	$355.00
Norma Telfer	Core Member	$355	Feb. 6, 2018 – Nov. 18, 2020	$14,448.50
Laurence Tulloch	Regional Member	$355	Feb. 2, 2007 – Feb. 1, 2022	$5,325.50
Deborah Turner	Regional Member	$355	April 24, 2019 – April 23, 2025	$2,130.00
Ewart Walters	Regional Member	$355	Sept. 13, 2016 – Sept. 12, 2019	$3,017.50
Joshua Wilson	Regional Member	$355	Aug. 25, 2016 – Aug. 24, 2019	$3,017.50

Travel and Meal Expenses

Information on the travel and meal expenses incurred by each Committee member for the reporting period is available on the Committee's website at https://www.ontariocourts.ca/ocj/jpaac/open/ .

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.

Personal liability

(7) No action or other proceeding for damages shall be instituted against the Advisory Committee or any of its members for any act done in good faith in the execution or intended execution of any

power or duty of the Advisory Committee, or for any neglect or default in the exercise or performance in good faith of such power or duty. 2017, c. 2, Sched. 2, s. 20 (1).

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; 2011, c. 1, Sched. 1, s. 4 (1).

(12.1) REPEALED: 2017, c. 2, Sched. 2, s. 20 (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 prepare an annual report, provide it to the Attorney General and make it available to the public. 2017, c. 34, Sched. 46, s. 21.

Same

(20) The Advisory Committee shall include such content in the annual report as the Attorney General may require. 2017, c. 34, Sched. 46, s. 21.

Tabling of annual report

(20.1) The Attorney General shall table the Advisory Committee’s annual report in the Assembly. 2017, c. 34, Sched. 46, s. 21.

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

Core Committee

Kaz (Karen) Flinn, Chair

Kaz Flinn was a member of the Justices of the Peace Appointments Advisory Committee until February 2019. Ms. Flinn 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. She 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 Chair of University of Toronto's St. Mike's College Education Council 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.

Her Worship Wendy Agnew, Senior Indigenous Justice of the Peace

Justice of the Peace Wendy Agnew was appointed to the Ontario Court of Justice in 2009. Prior to her appointment she was a secondary school principal. She continues to be involved in the community at the local and national level as a member of the Indigenous Advisory Committee and the National Working Group on *Gladue.* She received her Juris Doctor from the University of Toronto and was called to the bar in 2015. She is a proud member of Garden River First Nation. In 2018 she was appointed as the Senior Indigenous Justice of the Peace and became a member of the Advisory Committee on Education, the Indigenous Initiatives Advisory Committee and JPAAC.

Her Worship Kathleen Bryant, Justice of the Peace

Justice of the Peace Kathleen Bryant was appointed in 1994. During her 25-year career, she has been a regional director for the Association of Justices of the Peace of Ontario (1999-2004), a member of the Justices of the Peace Review Council (2004-2014), and the regional senior justice of the peace for the Northeast Region (2008-2014). In addition, she has been a member of multiple sub-committees of the Ontario Court of Justice. Currently, Her Worship Bryant is the local administrative justice of the peace in the Algoma District.

Gary Gladstone

Gary Gladstone, B. Math, CFRE (Certified Fund-Raising Executive), was appointed as a core member of the Justices of the Peace Appointments Advisory Committee in October 2017. Prior to this appointment, he was the Central East Regional Lead since February 2007. Mr. Gladstone is the principal of Gladstone Consulting and in charge of Stakeholder Relations for Reena, promoting dignity, individuality, independence, personal growth and community inclusion for people with developmental disabilities. He has been helping charities and non-profits raise funds and profile for over 25 years. Mr. Gladstone was a member and chair of the York Simcoe Grant Review Team of the Ontario Trillium Foundation for 12 years. 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.

The Honourable Esther Rosenberg, Regional Senior Justice, Interim Chair

Justice Esther Rosenberg, regional senior judge for the Central East Region, was appointed as the interim Chair of the Justices of the Peace Appointments Advisory Committee from July to December 2019. She was appointed to the Ontario Court of Justice in 2010 and served as the local administrative judge for Peterborough, Lindsay and Cobourg for many years. Prior to her appointment, Justice Rosenberg was a partner at the law firm of Rosenberg Pringle in Whitby where she practiced primarily criminal trial work. She has actively volunteered for many organizations, both legal and non-legal, during the course of her career.

Andrew Suboch, Chair

Andrew Suboch was appointed as Chair of the Justices of the Peace Appointments Advisory Committee in February 2019 and was a member until July 2019. He is the principal of Subochlaw, a leading personal injury firm in Ontario. He is a graduate of both Western University (Hons. BA, 1985) and Queens University (LLB, 1989). He rowed for both schools and the Canadian National Rowing Team, inter alia. He is counsel to the Humber Valley Sharks Hockey Association, Mimico Minor Lacrosse Association and Mimico Junior A Lacrosse Association.

Norma Telfer

Norma Telfer, President, Telcam Training Inc., has over 20 years as a corporate trainer, business consultant, professional speaker and coach. She focuses on motivating and inspiring individuals to achieve their identified goals. She has spoken and conducted workshops locally and at selected international locations. Norma holds M.A. Leadership, B.A. Administrative Studies, Teachers' Diploma. She currently services as Vice-Chair, Canadian Black Chamber of Commerce. She is a former, Chair of the Community Advisory Board (CAB), Vanier Women Institution, former Board member of the Criminal Injuries Compensation Board. She has over 30 years serving on various community and professional organizational Boards in executive positions. A former Board member of the Canadian Society of Training and Development, Advisory Board Member of the International Association of Administrative Professionals, Ontario Chapter; former member of the Mississauga Board of Trade and former committee member of the GTA Western Region Task Force, Peel, (THRIVE Sub Committee). Norma is listed in the "Who's Who" of Black Canada.

Central East Regional Committee

Nicholas Charitsis

Nicholas Charitsis was appointed as a member of the Justices of the Peace Appointments Advisory Committee in March 2019. Mr. Charitsis was called to the Ontario Bar in 2004. Nicholas is a graduate of Osgoode Hall Law School, and earned his Bachelor of Business Administration degree in 1999 from the Schulich School of Business at York University. Upon graduating Nicholas worked at the Toronto law firm of Goodman and Carr LLP, where he was seconded to the Enforcement Branch of the Ontario Securities Commission. Nicholas has worked as a per diem Assistant Crown Attorney and has practiced criminal defence at his own firm Charitsis Law since 2006. He is actively involved with fundraising for the Canadian Diabetes Association, Heart and Stroke Foundation and participates in the Run For Southlake Hospital.

Her Worship Martha De Gannes, Regional Senior Justice of the Peace

Her Worship Martha De Gannes was appointed to the bench in June 2007 for Newmarket, Central East Region and appointed in March 2019 as the Regional Senior Justice of Peace. Prior to this important appointment, Her Worship was the local administrative justice of the peace for Oshawa, Ontario. She became a member of the Justices of the Peace Appointments Advisory Committee in March 2019.

Her Worship held management positions with the Ministry of the Attorney General Criminal Law Division over-seeing justice matters related to Domestic Violence, Bail Safety Program, victim services, and high-risk offenders. Prior to her appointment, she worked as a Labour Relations Consultant with a special interest in human rights. Her Worship has more than 15 years in Human Resources consulting, management experience and mediation.

As part of the Ontario Justice Education Network, Her Worship De Gannes was selected as the Bursary Program Lead and involved in the Public Legal Education Committee.

James Grady

James Grady was a member of the Justices of the Peace Appointments Advisory Committee until February 2020. Mr. Grady is a financial consultant. He is a former Vice-President of Finance for a food service company, manager of a housing co-operative and an elementary school teacher. Mr. Grady, who holds a Bachelor of Science degree from Trent University, is also a former President of the Pickering Lions Club.

Laura Grosman

Laura Grosman was appointed as a member of the Justices of the Peace Appointments Advisory Committee in January 2019. Laura is a communications and public affairs professional with over a decade of experience who leads the public affairs and charitable work of a philanthropic, advocacy and investment organization. At 18, Laura established a national movement to build a Holocaust Monument in Canada's capital and worked with members of parliament to introduce Bill C-442, an Act to Establish a National Holocaust Monument. Bill C-244 received Royal Assent in March 2011 and the monument was unveiled in 2017. A founding board member of Together We Stand (TWS), Canada's only military family focused foundation, Laura is a tireless advocate for the often-forgotten heroes who stand behind our service men and women. She has helped to build a coalition of provincial and federal elected members who are committed to supporting the military family community and spearheaded a successful campaign to establish Canada's annual Military Family Appreciation Day.

Adrian Merchant Macdonald

Adrian serves on the boards of Shakespeare Globe Canada, Theatre Museum Canada and the Trudeau Centre for Peace, Conflict, and Justice, Munk School of Global Affairs, where she is former Chair. She is Vice President, AFC Canada and was a member of the boards of the National Theatre School and the Battle of Normandy Foundation. Ms. Macdonald was Ministerial Assistant, Government of Canada and served with her husband as he was Canadian High Commissioner for Canada to Great Britain and Northern Ireland. Formerly Partner at AMC Consultants and Associate at Media Profile, she has seven children, four stepdaughters, and 15 grandchildren.

Zig Mintha

Zig Mintha became a member of the Justices of the Peace Appointments Advisory Committee in January 2019. Mr. Mintha worked for the Metro Toronto Police Force for five years, as a constable and then a plainclothes officer before joining the Ford Motor Credit Company. Mr. Mintha served three terms as Mayor of Bonnechere Valley and has taken lead fund raising roles to build an assisted living complex for seniors and to help rebuild two churches in the community destroyed by fires. Mr. Mintha has served on the board of the Eganville and Area Long-Term Care Committee for 31 years.

His Worship Brian Norton, Regional Senior Justice of the Peace

His Worship Brian Norton's term on the Justices of the Peace Appointments Advisory Committee ended February 2019. His Worship was appointed as a justice of the peace in 2001, where he

presided in the Simcoe/Muskoka Region. He was then appointed as the local administrative justice of the peace in 2012 for the Telewarrant Centre located in York Region. In March of 2016, His Worship Norton was appointed as the regional senior justice of the peace in Central East Region.

The Honourable Esther Rosenberg, Regional Senior Justice

Please refer to the bio for the Honourable Esther Rosenberg in the Core Committee section on page 17.

Ritu Singarayer, Central East Regional Lead

Ritu Singarayer was a member of the Justices of the Peace Appointments Advisory Committee until February 2019. Mrs. Singarayer has over 17 years of experience in community development and social services. She is the Director of Community Development 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.

Anthony Sutcliffe

Anthony Sutcliffe has extensive experience as legal counsel to management, in industrial and labour relations as well as in-house Corporate Counsel positions in international and domestic spheres and the non-profit and for-profit sectors.

Mr. Sutcliffe graduated from McMaster University (B.A. Bus 1972) and Queen's University (LL.B. 1982); was Called to the Bar of Ontario (1984) and received the Institute of Corporate Directors (ICD.D) Director Designation, Rotman School of Business, University of Toronto (2009). He has been a member and director (since 1999) of the Association of Canadian Corporate Counsel and has also been a member of the Canadian Bar Association.

Mr. Sutcliffe has acted as director and in-house counsel for a number of not-for-profit board appointments and currently sits on the Board of Directors of Kawartha North Family Health Team and is a member of the Executive Committee of the Board.

Central West Regional Committee

Richard Brennan, Central West Regional Lead

Richard Brennan was appointed Central West Regional Lead in July 2019. An award winning journalist, has reported on politics, including Queen's Park and Parliament Hill, for most of his 40-plus-year career. His typewriter-to-Twitter career has stood the test of time. Now retired, Mr. Brennan is the only journalist who has been president of both the press galleries at the Park and Ottawa. Besides working for the *Toronto Star*, Mr. Brennan (who is known to many by his nickname, Badger) was city editor at the *Record* in Waterloo Region and helped mentor a number of journalists. Mr. Brennan served for three years on the Ontario Press Council, which adjudicates newspaper readers' complaints, and was a director for the Ontario Newspaper Awards, which recognizes outstanding journalism. At Queen's Park, the Brantford native covered the governments of Bill Davis, David Peterson, Bob Rae, Mike Harris, Ernie Eves, Dalton McGuinty and Kathleen Wynne. Since retiring, Mr. Brennan's interests include media coaching and volunteering with the Ontario Provincial Police.

Terri-Lynn Collings

Terri-Lynn Collings became a member of the Justices of the Peace Appointments Advisory Committee in April 2019 and is a retired police sergeant from the Hamilton Police Service. During her 30-year tenure, Terri-Lynn performed her duties in patrol, crime analysis, community services and crime prevention. As a sergeant she was the voice of the organization as the Media Relations Coordinator, and she investigated crimes against seniors as a detective in the Victims of Crime Unit. She is an active community volunteer raising funds for golf tournaments, participating in the annual Ancaster Food Drive, a committee member of the Ancaster Heritage Days event and a participant in the Hamilton Out of the Cold program.

Graham Coveney

Graham Coveney, of St. Catharines was appointed as a member of the Justices of the Peace Appointments Advisory Committee in March 2019. He has worked for a large Canadian Financial Institution as a Financial Planner for over 30 years and holds a Certified Financial Planner (CFP) designation. Mr. Coveney was a former Public Member with the College of Optometrists and Community Member of the Canada Pension Review Tribunal. He is currently a Commissioner and Chair of the Property and Infrastructure Committee with the Niagara Parks Commission. He is an active volunteer in Niagara with Community Crew which is an organization that provides healthy lunches for youth in local schools and serves on the School Council for his local public school. His other long-standing community involvement includes volunteering as a baseball, hockey and lacrosse coach with youth.

The Honourable Paul Currie, Regional Senior Justice

Regional Senior Justice Currie became a member of the Justices of the Peace Appointments Advisory Committee in August 2019. His Honour was appointed to the OCJ bench in 2004 and presided in Brampton until his appointment as RSJ in 2019. Prior to his career as a judge, he practiced criminal law for 20 years as both an assistant Crown Attorney and defence counsel.

Candice de Melo-Wilcox

Candice de Melo was appointed as a member of the Justices of the Peace Appointments Advisory Committee in April 2019. Ms. De Melo has an Honours BA in Crime and Deviance, Philosophy from the University of Toronto. She is currently employed by the world's largest equipment rental company and was licensed under the Life License Qualification Program from 2006-2008. As an 18 year career woman, she continues to remain an active member in her community by working alongside Streetlight ministries, Safe Families, Flamborough Food Bank and Christmas Flowers for Neighbours. Candice seeks to serve her community by creating positive change through our legal system.

Her Worship Marsha Farnand, Regional Senior Justice of the Peace

Justice of the Peace Marsha Farnand holds a Bachelor of Laws degree from the University of London, UK, Bachelor of Arts degree from Carleton University and a diploma in family mediation from McMaster University. She has been an adjudicator for the Social Benefits Tribunal. Marsha held several positions within the Ontario Public Service and has been in private practice as a family mediator and mediator volunteer for the Etobicoke Conflict Mediation Team providing mediation services through a community-based organization. She has volunteered in years past at Settlement and Integration Services Organization in Hamilton and presently volunteers at the Carlisle Food Bank.

Sarah Lawson

Sarah Lawson has a Bachelor of Science in Psychology from McMaster University and a law degree from Queen's University. Called to the bar in 2009, she is a criminal defence lawyer who

practices primarily in Halton and Hamilton regions, with a particular focus on the interaction between mental health, addiction and criminal law. She previously worked as staff duty counsel for Legal Aid Ontario and as a federal standing agent prosecuting drug offences for the Public Prosecution Service of Canada. Active in the community, she is involved with various organizations and committees, is a past board member of Welcome Inn Community Centre, a non-profit organization in the north end of Hamilton. She currently serves as the Halton director on the board of the Ontario Criminal Lawyers' Association.

Constance Micallef

Connie Micallef was a member of the Justices of the Peace Appointments Advisory Committee until March 2019. She was an Etobicoke Councillor, Trustee for the Metropolitan Separate School Board in Toronto, Chairperson for the Employment Insurance Appeal Board and active co-owner in Canadian First Partners and Delux Vending. She is the recipient of the Commemorative Medals: 125th Anniversary of the Confederation of Canada and Her Majesty Queen Elizabeth II Golden Jubilee for outstanding work done for other Canadians and in her community.

The Honourable Sharon Nicklas, Regional Senior Justice

Justice Sharon Nicklas was a member of the Justices of the Peace Appointments Advisory Committee until August 2019. Justice 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.

East Regional Committee

David Gordon

David Gordon was appointed as a member of the Justices of the Peace Appointments Advisory Committee in February 2019. He is past mayor of North Grenville and past warden of the United Counties of Leeds and Grenville. His experience includes: 36 years as an Ottawa Police Officer; organizing the Ottawa Police Children's party; participating and fundraising in the Kinsmen Club of Kemptville; nine years as a school board trustee, five years as founder, chair and director of the Kemptville Youth Center; and, six years as Provincial appointee to the Lanark, Leeds and Grenville Health Board. His public service accomplishments include: the settlement of the Fetherston Park crisis; facilitating the purchase of Kemptville College and creation of the Kemptville Campus Community Hub; keeping Rideau Hill Camp open; establishing an ophthalmology clinic in the Kemptville and District Hospital; raising funds for affordable rental housing for Community Living North Grenville; and the establishment of three new public schools and two new school boards in North Grenville.

Kathleen Greenaway, East Regional Lead

Dr. Kathleen Greenaway was a member of the Justices of the Peace Appointments Advisory Committee until February 2019. She currently is a lecturer at the Smith School of Business, Queen's University. She is a former Research Fellow with the Privacy and Cybercrime Institute, Ryerson University. She and her husband have a vineyard in Prince Edward County, where she is the former chair of the local winegrowers association. Dr. Greenaway holds a PhD in Management from Queen's University.

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

Her Worship Linda Leblanc was appointed as a justice of the peace in August 2005. In 2010, she was appointed the local administrative justice of the peace in Cornwall, and appointed the regional senior justice of the peace for the East Region in February, 2015. Her Worship Leblanc was a member of the Advisory Committee on Education, and a member of the Response Steering Committee – French Language Services. Prior to her appointment to the bench, Her Worship Leblanc 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.

The Honourable Jean G. Legault, Regional Senior Justice

Justice Jean Legault was appointed to the Ontario Court of Justice in 2009 and as Regional Senior Justice for the East Region in 2016. Prior to his appointment as Regional Senior Justice, Justice Legault served as a member of the Justices of the Peace Review Council. Called to the bar in 1990, he practised criminal and administrative law, acted as a part-time Crown Attorney and as duty counsel. He was also a member of the Ontario Legal Aid Committee in Ottawa and served as criminal review counsel at the University of Ottawa Community Legal Clinic. Justice Legault has lectured in both official languages on trial advocacy and criminal law at the University of Ottawa and Carleton University.

Jeffrey (JP) McAvoy

Mr. McAvoy practices corporate and commercial law at Conduct Law, a Business Law Firm with Offices in Ottawa, Ontario and Orlando, Florida. Called to the bar in 2001, he received his LL.B from Queen's University in 1999. He represents a diverse range of corporations throughout Canada, the United States, and Eastern Asia. Prior to commencing private practice, Mr. McAvoy was a founding employee of Silicon Valley start-up Zip2, which was sold to Compaq and later merged with Alta Vista. In addition to practicing law, he is a contributing writer for the New Economy Watch, hosts a popular legal podcast called The Millionaire's Lawyer and is a founding member of the North Dundas Business Centre.

Anne Schroder

Anne Schroder, of Ottawa, is a communications consultant and former federal public servant who has built an extensive career in communications issues management, organizational structure and public sector governance to help connect Canadians with their national government and increase the value of the communications message. She has led change management initiatives aimed at improving organizational performance and service delivery, including developing a modern approach to the communications function. Ms. Schroder has also worked in media and public relations providing communications plans and strategies to a number of clients, including procurement, financial and legal services as well as serving as public spokesperson on several high profile issues.

As a community volunteer, Ms. Schroder has served on several boards in the Ottawa area, among them English Language Tutors of Ottawa-Carleton, United Nations International Development Fund for Women (UNIFEM), Investing in Women's Worth (IIWW), Canadian Red Cross Society and the Canadian Tulip Festival.

Ashraf Sial

Ashraf Sial was a member of the Justices of the Peace Appointments Advisory Committee until February 2019. Mr. Sial 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.

Ewart Walters

Ewart Walters was a member of the Justices of the Peace Appointments Advisory Committee until September 2019. Mr. Walters has extensive experience with government, non-government, voluntary and community organizations in Canada for which he has been honoured by the Government of Jamaica with the Order of Distinction (Commander Class), and the City of Ottawa with the Order of Ottawa. A retired diplomat and Federal Public Servant with a Master's degree in Journalism, he launched his journalism career covering courts and parliament. His prize-winning career included his Ottawa newspaper The Spectrum which he published for 29 years. Mr. Walters now devotes his time to his community mainly through Black Agenda Noir and his church.

Jane Wisener

Jane Wisener has worked on Parliament Hill for over 10 years. She now runs a strategic affairs event company that assists not-for-profit and private sector organizations in engaging with governments and stakeholders on various advocacy issues. Jane was a member of the Justices of the Peace Appointments Committee until May 2020, and is further involved in her community by assisting with parliamentary and journalism internship programs for bright young students in the National Capital Region.

Northeast Regional Committee

The Honourable Patrick Boucher, Regional Senior Justice

Justice Patrick Boucher was a member of the Justices of the Peace Appointments Advisory Committee until August 2020. Justice Boucher 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.

Peter M. MacLean, Northeast Regional Lead

Peter MacLean was a member of the Justices of the Peace Appointments Advisory Committee until March 2019. Mr. MacLean was Vice President, Academic & Student Success, 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 the Kirkland and District Hospital Board and as a member of the editorial board for the Human Resources Professional Association of Ontario (HRPAO) magazine.

His Worship Gary McMahon, Regional Senior Justice of the Peace

Regional Senior Justice of the Peace John Gary McMahon became a member of the Justices of the Peace Appointments Advisory Committee in December 2019. He was appointed as a justice of the peace in 2014. Prior to his appointment, he worked as a lawyer in private practice in Sudbury. He is a former board member of the Canadian Mental Health Association Sudbury/Manitoulin and Sudbury District Restorative Justice as well as a former member of the executive of the Sudbury District Law Association. Before undertaking the practice of law, he worked as an executive assistant to a Member of Parliament. Regional Senior Justice of the Peace McMahon holds a Developmental Services Worker Diploma from Cambrian College, an

Honours BA in Psychology from Laurentian University and an MBA—LLB from l' Université de Moncton.

Nestor Prisco

Nestor Prisco was appointed Sheriff in 1974. For 31 years, he managed all court operations in Nipissing and Parry Sound Judicial Districts. His community involvement has included serving on North Bay City Council, 50 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 (London, Ontario) and the Nipissing Parry Sound District Housing Authority. Mr. Prisco holds a Master of Public Administration degree from Queen's University.

Randy Schuran

Randy Schuran became a member of the Justices of the Peace Appointments Advisory Committee in February 2019. Randy has worked in the banking/finance industry for well over 30 years, serving in the capacity of Senior Branch Manager, Auditor, Human Resources and Regional Supervisor. Randy's volunteer work includes serving as the Regional chair of the Huron Superior Catholic School Board for 6 years, fundraising for Habitat for Humanity for 2 years and for the Bon Soo Winter Carnival for 15 years.

Lauren M. Scully, Regional Senior Justice of the Peace

Her Worship Lauren Scully was a member of the Justices of the Peace Appointments Advisory Committee until November 2019. Her Worship earned her B.A. from the University of Toronto and her LL.B. from Osgoode Hall Law School. She worked in private practice as a criminal defence lawyer and duty counsel lawyer from 1996 until 2001. In 2001 she started at the City of North Bay as the Assistant City Solicitor and City Prosecutor. She was appointed as a justice of the peace in 2011. Her Worship was previously the Local Administrative Justice of the Peace for North Bay, a member of the Advisory Committee on Education for the court and a mentor to newly appointed justices of the peace. Her Worship was appointed as the Regional Senior Justice of the Peace for the Northeast Region in July of 2017.

Michael Shain

Michael Shain was a member of the Justices of the Peace Appointments Advisory Committee until March 2019. Mr. 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.

Deborah Turner

Deborah Turner became a member of the Justices of the Peace Appointments Committee in April 2019. Debby has been on the Board of Directors of the local two site hospital since 2012, and is currently Chair of the Governance and Audit Committee and sits also on the Fundraising and Quality Assurance Committees. Debby has been active in the Community through years of volunteering with the Little Current Figure Skating Club, the Ski Club, Community Service Advisory Committee, Downtown BIA, Classic School of Dance, Holy Trinity Anglican Church Board, Downtown Beautification, Centennial Bridge Committee, Little Current Yacht Club.

Northwest Regional Committee

His Worship Bernard Caron, Regional Senior Justice of the Peace

His Worship J.A. Bernard Caron was appointed to the bench in 2009 as the bilingual justice of the peace for the Northwest. Prior to this important appointment, he was a private practice lawyer in Quebec City and did his common law degree at the University of Western Ontario. He was subsequently called to the Law Society of Ontario in 1995. He practiced in Thunder Bay in Criminal Law and Family Law for many years before he became the first provincial prosecutor for the City of Thunder Bay following the downloading of the provincial offences to the Ontario municipalities. He sits on the French Language Services, regional bail and criminal case management committees. For many years he served as Regional Director for the Association of Justice of the Peace of Ontario (AJPO). He was appointed as the regional senior justice of the peace for the Northwest Region in March 2018.

The Honourable Joyce Elder, Regional Senior Justice

Justice Joyce Elder attended Lakehead University, the University of Guelph, and Osgoode Hall 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.

John Henderson

John Henderson is the President of The Brainbox, a marketing and communications firm based in Thunder Bay. John holds an Advanced Certificate in Alternative Dispute Resolution from the Faculty of Law, University of Windsor and a BA in Psychology from Lakehead University. An avid fisherman and hunter, John works with the Northshore Steelhead Association and has emceed their Annual Dinner Auction for 15 years. John is an active member in the Thunder Bay Trap and Skeet Club and the Port Arthur Hunt Club. John has worked with local charities including the George Jeffries Children's Centre, VON, and Children's Wish Foundation.

Brandon Postuma

Brandon Postuma was appointed as a member of the Justices of the Peace Appointments Advisory Committee in March 2019. A longtime business owner and graduate of the University of Ottawa and Lakehead University, Brandon holds an Honours Degree in Religious Studies and a Bachelor of Education. He has had an array of experiences in the public and private sectors, including with Corrections Canada for pre-release programs pertaining to federal offenders, and as an executive board member for committees throughout Northwestern Ontario such as Regenmed and Contact North. Brandon resides in Kakabeka Falls, where he continues to be active in his community.

James Clifford Retson

James Retson was a member of the Justices of the Peace Appointments Advisory Committee until February 2019. Admitted to the Nova Scotia Bar in 1974, Mr. Retson (BA, Psychology, UBC 1970. LL.B. University of Toronto 1974. MBA, Dalhousie University 1984) practiced law in Truro, Nova Scotia, between 1974 and 1982. 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 and Truro Police Commission. In 1984, he moved to Kenora, Ontario, to become Executive Director of the Kenora Association for Community Living from August 1984 to August 2013. Mr. Retson has been an active supporter of the disability and human rights community for 40 years. He has served on the Kenora Police Human Rights Committee, the Senior's Coalition and various committees in Kenora.

Rodi-Lynn Rusnick-Kinisky

Rodi-Lynn Rusnick-Kinisky is the Senior Review Counsel with Lakehead University Community Legal Services where she supervises and mentors law students in providing various legal services to community members. She also provides public legal education on tenants' rights issues and assists with community ID clinics. Ms. Rusnick-Kinisky also acts as a Clinical Instructor for the Bora Laskin Faculty of Law and serves on the Faculty's Diversity Committee and the Curriculum and Integrated Practice Committee. She also volunteers her time to sit on the Thunder Bay Law Association Board of Directors and is a member of two school councils.

Gord Sweeney

Gord Sweeney was a member of the Justices of the Peace Appointments Advisory Committee until February 2020. Mr. Sweeney 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.

Laurence Tulloch, Northwest Regional Lead

Laurence Tulloch, of Thunder Bay, was Regional Lead of the Northwest Region until October 2019. Mr. Tulloch 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, as an Instructor for Principal qualification programs and as an Instructor in the Master of Education program at Lakehead University. 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. He has been named Rotarian of the Year on multiple occasions. 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.

Toronto Regional Committee

Gina Alexandris

Gina Alexandris is the Senior Program Director of Ryerson's Law Practice Program and advised on the development of Ryerson's new law school. Before Ryerson, Ms. Alexandris developed the Internationally Trained Lawyers Program at the University of Toronto's Faculty of Law and was

the Director of Career Services, and Assistant Dean Student Services, at Osgoode Hall Law School. In 2013, she was the Director, Strategic Planning within the Ministry of the Attorney General of Ontario. She began her career practising family law and civil litigation. Ms. Alexandris sits on the Board of COSTI Immigrant Services and the Hellenic Canadian Lawyers Association.

Dave André

Dave André was a member of the Justices of the Peace Appointments Advisory Committee until September 2019. Mr. André, P.Eng., is the founder and CEO of Caliber Quality Solutions Inc. (Caliber), a quality assurance technology company. His professional background is in engineering consultancy and he has extensive expertise in the building construction sector. Beyond his professional career, Mr. André has served the community in a variety of roles, including supporting non-profits focused on poverty reduction, improving youth participation in the engineering profession, and community organizing for civic action in Toronto.

Her Worship Melanie Bremner, Regional Senior Justice of the Peace

Justice of the Peace Melanie Bremner attended the University of Windsor Faculty of Law and was called to the bar in 2002. She was criminal defence counsel in Toronto until her appointment to the Ontario Court of Justice in 2012. She presides in Toronto where she was also the local administrative justice of the peace at Old City Hall. In 2019, Justice Bremner was appointed regional senior justice of the peace for the Toronto Region. Justice Bremner is currently a member of the Justices of the Peace Review Council having been appointed in 2020.

The Honourable Aston Joseph Hall, Regional Senior Justice

Born and raised in Kingston, Jamaica, Justice Aston Joseph Hall immigrated to Canada in 1983 and studied law at York University's Osgoode Hall Law School where he was president of the Black Law Students Association and the Black Law Students' Association of Canada and later earned a Master of Laws degree focused on criminal law and procedure.

Justice Hall practiced criminal law from 1995 to 2002. In 2002, he became a senior partner at Hall & Vaughan and, in 2009, opened his own law firm, Aston J. Hall and Associate. Justice Hall has been a Director of the Criminal Lawyers' Association, Toronto, since 2009 and has been a member of the Strategic Planning Committee for the Jamaican Canadian Association.

Justice Hall has been a member of the Court’s Education Secretariat since 2014 and in September 2017, was appointed regional senior judge for the Toronto Region.

Kathy Narraway, Toronto Regional Lead

Kathy Narraway, of Toronto, retired as a principal after 30 years with the Peel Board of Education. Ms. Narraway was a former Board Member at Our Place Peel (a youth shelter) and a long-time member of the Peel Sports Advisory Board. Currently an active volunteer on the local School Council, 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 in math and computer science.

Karlene Nation

Karlene Nation is a media and communications specialist with OneNationPR Inc. in Toronto. OneNationPR generates media coverage for businesses, and advises companies on crisis communications.

Ms. Nation has 25 years’ experience in broadcast news and corporate communications. She worked as a reporter, writer and producer with CTV News from 1993-2015. She was later

appointed CTV's Diversity Producer tasked with increasing viewership in diverse communities across Canada.

Prior to working with CTV Toronto, Ms. Nation had stints at CBC Toronto, Canada AM, CTV National, Globe and Mail Report on Business and The Toronto Star. She also worked as a communications specialist with the Toronto Stock Exchange. A popular motivational speaker, she has spoken at community events and schools across the GTA.

His Worship Warren Ralph, Regional Senior Justice of the Peace

His Worship Warren Ralph was appointed as a justice of the peace in February 2001. He served as Local Administrative Justice of the Peace (LAJP) for Provincial Offences Toronto South Court Operations and was formerly: Regional Senior Justice of the Peace (RSJP) for the Toronto Region from 2013 to 2019; a Toronto director on the Association of Justices of the Peace of Ontario Council; a member of the New Toronto Courthouse Judicial Steering Committee; and a member of the Justices of the Peace Review Council. He was also previously: Vice Chair of the Ontario Assessment Review Board (ARB); a member and Vice Chair of the Federal Judicial Appointments Advisory Committee, GTA; an Officer in the Canadian Armed Forces Reserves, and received the Queen's Golden and Diamond Jubilee Medals. A graduate of the University of Toronto Schools and Trinity College, University of Toronto, he also holds certificates in ADR/Mediation and Adjudicator Training.

Christopher Scott

Christopher Scott was a member of the Justices of the Peace Appointments Advisory Committee until April 2019.

Joshua Wilson

Joshua Wilson was a member of the Justices of the Peace Appointments Advisory Committee until August 2019. Serving as a Toronto Police Court Officer since 2009, Joshua plays an integral role in Toronto's justice system. In addition to his current role as a Training Instructor, he collaborates with stakeholders to consult on special projects and develop service initiatives. He has served as a member of the Chief's LGBTQ Community Consultative Committee, the Gender Diversity and Trans Inclusion Project, and as Co-Chair of the LGBTQ Internal Support Network. Joshua is committed to improving police culture for LGBTQ members while also building on the relationship with the LGBTQ community. Joshua has a diploma in Police Foundations from Seneca College, a certificate in Teaching Effectiveness from Humber College, and is working toward his BA in Justice Studies from Athabasca University. In 2016, he received the prestigious Saint John Ambulance Life Savers Award.

West Regional Committee

Mohammed Baobaid

Dr. Mohammed Baobaid was a member of the Justices of the Peace Appointments Advisory Committee until September 2019. He earned his doctoral degree from the institute of Psychology at the University of Erlangen-Nürnberg in Germany. He is the Executive Director of the Muslim Resource Centre for Social Support and Integration in Canada and adjunct professor at Western University. For 30 years he has conducted research on families and children and youth at risk of violence and developing culturally appropriate responses in Yemen and Canada. Based on the outcome of his research, a culturally integrative model of family violence responses has been developed and implemented. Dr. Baobaid has received many awards, including the 2012 Queen Elizabeth II Diamond Jubilee Medal and the 2012 Attorney General's Victim Services Award of Distinction. Prior to coming to Canada, Dr. Baobaid was the head of the department of psychology at the University of Sana'a, Yemen.

Gary Baxter

Gary Baxter, of LaSalle, was the founder of a successful media company that had grown to become the largest independent publisher of weekly newspapers and magazines in Ontario. In 2007, he sold the company to an international media company and retired from the industry. Mr. Baxter has always maintained a keen interest in his community and has served on the boards of many arts, cultural and business groups. Elected to LaSalle town council in 1997, he served as Mayor until 2010. As Mayor, he spearheaded the largest infrastructure program in the history of LaSalle. In 2012, Mr. Baxter was awarded the Queen's Diamond Jubilee Medal.

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.

The Honourable Jeanine LeRoy, Regional Senior Justice

As the Regional Senior Judge for the West Region, Justice Jeanine LeRoy became a member of the Justices of the Peace Appointments Advisory Committee in February 2019. Previously, Justice LeRoy served as the Local Administrative Judge in London, and as a member of the Court's Education Secretariat in her roles as an Education Co-Chair for the West Region and as the Conference Coordinator for the Association of Ontario Judges. Prior to her appointment to the bench in 2011, she was certified by the Law Society of Upper Canada as a Specialist in Criminal Law. In addition to extensive criminal trial experience throughout Southwestern Ontario, Jeanine argued appeals on a regular basis at the Court of Appeal and in the Superior Court of Justice. She also served as a Director of the Criminal Lawyers Association (Ontario) and as President of the Criminal Lawyers Association (London). She graduated from the University of British Columbia Law School in 1991 and was called to the Bar in 1993.

Pamela Munn

Pamela Munn became a member of the Justices of the Peace Appointments Advisory Committee in January 2019. Ms. Munn attended Wilfrid Laurier University (B.A. History and Philosophy); and the University of Manitoba (LL.B.).

Called to the Ontario bar in 2006, Ms. Munn worked as an associate at a general practice in Shelburne, Ontario, then a criminal law practice in London, Ontario before starting her own practice in 2010. Ms. Munn has appeared before all levels of court in Ontario.

Ms. Munn returned to school to study Health Sciences; Thanatology; and Grief Literacy. Ms. Munn has also completed a 200- hour Yoga Teacher Training.

Ms. Munn is a member of the Middlesex Law Association; a past President of the London Criminal Lawyers' Association. Ms. Munn is a tutor for the Criminal Law portion of the Bar Examination, an Advisor for the Coach and Advisor Network, and a Law Practice Program assessor.

Corrine Rahman, West Regional Lead

Corrine Rahman has close to fifteen years of experience in community, not-for-profit, politics, and business development. She has worked for the Easter Seal Society (Ontario), Queen's University, York University and the City of London. She served as the West Regional Lead for the Justice of the Peace Appointments Advisory Committee from 2016-2019. She serves as a Trustee of the Thames Valley District School Board serving London Wards 2-6.

She is the Program Coordinator for the Health Care Administration Management program at Fanshawe College and a Professor in the Business Management program. Corrine earned an honours Communications Studies degree and a Political Science degree from the University of Windsor. She has a Master of Arts degree in Leadership Studies from the University of Guelph. She also holds a Graduate Certificate in Human Resource Management and certification in Negotiations and Dispute Resolution.

Justin Samlal

Justin Samlal was appointed as a member of the Justices of the Peace Appointments Advisory Committee in February 2019.

Judith Stephens-Wells

Judy Stephens-Wells, of Kitchener, is a board member and Past President of The Kitchener-Waterloo Art Gallery, Chairs Compass Kitchener (the City's advisory committee that identifies citizen priorities and evaluates and reports to City Council on progress relative to its Strategic Plan) and pursues her art practice. She was Studio Director, Open Studio, Founding Executive Director, Toronto Artscape Inc. and a consultant to non-profit arts organizations and municipal, regional and provincial governments. She served on the Criminal Injuries Compensation Board and the boards of The Region of Waterloo Arts Fund, Opera Ontario, and the Waterloo Community Arts Centre.

His Worship Thomas Stinson, Regional Senior Justice of the Peace

His Worship Thomas Stinson was appointed as a justice of the peace in September 2009, and as regional senior justice of the peace for the West Region in April 2015. Prior to his appointment, he completed his B.A. at Queen's University and his M.A. and LL.B. at Dalhousie University. He practiced law with Gowlings in Kitchener, and with McElderry & Morris in Guelph. He also acted as a per diem Crown attorney, instructed in the Bar Admission Course and taught at Conestoga College. In 2005, he was hired as counsel for the Region of Waterloo to manage its prosecutions.

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 <u>all</u> 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