

VISION

All individuals involved in administrative justice are trained and certified.

MISSION

Recognized as a national leader in the delivery of administrative justice training; and evaluation of tribunal members, staff, and advocates to assure fairness and procedural expertise.

How it all began:

In 1998 – 1999 Council of Canadian Administrative Tribunals organized a ‘Train the Trainer’ (in Saskatoon) for the Prairie Provinces (AB, SK, MB) so those provinces could begin offering their own admin tribunal training. The project had multiple partners:

- Council of Canadian Administrative Tribunals contributed \$5000.00 to pay for the meeting room and the trainer costs.
- British Columbia Council of Canadian Administrative Tribunals contributed its Foundations of Administrative Justice course materials and instructor manual, along with 3 of their instructors who trained the prairie instructors.
- AB, SK and MB tribunals (8-9 per province) partnered to pay the wages and expenses of 8 – 9 instructors from each province, who would take the Train the Trainer to become instructors for the Foundations course in their own provinces.

The 8-9 Alberta instructors started the FOAJ organization which then went on to use the British Columbia Council of Canadian Administrative Tribunals Foundations materials and move forward to develop its own course (now Principles of Administrative Justice).

Founding Sponsors:

- Council of Canadian Administrative Tribunals
- British Columbia Council of Canadian Administrative Tribunals
- John B. Hall
- Jessie Horner
- Judith Williamson

Founding Members:

- Surface Rights Board and Land Compensation Board
- Transportation Safety Board
- Safety Codes Council
- Workers’ Compensation Board
- Appeals Commission for Alberta Workers' Compensation
- Advanced Education and Technology
- Real Estate Council of Alberta
- Edmonton Pipe Trades Journeymen and Apprentice Training Committee

- Alberta Labour Relations Board

1998 Founding Instructors:

- Jean Flanagan
- Deborah Howes
- Marilyn McAvoy
- Jeffrey Moore
- George Pheasey
- Jean Sprague
- Ronald Townsend
- Keith Metcalfe
- Brian Bolan
- John Saunders

FOAJ's Accomplishments

The Foundation of Administrative Justice has grown tremendously in our first decade.

1999	2010	2017
4 course – 8 days	56 Courses – 105 Days	48 Courses – 85 Days
0 custom courses	16 Custom Courses	12 Custom Courses
0 conference	1 Conference	Monthly Lunch and Learn's
8 members	115 members	162 Members
1 province	4 provinces + federal	30 E-Learning registrants
-	7 Graduates	85 Graduates

As of June 29, 2017, there have been 526 FOAJ graduates across Canada.

In our first 10 years, FOAJ has:

- Created new courses
- Established an annual conference
- Undertaken a professional curriculum review
- Contracted and trained new instructors
- Transitioned from an operations board to a governance board
- Approved a three year business plan
- Successfully applied for grant funding from the Lottery Foundation
- Expanded relations with CCAT
- Gained recognition as *the* society for tribunal training in Western and Northern Canada.

Alberta Arbitration & Mediation Society (AAMS) – was originally contracted to provide administrative support services for the Foundation of Administrative Justice – 1998-2001.

April 22 & 23, 1999 – Delivered the first Foundations of Administrative Justice course

2002 – Incorporation of Society (2002/05/14) with an operational board

2002 – Custom Training

2004 – Policy Governance Board.

2004 – 2014 Deborah Howes Contracted Executive Director.

2005 Membership Based Organization

2005 – 1st FOAJ Conference.

2006 – 1st FOAJ website was created.

2006 – Conference: Best Practices & Latest Trends

2006 – Scheduled courses in Saskatchewan

2007 – Conference: Getting it Right: Tribunal Accountability

2007 – Scheduled courses in Northwest Territory

2008 – Scheduled courses in Ontario

2008 – 10 year Anniversary & 4th Conference: The Gold Standard for Tribunal Performance.

2009 – CTAJ™ Certificate Program was created.

2009 – Conference: Opening Doors: Tribunals Creating Effective Access to Justice.

2009 Bursary – FOAJ created the Bursary in recognition of its benefactor, David Elliott, to recognize his spirited passion and commitment to excellence in justice, and his belief that there are no barriers to furthering one's learning.

2009 – First Professional Development Day.

2010 – The Government of Canada, HRSDC, has approved FOAJ as an educational institution authorized to issue receipts that may qualify for Tuition Tax Credit under the Income Tax Act. Individuals who pay their own course fees may be able to request a tax receipt and use the fees from our courses on their personal income tax.

2010 – Professional Development Day & Graduation.

2010 – Refreshers Created.

2010 – 1st CTAJ™ Graduation.

2010 – Record Keeping Database was created.

2010 – Trademarked new logo and CTAJ™

2011 – Scheduled courses in Yukon

2011 – Conference New Horizons: Legal Issues for Tribunals & Graduation.

2011 – SK Graduations

2011 – Developed formal committees

2011 – Professional Development Day – March

2012 – Scheduled courses in New Brunswick

2012 – Supported CCAT Conference

2012 – New website look

2012 – 1st Conference in Saskatoon, Saskatchewan

2012 – New Market Atlantic Canada

2013 – Scheduled courses in Manitoba

2013 – Scheduled week long training in SK and NWT to get CTAJ™ over 3 weeks

2014 – Scheduled courses in British Columbia

2014 – Formally changed name from Alberta Foundation of Administrative Justice to Foundation of Administrative Justice

2014 – First application for Non-Profit Business License

2014 – FOAJ is Independent – Deborah Howes retired; Karen Popoff & Sherilyn Danis stepped in as the Management Team

2014 – Professional Development Day – December

2015 – Hired Office Assistant

2015 – New Provincial Market, BC

2015 – Professional Development Day – November

2016 – First CTAJ Graduation Ceremony in Atlantic Canada

2016 – New website look

2016 – Decision Making e-Learning

2016 – Professional Development Day – November

2017 – Interpreting Legislation e-Learning

2017 – Supporting CCAT conference May 28-30, 2017

2017 – FOAJ/ADRIA Lunch and Learn's

2017 – Adopted the tagline to “The leader in tribunal training across Canada”

2018 – 20th Anniversary - logo introduced

2018 – FOAJ is International – 5 Participants from Kenya attended CMP and Evidence in Saint John, NB

2018 – 20th Anniversary Celebration April 24th.

2018 – first International Graduates from Kenya (5 Graduates with 2 Streams: Tribunal and Administrator)

2019 – Plain Language: Building Results e-Learning

2019 – Principles of Administrative Justice e-Learning

2019 – Core Competencies developed for each CTAJ™ Stream

2019 – Revisions to the CTAJ™ program to be implemented in 2021

2019 – Adrian Wright has taken on the role of Curriculum Co-ordinator

2021 – New CTAJ™ Stream - Investigations

FOAJ Faculty

Current Instructors	Start Date	Years of Instruction
Colin Baile	May-09	8
Robert Breaker		
Julie Durette (bilingual)	Dec-13	5
Debra Lynn Fendrick	Nov-14	4
Frances Peck	Nov-18	0
Leila Gosselin	Feb-06	12
Nancy Hack	May-07	11
Dolores Herman	Sep-05	13
Deborah Howes	Jun-98	20
Narmin Ismail-Teja	Apr-16	2
Sheldon Toner	May-14	4
Anne Wallace, Q.C.	Apr-08	10
Adrian Wright	Jun-08	10
Archie Zariski	Oct-05	13
Carol Zukiwski	Feb-10	8
Debra Fendrick	Nov-14	4
	Total instructor years	128

Past Instructors	Start/End Instructing Date
George Pheasey	June 1998
David Elliot	May 2005 – November 2008
Christine Mowatt	April 2006 – September 2009
John Blois	March 2007 – November 2007
Robin Elliott	April 2008
Robert Pelton (deceased)	October 2008 – January 2013
Gail Hope	February 2009
Bertha Greenstien	May 2009 – November 2009
Michael Goldman	April 2010
Michele Pineau	April 2013
Patti Hannigan	June 2011 – December 2016
Graeme Mitchell, Q.C.	February 2014-September 2018

From history 1998 - Instructors

Instructors recognized at the 10 year anniversary

Deborah Howes	AB Labour Relations Board
George Pheasey	Appeals Commission for AB WCB
Jeffrey Moore	AB WCB
Jean Flannagan	AB Real Estate Council
Jean Sprague	AB Advanced Education
Brain Bolan (deceased)	AB Transportation Safety Board
Marilyn McAvoy	AB Surface Rights Board
Ronald Townsend	Edm Pipe Trades - OHS Appeal Board
John Saunders (deceased)	
Keith Mecalfe (deceased)	

FOAJ Graduates

2018	93
2017	85
2016	77
2015	87
2014	49
2013	112
2012	38
2011	39
2010	7
2009	0

Course Specific Commencement

Principles of Administrative Justice – since 1999

Evidence – since 2003

Decision Writing – since 2003

Decision Making – since 2005

Effective Hearings – since 2005

Presenting Cases Before Tribunals – since 2005

Interpreting Statutes – since 2005

Giving Evidence – since 2006

Case Management Practices – since 2006

Interpreting Legislation – since 2007
Effective Witnesses – since 2011
Single Adjudicators Clinic – since 2011
Cultural Competencies – since 2016
Investigations – since 2017
Human Rights and Charter Values for Tribunals - since 2018
Advance Decision Writing Course – since 2019
Plain Language: Building Results – since 2019

Board of Directors

2018

Paul Owens, Chair
Patti Pacholek, Vice-Chair
Delano Tolley, Secretary-Treasurer
Gail Beck, Director
Christine Macken, Director
Janet Patriquin, Director
Dennis Callihoo, Director
Peter Thomas, Director
Katherine Weaver, Director
Brenda Chisholm, Director
Barbara Evans, Past President

2017

Paul Owens, Chair
Gail Beck, Vice-Chair
Delano Tolley, Secretary-Treasurer
Patti Pacholek, Director
Christine Macken, Director
Janet Patriquin, Director
Dennis Callihoo, Director
Peter Thomas, Director
Katherine Weaver, Director
Brenda Chisholm, Director
Barbara Evans, Past President

2016

Barbara Evans, President
Gail Beck, Vice President
Delano Tolley, Treasurer
Paul Owens, Secretary
Patti Pacholek, Director at Large
Ken Niziol, Director at Large
Christine Macken, Director
Janet Patriquin, Director
Dennis Callihoo, Director
Peter Thomas, Director
Katherine Weaver, Director
Brenda Chisholm, Director
Cheryl Ryder, Past President

2015

Barbara Evans, President
Gail Beck, Vice President
Delano Tolley, Treasurer
Paul Owens, Secretary
Patti Pacholek, Director at Large
Ken Niziol, Director at Large
Christine Macken, Director
Janet Patriquin, Director
Jeff Herzberger, Director
Mark Hill, Director
Dennis Callihoo, Director
Cheryl Ryder, Past President

2014

Barbara Evans, President
Gail Beck, Vice President
Delano Tolley, Treasurer
Paul Owens, Secretary
Patti Pacholek, Director
Ken Niziol, Director
Janet Patriquin, Director
Jeff Herzberger, Director

Mark Hill, Director
Dennis Callihoo, Director
Cheryl Ryder, Past President

2013

Cheryl Ryder, President
Grant Van Eaton, Vice President – 12/01/2013
Gail Beck, Treasurer
Cal Ploof, Secretary – resigned 08/20/2013
Barbara Evans, Director
Delano Tolley, Director
Ken Niziol, Director
Mark Hill, Director
Janet Patriquin, Ex Officio
Dennis Callihoo, Ex Officio

2012

Cheryl Ryder, President
Barry Nowoselsky, Vice Presiden
Judy Barry, Treasurer
Martha Miller, Secreatry
Gerry Baron, Past President
Barbara Evans, Director
Grant Van Eaton, Director
Rachel Hayward, Director

2011

Cheryl Ryder, President
Barry Nowoselsky, Vice President
Judy Barry, Treasure
Martha Miller, Secretary
Gerry Baron, Past President
George Pheasey, Director
Colleen Wetter, Director
Barbara Evans, Director

2010

Gerry Baron, President

Cheryl Ryder, Vice President
Barry Nowoselsky, Treasurer
Leonard Dunn, Secretary
George Pheasey, Past President
Martha Miller, Director
Judy Barry, Director
Colleen Wiegers, Director

2009

Brock Taylor/Gerry Baron(Sept), President
Gerry Baron/Jill Mason(Sept), Vice President
Al Evans, Treasurer
Leonard Dunn, Secretary
Jill Mason, Director
George Pheasey, Director
Cheryl Ryder, Director
Martha Miller, Director

2008

Brock Taylor, President
Gerry Baron, Vice President
Al Evans, Treasurer
Leonard Dunn, Secretary
Leonard Dunn, Director
Jill Mason, Director
George Pheasey, Director
Cheryl Ryder, Director

2007

George Pheasey, President
Brock Taylor, Vice President
Al Evans, Treasurer
Bev Decore, Secretary
Leonard Dunn, Director
Martha Miller, Director
Gerry Hayes, Director
Gerry Baron, Director

2006

George Pheasey, President
Gerry Hayes, Vice President
Al Evans, Treasurer
Bev Decore, Secretary

Leonard Dunn, Director
Brock Taylor, Director
Luisa Adams, Director
Jean Flanagan, Director

2005

George Pheasey, President
Gregg Johnson, Vice President
Bev Decore, Director
Deborah Howes, Director
Jean Flanagan, Director

2004

George Pheasey, President
Gregg Johnson, Vice President
John Saunders, Secretary/Treasurer
Bev Decore, Director
Deborah Howes, Director
Jean Flanagan, Director

2003

George Pheasey, President/ Director
Marilyn McAvoy, Vice President/Director
Deborah Howes, Secretary/Treasurer
Jean Sprague, Director

Logos

2007



"The Society for Administrative Tribunal Training"

2008



FOAJ History
May 28, 2019



2009



2010



2018

