



ANNUAL REPORT

2007



**ACCESS
JUSTICE**
JUSTICE FOR ALL

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Access Justice is a non-profit registered charity with a volunteer board of directors and a permanent staff. In 1990 the Western Canada Society to Access Justice was founded. The society was originally known as the Lower Mainland Society to Assist Research of Trials (START) and was comprised mainly of senior litigation lawyers. The Society's initial mandate was to conduct research on barriers to the legal system. Since 1999 the Society has broadened its mandate to include direct pro bono work. For more information see our website at: www.accessjustice.ca

MESSAGE FROM THE CHAIR

Welcome to the 2007 Annual Report of the Western Canada Society to Access Justice (“Access Justice”). During 2007, our main focus continued to be delivery of summary legal advice through our pro bono clinics. Much of this report details our clinic activity.

A major litigation project that Access Justice had been associated with for a number of years came to an end in 2007 – the PST test case initiated by our late founder Dugald Christie. While the BC Supreme Court and the BC Court of Appeal had agreed with Dugald’s contention that the PST on legal bills was unconstitutional as impeding access to justice, the Supreme Court of Canada interpreted the case as an action for a general right to legal assistance and overturned the lower court rulings. While we are disappointed at the decision, we continue to advocate to government for the elimination of both the PST and the GST on legal bills.

Our continued call for elimination of taxes on legal bills took us to the Annual General Meeting of the Canadian Bar Association in August. We were pleased that a resolution originally proposed by Dugald Christie for the 2006 AGM was passed at the 2007 AGM.

Another aspect of our work is community outreach. It is important that we not only provide service but that we ensure the public is aware of our services, and the services of other providers.

We were pleased to appoint Allan Parker as our new Executive Director in May. Allan brings many years of public interest law and legal teaching to the job.

During the year, we continued our tradition of meetings with Chief Justice Brenner and Attorney General Oppal to outline our views on access to justice issues.

There were many developments on the governance front for Access Justice during the year. We completed a revision of our bylaws and constitution, a yearly Business Plan, a Code of Conduct, and set up a board subcommittee structure. We began a review of a privacy policy. We welcomed John Kleefeld and Maureen Baird to our board during the year, while Ian Campbell retired from the board after many years of faithful service.

We express continuing thanks to all our volunteers and donors. We were pleased to receive continuing grant support from the Law Foundation, and also a major grant from the Ministry of the Attorney General. It was gratifying during the year that our lawyer donor base continued strong support for our work.

Bruce Fraser, QC
Chair

MESSAGE FROM THE EXECUTIVE DIRECTOR

It was my privilege to be appointed Executive Director on May 1, 2007.

An early priority for me was enhancing our working relationship with other pro bono providers. This was symbolized by our jointly applying for and receiving a Law Foundation grant towards this end with Pro Bono Law of BC, and which was supported by the Salvation Army's Pro Bono Program. The grant allowed Access Justice and PBLBC to each hire an additional staff person, to conduct research on ways to integrate our services, and to conduct a client satisfaction survey. We will receive the research and survey reports in mid 2008. The work of our three organizations was featured in a July 2007 article in the Law Society's Benchers' Bulletin.

I attended the October 2007 Benchers meeting as part of a pro bono update, and I attended the October 2007 community forum on pro bono networking sponsored by the Law Society.

Another priority for me has been to network with various other legal providers to work towards the most efficient overall model of legal service delivery for low-income individuals. During the year, I attended several planning meetings of the justice centres being proposed by the Justice Review Task Force; I was a member of the Legal Advocacy Training Network. We began meetings with the Legal Services Society, the UBC Law Students Legal Advice Program, and the University of Victoria Law Centre.

We took several steps to enhance our communications during the year. Fundamentally, it was important for me to personally visit or be in touch with our clinics. We reinstated an Access Justice newsletter and were pleased to send out an issue in September.

We have begun a core review of our administrative procedures and staffing model which will continue into 2008. Access Justice continues to leverage the use of technology for its programs.

I express gratitude to a committed and supportive group of staff and board. I have appreciated the support and encouragement of members of the Christie family during the year.

The key to our operation continues to be the generous volunteer support we receive from both lawyers and non-lawyers. During the year, almost 350 lawyers served at one or more Access Justice clinic session. Many lawyers generously donated their time to several clinic sessions during the year. This donated time is difficult to measure in absolute terms but it represents approximately twice the annual budget of Access Justice.

Non-lawyer volunteers are an equally important part of our service delivery model – more detail of which is outlined in this report. Volunteers serve in various capacities including in taking client calls, providing reception services in some clinics, and undertaking outreach activities. We are indirectly supported as well by staff in several of our partner clinics who graciously perform booking and reception duties for our clinics at no charge to us.

Allan Parker
Barrister and Solicitor
Executive Director

2007 YEAR IN REVIEW

HIGHLIGHTS

- The Attorney General's Office contributed a one-time \$50,000 grant to the Society in April 2007;
- Access Justice's revised constitution and bylaws (<http://www.accessjustice.ca/public/ethics.asp>) were approved by members of the Society at the Annual General Meeting on April 26, 2007;
- Allan Parker assumed his position as Access Justice's Executive Director on May 1, 2007;
- The Law Foundation of BC approved the Pro Bono Service Coordination and Enhancement Project in June 2007. From that funding Ms. Ashley Arthur-Singh began work for Access Justice in the new position of Intake Coordinator on August 13, 2007;
- Mr. John Kleefeld was appointed to the Board of Directors as of August 30, 2007;
- Access Justice completed the 2006 Annual Report in August 2007 (http://www.accessjustice.ca/downloads/Annual_Report_2006.pdf);
- The Access Justice Board Committee Plan was approved in August 2007 and the Executive Committee is composed of Bruce Fraser, Leon Getz, Phil Dugan, and Allan Parker;
- Access Justice completed the Summer 2007 Newsletter in September 2007 (http://www.accessjustice.ca/downloads/Newsletter_Issue_092007.pdf);
- Access Justice approved a revised mission and vision statement, and objectives, in September 2007 (<http://www.accessjustice.ca>);
- Access Justice formally adopted a Code of Conduct in October 2007 (<http://www.accessjustice.ca/public/ethics.asp>); and
- Ms. Maureen Baird was appointed to the Board of Directors as of October 25, 2007.

CLINICS

Access Justice clinics are the heart of our operation. The clinics are operated in partnership with courts and community-based organizations that donate space and, in many instances, provide support services for the operation of the clinics at no cost to Access Justice. Our basic model is to operate clinics in two-hour segments in which we book a maximum of four client interviews for one half hour each. The largest clinic operation is at the Vancouver Courthouse where 14 two-hour clinic sessions are held each week.

At the end of the year, there were 60 clinics operating. During the year, we opened six clinic locations and discontinued two clinic locations. A total of 328 lawyers attended one or more clinic sessions during the year; 26 lawyers attended 10 or more clinic sessions during the year.

Here is a sampling of comments from some of our clinic partners:

"Our clinics in Williams Lake continue to be well utilized—our family clinics are always full. We still continue having a problem with conflict of interest because we only have two lawyers participating and sometimes the opposing party has seen both lawyers. The article

students at both firms have also been attending the clinics. We appreciate the services of Access Justice, providing justice to those who can't afford legal fees."

- Teresa Myers, Women's Contact Society in Williams Lake

"I feel that the access justice program helps to provide its clients with a confidence in their claims and also allows them a voice which, without the free program, they may not otherwise have."

- Christina Wilkins, West Shore Society in Victoria

"I have found a lot of interest in the community about pro bono. Most of the time, people need the legal advice and to acquire a lawyer for court purposes."

- Connie Buck, South Peace Community Resources Society

"Access Justice is a unique asset to our community; it gives clients who otherwise could not afford it, advice for navigating our complicated legal system. The individual attention, timely service and valuable information from the pro-bono lawyers and staff has in many cases rebuilt our client's sense of worth and integrity while offering them the help they need to empower themselves."

- Sunshine, Trail FAIRS

VOLUNTEERS

The success of Access Justice depends largely on the philanthropy and good will of many selfless individuals who involve themselves to support our *pro bono* program. Our success in serving our clients over the past year has been made possible through considerable efforts and generous acts of patronage from our lawyer and non-lawyer volunteers.

Volunteer Lawyers

Volunteer lawyers typically donate two to four hours of their time per month at the clinics. Access Justice coordinates the appointment between the lawyer and the client, and if a follow-up session is required the clients call Access Justice. This ensures that the lawyer's time is used efficiently and effectively. Our volunteer lawyers do not prepare typed legal documentation or represent clients in court. The lawyers give advice, help the client gain a winning attitude, and help take the fear out of the legal process.

I would like to encourage lawyer volunteers to help at the clinics and/or assist the Society financially... It is a tribute to the many caring persons who help the Society that it has made such remarkable progress on such a low budget.

The Honourable Donald I. Brenner, Chief Justice

Non-lawyer Volunteers

People of all backgrounds with a variety of work and education experiences contribute to the continued success of our clinics. In all, during 2007, over 100 non-lawyer volunteers assisted at Access Justice.

Access Justice has a program of recruiting and supporting volunteers. There are a number of ways in which we recruit new volunteers to participate in Access Justice. One of the ways is through word of mouth from other volunteers. Another way is through volunteer postings on volunteer websites such as govolyunteer.com and college bulletin boards. Lastly, we have printed volunteer brochures which we distribute at social agencies and libraries.

We have a tailored training program for our volunteers. Each is specific to the type of volunteer position available. The training group is usually about one to three people to keep the training quality high. The volunteer coordinator sends a training package prior to meeting with the volunteers for training. Each training session lasts approximately two to three hours.

Client Call Volunteers: Client Call Volunteers (CCVs) work in the Access Justice office in Vancouver, in support of the work of our Intake Coordinator. In an average week, two to three CCVs will assist in the office each day for two-hour segments. They are responsible for answering incoming client calls, screening clients, searching our lawyer database for clinic sessions, and making client appointments.

Clinic Assistants: Clinic Assistants work in many of our clinics to act as client reception and lawyer support. At any one time, there are more than 40 clinic assistants serving with Access Justice.

Community Representatives: Access Justice enlists local volunteers as Community Representatives to assist with publicity of our services through activities such as distribution of brochures, contact with community agencies, and attendance at community events.

Clinic Coordinators: In many of the clinics, we are supported by onsite staff, Clinic Coordinators, who book clinic clients and assist with client reception duties as part of their regular duties with the host agency

Practicum Students and Other Volunteers: Our office and reception work is supported by many language students who join us on practicum terms of up to ten weeks, working approximately 30 hours per week. During the year, we also had a number of other volunteers assist us with numerous projects such as computer programming, legal research, report writing, and office maintenance.

Here is a sampling of comments from some of our Volunteers:

“Access Justice has given me so much during my four years as a volunteer. Not only has it provided me with a forum to give back to the community, but it has also raised my awareness of social justice issues and given me valuable skills through the various roles that I have occupied. The spirit of true dedication and hard work that Dugald left behind remains infectious.”

- Claire Sung, Volunteer and UBC Law Student

“I truly value my experiences and time at Access Justice. Not only do I gain a deeper appreciation for the complexities of the legal field, but I also have an opportunity to play a role, however small, in helping people solve their real-life problems. As such, volunteering with Access Justice gives you a first-hand opportunity to serve the betterment of society, while at the same time, it allows you to enrich your appreciation for the legal realm. As a future law student and lawyer, these experiences are both significant and invaluable.”

- Zohar Barzilai, Client Call Volunteer

"I became a Community Representative Volunteer with Access Justice in order to help citizens pursue their legal rights at a time when funding to Legal Services and income assistance benefits in the Province had been drastically reduced. From having the opportunity to meet with representatives of community organizations and be inspired by the enthusiasm and commitment of the staff and volunteers, I truly believe that it is possible as a society to create Access Justice's vision of "justice for all" and that we can and must work together to provide affordable and accessible legal services for all people."

- C.E., Clinic Zone Coordinator

"Working with Access Justice has been an enjoyable and rewarding experience. The staff and other volunteers are great and it is a pleasure to know all of them. The service that our organization provides is a valuable and much needed benefit to many people and an asset to the spirit of justice for all."

- Jonathan Dear, Client Call Volunteer

"Over the two years that I volunteered at Access Justice I was overwhelmed by the response that our organization received from grateful clients. By connecting them with our lawyers I saw the worth and importance of having a society that enables low-income individuals to find justice in their lives."

- Andrea Sum, Client Call Volunteer

"Being an agent of social change, realizing that I'm making a difference in the world, just gives me ineffable joy; this is the reason why I volunteer."

- Maria Kim, Publicity Volunteer

COMMUNITY OUTREACH

Community outreach is an important aspect of our work in order to ensure that the message of accessing justice is shared as widely as possible. The following is a summary of our outreach activities during the year.

Seminars

- *Family Law Seminar at Chinese Christian Mission (CCM)* – on April 27, presentation by lawyer Mandy Lai
- *Newcomers' Fair at Chinese Christian Mission (CCM)* – on June 2, information booth and a presentation of the Society's services and the services of other free legal service providers
- *Japanese Language School*
 - On May 27, information booth at a local fair
 - On September 22, educational information session about *pro bono* services in BC with lawyer Gary Matson
- *Immigration Law Seminar at Korean Full Gospel Church* – On July 31, presentation by lawyer Ms. Tiffany Pang
- *Steve Nash Charity Classic* – On July 21, legal education booth in cooperation with Lawson Lundell LLP and the Law Court Education Society
- *Under One Umbrella: Homeless Action Week Event* – on October 20, participation in the Homeless Action Week Event sponsored by the Vancouver Coastal Health held at the Aboriginal Friendship Centre

- *Burnaby School District 41* – On November 27, presentation by Project Manager Jimmy Yan before the Burnaby Board of School Trustees on what free legal services and education Access Justice could provide to elementary and secondary school students in Burnaby

Brochures

- *Alternative Resources for Clients* -- 300 copies of the *Alternative Resources for Clients* manual were distributed at our Courthouse and Gathering Place clinics
- *Brochure Translation* – with the assistance of volunteers, we translated our English brochure into Russian, Portuguese, and Romanian and these brochures were converted into PDF. In addition, we also managed to translate our English brochure into Portuguese
- *Chinese, Korean, and Japanese Brochures* – During the year 5,000 copies of the Chinese brochures, 2,500 copies of the Korean brochures, and 2,500 copies of the Japanese brochures were printed and distributed in various locations to promote the awareness of the Society's *pro bono* services.

ADVOCACY

Access Justice has a long history of being involved in giving voice and taking action on justice access issues.

Court Challenge – the PST Decision

The most significant development during the year was the Supreme Court of Canada's decision in *Christie v. A.G.B.C.*, the constitutional challenge to the imposition of the BC provincial sales tax on legal bills. The case had been brought by the founder of Access Justice, the late Dugald Christie. Both the BC Supreme Court and the BC Court of Appeal had found the tax unconstitutional. However, the Supreme Court overturned the decision on the broader legal ground that there was not a general right to civil legal aid. While the legal action is now at an end, Access Justice continues to advocate for the removal of the tax.

For further commentaries on the decision, see the Trial Lawyers Association of BC's *The Verdict*, Issue 114, and the UBC Law Review, Vol. 40, No. 2.

Resolution – the Special Compensation Fund Fee and Trust Administration Fee

Access Justice had proposed a resolution for the 2006 Annual General Meeting of the Law Society of BC to eliminate the Special Compensation Fund Fee and the Trust Administration Fee for lawyers who deposited less than \$100,000 per year to their trust accounts. The foundation for the resolution was a belief that these fees hampered lawyers' ability to provide services to low income clients.

By agreement, the resolution was withdrawn and the Law Society set up a Task Group to review the intent of the resolution and the fees. During 2007, the Law Society issued a consultation paper, a consultation report (July 2007), and a final report (September 2007). While acknowledging that some lawyers would benefit from the reduction as part of their provision of services to clients, the report concluded that it could not find there would be an undue hardship on members in continuing the fee. The task force recommended that the fees not be changed as proposed in the resolutions but it did refer to its Access to Justice Committee the issue of what other steps the Law Society might pursue to assist low-income clients and lawyers serving them.

Resolution – CBA Access to Justice Motion

Dugald Christie had been cycling across Canada in the summer of 2006 with the intent of presenting an access to justice motion at the Annual General Meeting of the Canadian Bar Association in St. John's when he was killed in a tragic accident. Subsequently, the motion was tabled. The motion was brought forward for the 2007 AGM in Calgary. Robin Bajer of Miller Thomson and Bibhas Vaze of Conroy and Company presented the motion. Allan Parker, Executive Director of Access Justice, spoke in favour of the motion. The resolution, as passed, is as follows:

BE IT RESOLVED THAT *the Canadian Bar Association urge the federal, provincial and territorial governments to cease using the Canadian justice system as a source of government funding and instead to invest time, money and energy in the justice system to bring access to justice to the people of Canada, and to implement the following measures as initial steps to achieve that goal:*

- 1. zero rate the GST/HST on legal services and abolish other taxes on legal services;*
- 2. pay fair compensation to Legal Aid lawyers, including those working in areas of federal jurisdiction such as immigration and refugee law; and*
- 3. require all justice institutions, including detention facilities, penitentiaries and courts, to provide rooms, facilities and advertising for lawyers prepared to give their time without charge to those who cannot afford legal services.*

Submission – Payday Loans

During the fall, we began a joint submission with the BC Public Interest Advocacy Centre on payday loan legislation regulations. Through the cooperation of Pro Bono Students Canada, we were pleased to have two volunteer law students from UBC Law School assist us in the research for this submission. The submission will be presented in early 2008.

TECHNOLOGY AND ADMINISTRATION

Tele-video Clinic Enhancement

Access Justice continued its Tele-video Clinic service during 2007. During the year, clinics were operated from the Gathering Place, the Salvation Army's Belkin House in Vancouver and the Access Justice office. Remote clinics which hosted clients were in Trail, Terrace, Fort Nelson, Nanaimo, and Smithers. Over 100 clients were served through this medium during the year.

In the latter part of the year, Access Justice began an initiative to reinstate a Tele-video clinic in Mountain Prison, in cooperation with the Salvation Army and Pro Bono Law of BC.

Client Call System Enhancement

The Pro Bono Coordination and Enhancement Project funding from the Law Foundation allowed Access Justice to hire a part time Intake Coordinator in August 2007. The Intake Coordinator takes client calls with the continued support of a number of Client Call Volunteers.

A strength of the call and phone system at Access Justice has been our capacity to meet call demands by a combination of direct pick up during office hours and voice messaging for overflow during the day and for after hours calls. Essentially, we are a 24/7 operation and can handle all calls made to our organization.

Policies and Procedures

During the year, we revised a number of policies and procedures related to client intake. For example, we have updated and simplified the call tally system we are using; we are also reviewing whether this data collection can be automated via our phone system and/or our database. We have revised our issue-type list as of December 1, and anticipate that we will be able to produce more comprehensive data particularly around the types of civil (non-family) cases that we are booking. We have revised our protocols for repeat clients to ensure we are maximizing our clinic booking times. We conducted our annual training session for Client Call Volunteers in November.

Pledge System Development

A cornerstone for the functioning of Access Justice's clinics and operations has been the standardized financial reporting systems that have allowed us to measure fiscal solvency, report on the fundraising successes and needs of the organization, and plan future growth. IT Manager, Nagma Azad, has designed the Society's new Pledge System to improve the accuracy, flexibility, and efficiency of identifying and forecasting individual contributions. During the course of the year, a number of our pledge and follow up processes were updated.

Client Online Self-Registration

Access Justice anticipates there is a client group who could book a clinic appointment directly through internet technology either at home or through public libraries and other internet facilities. Project Manager, Jimmy Yan, prepared the Use Case Design and the Data Flow Diagram for such a self-registration system. With the help of Donald Liu, an IT consultant, we studied and decided to use TomCat Web Server as the foundation for our online application. Clients' communication with the Client Self-Registration function is also secured via VeriSign's SSL connection.

Secure Sockets Layer (SSL) is a cryptographic protocol that provides secure communications on the Internet for web browsing and data transfers. In December 2007, Access Justice purchased a one-year SSL certificate from VeriSign.

Fundraising

As will be seen from our financial statements, Access Justice received funding from several sources during 2007. We express gratitude to our numerous individual donors, the Law Foundation of BC, and the Ministry of the Attorney General. We acknowledge the time and generosity of several lawyers associated with the Trial Lawyers Association of BC who organized a fundraising dinner for Access Justice in honour of John Conroy, QC.

STATISTICS

Our Phone Calls

Because we revised our phone call tally tables during the year and because our intake model changed during the year with the implementation of the Intake Coordinator's position, a detailed analysis of our calls during the year is not available. However, a general analysis of the available data indicates that we are currently averaging about 500 client calls per month and we are receiving approximately 400 client messages per month. This does not include non-client calls that we receive on our general business lines. Part of the revision to our tally tables during the year also included data on asking callers how they had heard of our service. Based on initial data, the most frequent source of referrals other than self-referral (that is, previously a client) are: community service agencies, Lawyer Referral Service, the Legal Services Society, the internet, and the phone book.

Our Clients

In 2007, 3,879 clients attended our clinics out of a total 5,071 appointments that were booked.

We revised our issue type categories during the year. Again, a detailed analysis is not available as a result, though for the major categories the case percentages during the year are as follows:

Civil (Non-Family)	57%
Criminal:	7%
Family	30%
Immigration	6%

Our Clinics

Clinic sessions are usually booked for two hours, with up to four clients being booked in for half hour interviews. Most clinic sessions are held weekly or every two weeks, while some of our major locations have more frequent clinics. The clinics seeing the most number of clients during 2007 were:

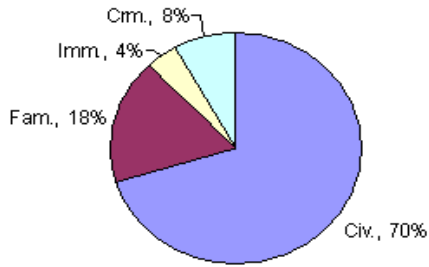
Team	Ttl. Clinics	Ttl. Client Sessions	Avg. Clients /clinic	Ttl. Booked Clients
Courthouse	311	807	2.59	1061
The Gathering Place	211	556	2.64	732
Newton Advocacy Group in Surrey	61	178	2.92	234
The BC Coalition of People with Disabilities in Vancouver	72	135	1.88	175
Chimo Crisis Services in Richmond	29	102	3.52	121
Kairos IFJC in Salmon Arm	30	102	3.40	114
Native Friendship Centre in Prince George	39	96	2.46	142
Carnegie Community Center in Vancouver	36	87	2.42	123
Surrey Urban Mission in Surrey	27	82	3.04	119
Self Help Resources Centre in Vancouver	27	78	2.89	113

Historic Data

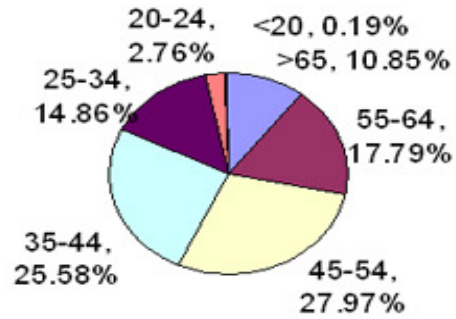
Between 2004 and 2007,

- a) 13,407 clients consulted with 573 volunteer lawyers at clinics set up by Access Justice for legal matters in family, criminal, immigration, and civil law;
- b) 38% of our clients have a high school (or less) education, 54% have an undergraduate education, and 8% have a graduate education; and
- c) 5% of our clients are First Nations people, 51% are Asians, 37% are Caucasians, 3% are African Canadians, and 3% are Latino Canadians.

d) Legal Advice Provided by Access Justice



e) Age of Clients Attending Our Clinics



FINANCIAL REPORTS

THE WESTERN CANADA SOCIETY TO ACCESS JUSTICE STATEMENT OF OPERATIONS, Year Ended December 31, 2007

	Audited			Un-audited	
	2007	2006	2005	2004	2003
RECEIPTS					
Donations	\$79,948	\$138,674	\$120,713	\$98,837	
Grants	225,484	112,161	101,616	26,120	
Amortization of deferred contribution	2,450	1,050	-	-	
Other	22,370	154	849	11	
	330,252	252,039	223,178	124,968	85,795
EXPENDITURES					
Advertising and promotion	11,589	8,448	11,980	2,950	7,388
Amortization	2,796	7,750	3,437	1,514	
Insurance	2,768	2,141	1,935	-	
Interest and bank charges	436	2,128	170	290	157
Licenses, dues and subscriptions	-	-	2,112	-	
Office and miscellaneous	14,429	7,712	8,565	16,090	6,997
Professional fees	6,232	6,038	3,650	3,049	
Rent	12,600	12,600	10,785	3,100	
Repairs and maintenance	-	519	560	-	
Salaries and benefits	236,597	183,082	147,238	90,466	61,754
Telephone and internet	15,263	16,315	13,558	7,090	5,150
Travel and entertainment	3,116	4,643	5,200	2,410	5,721
Utilities	-	-	256	-	
	305,826	251,376	209,446	126,959	87,167
EXCESS OF RECEIPTS OVER EXPENDITURES FOR THE YEAR	\$24,426	\$663	\$13,732	(\$1,991)	(\$1,372)

ACCESS JUSTICE BOARD OF DIRECTORS

Board members as at December 31, 2007:

Bruce Fraser Q.C.	Chair
Graham Walker	Secretary and Treasurer

Maureen Baird
Vicki Bennett
Craig Cameron
Phil Dougan
Del Feller
Leon Getz Q.C.
George Gregory
John Kleefeld

Ian Campbell retired as a board member during the year – we thank him for his many years as a board member and we thank him for his ongoing service as a volunteer clinic lawyer.

ACCESS JUSTICE STAFF

Staff as at December 31, 2007:

Allan Parker	Executive Director
Jimmy Yan	Project Manager / Web Architect
Nagma Azad	IT Manager (on maternity leave)
Jenny Lau	Clinic Coordinator
Ashley Singh	Intake Coordinator
Carol Tse	Volunteer Coordinator
Vivian Song	Finance Administrator
Oliver Christie	Fundraiser/Recruiter

We also thank Jason Liang who served with Access Justice in 2007 as an IT Technician.