

NSBS Annual Report

2024 in Review

June 19, 2025



NOVA SCOTIA
BARRISTERS' SOCIETY



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Mi'kmaq Land Acknowledgement: The Nova Scotia Barristers' Society is located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. This territory is covered by the "Treaties of Peace and Friendship" which Mi'kmaq and Wolastoqiyik (Maliseet) People first signed with the British Crown in 1725. The treaties did not deal with surrender of lands and resources but in fact recognized Mi'kmaq and Wolastoqiyik (Maliseet) title and established the rules for what was to be an ongoing relationship between nations.

African Nova Scotian Acknowledgement: We recognize that African Nova Scotians are a distinct people who form part of over 52 historical land-based communities, whose histories, legacies, and contributions have enriched that part of Mi'kma'ki known as Nova Scotia for over 400 years

■ Who We Are and What We Do

As the regulator of Nova Scotia's legal profession, we uphold and protect the public interest in the practice of law.

We are responsible for:

- Accrediting articling clerks and lawyers through a rigorous admissions and licensing process.
- Establishing ethical standards through our Code of Professional Conduct.
- Ensuring the professional responsibility of lawyers, including by receiving and investigating complaints concerning lawyers' quality of service and allegations of professional misconduct.
- Setting practice standards and competency requirements for lawyers.
- Striving to improve the administration of justice—we work with the Courts, government departments and justice system participants and facilitate dialogue and cooperation to help improve all aspects of the justice system for Nova Scotians.

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Our Mission

As the regulator of Nova Scotia's legal profession, the Nova Scotia Barristers' Society (NSBS) exists to uphold and protect the public interest in the practice of law. To meet this public interest mandate, it works to ensure lawyers deliver competent and ethical legal services in accordance with the professional standards of the legal profession.

Objective, Strategy, Values

Objective

To regulate the legal profession in the public interest.

Strategy

TRUST – We achieve our objective by ensuring the trust of the public and the profession.

Values

TRANSPARENCY – means being open, honest, ethical, and transparent in our processes, and timely in our decision making.

RESPECT – is about acknowledging the humanity and worth of all individuals and treating them accordingly.

ACCOUNTABILITY – speaks to our commitment to being ethical, responsive, independent, and objective.

■ President's Message

The Annual Meeting is always a meaningful moment in the life of the Society—a chance to reflect on the year behind us and to look ahead to the work still to come. It's also a time to acknowledge the shared commitment that brings us together as a self-regulating profession serving the public interest.

Over the past year, Council has continued to work through complex issues with care, thoughtfulness, and a strong sense of purpose. I'm grateful to serve alongside such a dedicated group of lawyers, all of whom bring unique experiences and perspectives to the table. Their insight and integrity have shaped every discussion and decision.

It's also been a year of steady progress under the leadership of our CEO, Cheryl Hodder, KC. Cheryl's thoughtful and principled approach has helped guide the Society through significant change. Her commitment to collaborative leadership and a healthy workplace culture has had a real and lasting impact—and we're grateful. I also want to thank the staff team, whose efforts often happen behind the scenes and are essential to everything the Society accomplishes.

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Among the most important work we've undertaken this year is the continued response to the Ruck Report. Its findings have challenged us, as they should. They've also given us a clearer path forward. Addressing systemic discrimination in the legal profession isn't a box to check; it's ongoing work that demands openness, humility, and resolve. I'm proud of the steps we've taken so far, and I'm deeply committed to ensuring that equity-deserving communities feel heard, represented, and supported in the profession.

Serving as President this year has been an incredible honour. It's given me a deeper appreciation for the people and partnerships that make our system work, and for the responsibility we carry in upholding justice and inclusion in all that we do.

As we look ahead, I feel hopeful. The Society is well-positioned for continued growth, and I know the incoming President will bring wisdom and energy to the role. I'm excited to see where we go next, together.

Thank you for the opportunity to serve.

A handwritten signature in black ink, appearing to read 'M-J Manzer'.

Morgan Manzer

President, Nova Scotia Barristers' Society, 2024-2025

■ CEO's Report 2024

Our most recent fiscal year was noteworthy for its outputs. We embarked upon the final phase of our strategic planning process on May 14, 2024, with the release of insights from members and the public in *What We Heard: NSBS Survey Results as an integral part of our Strategic Planning Process*. This report, together with our *Strategic Planning Environmental Scan* from 2023, enabled us to create the comprehensive, modern, and succinct *2024-2026 Strategic Plan: A Strategy for Trust*, released on September 19, 2024.

It's all about trust. We regulate the legal profession in the public interest only by ensuring the trust of both the public and the profession. And our values—respect, transparency, and accountability—bolster that strategy of trust.

Five guideposts were uncovered through the process of listening to our members and the public, which became the pillars of our strategic plan: 1) Mandate of the Society, 2) Governance, 3) Communication, 4) Trust and Confidence, and 5) Access to Justice. And those same guideposts have become the commitments we use to bring our strategy to life in the way we operate.

Among the most notable events in 2024 was the publication of *Regaining Trust —The Ruck Report: Systemic Discrimination in Nova Scotia's Legal Community*, delivered by Mr. Douglas Ruck KC on October 29, 2024. The report—developed through 220 interviews plus statistical insights from the October 15, 2024 *Racial Equity Survey Report*—was received with an immediate and sound commitment by Council to accept all 21 recommendations. Our Equity & Access team, together with the Ruck Implementation Task Force, began prioritizing the recommendations, and on April 29, 2025, they announced the appointment of the Ruck Report's Independent Implementation Lead.

Our leadership team demonstrated exceptional strength in a year marked by an ambitious agenda, significant report releases, increasing budgetary pressures, and numerous challenging external factors. Their resolve and dedication were noteworthy, and I thank them all, together with their respective teams.

Core to our strategic plan rollout, our Strategy Implementation and Operations leadership successfully aligned the strategic plan with the Ruck Report, all while ensuring practising member participation in *The Path: Your Journey Through Indigenous Canada*, the smooth delivery of Council and committee elections, plus all matters of governance, communications, and society regulations.



“Aligned with our communications commitment, we have been sharing more frequent member updates, including several posts per week to an expanded LinkedIn presence. Our website and member updates also have enabled us to support organizations with whom we collaborate, by sharing events, surveys, job posts, and volunteer opportunities.”

In a pivotal year for our Equity & Access team—having been central to the Racial Equity Survey and Ruck Report—they also rolled-out important programs such as the *Equity Lens Toolkit*, the Indigenous Black and Mi’kmaq Internship Pathway, the Race and the Law Paper competition, the Legally Proud Pride Reception, and many special recognition days and awards.

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Our Finance team led a complex rollout of an upgrade to our Engagement Management System, covering lawyers’ services and the online directory. This long-overdue revamp brought clarity and efficiency to renewals, payments, and administrator tools.

Our Education & Credentials team launched a foundational program: designing and implementing a new competency profile for entry to practice in Nova Scotia. Collaborating with Western Canada Law Societies, they identified required competencies for new lawyers and determined how each competency is learned and assessed. This formed a blueprint for both our articling program and internationally trained lawyers’ Bar entry requirements.

Our Professional Responsibility team had an unprecedented level of high-profile matters to usher through various levels of hearings and court proceedings, all while maintaining a focus on our role in protecting the public interest and ensuring the integrity of the regulatory process.

Society President Morgan Manzer demonstrated heartfelt commitment helping Council and committees achieve their objectives, all while maintaining a profound devotion to his work supporting equity deserving communities.

The dedication and engagement of our Council and committee members has been deeply appreciated. Their insights, professionalism, and sage leadership have combined to help the Society realize meaningful objectives in the past year.

Over the next several months, we look forward to completing even more of our strategic actions with a keen eye on metrics and continuous improvement.

Thank you,

A handwritten signature in black ink, reading "Cheryl", followed by a long horizontal flourish.

Cheryl Hodder KC
Chief Executive Officer

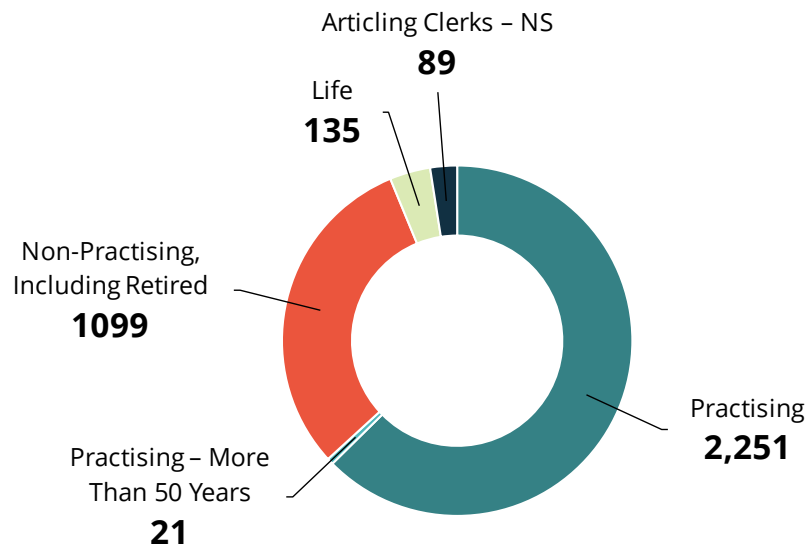
■ Statistical Snapshot

Every year we share current statistics about Nova Scotia's legal profession. The statistical snapshot includes:

- numbers of practising lawyers and non-practising (including retired) members,
- years at Bar,
- geographic distribution,
- gender and diversity data,
- types of practice, and
- areas of law.

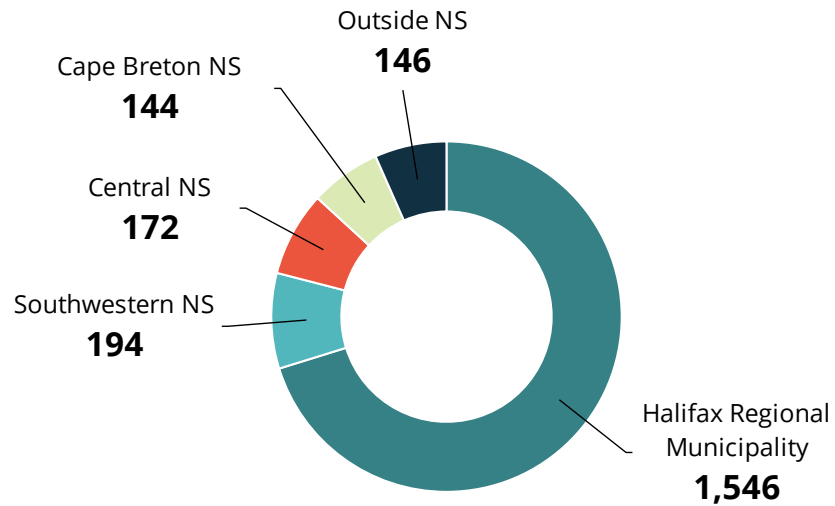
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Membership (August 2024)



Practising Lawyers – Geographical Distribution

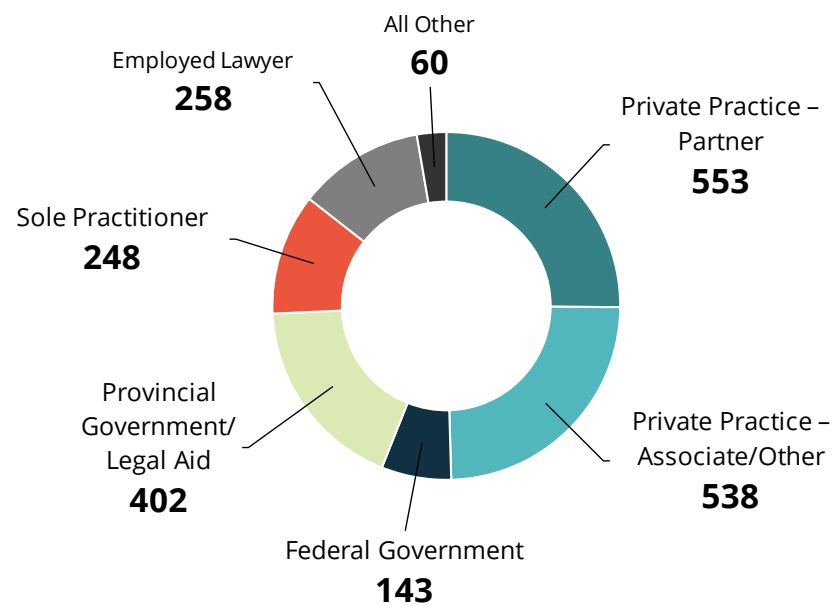
(2024 Annual Lawyer Report)



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Type of Practice or Employment

(2024 Annual Lawyer Report)



Practising Lawyers – Diversity (2024 Annual Lawyer Report)

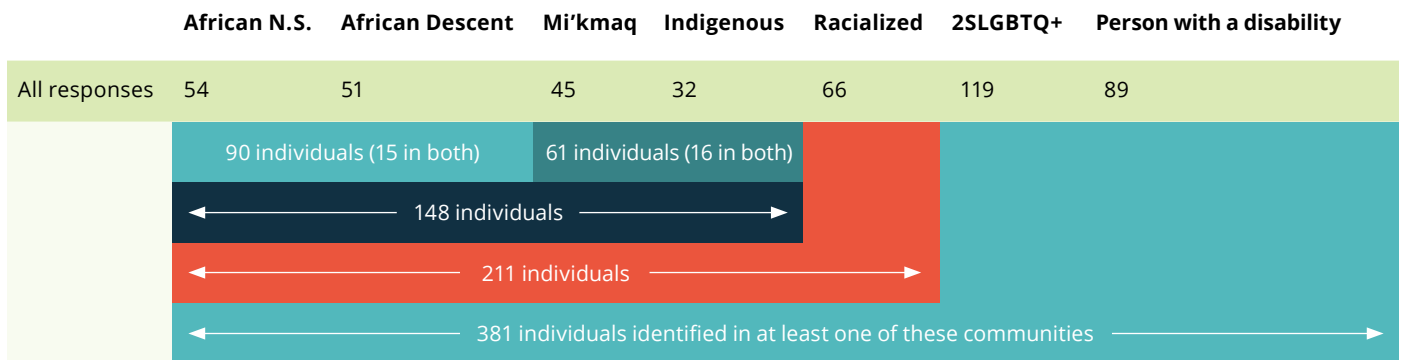
Members of Equity Deserving Communities, by years since call.

NOTE: Numbers demonstrate how respondents identify. Some may identify in multiple groups.

	African N.S.	African Descent	Mi'kmaq	Indigenous	Racialized	2SLGBTQ+	Person with a disability
0-7 Years	26	32	18	17	39	67	38
8-16 Years	18	11	11	8	16	26	16
17-26 Years	7	6	9	7	11	19	20
27+ Years	3	2	7	0	0	7	15
Total	54	51	45	32	66	119	89

Unique respondents identifying under various combinations.

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Area of Law – Percentage of Time (2024 Annual Lawyer Report)

Area of Law	Overall % of All Lawyers' Time
Aboriginal	1.5%
Administrative	5.6%
Bankruptcy and Insolvency	0.7%
Civil Litigation – Corporate & Commercial	4.8%
Civil Litigation – Personal Injury – Plaintiff	4.9%
Civil Litigation – Personal Injury – Defence	4.1%
Civil Litigation – Real Estate / Residential Tenancy	0.9%
Constitutional / Human Resources	1.2%
Corporate / Commercial / Banking	11.0%
Criminal – Defence	5.9%
Criminal – Prosecution	6.8%
Elder	0.2%
Employment / Labour – Employee	1.4%
Employment / Labour – Employer	3.8%
Environmental / Natural Resource / Energy	1.2%
Family – Child Protection	2.9%
Family – Other	7.3%
Government / Crown / Legislative	4.7%
Health	1.0%
Immigration and Refugee	1.7%
Indigenous	0.3%
Intellectual Property / Franchises / Patents	0.5%
Marine / Shipping / Fisheries	0.7%
Military / Aviation	0.5%
Mediation & Arbitration / Alternative Dispute Resolution	0.8%
Municipal	1.1%
Real Estate	9.2%
Privacy	0.7%
Securities	1.1%
Tax	2.4%
Wills, Estates & Trusts	6.0%
Other	5.0%

Breakdown of Practising Lawyers By Years Since Call

(2024 Annual Lawyer Report) Compared to baseline quartiles established in 2007

Years Since Call	2007 (base year for quartiles)		2024	
0-7 Years	432	25%	744	34.2%
8-16 Years	451	25%	487	22.1%
17-26 years	448	25%	422	19.2%
27+ Years	432	25%	539	24.5%
Totals	1,763	100%	2,202	100%

Gender Distribution By Years Since Call

(2024 Annual Lawyer Report)

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Years Since Call	Male/Man		Female/Woman		Outside M/F Binary		Choose Not To Answer	Total
0-7 Years	267	44.0%	379	58.1%	6	0.9%	102	754
8-16 Years	189	47.1%	211	52.6%	1	0.2%	86	487
17-26 years	167	45.1%	202	54.6%	1	0.3%	52	422
27+ Years	313	70.5%	131	29.5%	0	0.0%	95	539
Totals	936	50.1%	923	49.4%	8	0.4%	335	2,202

■ Department Reports

Education and Credentials

During 2024-25, the Society's Education and Credentials department advanced the groundwork for important regulatory improvements in the coming year and beyond.

Challenges faced by those seeking entry to the profession—both internationally trained lawyers and Canadian trained students in the NSBS articling program—are varied and complex. To better understand the issues associated with the articling experience and the training of new lawyers, the Education & Credentials and Equity & Access departments worked this past year in collaboration with three other Canadian law societies in conducting surveys that produced important findings within two themes: preparedness for practice, and experience of discrimination and harassment during articling and/or recruitment.

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The findings are significant and are informing several Society initiatives. Overall, Nova Scotia clerks and young lawyers reported largely positive articling experiences, but there are areas for improvement. We are exploring new tools and approaches to enhance the articling experience in the province, including training for principals and formalizing the role of a 'second' mentor during articles.

This past year saw us launch a foundational program: designing and implementing a new competency profile for entry to practice in Nova Scotia. We have gone back to the basics, working in collaboration with the Western Canada Law Societies, to identify the required competencies for new lawyers in modern practice and mapping out how each competency is learned and assessed. This forms the blueprint for our articling program, as well as the requirements for entry to the Bar for internationally trained lawyers. Our partners at CPLED are working with us, too, to ensure the Practice Readiness Education Program teaches and assesses the competencies effectively.

The provincial government's introduction of Bill No. 36 in February 2025 caused us to pivot and evaluate how our current labour mobility regime for lawyers across Canada aligns with the government's intentions. We remain in dialogue with government officials to ensure our shared objectives of labour mobility and public protection are reflected in the *Free Trade and Mobility within Canada Act* and its forthcoming regulations.

Outside of these modernization and improvement efforts, the department's core regulatory functions remain our focus. Volume in applications continues to rise among lawyers both entering and exiting practice. The Society saw a 22% increase in total admissions to the bar in 2024-25 from the year prior. Applications from internationally trained lawyers and Canadian lawyers transferring to Nova Scotia continue to rise. Year on year, we are advising and registering more new law firms.

Increasing numbers of applications raise issues relating to character and fitness. This trend has grown markedly over the past 5 years and means a rise in our work's volume and complexity. This 'new normal' has led us to identify improvements to regulatory processes that reflect best practices and will increase efficiencies, ensuring fair and transparent processes for the benefit of applicants and our public stakeholders.

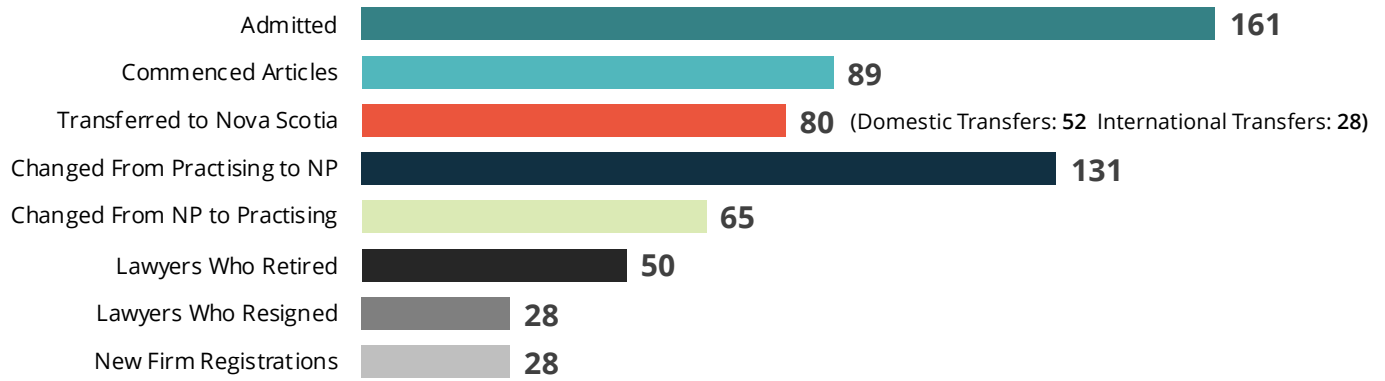
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The valued volunteers on our Credentials Committee, Practice Standards Committees and beyond are monitoring these and other developments and recommending to Council where change is needed to adapt to new practice demands and best regulatory approaches. Together with Society staff, they have busy schedules ahead to advance great work over this past year. On the Society's behalf, thank you for your work to ensure the public is served by a competent and qualified Bar.

**Jennifer Pink**

Director, Education and Credentials

Education and Credentials Statistics



Professional Responsibility

The Professional Responsibility team, comprised of lawyers, a paralegal, and dedicated support staff, continued to manage a demanding and complex caseload under a hybrid work model that supports both service continuity and team wellbeing. This year, the team fielded a significant number of public inquiries and conducted assessments of a steady stream of formal complaints. These interactions often involved individuals in distress, and many fell outside the Society's regulatory scope. Nevertheless, the team responded with professionalism and compassion, helping members of the public navigate a complex justice system and connecting them to appropriate supports when possible.

As the number and complexity of complaints have increased, so too has the time and care required to manage them. Each matter—whether from the public, the judiciary, or other legal professionals—requires a thoughtful, fair, and confidential approach. Balancing this demand with the personal wellbeing of the staff remains a central focus of our operational planning, particularly as we prepare for future changes to our intake processes and public-facing services.

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This year also brought significant activity related to search warrants and privilege claims. In one case, the Society acted quickly following the sudden death of a lawyer whose practice had been subject to a police investigation. In another, materials seized under warrant remain sealed and are currently the subject of judicial review, with a court-appointed referee overseeing the privilege review process. These matters demonstrate the seriousness of the Society's role in protecting solicitor-client privilege and ensuring the integrity of the regulatory process during interactions with law enforcement.

The Complaints Investigation Committee (CIC) reviewed matters involving more than two dozen lawyers this year. The committee met frequently to consider interim suspensions, accept resignation applications, and provide oversight and direction to investigative staff. Where appropriate, the CIC emphasized a measured and educational approach. In many cases, conduct concerns were addressed through non-punitive measures such as remedial undertakings, practice supervision, or formal caution. These interventions often lead to sustained improvements in practice and reduce the need for formal hearings.

Nonetheless, the Society did proceed with several discipline hearings, managed by our independent Hearing Committee. Composed of both lawyer and public representatives from across the province, the committee plays a critical role in ensuring public confidence in the profession. Members are trained annually to ensure they remain current on legal standards, administrative fairness, and the evolving expectations of regulatory best practices.

Some files have required considerable time and resources due to the conduct of the respondent. A small number of lawyers have engaged in behaviour that includes frivolous litigation, non-cooperation, or active resistance to the Society's authority. These files often span years and involve multiple court proceedings, tribunal appearances, and reputational risk. The Society remains committed to seeing these matters through, regardless of the challenge, in order to uphold its mandate of protecting the public interest.

Across all areas of our professional responsibility work, the past year was marked by dedication, diligence, and resolve. The Society's staff and committees have demonstrated an unwavering commitment to fairness, accountability, and the transparent regulation of Nova Scotia's legal profession.

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Elaine Cumming

Director, Professional Responsibility

By the Numbers

Matters Referred to Hearing

2 new matters referred
to hearing

2 matters previously referred
and remain open

Ethics Inquiries From Members

143 ethics inquiries

Intake Calls and Complaints

312 intake calls

263 complaint
files opened

228 complaint
files closed

Equity and Access

In a time of shifting public discourse and growing polarization around issues of equity and inclusion, this EAO update is timely. The Society remains firmly committed to the foundational values of the Canadian legal system: fairness, access to justice, and the rule of law. As we present our 2024 Equity and Access Office report, we do so with clarity of purpose—advancing a legal profession in the Province of Nova Scotia that is equitable, inclusive, and reflective of the diverse public it serves.

While some question its place in public institutions and professions, our position is unequivocal: diversity, equity, and inclusion are not ideological preferences—they are professional responsibilities and legal necessities rooted in our *Legal Profession Act*, Regulatory Objectives, and the Ruck Report.

This EAO update outlines our ongoing efforts to broaden access to justice, provide cultural competency training to the membership, reduce barriers to entry and advancement within the profession, and support our equity deserving lawyers and articled clerks from historically marginalized communities.

During 2024-25, the EAO has presented and/or organized nine presentations to staff, Council, and private Bar on various equity related topics such as: African Heritage Month, Red Dress Day, the Federation's National Study on the Health and Wellness, and mandatory cultural competency training as a part of the NSBS Bar Admission Program.

In March 2025, the EAO led the first inaugural Indigenous Black and Mi'kmaq High School Internship Pathway. The Internship was a resounding success with 17 students participating culminating with a moot held at the Schulich School of Law, which was presided over by Justice Bodurtha. Each student will receive a credit towards their high school diploma. This Internship could not have happened without the support of the Law Foundation of Nova Scotia.

We also received phase two funding from the Law Foundation to continue the important work of developing an African Nova Scotian cultural competency course. Phase two will focus on bringing the modules created to life on the course creation platform, Articulate. The Society continues to work with Professor Michelle Williams and several African Nova Scotian subject matter experts to develop this innovative course.

In December 2024, EAO shared with the membership the updated and significantly expanded Equity Lens Toolkit in satisfaction of recommendation 2(c) of the Ruck Report. This Toolkit was thoroughly researched and revised by our EAO team and will be continuously updated to ensure the membership has easy access to the most relevant equity information and best practices in this subject area.

Working in collaboration with Education and Credentials (E&C) we recently received the results from the cross-jurisdictional articling survey which sought feedback from articling students (including five-year post call lawyers) and principals. There were important concerns raised related to discrimination and harassment in the profession as well as preparedness to enter into practice. EAO and E&C met with Council earlier this year to present and discuss the findings of the report and will continue to work collaboratively to address the issues that were raised in the survey.

We also collaborated with the Society's Professional Responsibility (PR) department in a joint initiative to recruit racialized lawyers to the PR Committee.

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In the lead up to the release of the Ruck Report, the Racial Equity Committee with support from EAO and Communications released its Racial Equity Survey Report. The findings from the Report informed many of the recommendations made by Mr. Ruck.

With the release of the Ruck Report late last year, EAO has provided staffing support to the Ruck Implementation Taskforce (ITF). We launched a successful search for an Independent Implementation Lead, with the hiring of DEIA consultant, Janna Hines, fulfilling Mr. Ruck's first recommendation.

In March 2025, we organized a successful and enriching full day retreat for the taskforce members. This was an opportunity for the taskforce to meet in person and begin the work of creating a process for and prioritization of the recommendations.

As we move forward, EAO remains dedicated to implementing the recommendations from the Ruck Report and Strategic Plan.



Marla Brown
Director, Equity and Access

■ Reports, Awards, and 2024 Annual Meeting Minutes

2025 Public Representatives' Report

The *Legal Profession Act* states that the purpose of the Nova Scotia Barristers' Society is to uphold and protect the public interest in the practice of law. As such there are four positions on the governing body that are held for community members who are not lawyers.

These positions are currently held by practitioners from other professions who use their skills and experience to ensure that legal services are provided in a way that protects the public.

Having now observed the workings of the profession for many years as a public representative, one is faced by the dichotomy. The first is how the profession serves the public, the second is how they treat and serve other lawyers.

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The Society appears to be caught in a stage of transition. Issues concerning Indigenous and other racialized members, disabled and gender-based communities, rural versus urban communities, sole practitioners or small firms versus large corporate practices are just a few of the challenges that face the profession. These are very real issues that affect the way law is applied and practised in this province.

The tabling of the Ruck Report identified some of these issues. Now the responsibility lies with members of the profession as to how they are resolved. To realize meaningful change in the major challenges identified, the Society's resources will have to be directed more towards those issues than internal issues.

One of the very real challenges previously identified by the public members—but not yet addressed—is the imbalance in the composition of the governing body. With a minimal number of members of the public, public representatives are challenged to bring their insight to Society issues. This imbalance lends itself to less than full and complete discussion on issues that affect all Nova Scotians and weakens the Society's ability to regulate in the public interest.

The practice of changing the elected leadership on an annual basis deprives the organization of continuity of purpose and focus. The drive to resolve all the organization's problems and have them approved by an elected body in one year effectively means that none are resolved. The Nova Scotia Barristers' Society could benefit by examining other self-governing non legal professional organizations in the province.

2024 Distinguished Service Award – Erin O'Brien Edmonds, KC, TEP

Erin O'Brien Edmonds, KC, was the recipient of the 2024 **Distinguished Service Award** (DSA).

Established in 1999, this award is presented to a member who has made significant contributions to their community, the legal profession and to the Society.

The DSA Committee reviews nominations based on nominees' commitment to integrity, professional achievement, service to the profession, and commitment to reform.

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ABOUT ERIN O'BRIEN EDMONDS, KC, TEP

Having practised for nearly 42 years, Erin is an experienced real estate and estate planning lawyer. She maintains a robust practice in both real estate and estate planning—applying her combined knowledge to deal with methods of real estate ownership that precisely meet her clients' estate planning needs.

Erin also advises the executors of estates on how to manage and transfer real estate from the estate to the beneficiary, or to sell real property held by an estate. She works extensively in the Land Registration system, completing land migrations, subdivisions of land, and creating easements and restrictive covenants.

Erin's experience as a Trust and Estate Practitioner (TEP) enables her to provide advice to clients who hold assets inside their companies and family trusts, and to craft estate plans with tax savings in mind. She is able to prepare tax planned estates with lasting relevance.

Erin has been recognized by Best Lawyers® in Canada every year since 2010 and was named as Halifax Real Estate Lawyer of the Year four times, in 2016, 2018, 2019, and 2021. Having written and lectured on the topics of real estate and estate planning for many years, several of her papers are cited broadly as seminal materials in their subject areas.



"The most important part of the work I do is the time I spend with clients to make sure they have a full understanding of what is being done, so they can feel confident as we move forward together."

– Erin O'Brien Edmonds

When not working in her law practice, Erin enjoys exercise including yoga and swimming and enjoying time with friends and family. Erin is proud to have her son Matthew practising law with her at Arcus Legal and is working to transfer her longstanding law practice on to Matthew over the next few years.

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Erin's volunteer and professional affiliations are extensive and include the following:

- Practising Member of Nova Scotia Barristers Society (1984-present).
- Appointed as Queen's Counsel (now King's Counsel) in 2002.
- Member of the Nova Scotia Barristers' Society Will Standards Committee.
- Former Chair of the Nova Scotia Barristers' Society Real Estate Standards Committee (2007-2016).
- Real Estate Lawyers' Association of Nova Scotia (RELANS) former chair (2008-2017) and current board member.
- Halifax Estate Planning Council former President and current member.
- Society of Trust and Estates Practitioners (STEP) member; recipient of Volunteer of the Year Award (2015).
- Canadian Bar Association member (1987-present).

2024 Award for Mi'kmaq & Indigenous Peoples Excellence in the Legal Profession (AMIE) – Jade Pictou

Jade Pictou is the 2024 recipient of the Society's [Award for Mi'kmaq & Indigenous Peoples Excellence in the Legal Profession \(AMIE\)](#). The AMIE recognizes outstanding Mi'kmaq and Indigenous lawyers within Nova Scotia who have contributed to their community, their Nation, the legal profession and the Society.

Jade Pictou, an accomplished Mi'kmaq Lawyer, works for the Public Prosecution Service of Canada on the agent supervision team where she supervises legal agents throughout the Atlantic provinces by providing support in complex legal situations and completing complex legal prosecutions. She was also the Acting Deputy Chief Federal Prosecutor for the Atlantic region for six months, ending in January 2025, where she provided essential legal support to the Chief Federal Prosecutor, provided support on matters of national security, constitutional litigation and complex cases, financial management, supervised litigation and assisted in the management of federal prosecutors, paralegals and support staff.

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Earlier in her career, Jade worked as criminal defence counsel with MacKillop Pictou Law Group Inc. Throughout her practice, Jade has volunteered with numerous community organizations, executive search committees, and volunteered her time to share knowledge of race and the law by being a speaker/panelist at many conferences. She has been committed to advancing justice and promoting the inclusion of Indigenous perspectives within the legal system.

Jade's current community involvement includes the National Indigenous Council for Employees with PPSC, the regional EDIA Committee with PPSC, the Judicial Advisory Committee of Nova Scotia, the Board of Directors for the Lawyers Insurance Association of Nova Scotia and the Community Advisory Committee for Dalhousie Pro Bono. Her past community involvement includes being a member for the Board of Director's for Nova Scotia Legal Aid and Alcare Place, the Board of Trustees for the Elizabeth Fry Society of Mainland Nova Scotia and Dalhousie Legal Aid Service. She is also a former member of the Race and Equity Committee and the Criminal Law Professional Standards Committee with the Nova Scotia Barristers' Society.

Her advocacy has been instrumental to equitable policies, acknowledgement of systemic discrimination, and fostering inclusive environments. Jade's tireless efforts have earned her respect and admiration from colleagues and community members alike. Jade holds a Bachelor of Arts in Political Science and a Juris Doctor from Dalhousie University and the Schulich School of Law, 2016.

"Jade's steadfast advocacy for Nova Scotia's most vulnerable citizens is an example of why it is so important to have Indigenous representation. Her devotion to her community and her Indigeneity has not changed and she is a pioneer for her people in a space that has very few Indigenous voices."



"Jade's contributions have resulted in lasting, generational change for Black, Indigenous, and other racialized people connected to the legal profession."

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"Jade is truly one of the shining examples of Nova Scotia's bar. She is a lawyer for all Nova Scotians. She exemplifies the best of what our profession can achieve and what Nova Scotians deserve."

– AMIE nominators

Law Foundation of Nova Scotia Annual Report

The Law Foundation of Nova Scotia was established in 1976 by amendment to the Barristers and Solicitors Act (now the *Legal Profession Act*. 2004, c. 28, s. 1.). Its central purpose is to receive and distribute interest earned on lawyers' pooled trust accounts in accordance with its mandate. It is the only foundation in Nova Scotia devoted solely to community law related initiatives and legal education.

The objects of the Law Foundation are "to establish and maintain a fund to be used for the examination, research, revision and reform of and public access to the law, legal education, the administration of justice in the Province and other purposes incidental or conducive to or consequential upon the attainment of any such objects."

[2024-2025 LFNS Annual Report](#) available August 1, 2025

2024 Annual Meeting Minutes

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The 2024 Annual Meeting minutes will be approved at the 2025 Annual Meeting.

[Review the 2024 Annual Meeting Minutes](#)

Additional Information

[2024-2026 Strategic Plan](#)

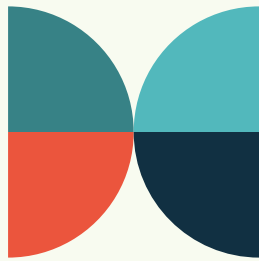
[2022-2024 NSBS Council](#)

[Society Staff](#)

Appendix I

Financial Statements

Year ended April 30, 2024



The oversight and financial stewardship of our financial resources is as important to the Society as any other initiative or program; we take care in our fiscal responsibility to ensure the sustainability of our organization.



The statements below are extracts from the Financial Statements. These should be read in conjunction with the notes found in the [full audited Financial Statements](#).

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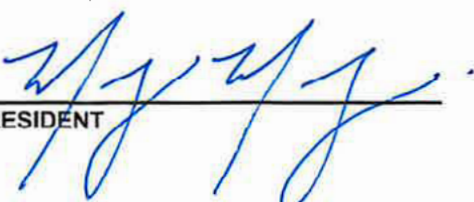
NOVA SCOTIA BARRISTERS' SOCIETY

Statement of Financial Position
For the year ending April 30

	General Fund	Lawyers' Fund for Client Compensation	Legal Education Scholarship Fund	Total 2025	Total 2024
Assets					
Current assets:					
Cash and cash equivalents	\$ 1,403,436	\$ 98,216	\$ 1,116,649	\$ 2,618,301	\$ 1,699,414
Receivables	40,661	121	-	40,782	323,748
Prepaid expenses	238,102	36,600	-	274,702	309,923
Interfund balances	(158,392)	166,913	(8,521)	-	-
	1,523,807	301,850	1,108,128	2,933,785	2,333,085
Investments (note 3)	4,707,034	1,538,167	191,872	6,437,073	5,630,857
Investment in CLIA surplus (note 8)	-	228,512	-	228,512	228,512
Capital assets and intangibles (note 4)	482,062	-	-	482,062	110,728
Artwork (note 5)	1	-	-	1	1
	\$ 6,712,904	\$ 2,068,529	\$ 1,300,000	\$10,081,433	\$ 8,303,183
Liabilities and Reserves					
Current liabilities:					
Payables and accruals	\$ 672,936	\$ -	\$ -	\$ 672,936	\$ 471,915
Employee entitlements	195,660	-	-	195,660	97,928
HST payable	19,515	-	-	19,515	20,888
Due to Lawyers' Insurance					
Association of Nova Scotia	394,148	-	-	394,148	96,088
Unearned miscellaneous revenue	20,597	-	-	20,597	20,113
Deferred contributions (note 6)	310,369	-	-	310,369	157,500
Deferred membership fees	997,378	-	-	997,378	938,870
	2,610,603	-	-	2,610,603	1,803,302
Reserves: note 2(c):					
Operating reserve fund	3,620,239	-	-	3,620,239	4,449,829
Capital asset fund	482,062	-	-	482,062	110,728
Legal education scholarship fund	-	-	1,300,000	1,300,000	-
Lawyers' Fund for Client Compensation	-	2,068,529	-	2,068,529	1,939,324
	4,102,301	2,068,529	1,300,000	7,470,830	6,499,881
	\$ 6,712,904	\$ 2,068,529	\$ 1,300,000	\$10,081,433	\$ 8,303,183

Commitments (note 7)

See accompanying notes to financial statements.


PRESIDENT


CHAIR OF FINANCE COMMITTEE

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NOVA SCOTIA BARRISTERS' SOCIETY

Statement of Revenues and Expenditures
Year ended April 30

	General Fund	Lawyers' Fund for Client Compensation	Legal Education Scholarship Fund	Total 2025	Total 2024
Revenues:					
Fees	\$ 5,850,512	\$ 205,309	\$ -	\$ 6,055,821	\$ 5,814,697
Investment income (note 3)	598,695	158,376	8,638	765,709	495,441
Grant revenue (note 6)	549,631	-	-	549,631	-
Other	292,122	-	-	292,122	286,330
Education and credentials	179,288	-	-	179,288	147,650
Library	143,113	-	-	143,113	124,700
	7,613,361	363,685	8,638	7,985,684	6,868,818
Expenditures:					
Administration salaries and benefits	1,832,143	-	-	1,832,143	1,765,772
Amortization	113,741	-	-	113,741	34,017
Audit	24,020	-	-	24,020	23,402
Banking and investment management fees	68,489	10,278	117	78,884	79,774
CLIA premium	-	220,301	-	220,301	218,696
Client compensation claims paid	-	3,901	-	3,901	15,946
Communications and publications	580,772	-	-	580,772	455,482
Council and committees	211,812	-	-	211,812	289,370
Education and credentials	935,718	-	8,521	944,239	854,708
Equity and access program	1,003,889	-	-	1,003,889	384,755
Legal and professional fees	68,487	-	-	68,487	50,806
Library	311,634	-	-	311,634	320,222
Miscellaneous	41,955	-	-	41,955	22,890
Professional responsibility	2,238,117	-	-	2,238,117	1,708,877
Programs and initiatives	344,022	-	-	344,022	465,467
Rent and taxes	120,327	-	-	120,327	163,808
Staff travel	11,195	-	-	11,195	16,198
Technology and consultant support	145,316	-	-	145,316	199,715
Telephone and office	19,980	-	-	19,980	32,004
	8,071,617	234,480	8,638	8,314,735	7,101,909
(Deficiency) excess of revenues over expenditures	\$ (458,256)	\$ 129,205	\$ -	\$ (329,051)	\$ (233,091)

See accompanying notes to financial statements.

Appendix II

2024 Annual Meeting Minutes



**NOVA SCOTIA
BARRISTERS' SOCIETY**



**NOVA SCOTIA
BARRISTERS' SOCIETY**

**ANNUAL MEETING
JUNE 21, 2024 AT 12:00 PM
VIA VIDEOCONFERENCE**

MINUTES

IN ATTENDANCE:

Mark Scott, KC
Morgan Manzer
Bryan Darrell
Frank DeMont KC
Desiree Jones-Matthias
Robert Kennedy
Kothai Kumanan
Jennifer MacDonald
Fraser MacFadyen
Robert MacKeigan KC
Jane O'Neill KC
Carole Lee Reinhardt
Patrick Young
Glenn Hubbard
Kothai Kumanan
Jamie.Vacon
Nicole MacIsaac
Patricia.Jones
Colin Fraser
Aisha Mustafa
Paulette Anderson
Brian Bailey
Gregg Knudsen
Rachel Lutz
Tosha Hancott
Jon Goud
Danielle MacLean
Jumoke Arowolo

Lola Kinboade
Wendy Wadden
Donn Fraser
Berli Olivier
Len MacKay
Dianna Burns
Melanie Petrunia
Amra Selimovic
Dan Campbell
Anastacia DesLauriers
Mary Anne MacDonald
Martin Herschorn
Trinda Ernst
Tess Panzarasa
Maurice Chiasson KC
David Hirtle KC
Susan MacKay

Wanda Wilson
(Recording Secretary)

Keynote Presenter:
Jordan Furlong

Staff:
Marla Brown
Heather Burchill
Cheryl Hodder KC
Jackie Mullenger
Jennifer Pink
Tammy Manning
Jonathan Saumier
Elaine Cumming
Catherine Turcotte-Roy
Kate Shewan

The President Mark Scott, KC, welcomed attendees and called the meeting to order at 12:00 p.m., and provided a land acknowledgement. Mark also recognized former Presidents of the Society in attendance and thanked them for their service. He confirmed the meeting had quorum.

1. APPROVAL OF MINUTES OF ANNUAL MEETING JUNE 17, 2023

IT WAS MOVED by Jacqueline Mullenger and seconded by Kothai Kumanan that the minutes of the June 17, 2023, Annual Meeting be approved.

The motion was carried.

2. MATTERS FOR ACTION

2.1 Tabling of Annual Report

Cheryl Hodder, Chief Executive Officer, tabled the Annual Report pursuant to Section 10(2) of the *Legal Profession Act*. The Annual Report is available to attendees and the Membership on the Society's website. She noted that the report includes a message from the President and from herself as CEO, the Society's financial statements, a section on awards and reports, and a highlight of the past year's membership statistics.

Cheryl thanked Mark Scott for his leadership as President the past year, and acknowledged Council, Committee Members and Staff for all their hard work. Cheryl also welcomed incoming President Morgan Manzer.

2.2 Presentation of Financial Statements

Kate Shewan, Director of Finance & Administration, tabled the audited Financial Statements as approved by the Finance Committee on behalf of Council noting the full Report is published on the Society's website and presented the highlights. Maurice Chiasson KC, Chair, Finance Committee was also available to answer questions.

2.3 Appointment of Auditor

IT WAS MOVED by Maurice Chiasson, KC, and seconded by Jennifer Pink that **IT IS RESOLVED**, pursuant to Section 10 (2) (b) of *the Legal Profession Act* that Grant Thornton LLP be appointed auditors for the Society for the fiscal year ending April 30, 2025.

The motion was carried.

3. REPORTING MATTERS

3.1 Law Foundation of Nova Scotia

Robert MacKeigan KC, Chair of the Law Foundation Board, tabled the report of the Law Foundation in accordance with the Legal Professional Act and pursuant to Section 75 (5). He noted that the full Annual Report including Financial Audited Statement are available on the Foundations' website. Robert described the purpose of the Law Foundation, its financial position, and the allocations made by the Foundation. Robbie announced his retirement and thanked the Society for their ongoing support. Mark Scott thanked Robert for his long service dedicated to the Law Foundation.

3.2 President's Report

Mark Scott, KC, announced that his term was ending. Mark thanked Chery Hodder for her leadership, education and governance fundamentals that she brought to the Society and to Council. Mark thanked the staff for their hard work during the past year. Mark introduced the incoming President Morgan Manzer.

3.3 The Year Ahead

Morgan Manzer joined the meeting virtually. Morgan remarked on his experience on Council and as a member of the Nova Scotia Bar. He provided his outlook on improvements made during his tenure with the Society. Morgan thanked Mark Scott for his ongoing support and Cheryl Hodder and staff at the Society for their hard work.

4. GUEST SPEAKER

Keynote Presentation – Jordan Furlong, Principal, Law21

Cheryl Hodder introduced Jordan Furlong as keynote speaker. Jordan Furlong discussed the changes and challenges the legal profession is facing.

Mark Scott thanked Mr. Furlong for his presentation.

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As the business to be transacted was complete, a motion was requested to adjourn the formal part of the Annual Meeting.

IT WAS MOVED and seconded that there being no further business the Annual Meeting be adjourned.