



Ontario

ANNUAL REPORT

of the

JUSTICES OF THE PEACE APPOINTMENTS ADVISORY COMMITTEE

for the Period from

1 April, 2025 to 31 March, 2026

Toronto, Ontario
June, 2026

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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:

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TABLE OF CONTENTS

LETTER OF TRANSMITTAL	1
CHAIR’S SUMMARY	2
INTRODUCTION	3
THE COMMITTEE’S PROCESS	7
STATISTICS- 2025-26 Application Process	10
Diversity Statistics.....	11
Appointee Remuneration	15
Appendix A – Legislation	18
Appendix B – Justices of the Peace Appointments Advisory Committee Member Biographies	25
Appendix C – Policies and Procedures	39
Appendix D – Qualifications and Selection Criteria	41

June 15, 2026

The Honourable Doug Downey
Attorney General of Ontario
Ministry of the Attorney General
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 eighteenth 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, 2025, to March 31, 2026. This report covers the classification of candidates and the other activities that took place during the reporting period in addition to all significant matters related to the operation of the Committee for classifying candidates for appointment as justices of the peace in the Ontario Court of Justice.

Respectfully yours,

[Original signed by Nicholas Charitsis]

Nicholas Charitsis B.B.A., LL.B.
Chair
Justices of the Peace Appointments Advisory Committee

CHAIR'S SUMMARY

I am pleased to report on the 2025-26 activities of the Justices of the Peace Appointments Advisory Committee (the "Committee").

During the reporting period, the application intake process continued to be fully digital, and the Committee operated on a hybrid model, where business meetings were conducted virtually and interviews required candidates and part of the interview panel to appear in person. The Committee continued to refine its processes and procedures to make them more accessible to candidates and strengthen its outreach to increase awareness of the justice of the peace role and the application process.

This report reflects Committee activities from April 1, 2025, to March 31, 2026, which include the classification of candidates and other activities that transpired during this period. The Committee process described in this report commenced in September 2025 and was still ongoing as of March 31, 2026.

On September 23, 2025, the Committee received a letter from the Attorney General with a request to begin advertising to fill 33 base court justice of the peace vacancies in every region of the province. The Committee received additional letters October 1, 2025, November 4, 2025, November 12, 2025, and February 17, 2026, bringing the total number of vacancies to 36. The Committee held 56 meetings during the reporting period.

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. Their commitment to the effective functioning of Ontario's justice system is crucial work and their efforts are appreciated.

[Original signed by Nicholas Charitsis]

Nicholas Charitsis B.B.A, LL.B
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 in the *Justices of the Peace Act*, R.S.O. 1990, C.J. 4. On August 14, 2020, further amendments to the *Justices of the Peace Act* came into force that amended the Committee’s composition and means of operating. On June 6, 2025, amendments to section 2.1 of the *Justices of the Peace Act* came into force, further amending the Committee’s composition.

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* 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 348 full-time justice of the peace positions in the Ontario Court of Justice. 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 the 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 old 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.

The Justices of the Peace Appointments Advisory Committee

Prior to June 6, 2025, the composition of the Committee was as follows:

The core committee was composed of three members:

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.

The Attorney General designated one of the core members to chair the Committee.

In addition to the core members, the Committee included 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. The Attorney General will designate the role of the Chair.
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. 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 June 6, 2025, amendments to the *Justices of the Peace Act* came into force. The legislative amendments increased the number of core committee members to four, of

which two members are now appointed by the Attorney General. These amendments also introduced the designation of some alternate members, including the vice chair designated from the core committee.

The new Committee's composition is as follows:

The core committee is composed of four members:

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.
 - In addition, the Chief Justice appoints alternate judge or justice of the peace to act in the absence of the judge or a justice of the peace, appointed above.
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. Two persons appointed by the Attorney General.

The Attorney General designates one of the core members to chair the Committee, and another core member as vice chair of the Committee. The vice-chair has the powers of the chair when acting for the chair, but is otherwise not entitled to vote.

In addition to the core members, 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. The Attorney General will designate the role of the Chair.
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, the Attorney General appoints one member in each region to act as the regional lead during the term of their appointment and another member as an alternate regional lead to act in the absence of the regional lead.

The revised full complement of the Committee is up to 39 members. A short biography of each of the Committee members is provided in Appendix B.

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 the restrictions imposed during the COVID-19 pandemic, the Committee transitioned its operation to a digital and virtual environment. In the current reporting period, the Committee introduced a hybrid interview model, whereby the candidate and part of the interview panel are required to attend in-person, while other members of the interview panel join virtually.

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. The most current versions of these documents are available to the public through the Committee's website at www.ontariocourts.ca/ocj/jpaac. The copies of the Committee's Policies and Procedures, and Qualifications and Selection Criteria in effect during the reporting period are attached as Appendix C and Appendix D respectively.

From its inception in 2007 to March 31, 2026, the Committee has reviewed a total of 22,962 applications since the development of the application form by the Committee. In addition, the Committee 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.

As a result of the advertisement commenced in September 2025, 777 applications were received by the Committee.

Activities

1. September 2025 Advertisements

On September 23, 2025, the Committee received a request from the Attorney General to advertise 33 base court justice of the peace vacancies across all regions of the province. Accordingly, the Committee posted the advertisement on September 26, 2025, which closed on November 9, 2025.

On October 1, 2025, the Committee received a letter from the Attorney General advising that the designation of vacancies in the Northwest region had changed, while the number of vacancies remained the same. Subsequent letters on November 4, 2025, November 12, 2025, and February 17, 2026, identified three additional vacancies within existing advertised locations, bringing the total number of vacancies to 36.

Vacancy promotion: The Committee maintained its use of online and primarily non-paid methods of communications for advertising and outreach. Promotion of the justice of the peace vacancies focused on cost-neutral avenues, including social media, website postings and direct outreach to more than 1,500 organizations and associations. For the 2025 cycle, JPAAC sent communications to over 20,000 individuals who registered for vacancy notifications. Additionally, several social media posts were shared on X and LinkedIn, resulting in more than 170 engagements on X and over 2,000 engagements on LinkedIn. Paid advertising was also conducted on 14 different websites targeting prospective qualified candidates in areas and diverse communities that have historically generated fewer JPAAC applications.

Webinar – Are you Right for the Role? and live Q & A: On October 9, 2025, the Committee presented a pre-recorded webinar, followed by a live question-and-answer period to provide an overview of the justices of the peace position and the application and interview process. The webinar was hosted by Mr. Nicholas Charitsis, Chair of the Committee, with special guest Senior Indigenous Justice of the Peace Libby Garg, JPAAC core member. The question-and-answer period was live, hosted by JPAAC's Chair and special guests, Senior Advisory Justice of the Peace Lauren Scully and Acting Senior Indigenous Justice of the Peace Louise Logue. More than 1,000 participants joined the live broadcast.

2. Outreach

JPAAC remains committed to recommending justice of the peace candidates that reflect the diversity of the province. To increase awareness of the justice of the peace role and application process, JPAAC continues to strengthen its outreach to many diverse communities across Ontario.

Engagement with Ministry Stakeholders: JPAAC Chair Nicholas Charitsis met with the Assistant Deputy Ministry of the Ministry of Francophone Affairs in May 2025 and attended a Francophone Stakeholder Meeting in June 2025 to seek guidance on enhancing outreach to the Francophone community in Ontario.

The Elders' Council: JPAAC continued to engage with the Elders' Council to discuss outreach strategies to ensure that JPAAC is effectively and inclusively communicating with Indigenous communities.

Provincial Advisory Committee on Francophone Affairs: On November 25, 2025, JPAAC Chair Mr. Nicholas Charitsis, Senior Regional Justice of the Peace Gary McMahon, JPAAC core member, and Mr. Dave Delorey, a bilingual JPAAC East regional member, presented in-person to the Provincial Advisory Committee on Francophone Affairs (PACFA). PACFA provides advice to the Government of Ontario on the development of strategies, priorities and programs, which affect Ontario's Francophone community, and on the planning and delivery of government French-language services. JPAAC sought advice from PACFA on how to expand the Committee's outreach and strengthen its connection to the Francophone community with the goal of attracting qualified Francophone candidates for the role of justice of the peace.

3. Other Committee Activities

Throughout 2025-26, the Committee continued to evaluate the application process for prospective justice of the peace candidates to identify opportunities for efficiency and quality improvement.

Streamlined General Selection Criteria: Prior to the launch of the 2025-26 cycle JPAAC undertook a thorough review and streamlined the Committee's General Selection Criteria by reducing them from 20 to 11 and simplifying the language. This

change made the Committee's process more accessible to applicants by reducing ambiguity in the language and more clearly defining the selection criteria.

Changes to French Language Proficiency Testing: JPAAC customized the French language proficiency test administered to prospective candidates interested in bilingual vacancies. Candidates are required to achieve a Superior level of proficiency on the customized test, in addition to demonstrating a high degree of proficiency in English. The test results are valid for two years.

Early Process Updates: To allow candidates additional time to prepare applications and observe court proceedings, the Committee updated its application form, selection criteria and the process materials, and made them available two months in advance of the process launch. The Committee updated its website and undertook robust outreach efforts to alert prospective candidates of the changes and encourage an early start on the application form.

Diversity, Equity, and Inclusion Training: To strengthen the integrity of the recommendation process, anti-racism and cultural competency training was delivered by an external vendor to all Committee members.

Indigenous Self-Identification: The Committee is deeply committed to ensuring that the judiciary reflects the communities it serves and maintains authentic Indigenous representation on the bench. Following consultation with Indigenous partners, a process to verify Indigenous identity of candidates was introduced during this reporting cycle.

STATISTICS- 2025-26 Application Process

The statistics in the chart below report the number of applications received and classified in 2025-26 as a result of the process initiated in September 2025. In addition, the numbers below represent the number of candidates selected for interviews during the reporting period. At the time of this report, the JPAAC process is still ongoing. Numbers should be considered interim and the total number of interviews and recommendations for each region will be reflected in the 2026-27 annual report.

Base Court Location (Number of Vacancies)	Total Number of Applications Received¹	Number of Candidates Interviewed²
Barrie (Bilingual) (1)	25	2
Barrie (Indigenous) ³ (1)	18	7
Belleville (2)	72	16
Brampton (5)	361	71
Brantford (2)	123	25
Cornwall (Bilingual) (2)	30	7
Fort Frances (1)	11	1
Hamilton (1)	196	34
Kitchener (2)	153	34
Kitchener (Indigenous) ³ (1)	13	9
London (3)	130	34
Orangeville (1)	161	24
Oshawa (2)	194	40
Oshawa (Bilingual) (1)	23	6
Ottawa (1)	80	14
Sioux Lookout (1)	16	4
Sioux Lookout (Indigenous) ³ (1)	2	1
Sudbury (Bilingual) (1)	13	2
Timmins (Bilingual) (1)	8	2
Toronto (4)	420	89
Toronto (Indigenous) ³ (2)	23	8
TOTAL	777	171

¹ Candidate's who applied to multiple base court locations in the same advertising period are counted once in this total.

² Candidate's given an interview for multiple base court vacancies in the same advertising period are counted once in this total. Note that the Committee may choose not to re-interview previously interviewed candidates.

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.

Diversity Statistics

The Committee recognizes the importance of reflecting the diversity of Ontario's population in the appointments of justices of the peace.

Subsection 2.1(13)(a) of the *Justices of the Peace Act* requires that the following information be included in the annual report:

statistics about the sex, gender identity, sexual orientation, race, ethnicity, 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.

The Committee incorporated guidance of the [Data Standards for the Identification and Monitoring of Systemic Racism](#) for the collection of personal information about race and ethnic origin on the application form.

The Committee has undertaken additional work and consultation around best practices related to collection and reporting on diversity related statistics. The application form for the 2025-26 process was updated with these standards in mind.

For reference purposes, comparable data from the Statistics Canada 2021 Census has been included to depict the population of Ontario by the same demographic categories.

Candidates are provided with the option to self-identify on their application. The data is gathered through voluntary self-reporting and is not independently verified. Below are the totals for each of the categories selected by the candidates who wished to self-identify.

JPAAC 2025-26 Demographic Statistics on Diversity

		Applicants		Interviewed		Ontario Population 2021 ⁴	
		Number	Percentage	Number	Percentage	Number	Percentage
Total		777	100.00%	171	100.00%	14,031,755	100.00%
Sex at Birth⁵	Male	351	45.17%	71	41.52%	6,968,425	49.66%
	Female	402	51.74%	98	57.31%	7,255,515	57.71%
	Intersex	0	0.00%	0	0.00%	-	-
Gender⁶	Cisgender man	285	36.68%	59	34.50%	5,715,140	40.73%
	Cisgender woman	336	43.24%	89	52.05%	6,028,260	42.96%
	Transgender person	3	0.39%	1	0.58%	24,085	0.17%
	Non-binary person	4	0.51%	0	0.00%	15,360	0.11%
Diversity	Francophone⁷	6	0.77%	2	1.17%	651,680	4.64%
	Ability to Speak French⁸	63	8.11%	13	7.60%	1,558,675	11.11%
	Disabilities⁹	74	9.52%	15	8.77%	3,235,340	23.06%
	Indigenous Individuals¹⁰	43	5.53%	21	12.28%	406,585	2.90%
	Ethnic Origin¹¹	722	92.92%	163	95.32%	14,031,755	100.00%
	Racialized Individuals¹²	396	50.97%	76	44.44%	4,817,360	34.33%
	2SLGBTQQIA+¹³	48	6.18%	13	7.60%	470,800	3.36%

⁴ Adapted from Statistics Canada 2023. (table). Census Profile. 2021 Census of Population. Statistics Canada Catalogue no. 98-316-X2021001. Ottawa. Released November 15, 2023.

⁵ Statistics Canada classifies sex using the categories “Male” and “Female”. Ontario values are derived from the Broad age groups and sex: Canada, provinces and territories, Ontario. Release date: 2022-04-27. Statistics Canada. Table 98-10-0034-01.

⁶ Ontario values are derived from the Broad age groups and gender: Canada, provinces and territories, Ontario. Release date: 2022-04-27. Statistics Canada. Table 98-10-0036-01.

⁷ Ontario values are derived from combining the “Mother tongue” and “All languages spoken at home” for the total population excluding institutional residents Census of Population category.

⁸ Ontario values are derived from the Knowledge of official languages for the total population excluding institutional residents for “French only” and “English and French” Census of Population categories.

⁹ Ontario values are derived from Persons with and without disabilities aged 15 years and over, by age group and gender, Ontario, Release date: 2024-12-03. Statistics Canada. Table 13-10-0374-01.

¹⁰ Ontario values are derived from the Indigenous identity for the population in private households Census of Population category.

¹¹ This question was a multi select question (meaning a respondent could choose more than one answer). As a result the percentage could add up to more than 100%.

¹² In this report, the concept of “racialized individual” is based and derived directly from the concept of “visible minority” in the census. The *Employment Equity Act* defines visible minorities as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.” It consists mainly of the following groups South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese.

¹³ Ontario value is derived from Socioeconomic characteristics of the 2SLGBTQQIA+ population, 2019 to 2021, Ontario. Release date: 2024-01-25. Statistics Canada. Table: 13-10-0874-01.

JPAAC 2025-26 Diversity Statistics - Ethnic Origin Group¹⁴

	Applicants		Interviewed		Ontario Population 2021 ¹⁵	
	Number	Percentage	Number	Percentage	Number	Percentage
Total	777	100%	171	100%	14,031,755	100%
North American Origins	74	9.52%	3	1.75%	2,561,050	18.25%
European Origins	346	44.53%	93	54.39%	7,798,615	55.58%
Caribbean Origins	105	13.51%	17	9.94%	458,695	3.27%
Latin, Central and South American Origins	16	2.06%	3	1.75%	427,680	3.05%
African Origins	56	7.21%	12	7.02%	533,935	3.81%
Asian Origins	162	20.85%	25	14.62%	3,571,265	25.45%
Oceanian origins	0	0.00%	0	0.00%	26,440	0.19%
Other ethnic and cultural origins	73	9.40%	14	8.19%	915,990	6.53%

¹⁴ Note – This question was a multi select question (meaning a respondent could choose more than one answer). As a result, the percentages could add up to more than 100%

¹⁵ Values are derived from Ethnic or cultural origin by gender and age. Canada, provinces and territories, Ontario. Release date 2022-10-26. Statistics Canada. Table 98-0355-01.

JPAAC 2025-26 Diversity Statistics - Race Category¹⁶

	Applicants		Interviewed		Ontario Population 2021 ¹⁷	
	Number	Percentage	Number	Percentage	Number	Percentage
Total	777	100%	171	100%	14,031,750	100%
Black	131	16.86%	19	11.11%	768,740	5.48%
East/Southeast Asian¹⁸	38	4.89%	8	4.68%	1,482,585	10.57%
Indigenous	42	5.41%	20	11.70%	406,585	2.90%
Latino¹⁹	11	1.42%	0	0.00%	249,190	1.78%
Middle Eastern²⁰	51	6.56%	7	4.09%	496,400	3.54%
South Asian	124	15.96%	23	13.45%	1,515,295	10.80%
White²¹	378	48.65%	99	57.89%	9,214,395	65.67%
Another Race Category²²	9	1.16%	2	1.17%	124,120	0.88%

¹⁶ This was a multi-select question on the JPAAC application form (meaning a respondent could choose more than one answer). As a result, the percentage could add up to more than 100%

¹⁷ Adapted from Statistics Canada. 2023. (table). Census Profile. 2021 Census of Population. Statistics Canada Catalogue no. 98-316-x2021001. Ottawa. Released November 15, 2023.

¹⁸ Value is derived from combining the “Southeast Asian”, “Chinese”, “Filipino”, “Korean”, and “Japanese” visible minority Census of Population categories.

¹⁹ Value is derived from the “Latin American” visible minority Census of Population category.

²⁰ Value is derived from combining the Arab and West Asian visible minority Census of Population categories.

²¹ Value is derived from “Not a visible minority” Census of Population category.

²² Value is derived from “Visible Minority, n.i.e.” Census of Population category.

Appointee Remuneration

The following chart provides a breakdown of the total remuneration for each Committee member over the reporting period from April 1, 2025, to March 31, 2026. All positions on JPAAC are part-time positions.

Appointee	Position	Per Diem Rate	Original Appointment Date	Appointment End Date	Total remuneration (not including expenses) ²³
Abotossaway, Maxwell	Regional Member	\$355	09-Oct-2025	08-Oct-2028	\$ 710.00
Bastarache, Danielle ²⁴	Regional Member	\$355	01-Apr-2022	31-Mar-2025	\$ 2,485.00
Bazuik, Erika	Regional Member	\$355	31-Mar-2023	30-Mar-2026	\$ 1,065.00
Berman, Jeffrey	Regional Member	\$355	27-Oct-2025	26-Oct-2028	\$ 7,810.00
Bidani, Anu	Regional Lead	\$355	12-Aug-2024	11-Aug-2027	\$ 8,697.50
Buset, Hope	Regional Member	\$355	26-March-2022	25-March-2028	\$1,420.00
Chandra, Nadia	Regional Member	\$355	25-Aug-2025	24-Aug-2028	\$ 6,212.50
Charitsis, Nicholas	Chair	\$566	29-Mar-2022	09-May-2027	\$ 107,733.50
Chartrand, Janick	Regional Member	\$355	22-Apr-2025	21-Apr-2028	\$ 1,065.00
Collings, Terri-Lynn	Regional Member	\$355	29-Apr-2019	28-Apr-2025	\$ 1,065.00

²³ Remuneration to the committee members for this reporting period crosses two fiscal years. It includes a portion that is related to the work completed in the previous reporting period (2024-25), where payment was process in the current reporting period (2025-26).

²⁴ This member was not actively appointed to the Committee during the reporting period. Final remuneration for the previous reporting period was processed during the current reporting period and therefore appears on the 2025-26 report.

Appointee	Position	Per Diem Rate	Original Appointment Date	Appointment End Date	Total remuneration (not including expenses)²³
Collings, Terri-Lynn	Vice-Chair	\$420	05-Aug-2025	04-Aug-2028	\$ 17,640.00
Cowan, Andrew	Regional Member	\$355	03-Dec-2020	17-Nov-2027	\$ 9,052.50
Delorey, Dave	Regional Member	\$355	25-Sep-2024	24-Sep-2027	\$ 4,260.00
Eziefule, Casimir	Regional Member	\$355	25-Aug-2025	24-Aug-2028	\$ 5,502.50
Farouk, Omar	Regional Member	\$355	29-Mar-2022	28-Mar-2028	\$ 9,585.00
Ginn, Harold	Regional Member	\$355	21-Nov-2025	20-Nov-2028	\$ 5,325.00
Gryce, Bonnie	Regional Lead	\$355	30-Dec-2020	21-Apr-2027	\$ 4,260.00
Harnden, Janet	Regional Member	\$355	31-Mar-2023	20-Mar-2026	\$ 2,840.00
Henderson, John	Regional Lead	\$355	31-Dec-2018	29-Sep-2025	\$ 1,242.50
Hirst, Lorraine ²⁴	Regional Member	\$355	07-Apr-2022	06-Apr-2025	\$ 355.00
Kotak, Nainesh	Regional Member	\$355	27-Oct-2025	26-Oct-2028	\$ 10, 650.00
Livingstone, Matthew	Regional Lead	\$355	26-Sep-2025	25-Sep-2028	\$ 6,745.00
Narraway, Kathy	Regional Lead	\$355	22-Mar-2007	21-Mar-2026	\$ 32,660.00
Pilot, Greg	Regional Member	\$355	31-Mar-2023	30-Mar-2026	\$ 355.00

Appointee	Position	Per Diem Rate	Original Appointment Date	Appointment End Date	Total remuneration (not including expenses)²³
Postuma, Brandon	Regional Member	\$355	26-Mar-2019	29-Apr-2028	\$ 887.50
Raj, Manu	Regional Member	\$355	23-Feb-2022	22-Feb-2028	\$ 8,698.00
Stanley, Robert	Regional Member	\$355	25-Aug-2025	24-Aug-2028	\$ 5,502.50
Storms, Peter	Regional Member	\$355	19-Jun-2024	18-Jun-2027	\$ 6,568.00
Taylor, John	Regional Member	\$355	21-Nov-2025	20-Nov-2028	\$ 7,277.50
Turner, Deborah	Regional Lead	\$355	24-Apr-2019	02-Jul-2028	\$ 2,130.00
Webster, Rick	Regional Member	\$355	09-Feb-2022	08-Feb-2028	\$ 5,680.00

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/ocj/jpaac/open/>

Appendix A

LEGISLATION

Excerpt from the Justices of the Peace Act, R.S.O. 1990, c.J.4

Note: The excerpt provided is the version of the legislation that came into force on June 6, 2026, as this is the version of the legislation in force when JPAAC launched its process on September 26, 2026. To see the legislation active during the period of April 1, 2025 to July 5, 2026, please view Appendix A of JPAAC's [2024-25 annual report](#).

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 consultative 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 four 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. Two persons appointed by the Attorney General. 2024, c. 28, Sched. 12, s. 1(1, 2)

Alternate

(2.1) In addition to the core members appointed under subsection (2), the Committee shall include the following person, appointed by the Chief Justice of the Ontario Court of Justice, to act in the absence of the member appointed under paragraph 1 of subsection (2):

1. If the member is a judge of the Ontario Court of Justice, another judge of that Court.
2. If the member is a justice of the peace, another justice of the peace. 2024, c. 28, Sched. 12, s. 1(3).

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 function 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 and alternates

(5) The Attorney General shall, for each region, designate from among the regional members for that region,

- (a) a regional lead; and
- (b) a member to act in the absence of the regional lead. 2024, c. 28, Sched. 12, s. 1(4).

Term of office

(6) The members appointed under paragraph 3 of subsection (2) and under paragraph 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 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.

Vice-chair

(9.1) The Attorney General shall designate one of the core members as vice-chair of the Committee for a term of up to three years. 2024, c. 28, Sched. 12, s.1 (5).

Term of office

(9.2) The same person may serve as vice-chair for two or more terms. 2024, c. 28, Sched. 12, s. 1(5).

Powers

(9.3) The vice-chair has the powers of the chair when acting for the chair, but is otherwise not entitled to vote. 2024, c.28, Sched. 12, s. 1 (5).

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, 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; 2024, c. 2, Sched. 12, s. 1.

Tabling of the 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 proceedings 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 the 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 request, other than information collected or prepared by the Committee through a discreet inquiry. 2020, c. 18, Sched. 8, s. 2.

Meaning of a 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 BIOGRAPHIES

Core Committee

Nicholas Charitsis, Chair (began term on May 9, 2024)

Nicholas Charitsis has served on the Justice of the Peace Appointments Advisory Committee since 2019 and was appointed Chair in 2024. Called to the Ontario Bar in 2004, he holds a law degree from Osgoode Hall Law School and a Bachelor of Business Administration (Honours) from the Schulich School of Business at York University.

Early in his career, he practiced at Goodman and Carr LLP and was seconded to the Enforcement Branch of the Ontario Securities Commission. He has also served as a per diem Assistant Crown Attorney. Since 2004, he has led a criminal defence practice at Charitsis Law, where he has appeared at all levels of court in Ontario and manages a team of more than 10 lawyers.

Mr. Charitsis is also the Founder and CEO of Andania Organic Foods Ltd., a Canadian company focused on importing and wholesaling health-conscious, quality organic food products. The Andania brand is available in over 100 retail food stores across Canada.

Beyond his legal and business work, he contributes to the community through initiatives supporting the Heart and Stroke Foundation and participation in Run for Southlake, benefiting Southlake Regional Health Centre. He also serves on the Board of Directors for Oak Ridges Soccer Club.

Terri-Lynn Collings, Vice-Chair (began term on August 5, 2025)

Terri-Lynn Collings became a member of the JPAAC in April 2019 and was appointed as Vice-Chair in August of 2025. Terri-Lynn 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.

Her Worship Libby Garg, Senior Indigenous Justice of the Peace (began term on July 1, 2024, on leave as of June 9, 2025)

No biography available.

Her Worship Louise Logue, Acting Senior Indigenous Justice of the Peace (began term on June 9, 2025)

Her Worship Logue was appointed as a Justice of the Peace in 2010 and appointed as the Acting Senior Indigenous Justice of the Peace in 2025, joining JPAAC subsequent to her appointment. Prior to her appointment, Her Worship practiced as a registered nurse, specializing in working with “at risk” offenders in a variety of settings, including psychiatric institutions, secure custody facilities, and police services.

In 1986, Her Worship Logue obtained a Certificate in Chemical Dependency Counseling and went on to develop and implement a Substance Abuse Treatment Program for incarcerated youth.

Her Worship is recognized locally, provincially, nationally and internationally as a Mental Health and Crime Prevention expert. Her Worship has dedicated over 45 years of her professional career to researching, developing and implementing “Early Identification/Early Intervention strategies” for police services and educators that were both evidence-based and reliable. Her “pre-charge” diversion program was adopted and implemented on a national scale resulting in huge cost savings for the justice system and more importantly in reducing victimization rates and increasing the quality of life of both anti-social youth and all citizens.

Her Worship has studied in the fields of Mental Health, Functional Family Therapy, and Cognitive Behavioural Restructuring Treatment Techniques. Her studies in the field of Behavioural Pharmacology have resulted in her being qualified as a Drug Expert in the Superior Courts of Ontario and Quebec since 1991.

Her Worship has been awarded many honours including, two Ottawa Police Service – Awards of Merit, the Woman of Distinction Award – Public Service, 2002, the Ontario Women in Law Enforcement, Laura Ellis Award, 2004, the Wabano Center for Aboriginal Health – Eagle Feather Award, 2006, the Every Child is Sacred Award, 2007, the United Way Community Builder Award, 2008, and the Queen’s Diamond Jubilee Medal in 2012. Her Worship was also named Personality of the Year 2011 Canadian Broadcasting Corporation. She has received a Doctor of Laws *h.c.* from Carleton University in 2019. She is also a Member of the Governor General’s Order of Merit of the Police Forces since 2007, and a Member of the Order of Ontario since 2011.

His Worship John Gary McMahon, Regional Senior Justice of the Peace, Northeast
(began term on November 5, 2025)

Regional Senior Justice of the Peace John Gary McMahon became a member of the JPAAC in December 2019. After serving several years on JPAAC’s Northeast region, he was appointed to the Core Committee in November of 2025. He was appointed as a bilingual 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.

The Honourable G. Paul Renwick (term May 17, 2024 to July 2, 2025)

In January 2017, Justice G. Paul Renwick was appointed a provincial judge of the Ontario Court of Justice, presiding in Brampton. His Honour's appointment came after 22 years as a prosecutor in Peel, York Region, and the Attorney General's Guns and Gangs Initiative in Toronto, where he spent his last 12 years as a lawyer. Justice Renwick has completed his Master of Laws degree, he has been published in two peer-reviewed, legal journals, and he has contributed a chapter in a textbook used nation wide by secondary school students. Notwithstanding all of his professional accomplishments and volunteer work, His Honour wants you to know that his proudest achievement is becoming a father to an amazing teenager

Her Worship Lauren Scully, Senior Advisory Justice of the Peace (term July 9, 2025 to November 4, 2025)

No biography available.

Central East Regional Committee

Anu Bidani, Regional Lead (began term on August 12, 2024)

Anu Bidani is the founder and CEO of STEM Minds, a social enterprise that empowers youth to develop a love of learning through STEM (Science, Technology, Engineering & Math) education. With a passion for technology and as a former executive at Scotiabank for 20 years, becoming their Head of eStrategy and Solutions, Anu has been growing her STEM education programs for kids ages 4-18 to unlock their full potential, both locally and internationally. She has also launched a workforce development program for the Agri Tech sector supporting youth and adults to transition into the food and farming sector as a career choice. Anu has a bachelor's degree in Computer Science and an MBA from Dalhousie University and has completed the High Potential Leadership program from Harvard Business School.

His Worship John Domm, Regional Senior Justice of the Peace (began term on March 1, 2025)

His Worship John Domm joined the Justices of the Peace Appointments Advisory Committee in March of 2025 after being appointed Regional Senior Justice of the Peace for Central East Region. His Worship's original appointment as Justice of the Peace in 2021 had him primarily presiding in Barrie, Orillia, and Bracebridge, where he also served as Local Administrative Justice of the Peace. His Worship holds a bachelor's and a master's degree and has worked in the criminal justice sector for over 35 years, serving communities in urban, rural, and remote locations across the province. He has held numerous leadership positions and served at local, regional, provincial, and national tables. His Worship is eager to contribute to this learned committee and make the best recommendations possible.

Peter Storms (began term on June 19, 2024)

Peter Storms, of Aurora, is a former Project Management Director for various domestic and international organizations. He was also involved at senior levels with various projects including Strategic and Tactical planning, real estate, law-enforcement, corporate development, angel investing, development of business and financial management systems. He is a recipient of the Meritorious Service Cross M.S.C., decorated by the Governor General of Canada, on behalf of Queen Elizabeth II, for his contributions to Canada. "The Meritorious Service Decorations recognize great Canadians for exceptional deeds that bring honour to Canada".

Rick Webster (began term on February 9, 2025)

Richard W. Webster is a graduate of Loyalist College in Business Administration. Rick began his entrepreneurial career as a management trainee for a national building supply retailer which culminated in ownership of the Home Hardware Building Supply Centre in Elmvalle Ontario that he owned and managed for 25 years. His community commitments over the years include Board positions on Timber Mart stores, Simcoe Community Living, Barrie Trojans Swim Club, College of Pharmacy and Committees of Adjustment in two municipalities. He was elected Councilor in Springwater Township and served from 2010-2014. In this capacity he served on Finance and Economic Development committees and as a board member of the Nottawasaga Valley Conservation Association. Rick is a past member of the Elmvalle Lion's Club and volunteered at the Barrie Hospital in Cancer Care.

Central West Regional Committee

Her Worship Samantha Burton, Regional Senior Justice of the Peace (began term on January 29, 2024)

Justice of the Peace Samantha Burton was appointed as a Justice of the Peace in February 2013. She was called to the Bar in Massachusetts 2004 and in Ontario in 2009. In 2006 she worked with Legal Aid Ontario as a paralegal, and then duty counsel and was assigned to the Ottawa Drug Treatment Court. Justice of the Peace Burton has served on the board of directors of the Elizabeth Fry Society. She was the Local Administrative Justice of the Peace for the Brampton Criminal Court and chair of the Brampton Bail Committee. Justice of the Peace Burton was a member of the Judicial Ethics Advisory Committee from 2017-2024. Justice of the Peace Burton was appointed as Regional Senior Justice of the Peace Central West and commenced January 29, 2024.

Nadia Chandra (began term on August 25, 2025)

Nadia Chandra was appointed as a member of the Justices of the Peace Appointments Advisory Committee for the Central West region in August 2025. Ms. Chandra graduated from Osgoode Hall Law School in 2001. She was called to the bar in 2002 after articling with the Ministry of Municipal Affairs & Housing. After starting, her legal career as a human rights consultant at the University of Guelph, she then worked as a family law lawyer in Mississauga primarily serving survivors of domestic violence in need of urgent court orders. For the past 20 years, Ms. Chandra has been in-house counsel with the Town of Oakville where she provides strategic legal advice to Town Council and senior

management on all aspects of planning and municipal law as well as advocates before the Ontario Land Tribunal and all levels of court.

Ms. Chandra previously served several terms with the Ontario Bar Association's Municipal Law Section as well as the Steering Committee for the Cambridge Forum on Land Use Planning. Throughout her career serving the public sector, she has participated in a variety of speaking engagements for the Ontario Bar Association as well as the Municipal Law Departments Association. Ms. Chandra is currently a member of the Board of Directors for Safetynet Children & Youth Charities in Oakville, a non-profit organization dedicated to breaking the cycle of poverty. She lives in Oakville with her husband and three children.

Terri-Lynn Collings, Regional Lead (term April 29, 2022 to April 28, 2025)

After serving as the Regional Lead of JPAAC's Central West region, Ms. Collings was appointed to JPAAC's Core Committee as the Vice-Chair in August 2025. Please view Terri-Lynn Collings' full biography under the Core Committee section.

Omar Farouk (began term March 29, 2025)

Originally appointed to JPAAC in March 2020, Omar Farouk also serves as a Public Member on the Council and the College of Opticians of Ontario, having previously served as an executive member and Vice President of the College. In July 2019, he was appointed by the Heritage Minister of Canadian Heritage as a Board of Trustee of the Canadian Museum of Immigration at Pier 21 in Halifax. Omar is currently the Co-Chair of the Toronto Police Muslim Community Consultative Committee. Since 1998, Omar has also served as President of the International Muslims Organizations of Toronto (IMO), leading a congregation of over 6,000. He oversees the operations of the food bank and coordinates the monthly distribution of over 400 cooked meals to those in need to counter poverty and hunger, improve harmony, friendliness, and trust amongst the communities.

Omar has been successful in broadening his knowledge and perceptions on matters of the Public Rights and Interests. He has the firm belief that critical thinking, teamwork, and collaboration in discussions is beneficial towards a "sober second thought ". He learnt these skills from his experience on various Boards and Committees that he served on. He has learned that in leadership, accountability, transparency, and integrity are crucial to gaining respect in any professional settings. He demonstrates respect and integrity by being courteous, attentive, patient, and open to what others bring to the table. These very values are manifested in his work ethics. Omar is a licensed marriage officer in Ontario and graduate from York University Toronto in Conflict Resolution and Family Mediation. In 2012 Omar was Awarded by the Governor of Canada the Queen Elizabeth II Diamond Jubilee Award. In 2018, he was a recipient of the inaugural award of Canada 150 Community Award (House of Commons) for outstanding contributions to the growth of the community. In 2025, he was honoured with the King Charles III Coronation Medal.

Lorraine Hirst (term from April 7, 2022 to April 6, 2025)

No biography available.

Nainesh Kotak (began term October 27, 2025)

Nainesh Kotak is a practicing lawyer and was appointed as a regional member of the Justice of the Peace Appointments Advisory Committee (Central West Region) in November 2025 and is now the Acting Regional Lead. He was called to the Ontario Bar in 1994 and to the Alberta Bar in 2022.

Mr. Kotak practices in the areas of personal injury and long-term disability law. He is recognized in the Canadian Lexpert Directory as a leading practitioner in long-term disability law.

He currently serves as Secretary/Treasurer of the Ontario Trial Lawyers Association and previously served as Chair of its Long-Term Disability Section (2021–2024). Through these leadership roles, he has contributed to professional education, governance, and the advancement of access to justice initiatives within the province.

Mr. Kotak is actively involved in community service and mental health advocacy. He serves as President of the Board of EveryMind Mental Health Services where he supports strategic governance, mental health advocacy and community engagement initiatives. He also supports initiatives benefiting veterans, first responders, and individuals experiencing mental health challenges.

John Taylor (began term November 21, 2025)

John Taylor was appointed as a member of the Justices of the Peace Appointments Advisory Committee for the Central West Region in December 2025. As a senior corporate executive he built an aqua/food business into a global enterprise with operations throughout North and South America. Since leaving full time employment, he has helped entrepreneurs and small businesses realise their full potential. Mr. Taylor has an engineering degree from Queens University and a Masters in Operations Research and Management Science from Imperial College in London UK, and has taught part-time in York University's MBA program. He has served on a number of Boards both for profit and non-profit as well as various Associations including the Federal Government Network Centre of Research Excellence.

East Regional Committee

Dave Delorey (began term September 25, 2024)

No biography available.

Bonnie Gryce (began term April 22, 2024)

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.

Janet Harnden (term from March 31, 2023 to March 30, 2026)

Janet Harnden has a strong commitment to her community. As a business leader for 25 years, her recent retirement has allowed her to spend time with her grandsons while continuing to serve her community. Janet has served on many boards, often at executive levels, for the benefit of her community including; Belleville & District Chamber of Commerce, Chamber Government Relations, Downtown Belleville Improvement Association, Belleville Façade Committee, Downtown Police Liaison, Quinte Rotary Music Festival, Belleville Canada Day Committee, school councils and sports associations.

As co-owner of Pinnacle Music Studios for 25 years, Janet and her husband provided a facility to the community which offered music education, music production and access to premium musical instruments. The involvement in the community continued in the form of sponsorships, often Platinum, to the Prince Edward County Jazz Festival, Quinte Rotary Music Festival, Quinte Health Care, Quinte Children's Foundation, Lung Association, Quinte Ballet School, PEC Jazz Education Program, school boards, city events and individuals.

Janet's commitment to her community has been recognized by the Belleville Chamber of Commerce with their inaugural Mentor Award, Quinte Health Care's Partner in Health Care and by Rotary International with the prestigious Paul Harris Fellowship.

His Worship Herb Kreling, Regional Senior Justice of the Peace (began term on February 4, 2021)

Justice of the Peace Herb Kreling has been appointed regional senior justice of the peace for the East region, effective February 4, 2021. In 2005, His Worship was appointed as a justice of the peace in the East region, base court Ottawa. RSJP Kreling is also the Coordinator for Education and Training in the East Region. He has served as the Local Administrative Justice of the Peace for Zone 1, East Region and on various committees at the criminal and provincial offences courts. Prior to his appointment, Herb served as an Ottawa City Councillor; Chair of the Algonquin College Board of Governors; Chair of the Ottawa Police Services Board; and President of the Canadian Association of Police Service Boards.

Northeast Regional Committee

Maxwell Abotossaway (began term on October 9, 2025)

Maxwell Abotossaway, a newly appointed member of the JPAAC, is a retired and highly experienced law enforcement officer who served as a Senior Constable with the UCCM Anishnaabe Police Service from 1992 to 2023. Over his career, he completed extensive training through the Ontario Police College and Ontario Provincial Police, earning qualifications in areas such as criminal investigation, advanced patrol, investigative interviewing, court procedures, and crime scene work, along with specialized certifications including Intoxilyzer Breath Technician and fire investigations. Beyond policing, he has worked as an Occupational Health and Safety Officer with the Ontario

Ministry of Labour and as an Environmental Officer with the Ministry of Environment, as well as holding technical roles earlier in his career including mechanical technologist, estimator, marine mechanic, and apprentice electrician. His commitment to safety is further reflected in certifications in emergency preparedness, first aid, and health and safety, along with achievements such as Ontario Firefighter Level I, SCUBA Level 2, ice water rescue training, and hunter safety certification. He has also been active in community organizations like the Royal Canadian Legion and the International Lions Club, and holds a Mechanical Engineering Technology diploma from Sault College in addition to graduating from the Ontario Police College.

Erika Bazuik (term from March 31, 2023 to March 30, 2026)

Erika L. Bazuik is a driven, community-engaged leader and bilingual professional with over 15 years of experience in business development, sales, and project management, including complex government-funded initiatives. A lifelong learner, Erika has successfully adapted across four industries—most recently mining—spanning both the private and public sectors, with international experience.

While working in Australia and New Zealand, Erika played a strategic role in expanding Lululemon into its first international markets, contributing to successful market saturation and operational growth. Passionate about the betterment of Northern Ontario and Canada, she has led and delivered impactful community infrastructure projects, including overseeing the completion of a government-funded, 11,000 sq. ft. Francophone community health-care centre, finalized in November 2025.

Erika brings hands-on experience addressing skilled labour shortages through international recruitment initiatives, supporting workforce sustainability in Northern and rural communities. She is currently engaged in special projects related to mine expansion in Timmins and the surrounding region, supporting strategic growth and regional economic development within the mining sector.

Outside of her professional role, Erika remains actively involved in volunteer and community initiatives. She holds an MBA with a specialization in Supply Chain and Logistics.

His Worship Wade Cachagee (term from November 24, 2025 to April 2, 2026)

Wade Cachagee has served as a full-time presiding Justice of the Peace with the Ontario Court of Justice since 2021. Prior to his judicial appointment, he founded Cree-Tech Inc. in 1995, a geomatics company specializing in forestry and mining that served large corporations, Indigenous communities, and all levels of government, and brings more than 30 years of leadership experience spanning community, business, governance, and public service. Over the course of his career, he has started six companies and served two consecutive three-year terms as Chief of the Chapleau Cree First Nation, becoming one of the youngest Chiefs in Ontario. He has led numerous community, regional, national, and international boards and committees and has been showcased at more than 50 events across Canada, the United States, Asia, and Europe. Mr. Cachagee has received several regional, national, and international honours, including Canada's Top 40 Under 40 at age 27 as the second youngest recipient ever, the National Aboriginal

Achievement Award, and recognition through United Nations and Institute for Leadership Development World Young Entrepreneur Millennium awards.

Janick Chartrand (began term April 22, 2025)

Janick Chartrand attended Laurentian University, earning a B.A. in Social Work, and later completed a J.D. in Common Law at the University of Ottawa. Called to the Bar with the Law Society of Ontario in 2024, Janick works with the Public Service Commission of Canada, Department of Justice Canada, in the Family Law and Youth Justice Policy section, Youth Criminal Justice Division. Janick also contributes on a casual basis to the Cochrane District Detox Center, supporting individuals and communities in need. An active member of Skate Canada, Janick is a certified Figure Skating Coach, working with both STARskate and Canskate programs at the Kapuskasing Figure Skating Club. Driven by a strong commitment to mutual aid, public service, and fostering meaningful partnerships, Janick brings a collaborative, community-minded approach to every role within her northern community. Outside of her professional work, Janick is passionate about the outdoors, sports, and strengthening community connections through shared purpose and collective support.

His Worship John Gary McMahon, Regional Senior Justice of the Peace (term from April 6, 2020 to November 4, 2025)

After serving several years on JPAAC's Northeast Regional Committee, His Worship McMahon was appointed to JPAAC's Core Committee in November of 2025. Please view His Worship McMahon's full biography under the Core Committee section.

Deborah Turner, Regional Lead (began term July 3, 2025)

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 the 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 and The Great Lakes Cruising Club. Debby and her husband Jib now own and operate the family business that started in 1879, this year celebrating 146 years of continually owned family business in Canada, the 5th generation of Turners "The Shop across from the Ships". Debby and Jib have two married daughters, who both live in the North with their husbands, two grandsons, and a great granddaughter. They love the North and what it has to offer to everyone.

Northwest Regional Committee

Hope Buset (began term March 26, 2025)

Originally from Thunder Bay, Ontario, Hope Buset received her Bachelor of Laws degree from the University of Manitoba. She received her Ontario Call to the Bar and her Manitoba Call to the Bar in 2006. She practiced as a lawyer in Manitoba for approximately

10 years before returning to Thunder Bay and joining the Bora Laskin Faculty of Law as the Director of Student Services and Skills in the summer of 2017. She is passionate about working with and mentoring law students and helping them achieve their academic and career goals. Hope sits on several committees at the Bora Laskin Faculty of Law including the Admissions Committee and the Curriculum, Clinic and Integrated Practice Curriculum Committee. She is a board member for the Northwestern Ontario Innovation Centre, and Ingenuity. She also sits as an adjudication panel member for matters falling within Lakehead University's Sexual and Gender Based Violence Response Policy. In addition, Hope is currently working on her Master of Education (Social Justice Education) at Lakehead University.

Her Worship Denette Ellard, Regional Senior Justice of the Peace (began term March 1, 2024)

HW Denette Ellard is the Regional Senior Justice of the Peace for the NWR. Prior to her appointment as a Justice of the Peace, HW Ellard was employed as a Sergeant for the Ontario Provincial Police and held many roles, including the position of NWR Recruiter. She received the Governor General of Canada Police Exemplary Service Medal in recognition of over 20 years of police service. She holds an Honours Bachelor of Political Science Pre-Law degree from Lakehead University and a Master of Public Administration from the University of Victoria. She also holds a certificate in Dispute Resolution from the University of Windsor, Faculty of Law.

John Henderson, Regional Lead (term from December 31, 2024 to September 29, 2025)

Mr. Henderson developed the largest communications firm in Northwestern Ontario providing strategy, marketing and advertising services to the region's largest business, non-profit and Indigenous organizations. Following the successful sale of the company Mr. Henderson served in strategic roles for the development of the Northwest Tie Line, Thunder Bay Regional Research Institute Cyclotron, Fort William First Nation Economic Development as well as leadership roles for fundraising for the George Jeffrey Children's Centre and Magnus Theatre. He Currently serves as Director of the Thunder Bay Port Authority. He holds undergraduate degrees from Lakehead University and an Advanced Certificate from Windsor Law School in Alternative Dispute Resolution, Mediation, Negotiation and Arbitration and a Diploma from Allison University in Human Resource Management.

Greg Pilot (term from March 31, 2023 to March 30, 2026)

Greg Pilot has been an investment advisory and branch manager in the investment industry for over 40 years and continues to do so. He has served on the board of directors of the United Way of Thunder Bay for over 20 years, including serving as a United Way Campaign Chairman as well as President of the United Way of Thunder Bay. He was instrumental in the founding of the Leader of the Way Society in Thunder Bay, the "211" Program in the City of Thunder Bay, as well as being the founder of the United Way Endowment Fund. Greg has served as co-chair of the Endowment Fund for the Northern

Ontario School of Medicine and has also taught as the accredited instructor for the Institute of Canadian Bankers Investment Licensing Program.

Brandon Postuma (began term April 30, 2025)

Brandon Postuma is a unique hardworking individual who has been an integral contributing member to his community in many aspects. As a lifelong resident of Thunder Bay and the surrounding area, he currently resides in Conmee Ontario along with his wife and four children. Brandon continues to run several businesses and has a unique set of skills because of his vast volunteer portfolio. He holds several degrees from the University of Ottawa and Lakehead University which have further equipped him with the necessary competence for this appointment.

Toronto Regional Committee

Jeffrey Berman (began term October 27, 2025)

Jeffrey Berman was called to the Bar in 2006. After working as an associate for a well-established criminal law firm, Mr. Berman worked as a sole practitioner for 2 years before forming the partnership of Goodman Berman, Barristers. Mr. Berman continues to practice in the capacity of Partner at the firm. In addition, Mr. Berman works as a Per Diem Prosecutor in the Toronto Region.

Born in Winnipeg, Manitoba, Mr. Berman studied at the University of Manitoba earning a Bachelor of Commerce Degree with Honours in 2002. He then moved to Toronto and studied law at Osgoode Hall Law School in 2005. Mr. Berman articulated at a Bay Street Law Firm before moving on to practice in criminal law.

Andrew Cowan (began term November 18, 2024)

No biography available.

His Worship Gregory John Fantino, Regional Senior Justice of the Peace (began term on February 21, 2025)

Justice of the Peace Gregory John Fantino was appointed Regional Senior Justice of the Peace to the Toronto Region, effective February 21, 2025. In 2009, Justice of the Peace Fantino was appointed justice of the peace to the Ontario Court of Justice in the Toronto Region. He has also acted as local administrative justice of the peace in Toronto and has offered support and guidance to newly appointed justices of the peace as a secondary mentor. Justice of the Peace Fantino began his career in commercial underwriting in 1994 for Lombard insurance. Between 2000 and 2007, he became partner and managing director at Arthur J. Gallagher Canada Limited. Prior to his appointment, Justice of the Peace Fantino was senior vice president of Marsh Canada Limited and responsible for leading sales, marketing and business development initiatives. Justice of the Peace Fantino volunteered with multiple youth charities such as ProAction Cops & Kids, Universal Youth Foundation Canada and the SickKids Foundation. He also served as an off-ice and on-ice official to several leagues sanctioned by the Ontario Hockey Federation.

Justice of the Peace Fantino graduated from York University with a Bachelor of Arts degree with merit, is a Fellow Chartered Insurance Professional (FCIP) specializing in management with the Insurance Institute of Canada and holds a Canadian Risk Management diploma and a certificate in Adjudication for Administrative Agencies, Boards and Tribunals from Osgoode Hall Law School Professional Development, York University.

Kathy Narraway, Regional Lead (term from March 22, 2023 to March 21, 2026)

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 Board Sports Advisory Council. Her long-standing community involvement included being an active volunteer on the local School Council, 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.

Manu Raj (began term on February 23, 2025)

Manu Raj has been employed in the financial services sector for the past two decades, working in progressively senior roles ranging from leading operational teams, account management, technical sales, business architecture and strategic program delivery.

West Regional Committee

Her Worship Sonia Aleong, Regional Senior Justice of the Peace (began term April 22, 2021)

Her Worship Sonia Aleong was appointed a justice of the peace with the Ontario Court of Justice in 2007. Since her appointment she has been assigned to London, where in 2020 at the start of the pandemic, HW Aleong was appointed Local Administrative Justice of the Peace for London and WASH court. In April 2021, HW Aleong was appointed the Regional Senior Justice of the Peace for the West region. Since her appointment to the bench, Her Worship Aleong has served as a regional director of the Association of Justices of the Peace of Ontario. Prior to her appointment as a justice of the peace, Her Worship Aleong was a magistrate with the Judiciary of Trinidad and Tobago. She holds a Bachelor of Arts Degree in History and Economics from St. Francis Xavier University, Nova Scotia and Bachelor of Laws degree from Cardiff University, Wales. HW Aleong was called to the bar of England and Wales, Middle Temple in 1988. She was admitted to practice in Trinidad and Tobago in 1989, where she practiced law prior to her appointment to the bench. Her Worship Aleong is a fellow of the Commonwealth Judicial Education Institute, Nova Scotia

Casimir Eziefule (began term August 25, 2025)

No biography available.

Harold Ginn (began term November 21, 2025)

Born in Fort William, Ontario, Harold Ginn graduated from The University of Western Ontario at London with a B.A. and LL.B. He was called to the Ontario Bar in 1985 and is a member of the Law Society of Ontario. Harold serves as a Deputy Judge of the Superior Court of Justice in the Southwest Region. His past public service includes assignments as a per diem Assistant Crown Attorney, legal member of the Ontario Review Board, and London Transit Commissioner. Harold was a partner in a London law firm practicing civil litigation for over 30 years.

Marion Koepke (term from July 6, 2022, to July 5, 2025)

Marion Koepke was appointed to the Justices of the Peace Appointment Advisory Committee in July 2022 as a Community Representative. She is serving a third term as municipal Councilor with the City of Owen Sound and has gained much experience having served on the Owen Sound Police Services Board and various other Boards and Committees with the City during her Council tenure. She worked for the municipality for 26 years completing her career in 2010 as City Clerk. During her municipal career, Marion was a member of the Professional Development Committee of the Association of Municipal Managers, Clerks and Treasurers of Ontario (AMCTO) and was instrumental in helping develop the Certified Municipal Officer designation along with many other training sessions and tools to assist municipal staff. Since retirement, Marion conducted the Municipal Election in 2010 and has been serving as Election Clerk for the Provincial Elections and has worked various positions with the Federal Elections. Marion is involved in her community by serving on the Grey County and North Grey Women's Institutes, and formerly on the Community Foundation Grey Bruce, Grey Roots Museum and Archives, Kiwanis Club of Owen Sound, Grey Bruce Hospital Auxiliary and Grey Bruce Regional Hospital Foundation Boards, Owen Sound Golf and Country Club and the Bluewater Curling Club Boards. Marion is often found volunteering at various events in her community.

Matthew Livingstone, Regional Lead (began term on September 26, 2025)

Matthew Livingstone brings over 20 years of experience in public safety, legal compliance, and community leadership. He served for three years as a Senior Evaluator with the Indian Residential School Settlement process, where he reviewed case files, analyzed historical records, and contributed to fair and consistent outcomes. He also served for six years as an Auxiliary Police Officer with the Waterloo Regional Police Service, supporting patrol operations, community engagement initiatives, and crisis response.

Mr. Livingstone is currently the Director of Legal Compliance at BlackBerry, where he has held progressively senior roles in risk management, regulatory compliance, and operational governance. In his current role, he oversees corporate integrity programs, internal audit response, and complex regulatory and legal inquiries.

He is as well a professor in the Public Safety program at Conestoga College, where he supports the development of future law enforcement and emergency management professionals.

Committed to community service, Mr. Livingstone serves as Chair of the Board of Knollcrest Lodge and as a member of the Perth County OPP Detachment Board, contributing to long-term care governance and police oversight.

Mr. Livingstone currently serves as the West Region Lead for the Justices of the Peace Appointments Advisory Committee, supporting regional coordination, candidate screening, interviews, and reference review processes.

His broad professional and community experience reflects a strong commitment to integrity, accountability, and public service.

Robert Stanley (began term on August 25, 2025)

Robert graduated from the University of Western Ontario and pursued a career in residential real estate and as a consultant. Robert continues to hold his Real Estate Broker licence in Ontario.

Robert served on various committees in the United Church of Canada in London and Etobicoke. He currently regularly attends Forest City Community Church in London.

During his career Robert participated in and supported many community groups and organizations including : canadagold Foundation for Rowing Canada, Le Tour de Terra Cotta, Concerned Citizens of Caledon, Etobicoke Minor Hockey and Soccer teams, and Slo-Pitch Teams in London and Dorchester

An avid walker, Robert resides in St Thomas and during his spare time enjoys researching Standardbred Trotting Pedigrees.

Appendix C

POLICIES AND PROCEDURES

Application Form

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

During the advertising period, candidates must complete the prescribed application form. It is strongly encouraged that applicants submit well in advance of the deadline to avoid any issues that arise with the technology or administration related to the volume of applications received.

To assist candidates with preparing for the next application process, JPAAC has posted the new application form to give candidates an opportunity to review the questions and arrange for court observations in the regions they wish to apply.

Please **do not submit** this application form. It is for reference only to allow candidates additional time to prepare for the next application process. An updated form that can be completed and submitted will be posted with the court locations once the vacancies are advertised.

If applicants are selected for an interview, they will be asked to submit proof that they meet the education requirement. Applicants will be asked to email a scanned copy of their 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. JPAAC strongly recommends that applicants begin compiling these transcripts and proof of post-secondary education as soon as possible, but **should not send them until requested**. If an applicant completes the equivalency portion of the application instead, they will be exempt from providing copies of certificates and diplomas.

For justice of the peace vacancies designated as “Indigenous”, candidates of Indigenous heritage with an in-depth understanding of the Indigenous communities that the vacancy serves are encouraged to apply. If selected for an interview, candidates for Indigenous vacancies will be asked to submit documentation to support their Indigenous self-identification.

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 #7D: *Personal and Other Matters* of the application form. If an applicant wishes to make a change to their personal or referee contact information, the applicant must email 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- two persons who have direct knowledge of your *work* experience and two persons who have an understanding of your participation in *community service* (direct involvement would be preferred). No other material, including reference letters, will be considered by JPAAC.

Communication with the JPAAC

All communication from candidates is to be made through the JPAAC Coordinator. The JPAAC Coordinator may be reached at JPAAC.info@ontario.ca. It is not appropriate to contact JPAAC members at any stage of the application or 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 JPAAC.

The interview panel will consist of at least three (3) JPAAC members- and likely more- who will be present at the interview, including judicial members of the Ontario Court of Justice as well as public members appointed by the Attorney General of Ontario.

Candidates will not be informed of the status of their application at any point in the process. Feedback is not provided to candidates.

Language Proficiency Testing

For justice of the peace vacancies designated as “bilingual”, candidates will be required to achieve a Superior level of proficiency on a customized French language proficiency test, in addition to demonstrating a high degree of proficiency in English. JPAAC’s customized French proficiency test results are valid for two years.

Reference Checks and Discreet Inquiries

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

Classification Process

Candidates are classified as “Not Recommended”, “Recommended” or “Highly Recommended”.

Candidates will not be notified about their classification.

Confidentiality

A candidate’s personal information will be treated as confidential except to the extent as is necessary for JPAAC 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 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 designed 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).

General Selection Criteria for Evaluating Candidates

In addition, the Act requires the Justices of the Peace Appointments Advisory Committee to develop general selection criteria. The Committee revised its selection criteria in the current reporting period.

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. Proven ability and experience in making sound, practical, and timely decisions with complex factors.
2. Demonstrated a multi-year commitment to high level leadership or achievement in employment or community service, with these pursuits forming an integral part of their professional and community contributions.
3. Awareness and understanding of the breadth, depth, and commitment required for the role of a justice of the peace and the skills and abilities applicable to the vacancy.
4. Keen interest in people and humanity as demonstrated through compassion, empathy, and engagement with aspects of diversity relevant to the vacancies to which you apply.
5. Exhibits superior oral and written communication skills and an ability to present a clear, concise, and well-written application.
6. Work, volunteer, education, or other experience that is clearly relevant and transferable to the duties and responsibilities of a justice of the peace.
7. Ability and willingness to learn, substantiated through the candidate's record of life-long learning.
8. Exemplifies a strong work ethic, with a proven reputation for reliability and preparedness. Has the ability to work both co-operatively and independently.
9. Displays a high level of interpersonal skills, character, and integrity.
10. Bilingual ability, if applicable.
11. Possess the required level of experience required to perform the duties of a justice of the peace.

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

Skills and Abilities

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

Decision Making

- Ability to make sound, practical and timely judgements
- 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 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