



Law Society
of Saskatchewan

2025 Annual Report

Regulating the Practice of Law in the Public Interest

Contents

2	About the Law Society of Saskatchewan
3	Land Acknowledgement
4	President's Message
5	Executive Director's Message
6	Strategic Plan (2023-2026)
7	Strategic Plan Progress in 2025
18	Demographics in 2025
22	Data in 2025
35	Finances in 2025
36	People in 2025
42	Annex: Saskatchewan Lawyers' Insurance Association Inc. Report

About the Law Society of Saskatchewan



MISSION:
The Law Society serves the public interest and advances the administration of justice by regulating competence and integrity in the practice of law, safeguarding the independence of the legal profession, and promoting access to legal services and justice.

VALUES:

ETHICAL

the Law Society acts honestly and with integrity.

ACCOUNTABLE

the Law Society is transparent, provides timely communication and processes and makes informed decisions.

FAIR

the Law Society treats all people respectfully and is consistent in the application of policies, procedures and practices.

INCLUSIVE

the Law Society embraces and promotes equity, diversity and inclusion.

COLLABORATIVE

the Law Society works cooperatively to achieve efficiencies and increase impact.

RESPONSIVE

the Law Society remains educated and aware and considers changes in the environment to achieve continuous improvement, innovation and effective regulatory outcomes.

Land Acknowledgement



The Law Society regulates the practice of law in the public interest in the province of Saskatchewan, which includes the shared lands of Treaties 2, 4, 5, 6, 7, 8, and 10 and the Homeland of the Métis Nation. The Law Society pays respect to past, present and future generations of all Indigenous Peoples and pledges to continue a path of Truth and Reconciliation for as long as “the sun shines, the rivers flow, and the grass grows.”

The Law Society has received permission from the National Centre for Truth and Reconciliation to use its logo in connection with Truth and Reconciliation initiatives. As explained by the National Centre, the logo symbolizes the seven fires and represents the Seven Sacred Teachings of respect, honesty, courage, love, humility, wisdom and truth. The fire represents a collective responsibility to care for and ensure that the fires of reconciliation stay bright.

As one looks into this fire, the image of two birds appears. These birds represent spirits being set free when the truth is told. The two birds also represent the relationships necessary for the process of healing and reconciliation: the relationships between Survivors and intergenerational Survivors, between Indigenous and non-Indigenous people, and between parents and children.



Adam Touet, K.C.
President



President's Message

2025 was a year of meaningful progress for the Law Society of Saskatchewan.

With many new Board members joining us following the 2024 election, there was a sense of renewal within the organization, and the collective energy and focus of both returning and newly elected Board members enabled us to pursue an ambitious agenda in furtherance of our public interest mandate.

One of the year's most important developments was the Government of Saskatchewan's authorization of limited licensing. This achievement marked the culmination of a multi-year pilot project and represents a significant step toward improving access to legal services in Saskatchewan, particularly in underserved areas.

This year also saw the launch of the Public Concerns Pathway, a plain-language information and self-help tool that provides members of the public with clear information about what they may expect from legal professionals and the Law Society. Additionally, the Law Society made progress on modernizing its adjudicative structures, with rule amendments supporting a shift away from Board involvement in adjudications. This is an important evolution that reinforces our commitment to transparency and fairness.

The Law Society also published its Statement of Commitment to Truth and Reconciliation. The release of this Statement responds to the Truth and Reconciliation Commission's Calls to Action, the National Inquiry into Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA+ People Calls to Justice, as well as one of the four areas of priority recommended by the Law Society's Truth and Reconciliation Advisory Group. Its publication marks a meaningful step in the Law Society's ongoing efforts to advance reconciliation.

Beyond Saskatchewan, the Law Society contributed to a number of significant national initiatives. This included Canada's Financial Action Task Force mutual evaluation, a process with far-reaching implications for the legal profession's anti-money laundering responsibilities. Additionally, our participation in the Ours to Protect national rule of law campaign underscored the importance of public education at a moment when democratic institutions face increasing pressure and misinformation persists.

None of this work would have been possible without the dedication of Law Society staff, whose work is foundational to the organization's success. I further wish to acknowledge Tim Brown, K.C., for his leadership as Executive Director in navigating an increasingly complex legal environment. I also extend deep gratitude to the rest of the Executive Team – Suzanne Lalonde, K.C., James Fyfe, K.C., Kara-Dawn Jordan, K.C. and Tim Huber, K.C., for their leadership and support over the past year.

It was a tremendous honour to serve as President of the Law Society of Saskatchewan and I am grateful for the opportunity to have worked alongside such dedicated colleagues.



Tim Brown, K.C.
Executive Director



Executive Director's Message

In 2025, legal regulation continued to operate in an environment shaped by overlapping pressures, including challenges to the rule of law, declining trust in public institutions, political polarization and persistent access to justice gaps.

At the same time, rapid technological change, particularly the growing use of generative artificial intelligence, has introduced new considerations for both the delivery and regulation of legal services. In combination, these developments underscore the need for legal regulation to remain responsive and adaptive in fulfilling its public interest mandate.

The work of the Law Society in 2025 reflects this reality. As outlined in this annual report, the Law Society made progress across its strategic priorities while continuing to modernize its regulatory framework to address emerging risks and opportunities.

A significant milestone was the formal establishment of limited licensing in Saskatchewan. Legislative amendments came into force in 2025 following nearly a decade of collaborative work to implement the recommendations of the Legal Services Task Team. The Law Society adopted rule changes to establish a regulatory framework for limited licensing, including a *Code of Professional Conduct for Limited Licensees*. The Limited Licensing Pilot concluded at the end of 2025 and demonstrated positive impacts on affordability and accessibility of legal services, with the first limited licences issued in 2026.

We strengthened our regulatory framework through initiatives aimed at improving transparency, accessibility, and public understanding. The launch of the Public Concerns Pathway enhanced the “front door” of regulation by providing a plain-language, self-guided tool to help the public understand professional obligations, assess concerns and identify appropriate avenues for resolution.

We also contributed to broader efforts to reinforce confidence in the legal system. In partnership with law societies across Canada, we supported the launch of the Ours to Protect rule of law education campaign, aimed at increasing public understanding of the role of the rule of law in safeguarding democratic institutions and individual rights.

Advancing professional competence remained a key priority. In collaboration with law societies in Alberta, British Columbia, Manitoba, and Nova Scotia, we continued implementation of the Western Canada Competency Profile. Work in 2025 focused on assessing current legal education models and identifying opportunities to strengthen training and competency development.

We also strengthened practice supports and regulatory tools, including enhancements to practice management resources and the integration of assessment tools to assist firms in identifying and managing risk.

The Law Society continued to support equity, diversity and inclusion through practical initiatives, including continuing professional development, mentorship programming, and targeted supports aimed at improving retention and inclusion within the profession through expansion of the *Guide to Advancing Equity, Diversity and Inclusion for Legal Workplaces*.

We also advanced our commitment to reconciliation. In 2025, the Law Society released its Statement of Commitment to Truth and Reconciliation and accompanying Plan of Action, developed through a participatory process that included engagement with Indigenous advisors, members of the profession, and key stakeholders, as an important step in our reconciliation journey.

Finally, we continued to support the well-being of the profession through expanded wellness programming and the development of alternative approaches to addressing health-related issues within our regulatory framework, including work toward alternative discipline processes for members experiencing health challenges.

I invite you to review the full report for a more detailed account of our work in 2025. This progress reflects the collective efforts of our Board, staff, and partners across the profession and justice system, whose commitment, collaboration and leadership continue to strengthen the Law Society's work during a period of significant change across the legal system and broader society.

I am especially grateful to my colleagues on the Executive Committee, Adam Touet, K.C., James Fyfe, K.C., and Suzanne Lalonde, K.C., for their sound judgment, steady leadership, and thoughtful engagement throughout the year. Their commitment to supporting the Board and staff reflected great responsibility and dedication to the organization, the profession, and the public we serve.

Strategic Plan (2023-2026)



GOAL 1: STRENGTHEN REGULATION

The Law Society demonstrates transparent, timely, fair and informed decision-making to build stakeholder understanding, trust and confidence in the regulation of the practice of law.

OBJECTIVES:

1. Increase stakeholder awareness of the role of the Law Society.
2. Improve Law Society communications regarding regulatory matters, including the public interest basis for decisions.
3. Increase dialogue with stakeholders and the use of data to regulate proactively and better inform decisions.
4. Increase timeliness and quality of regulatory processes and decisions.
5. Enhance effectiveness of Law Society governance.



GOAL 2: ENHANCE COMPETENCY

The Law Society supports members¹ in acquiring and maintaining the competencies necessary to provide quality legal services to meet the evolving needs of the public.

OBJECTIVES:

1. Increase awareness and understanding of the current and evolving range of competencies required to deliver quality legal services.
2. Enhance supports and resources available for members to acquire and maintain these competencies.
3. Increase the effectiveness of professional development regulation and programming.



GOAL 3: INCREASE EQUITY, DIVERSITY AND INCLUSION

The Law Society promotes equity, diversity and inclusion within the legal profession to strengthen access to legal services and the legitimacy and responsiveness of the administration of justice.

OBJECTIVES:

1. Increase diversity within the Law Society to better reflect the diversity of the public in Saskatchewan.
2. Increase the competency of the Law Society Board, staff and members in relation to human rights, equity, diversity and inclusion.
3. Strengthen the Law Society's commitment to human rights, equity, diversity and inclusion in its regulatory structure, policies and initiatives.
4. Reduce barriers to entry, advancement and retention in the legal profession faced by equity-seeking/equity-deserving groups.²



GOAL 4: ADVANCE TRUTH AND RECONCILIATION

The Law Society demonstrates commitment to Truth and Reconciliation and acts to support the unique needs of Indigenous peoples and Indigenous-led solutions to strengthen: (i) access to legal services; and (ii) the legitimacy and responsiveness of the administration of justice.

OBJECTIVES:

1. Increase diversity within the Law Society Board, staff and members to reflect Indigenous perspectives.
2. Increase the cultural competency of the Law Society Board, staff and members in line with the Calls to Action and Calls to Justice.
3. Reduce barriers to entry, advancement and retention in the legal profession faced by Indigenous peoples.
4. Advance the areas of priority and focus as recommended by the Law Society's Truth and Reconciliation Advisory Group.
5. Advance the *Truth, Reconciliation and Treaty Implementation Action Plan* prepared in partnership with the Office of the Treaty Commissioner.



GOAL 5: INCREASE ACCESS TO LEGAL SERVICES AND JUSTICE

The Law Society demonstrates commitment to access to justice and supports accessible legal services to improve legal outcomes for the public.

OBJECTIVES:

1. Reduce barriers to access caused by the Law Society's regulatory framework.
2. Increase the competency of the Law Society Board, staff and members in relation to access to justice issues.
3. Increase support to members to diversify the methods used to deliver legal services, particularly to underserved segments of the public.
4. Increase support for initiatives that address unmet legal needs and advance access to justice.



GOAL 6: INCREASE WELLNESS

The Law Society promotes a culture of wellness in the legal profession to facilitate the delivery of quality legal services to the public.

OBJECTIVES:

1. Increase awareness and understanding of mental illnesses, addictions and other health concerns to support members in identifying and addressing issues to mitigate risk to the public.
2. Reduce the stigma associated with mental illnesses, addictions and other health concerns to encourage members to seek appropriate supports.
3. Provide regulatory options to address mental illnesses, addictions and other health concerns experienced by members.

¹ Members of the Law Society include licensees entitled to practice law in Saskatchewan and firms as referenced in *The Legal Profession Act, 1990*.

² See the Government of Canada [Guide](#) on Equity, Diversity and Inclusion Terminology.

Strategic Plan Progress in 2025

Goal One: Strengthen Regulation

Decision-making that is transparent, informed, fair and timely supports stakeholder confidence in the regulation of the practice of law.

Progress Towards This Goal

Objective 1: Increase stakeholder awareness of the role of the Law Society.

- **Public Concerns Pathway**

In 2025, the Law Society launched the Public Concerns Pathway to provide plain-language information on the appropriate avenues for raising concerns about legal professionals. The Pathway is an online self-help tool that supports the public in taking informed steps to address concerns by providing guidance on the obligations and responsibilities of legal and law-related professionals and organizations, the scope of assistance the Law Society can offer, and alternative options where the Law Society is not the most suitable avenue. The Pathway also provides self-help communication tools to assist the public in resolving issues with a legal professional directly.

- **Rule of Law Education Campaign**

Canadian law societies partnered in 2025 to launch Ours to Protect, a national education campaign to raise awareness of the rule of law as a cornerstone of Canada's democracy that ensures fairness, justice, and equality for all. The campaign responded to research findings that show that many Canadians are increasingly concerned about threats to democratic systems, including court delays, disinformation, and perceived political interference. Through the campaign, law societies engaged the public in conversations about why the rule of law matters and how it safeguards collective rights and freedoms. By promoting an understanding of the rule of law as a foundational principle, the campaign aims to strengthen trust in the legal system and reinforce confidence in the fair administration of justice.

- **Stakeholder Services Working Group**

In 2025, the Law Society continued a cross-functional Stakeholder Services Working Group to provide consistent and effective services to stakeholders. The group's work in 2025 included client service training, inquiry management and response, and developing policy for complex inquiries.

Objective 2: Improve Law Society communications regarding regulatory matters, including the public interest basis for decisions.

- **Complaints Data Analysis and Monitoring**

The Law Society continued to refine reporting on complaint matter data to communicate professional responsibility decisions transparently and provide year-over-year comparisons of complaint matters, information on the reasons why complaints have been dismissed (either after investigation or summarily), and complaint outcomes.

Objective 3: Increase dialogue with stakeholders and the use of data to regulate proactively and better inform decisions.

- **Cross-Provincial Comparison Report: Articling Program Assessment**

Following the 2024 Articling Program Assessment by the law societies of Alberta, British Columbia, Manitoba, Nova Scotia, and Saskatchewan, a cross-provincial analysis of the survey data from articling students, new lawyers, and principals was completed in 2025. The analysis examined compensation, discrimination and harassment, training, and workload and provided Saskatchewan-specific findings to support efforts to enhance the articling experience and entry-level practice.

Objective 4: Increase timeliness and quality of regulatory processes and decisions.

• Administrative Penalties

The Law Society approved a new rule in 2025 that allows administrative penalties to be assessed for certain breaches of accounting rules. The rule broadens the Law Society's regulatory options, allowing breaches to be addressed proportionately and efficiently while strengthening safeguards against the misuse of legal services for illicit purposes, including money laundering and terrorist financing.

• Complaints Review Commissioner

In 2025, the Law Society implemented a new review process for dismissed complaints and appointed a Complaints Review Commissioner following enabling rule amendments in 2024. The Commissioner is an independent member of the public who is not a member of the Law Society and who receives and considers all internal dismissal review requests. These changes enhance the timeliness of review decisions, support independence of reviews, increase public participation in Law Society processes, and create efficiencies that reduce strain on Board and administrative resources.

• Ethics Rulings

In 2025, the Law Society approved changes to the structure and operation of the Ethics Committee, which considers matters of "grey area" application and interprets the *Codes of Professional Conduct*. The Committee provides direct guidance to members navigating specific situations, and issues anonymized Ethics Rulings for the general guidance of the profession. Under the new approach, smaller, three-member panels composed of Board members with relevant experience are appointed to consider and resolve ethical matters as they are referred, either as a result of a complaint or at the request of a member seeking assistance. The changes allow for a more flexible, roster-based model and addresses issues of delay and conflicts of interest to provide more timely and informed rulings that can better support the profession in addressing ethical challenges.

• Exemption for Transfer Lawyers

A rule amendment was approved in 2025 to exempt all transfer lawyers from the requirement to physically present themselves in Saskatchewan to sign the Law Society Roll. The transfer process can now be completed remotely, making the process more accessible and efficient and reducing unnecessary barriers to labour mobility.

• Flexible Articling Arrangements

In 2025, the Law Society approved new rules allowing joint and composite articling arrangements for students and principals. In joint articling, the student is placed with two different approved principals in separate organizations who agree to share the student's services over the 12-month articling term. Composite articles allow multiple principals and practice setting segments that accumulate to fulfill the 12-month articling requirement. These changes support increased flexibility and tailored articling for both students and principals.

• Insurance for Limited Licensees

In 2025, the Law Society collaborated with the Canadian Lawyers Insurance Association and Saskatchewan Lawyers' Insurance Association Inc. (SLIA) to develop fit-for-purpose errors and omissions insurance for limited licensees, assuring effective protection for the public. SLIA will oversee claims administration in Saskatchewan for both lawyers and limited licensees.



Rule of Law Campaign

In 2025, the Law Society joined other law societies and the Federation of Law Societies of Canada in an awareness campaign to support education about the rule of law based on research showing that Canadians are concerned about:

• **Delays or denial of access to justice**
(92%)

• **Political interference in judicial decisions**
(91%)

• **Elected officials undermining court rulings**
(90%)

• **Disinformation about the justice system**
(89%)

• **Public mistrust in courts**
(87%)

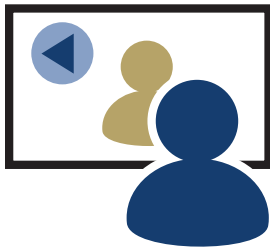
More than
two-thirds (68%)

of Canadians indicated they believe political or ideological influences could begin to shape court decisions. The campaign provided information on the rule of law and its constituent elements.

Objective 5: Enhance effectiveness of Law Society governance.

• Hearing Committee Governance

In 2025, the Law Society approved rule amendments to create further separation and independence between the governance and adjudicative functions of the Law Society. Effective January 1, 2028, following the expiry of the terms of Board members currently serving on the Hearing Committee Roster, acting Board members will no longer be eligible to serve on the roster for Hearing Committees. The roster will be comprised of members of the Law Society and members of the wider public.



Competency Supports and Tools

- **Continuing Professional Development:**
educational programming
- **Ethics Rulings:**
published rulings on ethical matters
- **Informal Ethics Opinions:**
guidance on ethical issues
- **Legal Resources:**
access to bulk-purchased resources and research services
- **Practice Advisor Program:**
complaint reviews and recommendations to members, in addition to:
 - **Expanded Practice Advisor Program:**
access to advisors for issues related to practice management
 - **New Sole Practitioner and Small Firm Practice Reviews:**
assistance for new sole practitioner or small law firms
- **Practice Management Course:**
learning and resources related to practice management topics that are common to legal practice
- **Practice Resources:**
publications and tools for effective practice
- **Successor Listing:**
supports for developing a succession plan

Goal Two: Enhance Competency

Regulating professional competence is central to the Law Society's mandate of serving the public interest, necessitating continuous commitment to enhancing and creating opportunities for legal professionals to strengthen their skills and knowledge to meet the evolving needs of the public.

Progress Towards This Goal

Objective 1: *Increase awareness and understanding of the current and evolving range of competencies required to deliver quality legal services.*

- **Competency-Based Legal Education Project**

In 2025, the Law Society participated in a joint study with the University of Saskatchewan College of Law to better identify the knowledge, skills, values, and attitudes that contribute to professional competence in legal practice throughout a career. This work complements the Western Canada Competency Profile, which defines required competencies at the accreditation stage. The Law Society provided an environmental scan of entry-to-practice and continuing professional competence frameworks used by law societies across Canada, and surveyed legal professionals practicing in Saskatchewan on the competencies they expect Juris Doctor graduates to possess.

- **Western Canada Competency Profile**

In 2025, the Law Society continued implementing the Western Canada Competency Profile in collaboration with the law societies of Alberta, British Columbia, Manitoba, and Nova Scotia. This joint initiative launched in 2023 to identify the competencies required for entry into legal practice and in 2025 focused on documenting the current state and envisioning the future of lawyer education. Implementation will continue in 2026 to develop practical guidance and resources to support the adoption of the Profile, with particular emphasis on identifying and strengthening areas of lawyer training and education that require enhancement.

Objective 2: *Enhance supports and resources available for members to acquire and maintain these competencies.*

- **New Sole Practitioner and Small Firm Practice Program**

All newly established sole practitioners and small firms with fewer than three members participate in the New Sole Practitioner and Small Firm Practice Program, which as of 2025 consists of two parts: a Practice Management Course and a Practice Review with a Law Society Practice Advisor. In 2025, 49 firms participated, with 35 completing the Practice Management Course, 10 completing both the Practice Management Course and a Practice Review, and the remainder in progress. Practitioners expressed appreciation for the program, which also provides insights into needed resources and areas of focus for tailored assistance from Practice Advisors.

- **Practice Management Assessment Tool**

The Practice Management Assessment Tool assists firms and legal organizations in assessing the strength of their policies and processes to proactively identify and manage risks. In 2025, the second cycle of mandatory firm participation was initiated, allowing for feedback on progress since the initial assessment and identification of new priorities for this cycle. The Law Society continued to review trends to develop resources and continuing professional development programming, including to help bridge understanding between firms and the public regarding access to legal services and retirement guidance for practitioners. All firms will continue to complete the Assessment Tool at least once every three years, with insights facilitating a better understanding of risk management, client service, and ethical practice.

• **Print Renewal Project**

In 2025, the Law Society obtained a grant from the Law Foundation of Saskatchewan to renew loose-leaf titles in its legal resource collection, ensuring that legal professionals and the public can access up-to-date legal information.

• **Rural Members Survey**

In 2025, the Law Society completed a series of 12 focused surveys with members outside Regina and Saskatoon to determine how to support their legal information and research needs and to inform investments in legal resources and libraries for the benefit of members and the public.

Objective 3: Increase the effectiveness of professional development regulation and programming.

• **Continuing Professional Development Renewal**

In 2023, the Law Society began examining ways to modernize its continuing professional development framework, including a review of regulatory approaches and the selection of a new professional development profile with a self-assessment and reporting tool. In 2025, a project plan and timeline for implementation were developed, with launch anticipated in 2027.

• **In-Person Articling Requirement**

In 2025, the Law Society approved a new rule requiring articling students to complete their articling period at the physical office or workplace of their principal to support high-quality learning and development for students. In-person articles provide the most conducive environment for students to become competent and ethical professionals. The rule considers that if there are exceptional circumstances that support or justify an exception to the in-person articling requirement, a proposal for a remote articling arrangement may be considered.



The reporting data from firms that completed the Assessment Tool during the initial three-year cycle identified areas with the highest need for resources and focus:

- **Competence and capacity**
- **Client management**
- **File management and record keeping**

Within these areas, the top five objectives most often identified as requiring supports or as existing gaps included:

Sole Practitioners	Multi-lawyer Firms
Objective 25: Your firm has adequate insurance coverage to protect against all risks.	Objective 44: Members of the firm have read or taken training related to The Truth and Reconciliation Commission’s Calls to Action.
Objective 10: You ensure that clients share your understanding of the scope of the retainer and the terms of the engagement.	Objective 10: Clients understand the scope of their retainers and the terms of engagement.
Objective 27: You are prepared to maintain standard business operations in the event of a disaster.	Objective 14: Clients are provided regular opportunities to comment on their satisfaction.
Objective 47: You provide volunteer legal services in your community.	Objective 45: Members of the firm have studied, taken training, or attended continuing professional development or other information sessions that increase their understanding of other cultures, inequality and human rights.
Objective 14: You provide clients with regular opportunities to comment on their satisfaction.	Objective 49: The firm offers a variety of unbundled legal services.



Equity, Diversity and Inclusion Supports and Tools



- **Continuing Professional Development:**
programming to support an inclusive legal profession
- **Equity Office:**
support when equity issues arise
- **Practice Management Assessment Tool:**
guidance for effective legal practice, including equity, diversity and inclusion

Goal Three: Increase Equity, Diversity and Inclusion

Equity, diversity and inclusion within the legal profession are important to strengthen access to legal services and the legitimacy and responsiveness of the administration of justice.

Progress Towards This Goal

Objective 1: Increase diversity within the Law Society to better reflect the diversity of the public in Saskatchewan.

- **Becoming a Lawyer**

In 2025, the Law Society continued a project with Pro Bono Students Canada and the Public Legal Education Association of Saskatchewan to dispel myths and raise awareness regarding law as a career path. During 2025, the program reached 187 high school or university students through an in-class workshop or virtual presentation. Since the program's start in 2023, participation has included 478 students.

- **Demographic Data Analysis and Monitoring**

In 2025, the Law Society continued to collect and publish diversity data regarding its Board, staff, and membership to understand trends and inform the development of programs and initiatives to advance equity, diversity and inclusion in the legal profession.

Objective 2: Increase the competency of the Law Society Board, staff and members in relation to human rights, equity, diversity and inclusion.

- **Guide to Advancing Equity, Diversity and Inclusion for Legal Workplaces**

In 2025, the Law Society updated its *Guide to Advancing Equity, Diversity and Inclusion for Legal Workplaces* to include additional information related to compensation. The Guide helps firms and other legal employers to avoid discriminatory hiring and advancement practices and to collect demographic data related to the representation and advancement of equity-seeking/equity-deserving groups.

- **Learning Opportunities**

In 2025, the Law Society hosted three continuing professional development sessions focused on equity, diversity and inclusion, bringing the total number of sessions offered on these themes since 2011 to 24. Sessions focused on how the legal profession can become more equitable, inclusive, and supportive by strengthening allyship, embracing neuro-inclusivity, and fostering meaningful mentorship.

Objective 4: Reduce barriers to entry, advancement and retention in the legal profession faced by equity-seeking/ equity-deserving groups

• **Mentorship Program**

The Law Society offers an annual Mentorship Program to support the development of legal professionals. In 2025, 36 mentors and 39 mentees participated, and 44 mentoring sessions were scheduled. Overall, while there was a slight decline in participation from the 2024 program, when 44 mentors and 42 mentees participated, there was an increase in the number of mentoring sessions from 31 in 2024.

• **Support for Internationally Trained Lawyers**

In 2025, the Law Society contributed to events that support entry, advancement, and retention in the profession, including the Internationally Trained Lawyers Conference. One attendee at the conference commented:

"I would like to sincerely thank you for sponsoring my ticket to attend the ITL Conference ... I truly appreciate your support for NCA [National Committee on Accreditation] candidates and internationally trained lawyers. Opportunities like this make a meaningful difference as we navigate the process of integrating into the Canadian legal profession."



During the second year of the Mentorship Program, in addition to suggestions to bolster the program, the following participant feedback was received:

- *"I benefited from mentorship as a young lawyer and I want to be able to give back to the profession in this way."*
- *"I previously participated in the CBA [Canadian Bar Association] mentorship program and find that mentoring is critical for law students and new lawyers trying to navigate the system. If, like me, they do not have lawyers in the family, learning the market is very difficult."*
- *"Loved it! Met with great people and I learned a lot."*

From mentor and mentee participants who completed a survey about the program, self-identified demographic characteristics included participants that were:

- female (92%)
- racialized (36%)
- with a first language other than or in addition to English or French (8%)



Truth and Reconciliation Supports and Tools

- **Continuing Professional Development:**

programming to support the advancement of the Calls to Action, Calls to Justice and Treaty implementation

- **Gladue Rights Database:**

resources to strengthen understanding of the Gladue principles in partnership with Legal Aid Saskatchewan and the University of Saskatchewan

- **Legal Resources:**

Aboriginal and Indigenous titles and resources from Indigenous authors

Goal Four: Advance Truth and Reconciliation

Advancing Truth and Reconciliation is important to recognize the unique needs of Indigenous peoples and to strengthen access to legal services and the legitimacy and responsiveness of the administration of justice.

Progress Towards This Goal

Objective 1: Increase diversity within the Law Society Board, staff and members to reflect Indigenous perspectives.

- Participation

The Law Society benefits from a Truth and Reconciliation Advisory Group of ten members. In 2025, 9.43% of the Board and staff of the Law Society self-identified as Indigenous.

Objective 2: Increase the cultural competency of the Law Society Board, staff and members in line with the Calls to Action and Calls to Justice.

- Continuum of Legal Education in Truth and Reconciliation Symposium

In 2025, the Law Society participated in the first national Continuum of Legal Education in Truth and Reconciliation Symposium, which examined approaches to advancing reconciliation across legal education, from law school through to continuing professional development, including mandatory Truth and Reconciliation education. Lessons from the Symposium were considered by the Law Society's Truth and Reconciliation Advisory Group and inform ongoing work on broader continuing professional development reform.

- Learning Opportunities

In 2025, the Law Society offered two continuing professional development sessions focused on Truth and Reconciliation themes, bringing the total sessions offered since 2011 to 48. Themes in 2025 focused on deepening understanding of the legal and historical foundations of Indigenous and Crown relations. The programming examined the implications of the *United Nations Declaration on the Rights of Indigenous Peoples* for legal practice and offered an experiential treaty simulation to strengthen awareness of treaty relationships.

Objective 3: Reduce barriers to entry, advancement and retention in the legal profession faced by Indigenous peoples.

- Support for Indigenous Law Students and Legal Professionals

In 2025, the Law Society funded attendance of Indigenous law students at the annual Indigenous Bar Association Conference and sponsored the 2025 conference.

Objective 4: Advance the areas of priority and focus as recommended by the Law Society's Truth and Reconciliation Advisory Group.

- Statement of Commitment to Truth and Reconciliation

Following a participatory process, the Law Society released a Statement of Commitment to Reconciliation and an accompanying Plan of Action in 2025. The Statement, available in Cree, Dëne, English, Michif (Northern and Southern), and Saulteaux, responds to the Truth and Reconciliation Commission's Calls to Action, the National Inquiry into Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA+ People Calls to Justice, as well as one of the four areas of priority recommended by the Law Society's Truth and Reconciliation Advisory Group.

Objective 5: Advance the Truth, Reconciliation and Treaty Implementation Action Plan prepared in partnership with the Office of the Treaty Commissioner.

• Truth and Reconciliation through Treaty Implementation

In 2025, the Law Society continued to work with Elders and Knowledge Keepers to develop language guides. In addition to the guides created in 2024 in Northern Michif and Saulteaux, guides were developed in Cree, Dëne, and Southern Michif. Gratitude is expressed to Elder Allan Adam (Dëne), Darian Agecutay (Cree), Elder Norman Fleury (Michif – Southern), and Rose Marie Pacquette (Dëne).



Indigenous Language Guides

Word or phrase in English	Word or phrase in Cree	Word or Phrase in Dëne	Word or Phrase in Southern Michif
Hello	Tānisi (general greeting)	edlanet'e	Taanishi
What is your name	Tānisi kitisiyihkāson (how are you called)	ʔedlǫlye ʔá	Taanishi aen ishinihkaashooyen
My name is	(Name) Nitisiyihkāson (I am called)	Si (Name) húshye	(Name) dishinihkaashoon
Nice to meet you	Miywāsin ta-nakiskātān	Sughua nesdhen neghā niya	Ni miyeuyhtayn aen nakishkataan
How are you	Tānisi kiya	ʔēdlanet'e ʔaʔ	Taanishi kiiya
I am well	Nimiywāyān	ʔasóst'e hile	Zhi baen / Ni miyaayaan
Goodbye	Mwēstas	Nanest'j losā	Ka waapamitin miina (I will see you again)
Please	Mahti	Hę hudé	Sil voo play
Thank you	Kinanāskomitin (formal); kitatamihin (endearing); tēniki (common); hay-hay (spiritually linked gratitude)	Marsi chogh	Maarsii
You are welcome	Pikwispī (no way to say in response to thank you, closest interpretation is "Anytime")	Net'aneridher	Si ryayn
Yes	āha	ʔęn	Wii
No	Namōya	ʔile	Namooya
Sorry	Nimihtātēn (no way to say sorry, closest interpretation is "I regret what I did")	Hok'eslį	Ni mihtatayn (I am sorry)
Excuse me	Mahti ēsa	K'aréla	Payhtuk (be careful like when someone brushing by)
Can you repeat that	Kihtwām itwē	ʔekonarjdi húʔ	Kiitwaam itway
I do not understand	Namōya ninisitohtēn	Beneresņ hile	Namooya ni nishtoohtayn
Lawyer	Opikiskwēstamākēw (one who speaks on behalf of others in regard to things); owiyasiwēwiyiniw (a law person)	Dene k'edarenį dene	Aen avwaka



Access to Legal Services and Justice Supports and Tools



- **Continuing Professional Development:** programming to support an accessible legal system for all
- **Find Legal Assistance Directory:** a database to connect the public with licensed legal professionals
- **Legal Resources:** services to connect the public with legal information, resources, and options for legal assistance
- **Practice Management Assessment Tool:** guidance for effective legal practice, including strengthening access to legal services
- **Pro Bono Organizations:** registration and support for members in the Active Pro Bono registration category and approved organizations to facilitate the delivery of pro bono legal services to the public



Limited Licensing Pilot January 2022-December 2025



Pilot Participants

44 applicants

38 participants approved

6 applicants not approved or outside of scope

Clients

28,739 client inquiries regarding Pilot services*

9,165 clients served

180 positive consumer reviews

8 negative consumer reviews

4 neutral consumer reviews

Goal Five: Increase Access to Legal Services and Justice

Commitment to access to justice supports accessible legal services to improve legal outcomes for the public.

Progress Towards This Goal

Objective 1: *Reduce barriers to access caused by the Law Society’s regulatory framework.*

- **Legal Information Guidelines**

The Law Society continued to provide presentations on the *Legal Information Guidelines* and connected with 14 legal information service providers through two presentations in 2025.

- **Limited Licensing in Saskatchewan**

In 2025, the Government of Saskatchewan brought legislative amendments into force to expand access to legal services by formally establishing limited licensing for legal professionals. These amendments follow collaborative work, beginning in 2016, between the Government and the Law Society, including the implementation of a Limited Licensing Pilot and the recommendations of the Legal Services Task Team Final Report. To align with the new legislative framework, the Law Society amended the *Law Society of Saskatchewan Rules* to:

- Provide a regulatory framework for limited licensees (Part 10 of the *Rules*)
- Incorporate limited licensees throughout the *Rules*
- Recognize substantially similar but separate *Codes of Professional Conduct* for lawyers and limited licensees

Throughout 2025, until its conclusion on December 31, 2025, the Pilot continued to attract interest from the public in need of legal services and demonstrated a positive impact on access to legal services. The first limited licences will be issued after January 1, 2026.

*In some Pilot service contexts, there is a high volume of inquiry regarding legal services, but not all clients will elect or be candidates for services.

Objective 2: Increase the competency of the Law Society Board, staff and members in relation to access to justice issues.

- **Learning Opportunities**

The Law Society offered two continuing professional development sessions focused on access to justice themes in 2025, bringing the total sessions offered since 2011 to 16. One session focused on supporting survivors of sexual and intimate partner violence. The other session examined the development and role of limited licensing as an emerging mechanism to enhance access to legal services in Saskatchewan.

Objective 4: Increase support for initiatives that address unmet legal needs and advance access to justice.

- **Access to Justice Week**

In 2025, the Law Society cohosted the tenth Saskatchewan Access to Justice Week with CREATE Justice from October 27-31, 2025. The theme "Ten Years Forward: Expanding Justice, Embracing Inclusion" brought together justice system stakeholders for six events with over 720 attendees including community advocates, legal professionals, students, and the public interested in learning more about access to justice. Eighteen infographics with information about the legal system were developed and shared across social media platforms.

- **Assistance for Incarcerated Persons**

The Law Society worked with partners throughout 2025 to connect the incarcerated population in Saskatchewan with legal information and legal assistance. In 2025, the Law Society provided legal information in response to 445 questions from incarcerated individuals.

- **Saskatchewan Access to Legal Information (SALI) Initiative**

The Law Society continued to coordinate this initiative in 2025, increasing collaboration among nine legal information stakeholders to support public access to legal information. In response to growing public use of generative artificial intelligence (GenAI), SALI developed the *Using Generative Artificial Intelligence Tools to Obtain Legal Information Guide* to help the public use GenAI tools responsibly.



Wellness Supports and Tools



- **Continuing Professional Development:**
educational programming focused on wellness
- **Health and Wellness Resources:**
a range of publications and tools for developing wellness practices
- **Legal Resources:**
titles and resources about wellness and mental health
- **Member Assistance Program:**
a program offered with Saskatchewan Lawyers' Insurance Association Inc. available to any Saskatchewan lawyer, articling student, or eligible family member for confidential assistance 24 hours a day and 7 days a week

Goal Six: Increase Wellness

Supporting the well-being of legal service providers by promoting a culture of wellness in the profession through appropriate education, member resources and regulation is key to ensuring that high-quality legal services are available to the public.

Progress Towards This Goal

Objective 1: *Increase awareness and understanding of mental illnesses, addictions and other health concerns to support members in identifying and addressing issues to mitigate risk to the public.*

- **Learning Opportunities**

In 2025, the Law Society hosted five continuing professional development sessions focused on wellness, four of which were hosted in partnership with the Canadian Lawyers Insurance Association, bringing the total sessions offered since 2011 to 26. Themes focused on systemic contributors to stress and unhealthy work habits, issues specific to law students and early career practitioners, and organizational approaches to support healthier workplaces. Collectively, the programming emphasized practical strategies and shared responsibility in promoting a more sustainable and supportive professional environment.

Objective 3: *Provide regulatory options to address mental illness, addictions, and other health concerns experienced by members.*

- **Alternative Discipline Processes**

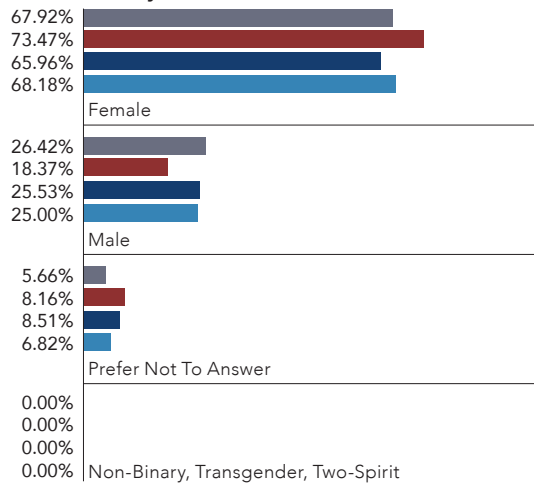
In 2025, the Law Society developed a draft framework for alternative discipline processes for members experiencing a health crisis. This includes a voluntary alternative to the traditional discipline process, where a complaint has been driven by a health issue, and an involuntary alternative process where no formal complaint has been made, but a serious issue is identified and the Law Society becomes aware of it.

Demographics in 2025

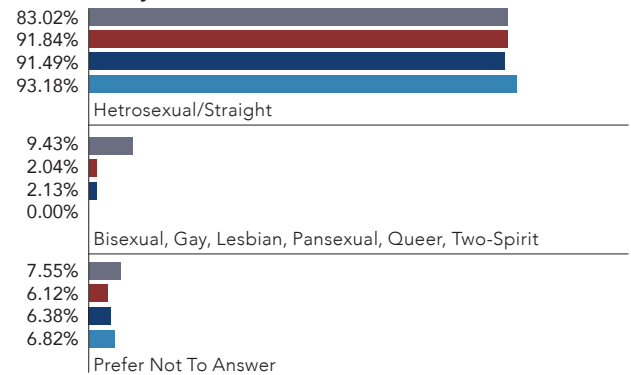
Board and Staff Demographics

On December 31, 2025, there were 61 Board (22) and staff (39) members at the Law Society. Demographic data is reported for 53, as 8 did not complete the data collection. For 2025, trends indicate slight increases in representation towards gender parity, sexual identity, race/ethnicity, disability, and Indigeneity, with a decrease in first languages other than or in addition to English or French, most likely attributable to non-completion of data collection.

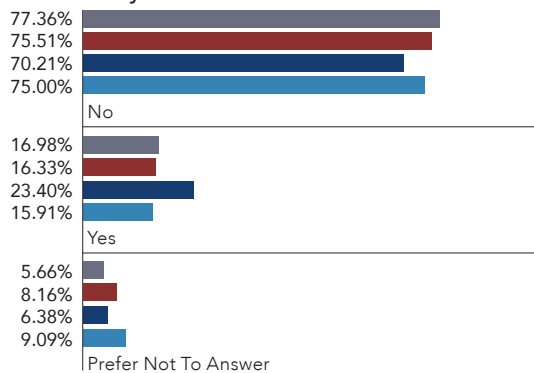
Gender Identity



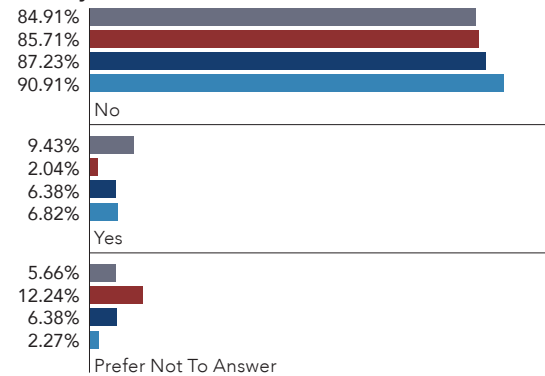
Sexual Identity



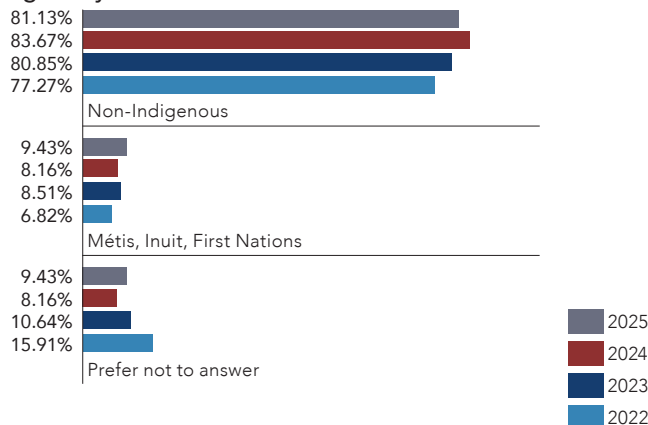
Race/Ethnicity



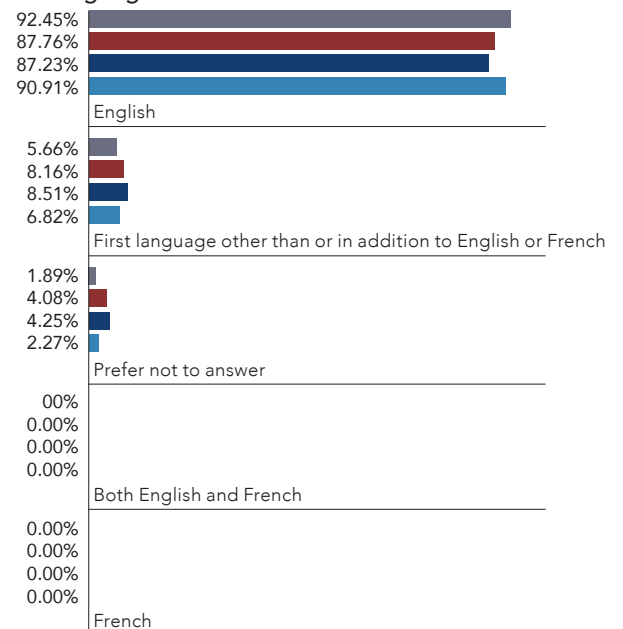
Disability



Indigeneity



First Language



Demographics in 2025

Membership Demographics

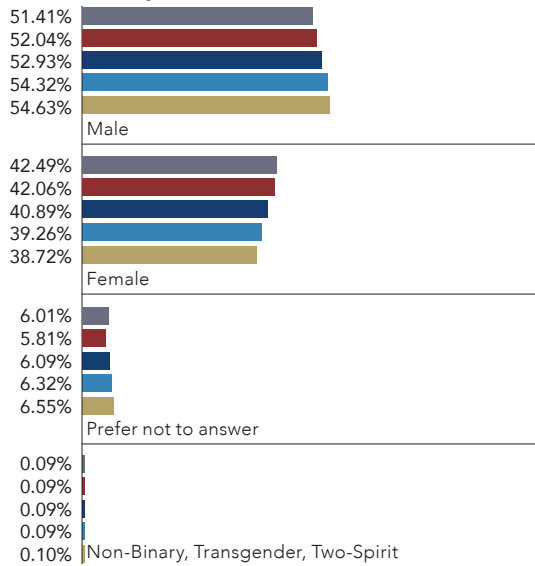
The Law Society has several membership categories and data is reported for two primary categories:

- **Active:** a member with a valid practising certificate entitled to practise law
- **Inactive:** a member qualified to practise but electing not to maintain an Active membership and not currently permitted to practise law

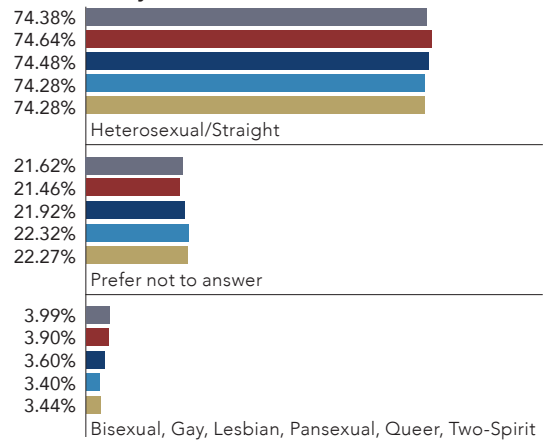
Active Member Demographics

On December 31, 2025, there were 2,231 Active members residing within (1,955) and outside of (276) Saskatchewan. Demographic data is reported for 2,229 Active members, as 2 did not provide demographic information due to a change in status/reinstatement. For 2025, demographic trends indicate slight increases in representation towards gender parity, sexual identity, and race/ethnicity, slight declines in disability, and minor changes in Indigeneity and first languages.

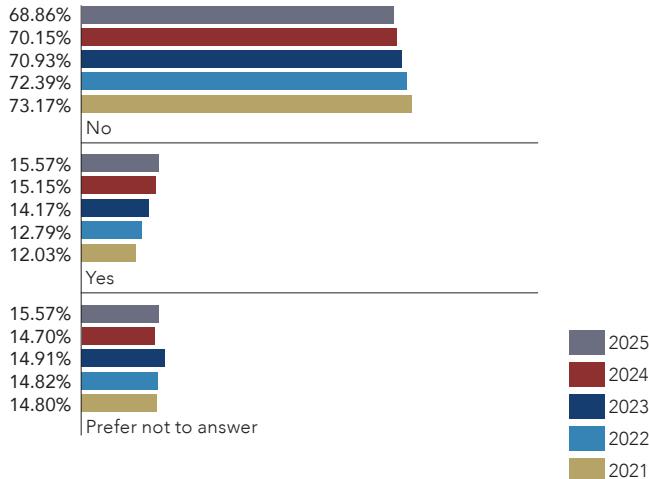
Gender Identity



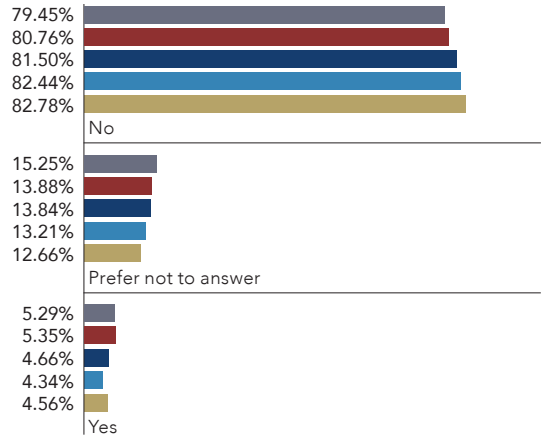
Sexual Identity



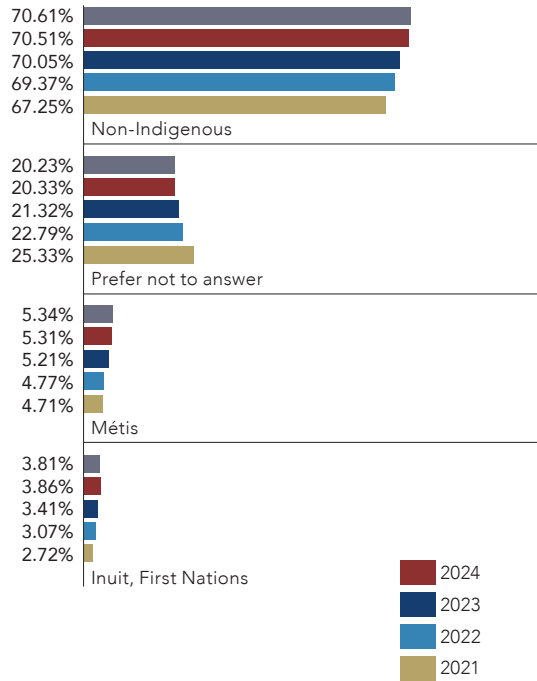
Race/Ethnicity



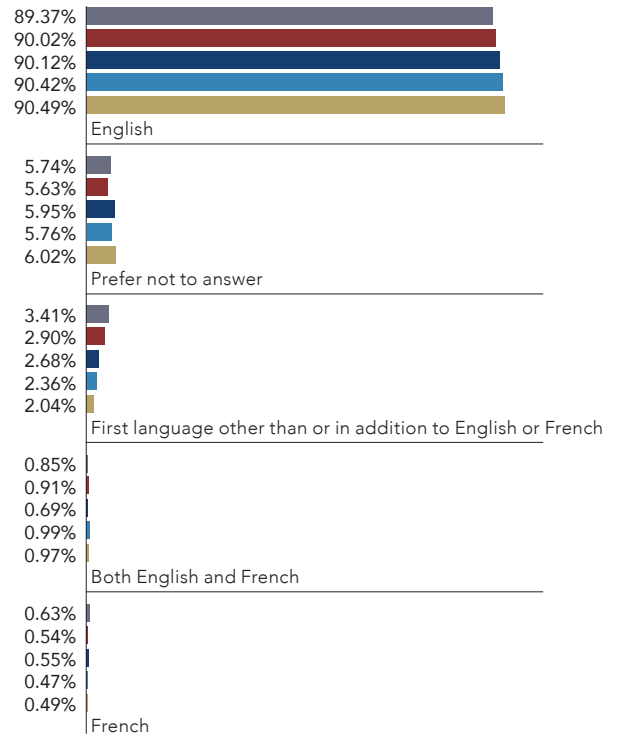
Disability



Indigeneity



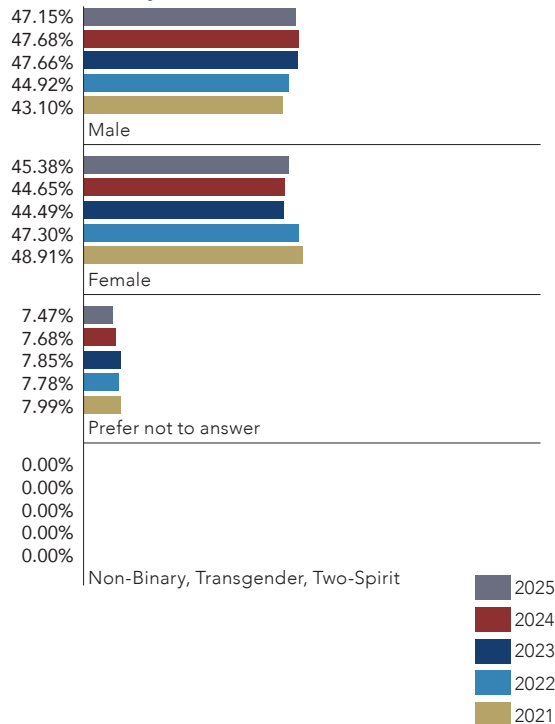
First Language



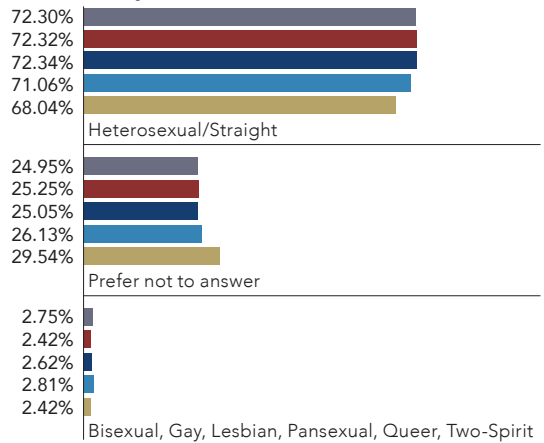
Inactive Member Demographics

On December 31, 2025, there were 509 Inactive members residing within (246) and outside of (263) Saskatchewan and all Inactive members reported demographic data. For 2025, demographic trends indicate slight increases in representation towards gender parity, sexual identity, race/ethnicity, disability, and Indigeneity, and minor changes in first languages.

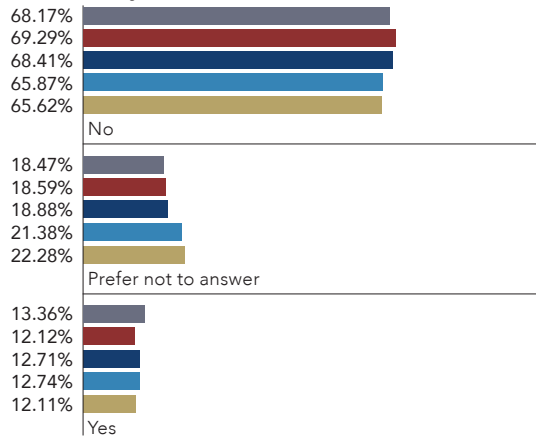
Gender Identity



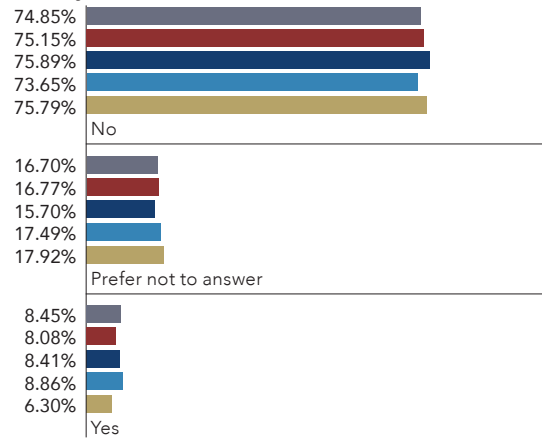
Sexual Identity



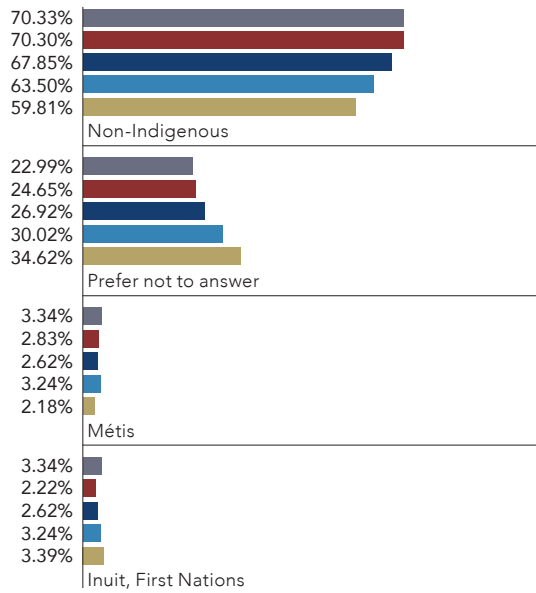
Race/Ethnicity



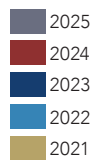
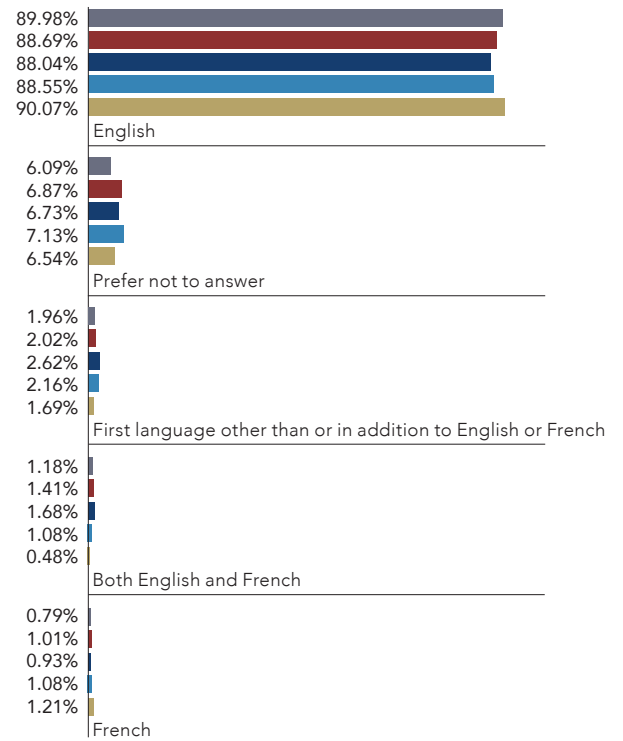
Disability



Indigeneity



First Language



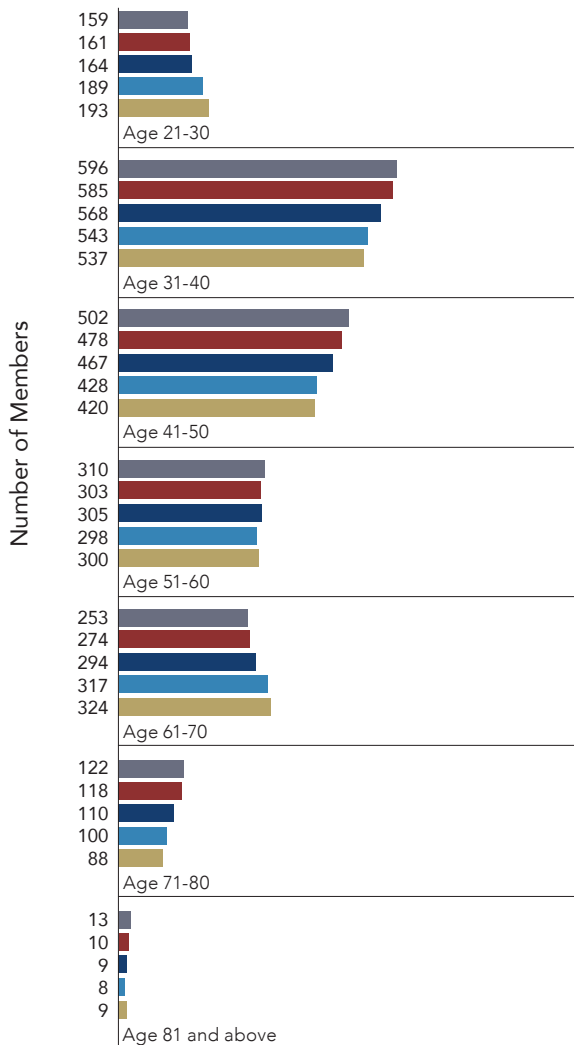
Data in 2025

Active Members

As of December 31, 2025, membership data is reported related to age, years as a member, type of practice and private practice for the 1,955 Active members residing within Saskatchewan. Geographic location is reported for the 1,880 Active members with a Saskatchewan firm or organization indicated in their Law Society employment profile.

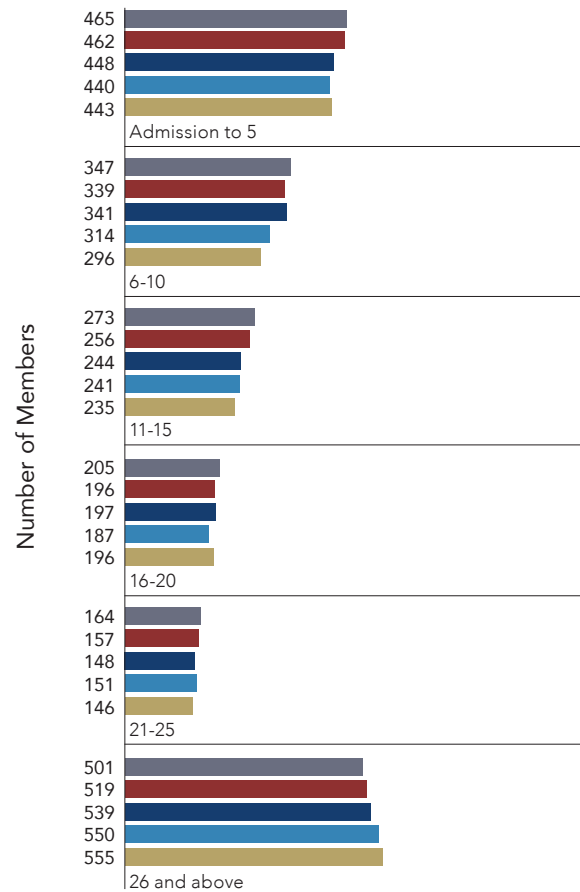
Ages

- Active Members Residing Within Saskatchewan



Years as a Member

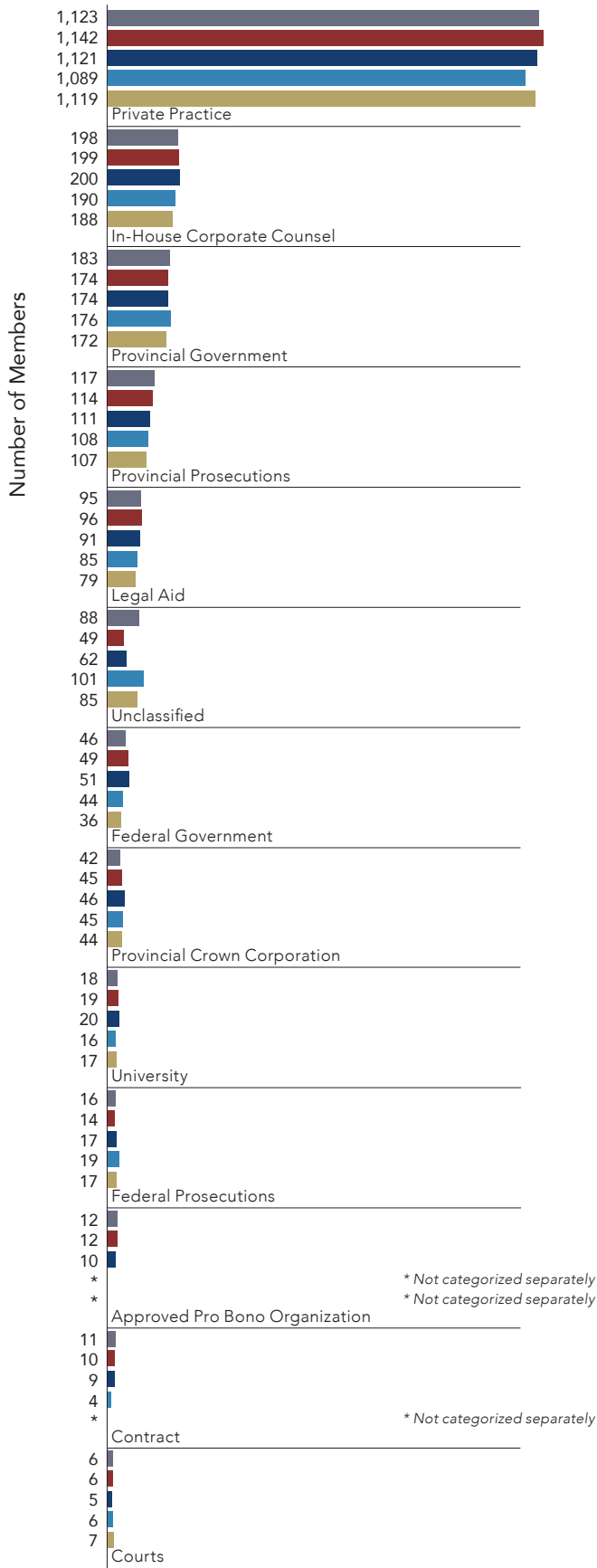
- Active Members Residing Within Saskatchewan



2025 Totals - **1,955**
 2024 Totals - **1,929**
 2023 Totals - **1,917**
 2022 Totals - **1,883**
 2021 Totals - **1,871**

Type of Practice

Active Members Residing Within Saskatchewan



Private Practice

Active Members Residing Within Saskatchewan

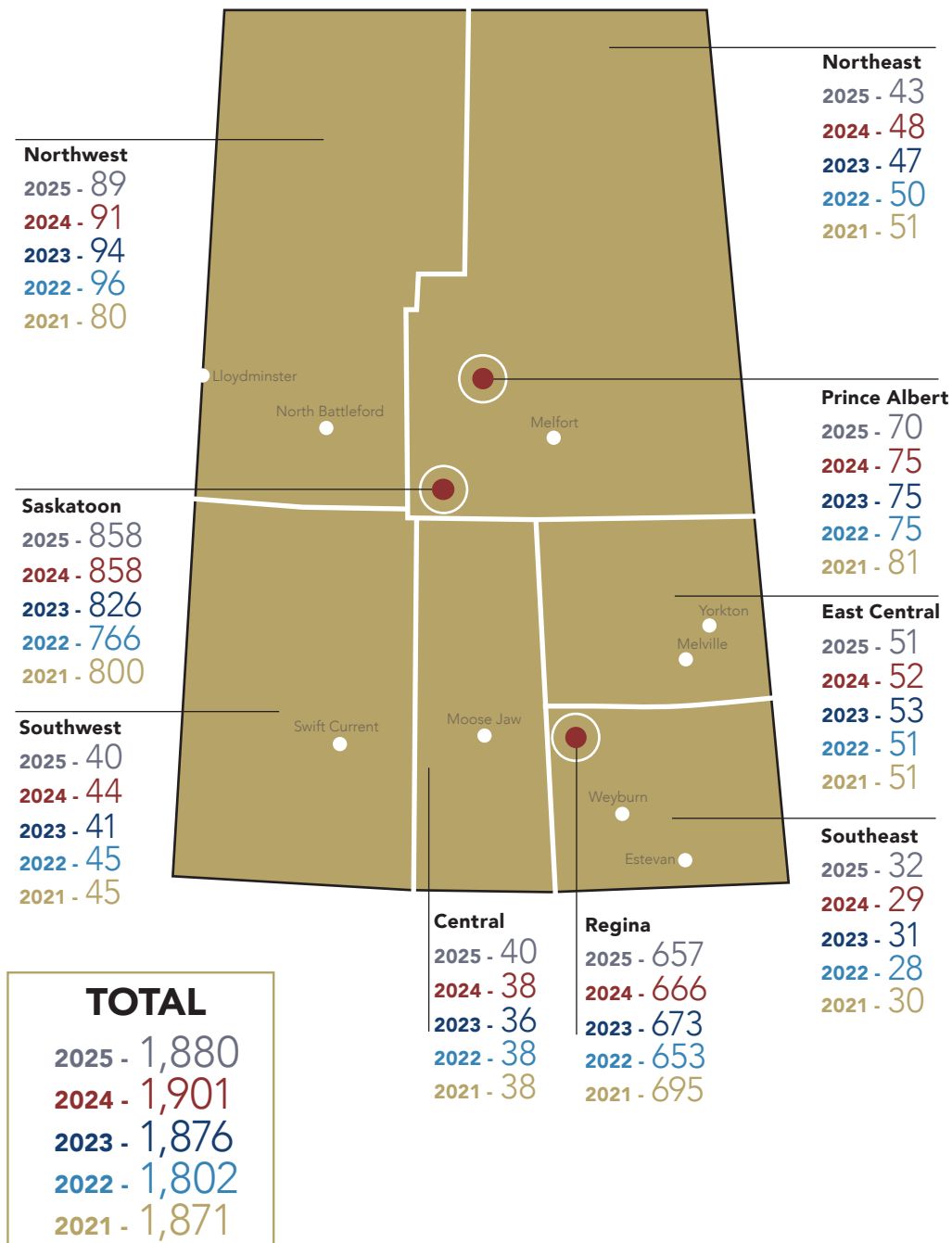
Number of Members in Firm	Number of Firms	Total Members
1	201	201
2	52	104
3	24	72
4	10	40
5	5	25
6	9	54
7	2	14
8	2	16
9	4	36
10	1	10
11	2	22
12	2	24
13	1	13
15	1	15
16	3	48
22	2	44
23	1	23
24	1	24
25	1	25
35	1	35
82	1	82
91	1	91
105	1	105
Total	328	1,123

Geographic Location

- Active Members Practising Within Saskatchewan

Geographic location data in 2025 is reported for 1,880 Active members based on their employment profile, indicating a Saskatchewan firm, organization, or practice within Saskatchewan.

- *Practising within Saskatchewan:* Refers to an Active member who has indicated a Saskatchewan firm or organization in their Law Society employment profile. In some circumstances, an Active member may not list a firm or organization of employment in Saskatchewan. For example, an Active member who works at an out-of-province firm, or an Active member who is not employed with a firm or organization but retains Active member status.



Data in 2025

Admissions

The Law Society has established rules and standards for assessing applicants who apply for admission to the legal profession. Applicants have the onus of proving that:

- they are competent to perform the required duties, as applicable
- granting admission would not be inimical to the public interest or members and would not harm the standing of the legal profession generally
- they are suitable to practise

The Law Society assesses the suitability of applicants in a variety of ways, but the following factors are particularly relevant:

- financial responsibility
- governability
- honesty
- respect for the rule of law and administration of justice

When assessing an applicant, the Law Society considers the historical and social factors that have affected the applicant.

During 2025, 94 students-at-law, 78 lawyers and 57 transfer applicants were admitted in Saskatchewan.

Student Data	2025	2024	2023	2022	2021
Students admitted to the Practice Readiness Education Program	88	78*	69	89	92
• Students admitted to the Practice Readiness Education Program with a Canadian law degree	80	70	62	73	80
• Students admitted to the Practice Readiness Education Program with a Certificate of Qualification from the National Committee on Accreditation (internationally trained)	8	8	7	16	12
Applicants admitted as students-at-law	94	82	74	98	97
Applicants not admitted as students-at-law	0	1**	0	0	0
Students-at-law who secured articles	89	77	70	90	89
Principals approved (including secondments)	91	87	88	106	101

Bar Admissions Data	2025	2024	2023	2022	2021
New lawyers admitted	78	76	86	79	82
• Internationally trained lawyers admitted	11	Not Available***			
Transfer lawyers admitted	57	54	65	57	47
Applicants admitted with conditions	1	Not Available***			
Applicants not admitted as lawyers	0	0	0	0	0

* Includes all Practice Readiness Education Program students who are admitted as students-at-law in Saskatchewan (even if they do not have an articling position).

** Withdrew application midway through Admissions hearing.

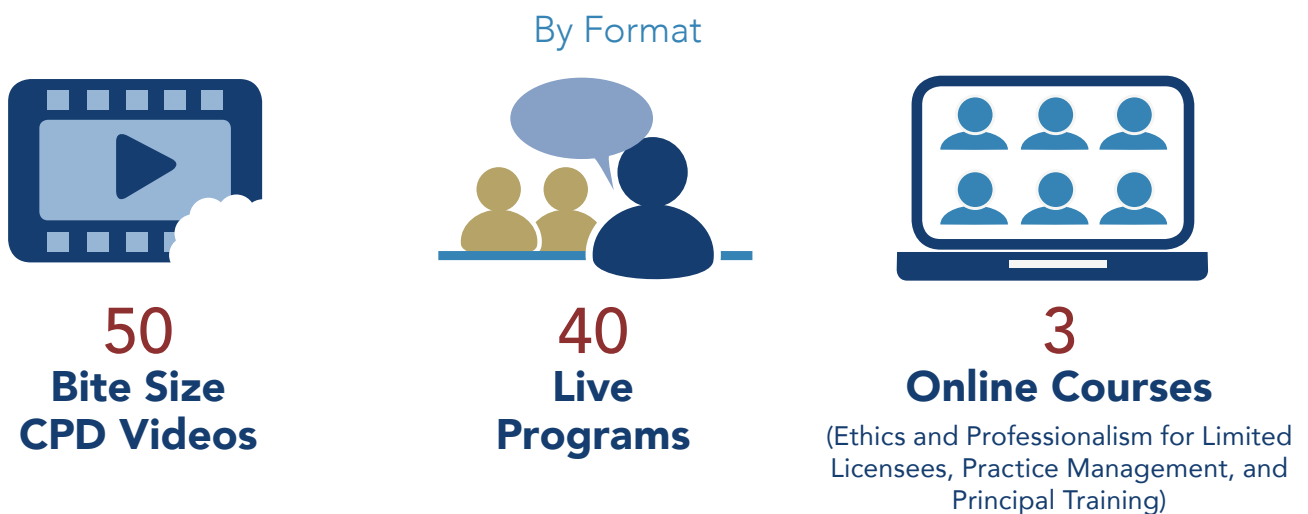
*** This metric was introduced in 2025 and was not collected in previous years.

Data in 2025

Competency

Continuing Professional Development

The Law Society provides educational programs to assist with the delivery of ethical and competent legal services to the public. In planning continuing professional development (CPD) programs, the Law Society is guided by a holistic understanding of competence and the Law Society's mission and strategic goals and objectives. The Law Society delivers programs in a variety of formats to facilitate learning and to enhance the availability and convenience of learning opportunities. During 2025, 93 online courses, live programs or videos were delivered.



Total Hours for Live Programs

TOTAL HOURS — 83.25 hours

TOTAL ETHICS HOURS — 23.5 hours (28%)

Themes in focus:

Access to Justice 7.25 hours	Dispute Resolution 5.5 hours	Law Reform 2 hours	Truth and Reconciliation 3 hours
Administrative Law 5.5 hours	Equity, Diversity and Inclusion 4.75 hours	Practice Management 3.75 hours	Wellness 5 hours
Civil Litigation 29.5 hours	Family Law 3.25 hours	Real Estate 3.5 hours	Wills and Estates 4.25 hours
Client Relationship Management 3 hours	Human Rights 1 hour	Skills 23.75 hours	
	Immigration 1 hour	Technology 4 hours	

Data in 2025

Registration and Top Programs in 2025

Total Registration for Live Programs – **3,496**

Total Views for Bite Size Videos – **3,621**



Paid Programming

- 1. CPD 427**
Revamping Part 16 - Updates on Estate Applications
- 2. CPD 434**
Farm Land Ownership Restrictions and The Saskatchewan Farm Land Security Board
- 3. CPD 419**
An Overview of the Office of the Public Guardian and Trustee's Role and Services
- 4. CPD 438**
Drafting Proper and Persuasive Affidavits for Use in Civil Litigation - An Essential Skill
- 5. CPD 437**
When Estates Go to Court - Recent Cases 2024-25



Free Programming

- 1. CPD 430**
Staying Out of Hot Water - How to Avoid and Address Law Society Complaints
- 2. CPD 431**
Discover Your CanLII
- 3. CPD 432**
Toxic Productivity in Law
- 4. CPD 436**
Limited Licensing in Saskatchewan
- 5. CPD 421.1**
Well-Being in the Legal Profession - Concrete Strategies for Positive Change



Bite Size Videos

- 1. Episode 216**
Cyber Insurance Obligations
- 2. Episode 217**
The Deep Reach of Artificial Intelligence
- 3. Episode 199**
What is in Your Background?
- 4. Episode 180**
Process Management Part 1 - Introduction
- 5. Episode 208**
The Mindful Inbox

Data in 2025

Legal Resources

Through its Legal Resources team, the Law Society provides services to legal professionals in the province to effectively practise law as well as the public who need legal information, legal representation and accessible justice. In 2025, Law Society staff responded to 1,851 inquiries over 574 hours, categorized as:

- **Public (1,170)**
- **Members (602)**
- **Other stakeholders (79)**

This continues a trend of increased inquiries directly from members of the public. Phone inquiries continue to be the primary way all groups get in touch with Legal Resources at the Law Society, followed by in-person and email. The following are the top five question types and areas of law by stakeholder group in 2025. Question type refers to the type of legal resource or level of assistance requested.

Members		Public	
Question Types	Areas of Law	Question Types	Areas of Law
Textbook	Criminal	Referral	Criminal
Quick reference	Wills/estates	Quick reference	Family
Research	Family	Research	Wills/estates
Case	Corporate	Case	Personal injury
Article	Employment	Forms	Employment

Practice Supports

Following completion of the Practice Management Course, which was introduced in 2025, the Law Society provides each new sole practitioner or small law firm with a Practice Advisor to conduct a practice review to assist in developing an efficient and low-risk practice.

New Sole Practitioner or Small Firm Program					
	2025	2024	2023	2022	2021
Practice Management Course	35	N/A	N/A	N/A	N/A
Practice Review	10	32	22	34	31

Data in 2025

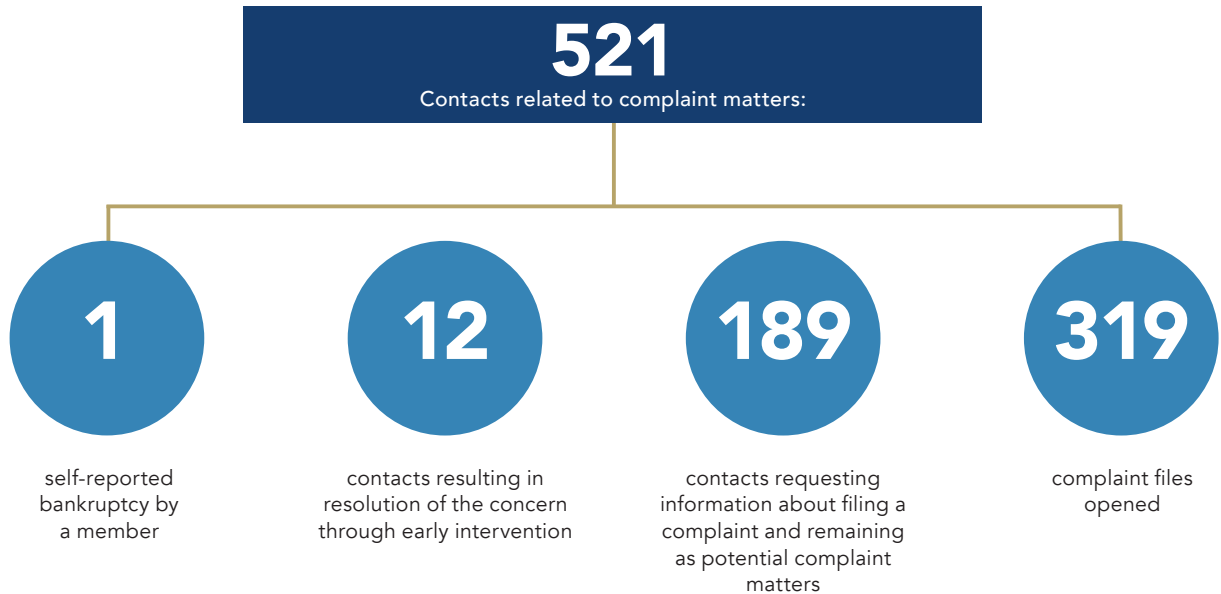
Professional Responsibility

Among the Law Society’s responsibilities are the investigation and determination of complaints regarding the conduct and competence of members and law firms operating in the province. All complaints are taken seriously and handled as expeditiously as possible.

Any person may submit a complaint against a member or firm. Most complaints are received from the public, but complaints may also be received from other members, the judiciary or through self-reporting by a member. The Law Society may also initiate a complaint after becoming aware of concerns relating to a member’s competence or misconduct. A Special Fund is maintained by the Law Society to respond to claims where a member has misappropriated client funds.

Complaint Matters

During 2025, the Law Society received



Year-Over-Year Comparisons for Complaint Matters

Information is provided on the year-over-year comparison of incoming complaint files within the year and the outcome/status of those files at the end of the calendar year in which they were received. Given that the processing time for some files can take several months, some matters (especially those received later in a calendar year) are commonly carried over to the following year.

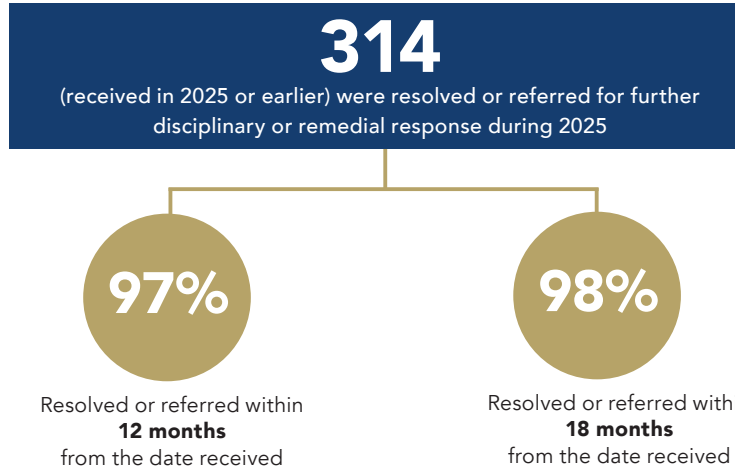
Complaint Matters as at December 31	2025	2024	2023	2022	2021
Ruling request from member	0	1	0	1	1
Bankruptcy self-report by member	1	0	1	0	0
Special Fund (defalcation) claim	0	0	1	0	2
Contacts remaining as potential complaint matters	189	131	128	125	114
Complaint files opened	319	282	249	232	155

Complaint Files Opened by Year - Outcomes/Status to December 31	2025	2024	2023	2022	2021
Mediated	4	0	1	N/A	N/A
Referred to Ethics Committee	1	1	2	0	1
Referred to Competency Committee	2	2	3	N/A	N/A
Dealt with by formal caution	26	17	4	9	2
Referred to Conduct Investigation Committee	10	18	6	3	5
Appointed a Practice Advisor	8	5	7	1	4
Placed in abeyance due to ongoing related court matter	5	0	7	2	N/A
Closed after being withdrawn, determined as incomplete or repetitive of a prior complaint	38	23	14	27	N/A
Dismissed summarily*	108	107	57	N/A	N/A
Dismissed with no further action after investigation*	69	59	43	60	45
Remained open and carried forward to completion after December 31	50	52	107	130	98
Totals	321**	284**	251**	232	155

*Refer to section on dismissal of complaints for further information.

**Total outcomes reported are higher than the number of complaint files opened, as some files may have more than one outcome. For example, a file may be referred to a committee and have a Practice Advisor appointed.

Complaints Resolved or Referred and Outcomes



The outcomes from the 314 complaints resolved or referred were as follows



Dismissal of Complaints

The *Law Society of Saskatchewan Rules* set out the circumstances in which complaints can be dismissed summarily or dismissed with no further action after investigation. Complaints can be dismissed summarily where they are outside of the Law Society's jurisdiction, are brought prematurely or for an improper purpose, are unsubstantiated, are of insufficient regulatory concern, there was delay in bringing the complaint, or where the complaint is about Law Society or other regulatory processes. Following an investigation, complaints will be dismissed with no further action where any of the criteria for summary dismissal are met, they are not valid, do not raise issues of ethics, competence or discipline, or it is not in the public interest to take further action.

In 2025, 221 complaints were dismissed either summarily (128) or as requiring no further action (93) for the following reasons:

Primary Reason for Dismissal	Sub-Categorizations and Explanations
Delay Bringing Complaint	The complaint is made too long after the events, making it very difficult or impossible to properly investigate. Whether a delay is considered significant enough to warrant dismissal depends on various factors, including the seriousness of the alleged conduct, the availability of records relating to the matter, and the existence and availability of witnesses.
Insufficient Regulatory Concern	The complaint raises only a technical breach of <i>The Legal Profession Act, 1990</i> , the <i>Law Society of Saskatchewan Rules</i> , or the <i>Codes of Professional Conduct</i> but has no substantive consequence or is of insufficient regulatory concern.
No Jurisdiction	<p>The complaint is outside of the Law Society's jurisdiction, which can include:</p> <ul style="list-style-type: none"> • Estate Dispute – the complaint raises issues about estates (e.g., executors, beneficiaries) that are legal matters rather than misconduct. • Legal Issues – the complaint raises concerns about the outcome of a case or matters that require a legal analysis or remedy, which must be addressed through the courts, not the Law Society. • Negligence – the complaint claims that a legal professional caused financial loss due to a mistake or error. Negligence is a legal determination that must be pursued through the courts, not the Law Society. • Prosecutorial Discretion – the complaint relates to a decision made by a Crown Prosecutor in a criminal matter that is within their legal authority. • No Jurisdiction (Other) – the complaint relates to a matter the Law Society does not have authority or jurisdiction to deal with (e.g., complaints about individuals not regulated by the Law Society, fee reviews, or personal matters not related to the regulated role of a legal professional).
Premature	The complaint raises issues that are actively being considered by a court or tribunal and are properly addressed through the court or tribunal first. Complainants are invited to file a new complaint if or when the court or tribunal issues a decision that sanctions, or calls into question, the regulated member's conduct.
Unsubstantiated	The complaint is not supported by enough evidence or the evidence provided does not support the allegations in the complaint.

Summary Dismissals

Primary Reason for Dismissal	2025
Unsubstantiated	38
No Jurisdiction (Other)	34
No Jurisdiction (Legal Issues)	31
Insufficient Regulatory Concern	10
Opposing Legal Professional*	7
No Jurisdiction (Estate Dispute)	3
Delay Bringing Complaint	2
Premature	2
No Jurisdiction (Prosecutorial Discretion)	1
Totals	128

No Further Action Dismissals

Primary Reason for Dismissal	2025
Unsubstantiated	41
No Jurisdiction (Legal Issues)	20
No Jurisdiction (Negligence)	12
Opposing Legal Professional*	8
No Jurisdiction (Other)	5
No Jurisdiction (Prosecutorial Discretion)	3
Insufficient Regulatory Concern	2
No Jurisdiction (Estate Dispute)	2
Totals	93

*Complaints of this nature frequently engage multiple reasons for dismissal (e.g., no-jurisdiction (legal issues), premature, unsubstantiated, etc.) but are categorized separately as the common basis for dismissal is that the complaint is about the legal professional for the opposing party regarding issues where the opposing legal professional does not owe a duty to the complainant.

Complaints Review Commissioner

It is possible to appeal a complaint that has been dismissed to an independent Complaints Review Commissioner. The Complaints Review Commissioner is not a member of the Law Society but appointed to independently review complaint appeals and has the authority to confirm the decision of the Law Society, to take no further action, or refer the complaint to the Competency, Conduct Investigation, or Ethics committees.

In 2025, the Complaints Review Commissioner received 34 requests for review of complaint dismissals related to:

- 9 no further action after investigation dismissals
- 25 summary dismissals

The outcomes from the 34 requests for review were as follows:

Decision by the Complaints Review Commissioner	2025
Confirmed the decision	34
Totals	34

Reviews were completed, on average, within 20 business days from when they were received by the Complaints Review Commissioner.

Practice Supports

The Law Society offers informal ethics opinions to members, providing confidential assistance in interpreting the *Codes of Professional Conduct*.

Informal Ethics Opinions				
2025	2024	2023	2022	2021
145	165	151	170	Not Available

The Law Society also issues Ethics Rulings which may result from a complaint referred to the Ethics Committee or from fact-specific situations involving members. Rulings are anonymized and published in the Ethics Rulings database when they may be of benefit to members and the public.

Ethics Rulings				
2025	2024	2023	2022	2021
0	2	2	4	1

Data in 2025

Trust Accounts

The Law Society regulates the trust accounts of members through accounting and reporting standards that are set out in the *Law Society of Saskatchewan Rules*. To support adherence to the *Rules* and provide proactive oversight, the Law Society receives annual reports from all firms providing legal services to the public. The Law Society also conducts compliance audits on law firms in Saskatchewan that are selected on a risk or random basis throughout the year. The focus is on supporting rule compliance and ensuring good office procedures are in place.

Audit Procedure	2025	2024	2023	2022	2021
Compliance audits conducted	32	30	44	N/A	N/A
Compliance audits requiring follow-up	32	30	32	N/A	N/A
Files were referred to Professional Responsibility	10	12	2	N/A	N/A

In 2025, ten files were referred to Professional Responsibility related to breaches of client identification and verification rules, accepting cash in an amount greater than \$7,500, misuse of a trust account, pre-signing trust cheques or members not approving wire transfer withdrawals.

Proper use of a trust account and correct handling of trust funds are important protections for the public. The client identification and verification rules and the cash transactions rule play a key role in establishing standards of financial responsibility. These rules assist in anti-money laundering efforts by requiring lawyers to know their clients, identify red flags, and manage potential risks involved with suspicious transactions. Breaches of these rules and other trust accounting rules can result in an administrative penalty.

Finances in 2025

The 2025 financial statements are available on the Law Society website.

Active Member Fee

The annual Active member fee for 2025 was \$2,700, with funds allocated as follows:

• Regulation and governance of the legal profession	\$ 1,837
• Legal Resources	\$ 448
• Special Fund Assessment	\$ 250
• Practice Readiness Education Program	\$ 89
• Federation of Law Societies of Canada	\$ 33
• Pro Bono Law Saskatchewan	\$ 30
• Member Assistance Program	\$ 13

Funding Support

In 2025, contributions were made to partner organizations to support the Law Society's strategic goals and objectives, especially as related to Goal 2 (Competency), Goal 3 (Equity, Diversity and Inclusion), Goal 4 (Truth and Reconciliation), and Goal 5 (Access to Legal Services and Justice).

Contributions to Partner Organizations	
The Circle Project	Goals 3 and 4
Community Legal Assistance Services for Saskatoon Inner City	Goal 5
Indigenous Bar Association National Conference	Goals 3 and 4
Indigenous Law Students Association	Goals 3 and 4
Internationally Trained Lawyers Conference	Goal 3
Pro Bono Law Saskatchewan	Goal 5
Saskatchewan Law Review	Goal 2

People in 2025

Board



Front row (L-R): Carly Romanow, Adam Touet, K.C., James Fyfe, K.C., Laura Klemmer

Middle row (L-R): Lana Morelli, Chris Triggs, Rauncie Murdoch, Suzanne Lalonde, K.C., Idowu Adetogun, Jeff Lee, K.C., Kathryn Gilliss, Matthew Schmeling, Martin Phillipson, Tiffany Paulsen, K.C.

Back row (L-R): Tomi Olutunfese, Deborah Giles, Keith Amyotte, Jonathan Bodvarson, Daniel Booy, Don Robinson, Michael Marschal

Absent: Doug Finnie, Julie Ann Wriston

Board Executive

Adam Touet, K.C.,
President

James Fyfe, K.C.,
Vice-President

Suzanne Lalonde, K.C.,
Past President

Board Members

Idowu Adetogun

Keith Amyotte

Jonathan Bodvarson

Daniel Booy

Doug Finnie

Deborah Giles

Kathryn Gilliss

Laura Klemmer

Jeff Lee, K.C.

Michael Marschal

Lana Morelli

Tomi Olutunfese

Rauncie Murdoch

Tiffany Paulsen, K.C.

Martin Phillipson

Don Robinson

Carly Romanow

Matthew Schmeling

Chris Triggs

Julie Ann Wriston

Executive Leadership Team

Tim Brown, K.C.,
Executive Director

Len Daniels,
Director of Human Resources
(From October 2025)

Pamela Harmon,
Director of Finance and Chief
Financial Officer

Tim Huber, K.C.,
Deputy Executive Director and
General Counsel

Laurie Johnson,
Director of Human Resources
(To September 2025)

Andrea Johnston,
Director of Admissions and
Education (To June 2025)

Christine Johnston,
Director of Admissions and Education
(From July 2025)

Kara-Dawn Jordan, K.C.,
Deputy Executive Director and
Director of Strategy and Governance

Jody Martin,
Director of Regulation

Staff

Alma Aldana Pinto,
Administrative Assistant

Laura Cahill,
Stakeholder Relations Liaison

Shilpa Dalmat,
Accounting Analyst (From April 2025)

Cheryl Eberle,
Membership Officer

Jenna Faris,
Corporate Executive Assistant

Savanna Fisher,
Professional Responsibility Assistant

Ken Fox,
Co-Director of Legal Resources

Jennifer Houser,
Legal Counsel

Yewande Irediran,
Administrative Assistant (From February
2025)

Amanda Irvine,
Library Technician

Andrea Johnston,
Admissions and Education Counsel
(From July 2025)

Christine Johnston,
Admissions and Education Counsel
(To June 2025)

Stephanie Kievits,
Director of Trust Safety

Alan Kilpatrick,
Co-Director of Legal Resources

Jan King,
Admissions and Education Counsel

Pamela Kovacs,
Senior Policy Counsel

Liz Lynchuk,
Corporate Executive Assistant

Kiran Mand,
Admissions and Education Counsel

Christine Muldoon,
Resource Coordinator

Chinye Nwanze,
Communications Coordinator

Sharla Osatuyi,
Practice Auditor

Michelle Owolagba,
Professional Responsibility Counsel

Corinne Penner,
Complaints Intake and Regulatory
Programs Officer

Valerie Payne,
Director of Professional Responsibility

Luke Pettigrew,
Administrative Assistant (To March 2025)

Pamela Slessor Hay,
Professional Responsibility Assistant

Sara Stanley,
Library Technician

Deborah Uwagboi,
Summer Student (From May 2025 to
August 2025)

Jennifer Van Der Velden,
Administrative Assistant

Bonnie Wagman,
Accounting Analyst

Melissa Warren,
Continuing Professional Development
Program Coordinator

Paul Westgate,
Information Technology Project Director

Matthew Wiens,
Professional Responsibility Counsel
(From December 2025)

Allison Williamson,
Manager of Member Services

People in 2025

Indigenous Elders and Knowledge Keepers

Elder Edward Bill

Advisory Groups

Truth and Reconciliation Advisory Group

Members:

Elder Edward Bill (Elder and Co-Facilitator)
 Mary Culbertson (Facilitator)
 Nordika Clifford (Co-Facilitator)
 Dr. Jaime Lavallee (Co-Facilitator)
 Cara Merasty (Co-Facilitator)
 Judge Gerald Morin (retired) (Co-Facilitator)
 Stephen Mussell (Co-Facilitator)
 Riva Farrell Racette (Co-Facilitator)
 Eleanore Sunchild, K.C. (Co-Facilitator)
 Adam Touet, K.C. (Co-Facilitator)

Staff:

Kara-Dawn Jordan, K.C. (Staff Lead)
 Pamela Kovacs (Staff Lead)
 Christine Johnston

Committees – Ad Hoc

Firm Regulation

Members:

Idowu Adetogun (Chair)
 Keith Amyotte (Vice-Chair)
 Doug Finnie
 Michael Marschal
 Tomi Olutunfese

Staff:

Jody Martin (Staff Lead)
 Tim Huber, K.C.
 Stephanie Kievits
 Michelle Owolagba
 Matthew Wiens

Future of Legal Services

Members:

Chris Triggs (Chair)
 Martin Phillipson (Vice-Chair)
 Jonathan Bodvarson
 Deborah Giles
 Jeff Lee, K.C.
 Don Robinson
 Carly Romanow

Staff:

Pamela Kovacs (Staff Lead)
 Jody Martin (Staff Lead)
 Tim Brown, K.C.
 Jennifer Houser
 Tim Huber, K.C.
 Andrea Johnston
 Kara-Dawn Jordan, K.C.

Committees – Standing

Executive Committee

Members:

Adam Touet, K.C., **President**
James Fyfe, K.C., **Vice-President**
Suzanne Lalonde, K.C., **Past President**
Tim Brown, K.C., **Executive Director**

Staff:

Tim Huber, K.C.
Kara-Dawn Jordan, K.C.

Audit Committee

Members:

Jeff Lee, K.C. (**Chair**)
Doug Finnie
Michael Marschal
Julie Ann Wriston

Staff:

Pamela Harmon (**Staff Lead**)
Tim Brown, K.C.
Kara-Dawn Jordan, K.C.

Competency Committee

Members:

Jonathan Bodvarson (**Chair**)
Deborah Giles (**Vice-Chair**)
Kathryn Gilliss (**Vice-Chair**)
Suzanne Lalonde, K.C. (**Vice-Chair**)
Tomi Olutunfese (**Vice-Chair**)
Tiffany Paulsen, K.C. (**Vice-Chair**)
Martin Phillipson (**Vice-Chair**)
Matthew Schmeling (**Vice-Chair**)

Staff:

Andrea Johnston (**Staff Lead**)
Jennifer Houser
Christine Johnston
Jan King
Kiran Mand

Conduct Investigation Committee

Members:

Jeff Lee, K.C. (**Chair**)
Idowu Adetogun (**Vice-Chair**)
Daniel Booy
Lana Morelli
Suzanne Lalonde, K.C.
Laura Klemmer
Matthew Schmeling
Julie Ann Wriston

Staff:

Tim Huber, K.C. (**Staff Lead**)
Valerie Payne (**Staff Lead**)
Jennifer Houser
Michelle Owolagba
Matthew Wiens

Discipline Policy Committee

Members:

Keith Amyotte (**Chair**)
Jonathan Bodvarson (**Vice-Chair**)
Kathryn Gilliss
Suzanne Lalonde, K.C.
Jeff Lee, K.C. (*ex officio*)
Michael Marschal
Tiffany Paulsen, K.C.
Don Robinson

Staff:

Tim Huber, K.C. (**Staff Lead**)
Valerie Payne (**Staff Lead**)
Jody Martin (**Staff Lead**)
Michelle Owolagba
Matthew Wiens

Equity and Access Committee

Members:

Martin Phillipson (Chair)
 Chris Triggs (Vice-Chair)
 Idowu Adetogun
 Keith Amyotte
 Daniel Booy
 Lana Morelli
 Carly Romanow

Staff:

Kara-Dawn Jordan, K.C. (Staff Lead)
 Pamela Kovacs (Staff Lead)
 Jan King

Ethics Committee

Members:

Laura Klemmer (Chair)
 Tiffany Paulsen, K.C. (Vice-Chair)
 Daniel Booy
 Doug Finnie
 Deborah Giles
 Jeff Lee, K.C.

Staff:

Michelle Owolagba (Staff Lead)
 Jennifer Houser
 Valerie Payne

Governance Committee

Members:

Julie Ann Wriston (Chair)
 Laura Klemmer (Vice-Chair)
 Jonathan Bodvarson
 Martin Phillipson
 Don Robinson
 Carly Romanow
 Matthew Schmeling
 Chris Triggs

Staff:

Kara-Dawn Jordan, K.C. (Staff Lead)
 Tim Brown, K.C.
 Tim Huber, K.C.

Nominations Committee

Members:

Suzanne Lalonde, K.C. (Chair)
 Chris Triggs (Vice Chair)
 Keith Amyotte
 Kathryn Gilliss
 Tomi Olutunfese
 Adam Touet, K.C.

Staff:

Tim Huber, K.C. (Staff Lead)
 Tim Brown, K.C.
 Kara-Dawn Jordan, K.C.



**Law Society
of Saskatchewan**

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Regina, Saskatchewan S4P 0R7
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reception@lawsociety.sk.ca

Annex: Saskatchewan Lawyers' Insurance Association Inc. Report

Saskatchewan Lawyers' Insurance Association Inc. (SLIA) is a non-profit corporation and a wholly owned subsidiary of the Law Society of Saskatchewan. SLIA provides mandatory errors and omissions insurance to the members of the Law Society pursuant to *The Legal Profession Act, 1990*.

SLIA is a member of the Canadian Lawyers Insurance Association (CLIA). CLIA is a reciprocal insurance exchange that offers mandatory liability insurance and cyber insurance to lawyers licensed by law societies in nine Canadian jurisdictions, as well as a voluntary excess insurance program. The SLIA program is administered by in-house counsel and a claims coordinator, who report to a board of directors composed of both Bencher (members of the Board of the Law Society of Saskatchewan) and non-Bencher members.

2025 Committee Members

Board

Tiffany Paulsen, K.C. (Chair)
 Idowu Adetogun
 Perry Erhardt, K.C.
 Michael Milani, K.C.
 Lana Morelli
 Tom Schonhoffer, K.C.
 Julie Ann Wriston
 Craig Zawada, K.C.

Staff

Stephen McLellan – Insurance Director
 Amelia Lowe-Muller – Legal Counsel
 Linda-Marie Straza – Claims Coordinator

Insurance Assessment Overview

SLIA continues to deliver a stable and sustainable professional liability insurance program for Saskatchewan lawyers, maintaining one of the lowest mandatory insurance levies among Canadian jurisdictions. This outcome reflects disciplined claims management, effective loss prevention initiatives, and prudent financial oversight.

Claims Experience

The 2024–2025 policy period recorded a modest decrease in the number of claims opened compared with the prior year, as well as a reduction in average claim severity to approximately \$50,000 per claim. Claims frequency and severity remain key drivers of long-term stability, and SLIA continues to monitor trends closely while prioritizing early intervention, risk mitigation, and member education.

Local Claims Management

SLIA maintains local control over the management of claims within applicable group deductible limits. This approach ensures that:

- claims are assessed, managed, and, where necessary, defended by local counsel with jurisdiction-specific expertise;
- insured members' interests are represented through local governance and close relationships with the insurer; and
- favourable claims experience and any resulting surpluses are retained locally for the benefit of Saskatchewan members and applied to subsidize member premiums.

Member Support and Risk Management Programs

In collaboration with the Law Society, SLIA continues to support the Practice Advisor Program as a risk management initiative. The program provides practice management guidance, complaint reviews, and targeted support to new sole practitioners and small firms to assist in the development of a low-risk practice. Practice Advisors also remain available to all members seeking assistance with practice management issues. Members are encouraged to contact a Practice Advisor with questions or concerns regarding practice standards or management. The program operates on a confidential basis, is provided at no cost to members, and does not result in formal reporting to the Law Society or SLIA.

SLIA also contributes to the Trusteeship Program, which provides oversight for members who do not have a succession plan in place. The Trusteeship Program is a loss-prevention measure that supports early identification of matters that could become potential claims and provides an opportunity to address those matters before they progress.

SLIA continues to provide annual grant funding to the Law Society’s Legal Resources collection to support ongoing member competency and risk reduction and help ensure members have access to current practice resources.

SLIA supported the Law Society’s work relating to limited licensees, including assessing risk exposure, refining administrative processes, and ensuring appropriate insurance coverage for this category of member within the broader program framework. Limited licensing implementation moved from early insurance risk identification, through detailed policy separation and subscriber consultation, to formal proclamation on October 1, 2025, followed by post-launch refinements addressing claims handling, pro bono coverage, and drafting of a policy endorsement.

SLIA’s strategic planning began in 2022 with the goal of positioning the insurance program within a modern regulatory environment. Following an in-person retreat in June 2024, SLIA prioritized clarifying its relationship with the Law Society through a formally approved Relationship Charter in 2025. The current phase focuses on translating that framework into an operational strategic plan, including governance modernization, clearer reporting, and defining which initiatives SLIA will pursue independently versus in collaboration with the Law Society.

Member Wellness Support

Access to mental health resources and support for members continues to be a priority for SLIA. In November 2024, SLIA engaged Manitoba Blue Cross to provide members with enhanced mental health and counselling support through a Member Assistance Program. Members are encouraged to make use of the confidential services and online resources available through Manitoba Blue Cross.

Outside Directorship Liability Coverage

SLIA administers the Law Society Outside Directorship Liability Insurance Policy for members serving as directors or officers of external organizations. The policy provides coverage for various types of claims arising from this service.

2024-2025 Policy Period Data

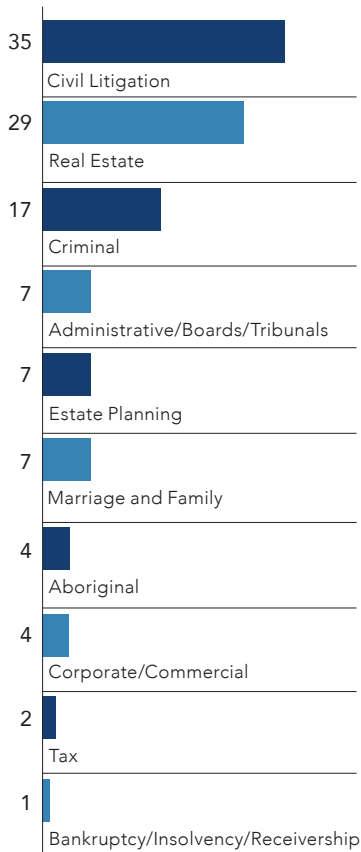
(July 1, 2024-July 1, 2025)

New Claims: 113

Insurance Assessment: \$1,546

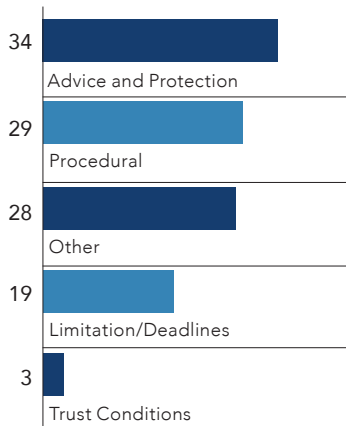
Severity of the claims: \$50,000 per claim

New Claims by Area of Practice:



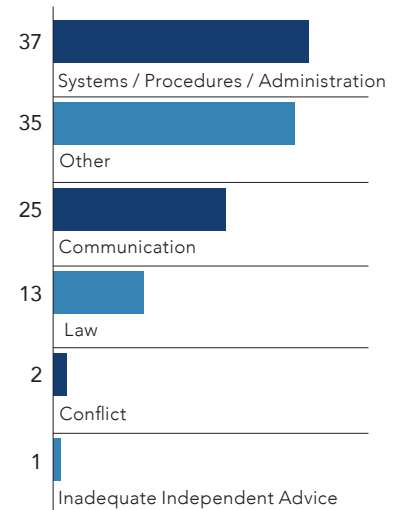
Total: 113 Claims

New Claims by Error Category:



Total: 113 Claims

New Claims by Cause Category:



Total: 113 Claims