



ANNUAL REPORT

of the

JUSTICES OF THE PEACE APPOINTMENTS ADVISORY COMMITTEE

for the Period from

1 April, 2020 to 31 March, 2021

Toronto, Ontario
May 17, 2023

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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
720 Bay Street
3rd Floor
Toronto, Ontario
M7A 2S9

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May 17, 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 thirteenth 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 April 1, 2020 to March 31, 2021.

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,

A handwritten signature in dark ink, appearing to read "Michael Ras". The signature is fluid and cursive, with the first name "Michael" written in a larger, more prominent script than the last name "Ras".

Michael Ras
Chair

CHAIR'S SUMMARY

I am pleased to report on the 2020-2021 activities of the Justices of the Peace Appointments Advisory Committee (the Committee). This report reflects the activities of the Committee from April 1, 2020 to March 31, 2021. During the reporting period, the Committee's process, composition, and manner of operating evolved significantly to respond to the challenges posed by the COVID pandemic and to implement legislative amendments to the *Justices of the Peace Act* that came into force on August 14, 2020.

The application intake process transitioned from paper-based to fully digital and the Committee began to hold meetings and interviews virtually. These changes made the process more accessible to candidates and substantially reduced the administrative burden placed on them to submit their applications. As a result, a significantly higher number of applications were received by the Committee.

Highlights of the legislative changes to the *Justices of the Peace Act*, include:

- A requirement for the Committee to publish diversity statistics at each stage of the process in its annual reports (the disclosure of this information by the applicant is voluntary). This amendment encourages greater transparency and diversity throughout the recruitment and appointment process.
- A reduction in the size of the Committee from 63 to 38 members. The Committee is now comprised of three core members and seven regional committees of five members each. The amendment was intended to make the Committee leaner and more efficient while continuing to ensure that local voices are present and that regional committees represent the diversity of the communities they serve; and
- The classifications used by the Committee changed from "Highly Qualified", "Qualified" and "Not Qualified" to "Highly Recommended", "Recommended" and "Not Recommended".

On July 14, 2020, the Committee received a letter from the Attorney General with a request to begin advertising to fill 44 base court justice of the peace vacancies in every region of the province. The Committee received an additional letter from the Attorney General on December 15, 2020, advising of eight additional vacancies, which brought the total number to 52.

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* (the 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, report those classifications to the Attorney General and provide advice to the Attorney General respecting the process for appointing justices of the peace in accordance with the Act. 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*, including 2020 amendments, 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*. The 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 345 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

Prior to legislative amendments to the *Justices of the Peace Act* coming into force on August 14, 2020, the full complement of the Committee was 63 members. The core committee consisted of seven members including:

1. A judge and a justice of the peace 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 who is either the Senior Indigenous Justice of the Peace or another justice of the peace familiar with Indigenous issues.
3. Four lay members appointed by the Attorney General.

In addition to the core committee, the Committee has seven regional committees, one for each of the regions of the Ontario Court of Justice. These regional committees consisted 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 appointed one member in each region to act as the lead during the term of their appointment. The role of the regional lead was to coordinate the screening, interviewing, checking of references and the classification process for justice of the peace candidates within their region.

On July 21, 2020, the government enacted Bill 197, *COVID-19 Economic Recovery Act, 2020*, which introduced changes to the *Justices of the Peace Act*. With the amendments coming into force on August 14, 2020, the Committee composition reduced from 63 to 38 members. These amendments have made the Committee smaller while continuing to ensure local voices are present and that regional committees represent the diverse communities they serve.

The Committee is composed of three core members as follows:

1. A judge of the Ontario Court of Justice, or a justice of the peace, appointed by the Chief Justice of the Ontario Court of Justice.

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.

2. 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 or, when the justice of the peace so appointed is not available to act as a member of the Committee, another justice of the peace familiar with Indigenous issues who is designated by the Chief Justice of the Ontario Court of Justice.
3. One person appointed by the Attorney General.

In addition to the core members appointed under subsection (2) of the *Act*, the Committee includes the following regional members in respect of its functions in a particular region:

1. 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 Committee, another justice of the peace from the same region who is designated by the regional senior judge.
2. Up to three persons appointed by the Attorney General.
3. A licensee within the meaning of the *Law Society Act* in the region appointed by the Attorney General from a list of three names submitted to the Attorney General by the Law Society of Ontario.

In addition to the core committee and regional members, the Attorney General appointed one member in each region to act as the regional lead during the term of their appointment.

Since 2008, the core and regional leads have conducted regular meetings, to review ongoing Committee business and confer matters related to its policies and procedures.

In response to restrictions imposed during the COVID-19 pandemic, the Committee transitioned its operation to digital and virtual environment. In 2020-21, all Committee meetings and interviews have been held by videoconference.

A short biography of each of the committee members is provided in Appendix B.

THE COMMITTEE'S PROCESS

Under a vacancy-based application process, the Committee has 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/oci/jpaac. The copies of the Committee's Policies and Procedures, and Qualifications and Selection Criteria are attached as Appendix C and Appendix D respectively.

From its inception in 2007 to March 31, 2021, 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 18,042 applications submitted on the application form developed by the Committee. During the reporting period covered by this annual report (April 1, 2020 to March 31, 2021), applications from 1,798 candidates were reviewed and classified by the Committee, a process that included the interviews of 335 candidates.

Activities

August 2020 Advertisement

On July 14, 2020, the Committee received a letter from the Attorney General with a request to begin advertising to fill 44 base court justice of the peace vacancies in every region of the province. The Committee received an additional letter from the Attorney General on December 15, 2020, advising of eight additional vacancies within the same court locations, which brought the total number to 52.

The Committee advertised for applications, and the posting became available on August 14, 2020, and it was closed on October 15, 2020. The reach out to public was conducted through various platforms.

The Committee continued to use online and primarily non-paid methods of communications for advertising and outreach. The Committee promoted the justice of the peace vacancies through cost neutral avenues, including social media, website postings and direct outreach to various organizations and associations. Along with the methods described above, the Committee also notified the individuals who had previously subscribed to the vacancy notifications on Committee's website. This outreach resulted in Committee attracting a significantly larger and more diverse field of candidates in a cost-effective manner.

STATISTICS – 2020-21 Application Process

The statistics in the chart below report the number of applications received and evaluated in 2020-21 as a result of the process initiated on August 14, 2020. In addition, the numbers below represent the number of candidates selected for interview and days of interviews held. 335 candidates were interviewed over 66 individual days.

Vacancy	Total Number of Applications Received and Classified	Number of Candidates Selected for an Interview**
Barrie (3)	606	49
Barrie (Indigenous*)	116	11
Brampton (9)	895	105
Hamilton (2)	574	78
Hamilton (Indigenous)	97	24
Kenora	59	12
Kenora (Indigenous)	31	10
Kingston	209	13
Kingston (Bilingual)	35	7
London (2)	326	21
London (Indigenous)	73	10
Milton	662	93
North Bay (Bilingual)	26	6
Newmarket (5)	831	73
Ottawa	232	20
Ottawa (Bilingual) (2)	68	12
Ottawa (Indigenous)	59	7
Oshawa (2)	570	61
Peterborough	284	26
Sioux Lookout	37	8
Sioux Lookout (Indigenous)	19	8
Sudbury	93	12
Sudbury (Bilingual)	25	7
Thunder Bay (2) (Bilingual asset for 1)	62	10
Timmins (2)	62	8
Toronto (5)	924	100
Toronto (Bilingual)	74	17
Toronto (Indigenous)	127	16
TOTAL	1,798¹	335²

- * 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 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 2020-21 process.

Self-Identity	Applicants*	Percentage of Total Applicants (1,798)	Interviewed	Percentage of Total Interviewees (335)	Percentage of Total Appointees* (41)
Female	935	52%	195	58%	46%
Indigenous	132	7.3%	52	15%	26%
Visible Minority	525	29.2%	95	28%	17%
Ethnic/Cultural Group	455	25%	98	29%	24%
Disabilities	109	6%	18	5%	7%
LGBTQQIP2AA	92	5.1%	21	6%	9%

* 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 April 1, 2020 – March 31, 2021.

Appointee	Position	Per Diem Rate	Original Appointment Date	Appointment End Date	Total remuneration (not including expenses)
Georgina Alexandris	Regional Member	\$355	6-December-2018	18-July-2020	\$355.00
Gary R. Baxter	Regional Member	\$355	13-August-2017	12-August-2020	\$355.00
Richard J. Brennan	Regional Member	\$355	28-May-2016	28-January-2022	\$12,070.00
Terri-Lynn Collings	Regional Member	\$355	29-April-2019	28-April-2025	\$12,780.00
Gary N. Gladstone	Regional Member	\$355	25-October-2017	24-October-2020	\$710.00
Laura R. Grosman	Regional Member	\$355	29-January-2019	28-January-2022	\$13,667.50
John W. Henderson	Regional Member	\$355	31-December-2018	30-December-2024	\$4,828.00
Frank A. Hendry	Regional Member	\$355	19-November-2020	14-February-2023	\$3,905.00
Scott W. Hill	Regional Member	\$355	1-December-2020	13-June-2022	\$4,437.50
Jeffery Paul McAvoy	Regional Member	\$355	6-December-2018	15-February-2025	\$355.00
Karen L. McCleave	Regional Member	\$355	19-November-2020	18-November-2023	\$1,775.00
Zigmond P.J. Mintha	Regional Member	\$355	29-January-2019	28-January-2022	\$6,035.00
Pamela Jean Munn	Regional Member	\$355	29-January-2019	15-February-2025	\$5,502.50
Kathy A. Narraway	Regional Member	\$355	22-March-2017	21-March-2026	\$10,117.50
Karlene Nation	Regional Member	\$355	31-December-2018	30-December-2021	\$4,260.00

Appointee	Position	Per Diem Rate	Original Appointment Date	Appointment End Date	Total remuneration (not including expenses)
Brandon Postuma	Regional Member	\$355	26-March-2019	25-March-2025	\$3,727.50
Michael Ras	Core Member/ Chair	\$566	13-December-2019	17-November-2024	\$51,223.00
Rodi-Lynn Rusnick-Kinsky	Regional Member	\$355	21-February-2017	25-March-2022	\$1,952.50
Justin G. Samlal	Regional Member	\$355	12-February-2019	11-February-2025	\$7,100.00
Randy P. Schuran	Regional Member	\$355	25-February-2019	21-April-2022	\$355.00
Judith Stephens-Wells	Regional Member	\$355	4-May-2017	3-May-2020	\$355.00
Norma H. Telfer	Core Member	\$355	6-February-2018	18-November-2020	\$1,597.50
Laurence P. Tulloch	Regional Member	\$355	2-February-2016	1-February-2022	\$3,372.50
Deborah Turner	Regional Member	\$355	24-April-2019	23-April-2025	\$4,083.00

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/oci/jpaac/open/> .

Appendix A

LEGISLATION

Excerpt from the *Justices of the Peace Act*

Justices of the Peace Appointments Advisory Committee

Composition and governance

2.1 (1) The 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 continued. 2020, c. 18, Sched. 8, s. 2.

Composition

(2) The Committee is composed of three core members as follows:

1. A judge of the Ontario Court of Justice, or a justice of the peace, 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 who is either the Senior Indigenous Justice of the Peace or another justice of the peace familiar with Indigenous issues or, when the justice of the peace so appointed is not available to act as a member of the Committee, another justice of the peace familiar with Indigenous issues who is designated by the Chief Justice of the Ontario Court of Justice.
3. One person appointed by the Attorney General. 2020, c. 18, Sched. 8, s. 2.

Regional members

(3) In addition to the core members appointed under subsection (2), the Committee shall include the following regional members in respect of its functions in a particular region:

1. 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 Committee, another justice of the peace from the same region who is designated by the regional senior judge.
2. Up to three persons appointed by the Attorney General.
3. A licensee within the meaning of the *Law Society Act* in the region appointed by the Attorney General from a list of three names submitted to the Attorney General by the Law Society of Ontario. 2020, c. 18, Sched. 8, s. 2.

Criteria

(4) In the appointment of members under paragraph 3 of subsection (2) and paragraph 2 of subsection (3), the importance of reflecting, in the composition of the Committee as a whole, Ontario's linguistic duality and the diversity of its population and ensuring overall gender balance shall be recognized. 2020, c. 18, Sched. 8, s. 2.

Regional leads

(5) The Attorney General shall designate a regional lead for each region from among the regional members for that region. 2020, c. 18, Sched. 8, s. 2.

Term of office

(6) The members appointed under paragraph 3 of subsection (2) and under paragraphs 2 and 3 of subsection (3) hold office for three-year terms and may be reappointed. 2020, c. 18, Sched. 8, s. 2.

Chair

(7) The Attorney General shall designate one of the core members to chair the Committee for a term of up to three years. 2020, c. 18, Sched. 8, s. 2.

Term of office

(8) The same person may serve as chair for two or more terms. 2020, c. 18, Sched. 8, s. 2.

Chair votes

(9) The chair is entitled to vote and may cast a second, deciding vote if there is a tie. 2020, c. 18, Sched. 8, s. 2.

Meetings

(10) The Committee may hold its meetings and conduct interviews in person or through electronic means, including telephone conferencing and video conferencing. 2020, c. 18, Sched. 8, s. 2.

Employees

(11) Such employees as are considered necessary for the proper conduct of the affairs of the Committee may be appointed under Part III of the *Public Service of Ontario Act, 2006*. 2020, c. 18, Sched. 8, s. 2.

Annual report

(12) The Committee shall prepare an annual report, provide it to the Attorney General and make it available to the public. 2020, c. 18, Sched. 8, s. 2.

Same

(13) The annual report must include,

- (a) statistics about the sex, gender, gender identity, sexual orientation, race, ethnicity, cultural identity, disability status and ability to speak French of candidates who volunteer that information, including whether the candidates identify as Indigenous or as a member of a Francophone community, at each stage of the process, as specified by the Attorney General; and

- (b) such other content as the Attorney General may require. 2020, c. 18, Sched. 8, s. 2.

Tabling of annual report

(14) The Attorney General shall table the Committee's annual report in the Assembly. 2020, c. 18, Sched. 8, s. 2.

Information to be maintained in confidence

(15) Any records or other information collected, prepared, maintained or used by the Committee in relation to the consideration of an individual for appointment as a justice of the peace shall be maintained in confidence and shall not be disclosed except as authorized by the chair of the Committee. 2020, c. 18, Sched. 8, s. 2.

Personal liability

(16) No action or other proceeding for damages shall be instituted against any member or former member of the Committee for any act done in good faith in the execution or intended execution of any power or duty that he or she has or had as a member of the Committee, or for any neglect or default in the exercise or performance in good faith of such power or duty. 2020, c. 18, Sched. 8, s. 2.

Crown liability

(17) Subsection (16) does not, by reason of subsection 8 (3) of the *Crown Liability and Proceedings Act, 2019*, relieve the Crown of liability in respect of a tort committed by a person mentioned in subsection (16) to which it would otherwise be subject. 2020, c. 18, Sched. 8, s. 2.

Justices of the Peace Appointments Advisory Committee

Functions and manner of operating

2.2 (1) The functions of the Justices of the Peace Appointments Advisory Committee are to,

- (a) classify candidates for appointment as justices of the peace;
- (b) report on the classifications to the Attorney General; and
- (c) provide advice to the Attorney General respecting the process for appointing justices of the peace in accordance with this Act. 2020, c. 18, Sched. 8, s. 2.

Manner of operating

(2) The Committee shall perform its functions in the following manner:

- 1. It shall determine the skills, abilities and personal characteristics that are desired in a justice of the peace and make them available to the public.
- 2. It shall develop a candidate application form that specifies what supporting material is required, and it shall make the form available to the public.
- 3. It shall develop the application procedure and make information about it available to the public.
- 4. On the request of the Attorney General, it shall advertise for applications for vacant justice of the peace positions.
- 5. It shall review and evaluate all applications received in response to the advertisement.
- 6. It may interview any of the candidates in conducting its review and evaluation.
- 7. It shall conduct the advertising, review and evaluation process in accordance with the criteria it establishes, which must, at minimum, provide for an assessment that,
 - i. assesses the candidates' professional excellence, community awareness and personal characteristics, and

- ii. recognizes the desirability of reflecting the diversity of Ontario society in appointments of justices of the peace.
- 8. It shall make the criteria it established under paragraph 7 available to the public.
- 9. It shall classify the candidates as “Not Recommended”, “Recommended” or “Highly Recommended” and provide a list of the classified candidates to the Attorney General, with brief supporting reasons for the candidates classified as “Recommended” or “Highly Recommended”. 2020, c. 18, Sched. 8, s. 2.

Qualifications

- (3) The Committee shall not consider an application by a candidate,
 - (a) who does not meet the qualifications set out in subsection 2 (1.1); or
 - (b) who is or was a member of the Committee within the previous three years. 2020, c. 18, Sched. 8, s. 2.

Chair consent required re interview, classification

- (4) The interview of a candidate shall not be conducted, and a meeting for the making of a decision under paragraph 9 of subsection (2) shall not be held, without the consent of the chair of the Committee. 2020, c. 18, Sched. 8, s. 2.

Quorum for interview

- (5) If the Committee interviews a candidate, the interview must be conducted by at least three members of the Committee, at least two of whom are regional members referred to in paragraph 2 or 3 of subsection 2.1 (3) from the region for which an appointment is considered and another of whom is a core member under subsection 2.1 (2). 2020, c. 18, Sched. 8, s. 2.

Quorum re classification

- (6) The quorum for decisions under paragraph 9 of subsection (2) is three members of the Committee, at least two of whom are regional members referred to in paragraph 2 or 3 of subsection 2.1 (3) from the region for which an appointment is considered and another of whom is a core member under subsection 2.1 (2). 2020, c. 18, Sched. 8, s. 2.

Information to be provided to Attorney General on request

- (7) The Committee shall provide the Attorney General with any information about the application, review and evaluation process that the Attorney General requests, other than information collected or prepared by the Committee through a discreet inquiry. 2020, c. 18, Sched. 8, s. 2.

Meaning of discreet inquiry

- (8) For the purposes of subsection (7), a discreet inquiry is a confidential inquiry conducted by the Committee into the views or opinions of individuals with knowledge of a candidate's suitability for appointment. 2020, c. 18, Sched. 8, s. 2.

Recommendation of criteria

(9) The Attorney General may recommend criteria to be included in the criteria the Committee establishes under paragraph 7 of subsection (2), and the Committee shall consider whether to include those criteria in the criteria it has established. 2020, c. 18, Sched. 8, s. 2.

Rejection of list

(10) The Attorney General may reject the list of classified candidates provided by the Committee under subsection (2). 2020, c. 18, Sched. 8, s. 2.

Reconsideration or re-advertisement

(11) If the Attorney General rejects the list of classified candidates provided by the Committee, or if there are not enough candidates who are classified as “Recommended” or “Highly Recommended” for the number of vacant justice of the peace positions, the Committee shall either reconsider the applicants and provide a new list to the Attorney General in accordance with paragraph 9 of subsection (2) or re-advertise for applications, as the chair of the Committee considers appropriate. 2020, c. 18, Sched. 8, s. 2.

Recommendation by Attorney General

(12) The Attorney General shall only recommend a candidate who has been classified as “Recommended” or “Highly Recommended” to the Lieutenant Governor in Council to fill a justice of the peace vacancy. 2020, c. 18, Sched. 8, s. 2.

Transition

(13) Despite this section, subsections 2.1 (2) and (12) to (18) of this Act, as they read immediately before the day section 2 of Schedule 8 to the *COVID-19 Economic Recovery Act*, 2020 came into force, continue to apply to any vacancy that was advertised by the Committee before that day. 2020, c. 18, Sched. 8, s. 2.

Appendix B

Justices of the Peace Appointments Advisory Committee

MEMBERS

Core Committee

Michael Ras, Chair

Michael Ras is a public affairs and strategic communication professional with broad experience advising a variety of industries, professional bodies and corporations across Canada.

Michael is presently Senior Vice President at Counsel Public Affairs. Prior to this position, he was Director of Government and Stakeholder Relations at Meridian Credit Union and prior to that was Executive Director of the Federation of Ontario Law Associations.

In his community, Michael is a volunteer Board member with Radius Child and Youth Services, a leading provider of assessment and counselling services to children and families affected by abuse. He is also on the Board of Career Edge, a social enterprise that provides recent graduates and new Canadians employment opportunities through internship work placements.

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 Justices of the Peace Appointments Advisory Committee (JPAAC).

The Honourable Esther Rosenberg, Regional Senior Justice

Justice Esther Rosenberg is the Regional Senior Judge (RSJ) for the Central East Region. 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.

RSJ Rosenberg was appointed as a core member of JPAAC in July 2019. She served on the Committee from July 12, 2019, to October 15, 2021. RSJ Rosenberg also briefly served as the Chair of the Committee from July 12, 2019, to December 31, 2019.

Gary N. Gladstone

Gary Gladstone, B. Math, Certified Fund-Raising Executive, was appointed as a core member of JPAAC 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.

Norma H. 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 serves as Vice-Chair, Canadian Black Chamber of Commerce. She is a former, Chair of the Community Advisory Board, 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

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, Her Worship was the local administrative justice of the peace for Oshawa, Ontario. She became a member of JPAAC 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.

Nicholas Charitsis, Regional Lead

Nicholas Charitsis was appointed as a member of the JPAAC 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.

Karen McCleave

Karen McCleave is a lawyer who devoted her career to public service as an Assistant Crown Attorney. Her caseload included prosecutions in York Region, Dufferin and Simcoe Counties. Specific designations included wiretap agent and provincial mentor for sexual violence cases. She has taught Crown Attorneys, Provincial and Municipal Prosecutors, Provincial, Municipal and Military Police and others on a range of topics. Karen is the recipient of two Ontario Excelsior Awards for "outstanding achievement". She has served on several Boards of Directors, both professional and community based, and is currently the Chair of the Governance and Nominating Committee at the *McMichael Canadian Art Collection*.

Anthony Sutcliffe

No bio provided.

Laura R. Grosman

Laura Grosman was appointed as a member of the JPAAC 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.

Zigmond P.J. Mintha

Zig Mintha became a member of the JPAAC 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.

Central West Regional Committee

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. Her Worship Farnand 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.

Graham Coveney

No bio provided.

Candice de Melo

No bio provided.

Terri-Lynn Collings, Regional Lead

Terri-Lynn Collings became a member of the JPAAC 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.

Richard J. Brennan

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.

Sarah Lawson

Sarah Lawson became a member of the JPAAC in December 2018. She 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, and representation of complainants in sexual assault matters. 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, currently serving on the Board of Directors for STRIDE, a non-profit organization that supports individuals struggling with mental health or addictions as they seek meaningful employment.

East Regional Committee

Her Worship Linda 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.

Bonnie Gryce, Regional Lead

Bonnie Gryce retired after 45 years with the Ministry of the Attorney General where she was Sheriff and managed all court operations for the Counties of Hastings and Prince Edward together with sitting on a number of corporate committees. For 21 years Bonnie served her community sitting on the Board of Directors for Corbyville Children's Home where she was Board chair for a number of years. Bonnie holds a certificate in Advanced Alternate Dispute Resolution and Negotiation.

David Gordon

No bio provided.

Claudette Cain Coulas

Claudette Cain Coulas is an accomplished and dynamic leader, successful in four distinctive careers, spanning over four decades. First, as a retail entrepreneur, she learned the art of taking calculated risks, caring about the needs of her customers and providing service excellence.

As a respected elected official for five consecutive terms, three of which were as Mayor of the City of Gloucester, Mrs. Coulas' leadership style of no-nonsense government became the hallmark of her success. She is widely recognized for championing entrepreneurial and customer focused government. Mayor Coulas was also a pioneer in developing mutually beneficial partnerships with the private sector. Mrs. Coulas' wit and humor became evident while she hosted her own live television and radio shows on current affairs, at the same time as being the municipal affairs columnist for the Ottawa Sun. She rose to becoming a respected media personality in the nation's capital, as well as other parts of Canada and the United States.

Following a seventeen-year career as a Justice of the Peace, Her Worship retired in 2020 from the Ontario Court of Justice bench. As Administrative Justice, she was responsible for the effective operations of eight courthouses and judicial officers assigned to the courts. In her role, she made complex decisions on matters affecting the liberty of individuals appearing before her.

In 2020, Mrs. Coulas was the CEO of Black Card Books Inc., an entrepreneurial book publishing corporation. Her role included transforming the organization from live events teachings to a totally virtual format, and introducing state-of-the-art technology to produce laser focused products and publishing services to existing authors and potential clients. Mrs. Coulas is now in a position to share her knowledge, experience and wisdom to help women make their dream life come alive. In 2022, Mrs. Coulas published two inspiring books for women seeking to make a difference in their lives and the lives of others.

She is also committed to raising awareness and breaking down barriers surrounding mental health and addiction, by sharing her personal struggles and those of her family over many years. To that end, Claudette has partnered with The Royal Mental Health Centre and Dawn House, where proceeds of her books will be shared with these organizations.

A much sought-after speaker in both official languages, Mrs. Coulas' enthusiastic and motivational talks have inspired audiences across the country. She is the recipient of the Toastmasters International Communications Achievement Award. In 2002, Mrs. Coulas was named one of "Ottawa's Top 50" people who were shaping the future of the national capital. Over the last four decades, Mrs. Coulas has been an active community leader, serving on several Boards of Directors. She has also served as a volunteer for many charitable organizations. Claudette is passionate about giving back to her community and offering her experience, strength and hope to individuals.

Frank Hendry

No bio provided.

Jeffrey (JP) McAvoy

Jeffrey (JP) McAvoy practices corporate and commercial law at Conduct Law. 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, he 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 and is a founding member of the North Dundas Business Centre.

Northeast Regional Committee

His Worship Gary McMahon, Regional Senior Justice of the Peace

Regional Senior Justice of the Peace John Gary McMahon became a member of the JPAAC 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, Regional Lead

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, 52 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.

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 Fundraising committee and sits also on the Executive committee. 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.

Jessica Belisle

Jessica Belisle is a Métis Anishinaabe Kwe from Sault Ste. Marie, Ontario. Ms. Belisle's paternal family originates from the Thessalon First Nation. Ms. Belisle pursued a Bachelor of Arts in Anishinaabemowin at Algoma University, attended the Program of Legal Studies for Native People in 2013 and graduated from the University of Saskatchewan with a Juris Doctor Degree in 2016. In her third year of Law School, Jessica participated in a Clinical Placement at the C.L.A.S.S.I.C. a poverty Law Clinic in downtown Saskatoon, where she was drawn to Criminal Law. Ms. Belisle was called to the bar on January 26, 2018. Ms. Belisle is currently practicing in Sault Ste. Marie with a primary focus in Criminal Defence and she strongly advocates for the application of Gladue within all areas of the criminal justice system. Ms. Belisle is a member of the Indigenous Bar Association and the Criminal Lawyers Association.

Randy P. Schuran

Randy Schuran became a member of the JPAAC 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.

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.

John Henderson, Regional Lead

John W. Henderson has provided communications services for businesses and non-profit agencies throughout Northwestern Ontario since 1979. Now semi-retired he is involved with numerous local organizations including The North Shore Steelhead Association, Port Arthur Hunt Club and is an avid outdoorsman. Mr. Henderson acts as a mentor through the Community Economic Development Corporation and has had significant work experience with Indigenous economic development in the region. In addition to degrees from Lakehead University, he holds an Advanced Certificate in Alternative Dispute Resolution from Windsor University.

Brandon Postuma

Brandon Postuma was appointed as a member of the JPAAC 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.

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.

Laurence P. Tulloch

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, 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. As a result of his continuing efforts on behalf of the club and the community, he was named Rotarian of the Year in 2007 and in 2016. 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. He has continued his community work with the Multiple Sclerosis Society and the Staal Foundation Open.

Toronto Regional Committee

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.

Kathy Narraway, Regional Lead

Kathy Narraway 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.

Michelle Haigh

No bio provided.

Andrew Cowan

No bio provided.

Georgina Alexandris

Gina Alexandris was appointed as a member of the JPAAC in December 2018. For over 20 years, Ms. Alexandris has been inspiring and supporting individuals and organizations to strategically define their hopes and achieve their goals. As the Senior Program Director of Ryerson's Law Practice Program, she is responsible for the development, implementation and general management of the new innovative transition year training program for licensing Candidates in Ontario. In this role, she is responsible for ensuring academic excellence and the quality of service and program delivery for participants, and outreach to hundreds of contributing members of the legal profession. Ms. Alexandris has also been actively involved with the development of Ryerson's proposal for and launch of its new innovative law school.

With a passion for adult education, leadership and diversity, she completed her Masters of Education in 2012 and received her Coaching Certification in 2017.

Ms. Alexandris developed and directed the award-winning Internationally Trained Lawyers Program at the University of Toronto's Faculty of Law and spent more than 12 years with Osgoode Hall Law School of York University, first as Director of Career Services, followed by nine years as the Assistant Dean of Student Services. Between 2013 and 2014, she was the Director, Strategic Planning and Knowledge Management for the Legal Services Division of the Ministry of the Attorney General of Ontario. Following her graduation from Osgoode Hall Law School, she began her legal career practicing family law and civil litigation in Toronto, Canada. She is a proud Greek-Canadian soccer mom living with her family in Toronto.

Karlene Nation

Karlene Nation was appointed as a member of the JPAAC in December 2018. Ms. Nation is a media and communications specialist with OneNationPR Inc. in Toronto. OneNationPR generates media coverage for businesses, advise companies on crisis communications, train media spokespersons how to effectively manage media messaging. OneNationPR organizes and promotes local events and write speeches, reports and press releases.

Ms. Nation has 25-years' experience in broadcast news and corporate communications. She worked as a reporter, writer and producer with CTV News from 1993-2014. She was appointed to the position of CTV's Diversity Producer tasked with increasing viewership in diverse communities across Canada. She created a database with more than three thousand spokespersons from diverse groups. She organized editorial board meetings bringing together community groups with CTV's senior news managers. She generated story ideas for the local and national newscasts and filed news stories for CTV Toronto. Ms. Nation also helped to launch Bell Community Television.

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, elementary, high schools, colleges and universities across Ontario.

West Regional Committee

His Worship Thomas Stinson, Regional Senior Justice of the Peace

Justice of the Peace Thomas A. Stinson has been appointed regional senior justice of the peace for the West region on April 22, 2015. He started serving on the JPAAC Committee on April 22, 2015, and his appointment ended on April 21, 2021. His Worship Thomas Andrew Stinson has worked as manager of prosecutions and solicitor for the Regional Municipality of Waterloo, heading Part I Provincial Offences Act prosecutions since 2005. Justice of the Peace Stinson has also been a practicing attorney since 1996 focusing on criminal, real-estate and estate law. He has also been a part-time faculty member at Conestoga College where he taught in the municipal law clerk program. Justice of the Peace Stinson has been a long-standing member of the Knox Presbyterian Church in Guelph and a member of the Guelph-Wellington Rotary Club since 1999. He is also very active in the local theatre community. His Worship has been appointed as a full-time presiding justice of the peace. Associate Chief Justice-Coordinator of Justices of the Peace John A. Payne has assigned Justice of the Peace Stinson to Kitchener.

Denise Gahanam

Denise Ghanam provides organizational training, strategic planning, and HR expertise through her consulting company. She draws upon twenty years of broad business experience and two decades of university teaching in management. Her educational background includes an Honours Commerce degree in finance, an MBA in business strategy, and all work completed for her doctoral thesis. She holds the Certified Human Resource Leader (CHRL) designation and volunteered with the Executive Board of the HR Professionals Association as President and past-President.

Community leadership roles include directing her church choir, the Naval Veterans Association, Board member of Actors Theatre of Windsor, and founding member of the Windsor-Essex Equity Network. Denise was appointed to St Clair College's Board for eight years, serving two as Chair and two as VP of the provincial association (ACAATO). She completed an appointment on the Windsor Port Authority Board and is presently a Member of the Windsor Police Services Board.

Pamela Munn

Pamela Munn was appointed a member of the JPAAC 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.

Justin Samlal

No bio provided.

Gary R. 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.

Scott W. Hill

Scott is a sports event and operations innovator with experience creating and delivering sport and education programs that build economic activity and community.

Early in his career, Scott worked as a senior consultant in Deloitte's Strategy & Operations practice. His work at Deloitte included technology selection and implementation projects, and strategy & operations consulting work in the private and public sectors.

As Chief Executive Officer of Play On! Canada, Scott led a team of over 100 staff and 2000 temporary or volunteer workers annually. He has led all aspects of the project since 2003, delivering programming to more than 2.5M Canadians in 39 communities and generating over \$400M in economic benefit for communities across the country.

Scott & his wife Cassandra are parents to seven children and active members of their community. Scott has served many years as a Minister, as coach and administrator in many sports associations, on school councils, on economic advisory boards, and on Provincial advisory committees. He has been a part time professor of Entrepreneurship and Sport Management at the Ivey Business School and at the Lawrence Kinlin School of Business.

Scott has degrees from the University of Alberta (BSc) and Western University (MBA, Richard Ivey School of Business).

Judith Stephens-Wells

Judith Stephens-Wells, of Kitchener, graduated from Queen's University with a Bachelor of Art Education, majoring in painting and printmaking, and later pursued studies in Business Administration in the MBA program at York University. Her career has focused on providing management and consulting services, primarily for the non-profit arts sector and for municipal, regional and provincial governments. She is active as a community volunteer, serving as past president and now Vice President Internal on the board of the Kitchener-Waterloo Art Gallery,

and on the City of Kitchener's Compass Kitchener Committee and continues to pursue her art practice.

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.

Candidates must complete the current prescribed Justice of the Peace Appointment Application Form and submit it by e-mail as a PDF attachment to: JPAAC.Application@ontario.ca for receipt by 11:59 P.M. on the deadline date to be considered.

If an applicant is selected for an interview, they must submit proof that they meet the education requirement. An applicant will be asked to e-mail a copy of all (or the highest) post-secondary degree(s) or diploma(s) or certificate(s) earned or an official transcript (together with a certified translated copy/ies, if applicable) by a specified deadline date for submission. Failure to submit proof of the education requirement will result in the cancellation of the interview. The JPAAC strongly recommends that applicants begin compiling these transcripts and proof of post-secondary education as soon as possible, but do not send them to us until requested. If an applicant does not have any post-secondary education and completed the Equivalency portion of the application instead, they are eligible for an interview and will be exempt from providing copies of certificates and diplomas.

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 as well as a change in answer to question #23: *Personal and Other Matters* of the application form. If an applicant desires to make a change to their personal or referee contact information, the applicant must e-mail JPAAC.Info@ontario.ca with that information, specifying the name of the applicant and the specific part of the original application that is to be amended.

Candidates must provide the names and contact information of four (4) referees. 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. Due to the volume of applications and queries received during an application process, communication by e-mail is preferred. The JPAAC Coordinator may be reached at JPAAC.Info@ontario.ca. 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. Only candidates selected for an interview will be contacted by the Committee.

The interview panel will consist of at least three (3) Committee members, at least two of whom are members from the region of the vacancy to which the candidate is applying and another of whom is a member of the Core committee. Please note, however, that your interview panel may include up to eight (8) Committee members if all five (5) Regional and all three (3) Core committee members are present.

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 Recommended, Recommended or Highly Recommended.

A candidate's classification for an advertised vacancy is valid until that vacancy is closed. 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

Qualifications and Selection Criteria

Minimum qualifications for consideration for an appointment as a justice of the peace are set out in subsections 2(1.1), (1.2) and (1.3) of the *Justices of the Peace Act*, as follows:

Qualifications

(1.1) No person shall be appointed as a justice of the peace under subsection (1) 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 (1.2);
or
- (e) meets the equivalency requirement set out in subsection (1.3). 2020, c. 18, Sched. 8, s. 1 (1).

Equivalency programs

(1.2) For the purposes of clause (1.1) (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 requirement, and shall make the list of programs so designated public. 2020, c. 18, Sched. 8, s. 1 (1).

Exceptional qualifications

(1.3) For the purposes of clause (1.1) (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 (1.1) (a) to (d). 2020, c. 18, Sched. 8, s. 1 (1).

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 transferable to the work of a justice of the peace.
2. Work, volunteer or other experience that is clearly relevant and transferable 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 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 judgment 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 judgment, 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 vacancy in the 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