

A CALL TO HONOR
A Report on the Year of Pro Bono

Jim Baillie
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When I began my term as MSBA President, just eleven months ago, I said frequently and to as many people as I could, “There is an unprecedented crisis in funding for legal services. Every lawyer needs to step forward and respond to this crisis by fulfilling our professional and ethical obligation to provide pro bono legal service.”

To encourage pro bono participation, the MSBA’s Legal Assistance to the Disadvantaged Committee (“LAD”), chaired by Tom Mielenhausen and Barbara Penn, and I established a set of immodest goals. We selected 10 specific goals to be accomplished during this bar year. Our principal purpose was to make change so that the level and the range of pro bono services would be permanently improved. On the way to long term improvement we aimed to recruit 500 new pro bono volunteers to serve 1,000 additional pro bono clients in this bar year.

I am pleased to report that we have substantially met the 10 goals and that to date more than 652 new attorneys have taken on new representations this year and more than 5,614 additional pro bono clients have been served. Here are the goals and the program results to date.

Goal 1: *Business Law Pro Bono*. Adopt a plan and launch a new business law pro bono program.

Result: In September 2003, the MSBA Board of Governors approved the report of the Minnesota State Bar Association Business Law Pro Bono Task Force, co-chaired by Joe Genereux and myself, and provided seed money for a new business law pro bono program. The MSBA sponsored the formation of a separate 501(c)(3) organization named LegalCORPS. Its mission is to build communities by using lawyers to provide business law pro bono advice to qualified microentrepreneurs and nonprofit organizations. LegalCORPS gives business lawyers pro bono opportunities in their areas of expertise and experience.

Joe Genereux, of Dorsey & Whitney, has been elected president of LegalCORPS and Sondra Reis, of the Minnesota Council of Nonprofits, has been elected treasurer. To date, LegalCORPS has raised \$27,300 and has submitted significant grant applications to funding organizations.

LegalCORPS is located at the MSBA and is governed by a 20 member board made up of representatives of equal numbers of representatives from community organizations (e.g., Neighborhood Development Corporation), business law attorneys and others who provide

pro bono service. LegalCORPS will begin active case placement in July 2004. If an attorney is interested in volunteering, he/she should contact Tim Groshens at the Minnesota State Bar Association. A copy of the report of the Task Force is available at <http://www2.mnbar.org/committees/business-pro-bono/final-report.pdf>.

Goal 2: *Law Firms and Corporate Counsel.* To meet with managing partners and corporate counsel and challenge them to contribute. We will follow up with them and help them develop or improve internal programs and report their results at the June meeting.

Result: Chief Justice Kathleen Blatz and I sent letters to the 50 largest law firms and a number of the largest corporate law departments. We met with representatives of most of them at a meeting at the MSBA Convention last June and we announced the “Call to Honor.” Later, we wrote to the next 50 largest law firms and asked them to join the “Call to Honor” as well. The “Call to Honor” requested that each firm establish and strengthen its pro bono program and determine the level of pro bono participation in the 12 months preceding July 1, 2003, reduce the number of lawyers who had not taken a pro bono case by 25%, and keep track of the number of additional pro bono cases the firm was able to open after July 1, 2003. It also asked them to tell us how they were doing and to give us some examples.

A LAD subcommittee chaired by Joe Dixon, of Henson & Efron, and Jim Patterson, of Patterson, Thunte et al., has begun the process of collecting valuable information on how much pro bono is being performed by law firms and law departments across the state. Of the 50 largest firms, 21 have so far provided us with numerical information on the number of new attorneys performing pro bono and the number of pro bono files handled in 2003. These firms reported that 232 lawyers either took a pro bono case for the first time this year or returned to pro bono this year. Firms providing information reported that their lawyers handled 2,607 pro bono matters in calendar year 2003.

Several other firms preferred to provide percentages of attorney participation and hours of service. For example, during both calendar year 2002 and calendar year 2003 89% of Faegre & Benson’s Minneapolis attorneys worked on at least one pro bono matter. Lindquist and Vennum had 100% pro bono participation by its Minnesota attorneys for the last several years. Seventy-five percent (75%) of Gray Plant Mooty Mooty & Bennett’s lawyers took on pro bono matters in calendar year 2003. Moss & Barnett reported that 71% of its lawyers worked on pro bono matters. Barna Guzy & Steffen’s lawyers performed 376 hours of pro bono in 2002 and 623 hours of pro bono in 2003. Halleland, Lewis reports that most of its 42 lawyers performed pro bono in 2002 and in previous years.

The statistics from the next 50 largest law firms are not as complete. However, we know anecdotally that these firms are doing a lot of pro bono work. Hanson, Lulic & Krall, for example, reported that one attorney at the firm performed a minimum of 200 hours pro bono work for nonprofit corporations. Ratwick, Roszak & Maloney reported that 100%

of its lawyers handle education related pro bono. The response that law firms are making to integrate pro bono into their structure is encouraging. Here are some examples:

- Appointed a pro bono partner or otherwise designated a pro bono coordinator for the firm (Bassford Remele, Moss & Barnett, Foley & Mansfield, Henson & Efron, and Hansen Dordell et al.);
- Incorporated pro bono into attorney compensation formulas (Barna Guzy & Steffen);
- Engaged the managing partner to lead by example and take a pro bono case and/or serve on the firm's pro bono committee (Lockridge Grindal Nauen; Briggs & Morgan);
- Simply agreed to increase the firm's pro bono participation in calendar year 2004 (Mackall Crouse & Moore, Larson King).

It is a pleasure to share a few of the pro bono success stories and the initiatives firms have undertaken to respond to the Call to Honor. Here are just some of the stories that we are authorized to share in order to show the variety of pro bono services (among other reasons).

Dorsey & Whitney engaged the services of Volunteer Lawyers Network to establish a clinic at the Sabathani Community Center in Minneapolis and to handle legal matters referred through the African American Men's Project. Twenty-two lawyers from Dorsey's Tax, Employee Benefits and Trust and Estate practice areas work at the Sabathani clinic, and five or six litigators work on the AAMP project. Dorsey partners redoubled their efforts in-house so that several attorneys who had never taken a pro bono case took one this year.

Rajkowski, Hansmeier told us of the success of its attorneys who helped an Hispanic family void a defective trailer home contract. The family had signed a contract drafted in Spanish, which was then lost. An English version of the contract was produced that was different than the Spanish contract. The attorney prevented any contractual obligation on the part of the family. In another case, attorneys worked with a widow to establish a payment plan so she would not be evicted from her home.

Robins, Kaplan reported that it joined forces with Minnesota Advocates for Human Rights in June 2002 to develop an asylum appeals project. This project is designed to help deal with the flood of cases into the federal appellate courts that followed Bush administration rules dramatically reducing the resources of the Board of Immigration Appeals and its ability to perform meaningful appellate review.

Mackall, Crouse & Moore attorneys were successful in representing a widow to defeat a third party claim to \$30,000 in insurance proceeds. All of the money went to the widow.

Halleland, Lewis filed a declaratory judgment on behalf of an elderly woman against a handyman who had placed an improper mechanic's lien on her house. The mechanic's lien was declared null and void. In addition, several Halleland associates have

volunteered their services to the Hennepin County Public Defender's office by representing indigent defendants in the Hennepin County Drug Court. Since March 2002, these attorneys have volunteered approximately 600 hours of time.

Lommen, Nelson reported that one of its attorneys obtained a temporary injunction and rescission of a contract for deed in an equity stripping case. Another attorney at the firm represented a pro bono client in a race and disability case against his former employer and was able to obtain a good monetary settlement for the client.

Briggs & Morgan shared that it:

- successfully petitioned the U.S. Supreme Court to review an Eighth Circuit decision in an immigration case;
- presented new, exculpatory evidence in a death penalty case in Texas that may result in the overturning of the client's conviction or death sentence;
- helped establish and provide attorneys to handle landlord-tenant matters for the Housing Alliance Law Office on St. Paul's East side; and
- served as pro bono counsel for the 2004 Winter Carnival Ice Palace.

Fredrikson & Byron's successes include:

- all first year lawyers took pro bono cases;
- a longtime shareholder helped the Tibetan-American Community fulfill its dream of purchasing a building in St. Paul to serve as the Minnesota Tibetan Community's cultural center;
- other attorneys successfully defended their clients against a trespassing complaint for handling out leaflets against the war in Iraq (the manager of the shop gave them permission to do so and then called the police who arrested them); and
- several lawyers at the firm helped the Metropolitan Economic Development Association ("MEDA") with the acquisition of another community development organization.

Leonard, Street & Dienard reported several success stories. Here are two examples:

- Two lawyers worked on a case involving a 16-year-old immigrant who lost medical coverage as a result of state budget cutbacks. In April 2003, the undocumented boy received a kidney from his brother in transplant surgery at a Minnesota hospital. At the time, the operation and the anti-rejection medication required for transplant patients were covered by State Medical Assistance. State budget cuts eliminated coverage for anti-rejection medication, and emergency medical care would pay for kidney dialysis but not the drugs. Without the drugs, the boy's doctors testified that he would eventually lose the transplanted kidney, be incapable of receiving another kidney in the future, and require dialysis for the rest of his life.

The pro bono lawyers filed a complaint, affidavits of the boy's transplant surgeon and a motion for TRO. The complaint alleged that even though Emergency Medical Assistance, a federal program, would pay for dialysis until the boy turned 21, it would cost the government three times as much as the anti-rejection medication. Additionally, the lawyers argued that because some undocumented immigrants were still covered under Medical Assistance, depriving the boy of such benefits would be a violation of the Equal Protection Clause of the Fourteenth Amendment of the Constitution. The day after the filing of the complaint, the State agreed to an interim settlement, including payment for the anti-rejection drugs until a final decision was made in the case.

- An attorney helped a man from Cambodia who had been denied public housing because of several convictions on his record—two were from time spent in California and the most recent occurred in Minnesota about four years ago. All three arrests were for minor offenses. The firm argued on appeal that the client was disabled by paranoid schizophrenia and that the Public Housing Authority should reasonably accommodate him because he was currently in treatment and his psychiatrist believed that the earlier convictions resulted from his untreated condition. The PHA reversed its decision and offered the client an apartment.

Lindquist & Vennum reported that it has had success partnering with firm alumni to perform pro bono. Volunteer Lawyers Network, Lindquist & Vennum and the Valspar Corporation law department worked together to create a legal clinic at Mary's Place. In addition, several lawyers at the firm act as mediators for Harassment Court at Hennepin County District Court.

Faegre & Benson's pro bono success stories include:

- A team of lawyers secured a grant of asylum on behalf of a 15-year-old Somali girl facing removal proceedings. Her claims to asylum and withholding of removal were based on her membership in a persecuted minority clan.
- Another team of lawyers successfully represented a developmentally disabled 21-year-old man in eviction proceedings. The landlord sought to evict the young man because of the actions of an older female companion who was exploiting the young man's vulnerability through the use of force and intimidation. The lawyers secured an order for protection against the companion and negotiated an agreement with the landlord that enabled the client to maintain his housing.
- In a family law matter, the firm assisted a Nevada woman to obtain guardianship in Minnesota of her newly orphaned 11-year-old nephew. The lawyers assisted the family in settlement of the mother's estate so that the child was able to receive funds designated for his future care and support.

- Two lawyers assisted an immigrant entrepreneur to establish and expand his business. The client had devised a new mechanized method of making injera, a traditional East African bread, and the firm lawyers provided pro bono service on both corporate governance and trademark issues.

Gray, Plant et al. shared several success stories well. A couple of examples follow:

- An attorney at the firm acts as general legal counsel for a nonprofit agency that helps battered women. He advises the agency with general business matters, including acquiring a new building, hiring new property managers, advising regarding damage allegations by a person refused admission to the program, advising regarding licensing of copyrighted materials, and advising about program expansion to new locations.
- A senior partner works with the Pension Rights Project associated with the Minnesota Senior Federation. He is “on call” for the counselors at the Project to call him directly for advice or to direct their clients to him for consultation on various matters. The typical case involves a client trying to secure a pension from his or her employer.

Foley & Mansfield successfully represented a 17-year-old boy, with significant physical and mental health issues, who purchased a snowmobile from another individual in June and agreed to make monthly payments that were to end in December. In November the boy tried to use the snowmobile but it would not start. The seller agreed to fix it. The boy did not make the last payment because the seller did not fix the snowmobile. The seller kept the snowmobile and did not return any of the money paid. The boy obtained a conciliation court judgment against the seller, but the seller declared bankruptcy. An attorney at the firm successfully challenged the dischargability of this judgment. The seller’s wages are being garnished for payment of the judgment.

Ratwik, Roszak & Maloney noted that 100% of its attorneys do some pro bono work each year. One example of their pro bono work is drafting legislation that benefits special needs children in K-12 schools and helping various advocacy groups develop policies.

Erstad & Riemer reported that the “Call to Honor” letter generated a good discussion and raised awareness about pro bono at the firm. The shareholders learned that 60-70% of them were already doing some type of pro bono work. The firm encourages its associates to do pro bono work and factors in the pro bono work when an associate’s billing is not up to “par”.

Mansfield, Tanick & Cohen shared that 19 out of 20 lawyers at the firm are doing pro bono work in a broad array of areas including bankruptcy, child support, consumer and nonprofit.

Several corporate law departments responded to the “Call to Honor” and have successes to share. Here are a couple of examples: Best Buy’s corporate law department established a pro bono committee in November 2003 after looking at the best practice

models of major corporations as selected by corporateprobono.org. The models included 3M, which won a national pro bono award this year. They also include AT &T Wireless, Inc., Xerox, McDonald's and Ford Motor Company. Special attention was paid to Minnesota corporations offering pro bono services. The pattern among in-house law departments is to collaborate with established non-profit organizations exclusively offering pro bono services. As a result, Best Buy decided to collaborate with Volunteer Lawyers Network.

Best Buy lawyers have now taken cases from VLN in the areas of criminal expungement, housing/lending, unemployment appeals and family law. VLN conducted training at Best Buy's Corporate Campus. Collectively, Best Buy's Legal Department has contributed approximately 50 hours of pro bono service so far.

US Bancorp's Legal Department has been participating in the Brian Coyle Legal Clinic with the Dorsey & Whitney law firm since 1999. This program, sponsored by Volunteer Lawyers Network, enables eligible clients to meet with attorneys every other Tuesday evening. Eight attorneys regularly attend the clinic and the department was able to handle 31 pro bono cases in 2003.

These are only a few examples, collected from some of the larger firms and corporate law departments, but we know that they are typical of the kinds of services provided by attorneys in all practice settings, in all parts of the state.

Goal 3: *Judicial Districts and the Judiciary.* To meet with the chief judges in each district and work to develop a plan for each district. We will follow up and help develop and implement their plans and report their results.

Result: A subcommittee, co-chaired by the Honorable Lloyd Zimmerman, of the Fourth Judicial District, and Ed Cassidy, of Felhaber Larson et al., undertook the task of securing judges all across the state to chair permanent pro bono committees in each judicial district. They met with the Conference of Chief Judges on more than one occasion and secured their support.

Permanent committees have been established in each judicial district. The committees consist of a judge or judges from the district, a local bar leader, a legal services representative, a local Volunteer Attorney Program Coordinator or other pro bono provider representative, and others. These new judicial district pro bono committees are chaired by the following judges:

The Honorable Richard Spicer, First Judicial District;
The Honorable Edward Cleary and the Honorable David Higgs,
Second Judicial District;
The Honorable Joe Chase, Third Judicial District;
The Honorable Allen Oleisky, the Honorable Mel Dickstein, the Honorable
Marilyn Rosenbaum, Fourth Judicial District;
The Honorable Allison Baskfield, Fifth Judicial District;

The Honorable Dale Wolf, Sixth Judicial District;
The Honorable Galen Vaa, Seventh Judicial District;
The Honorable Stephen Drange, Eighth Judicial District;
The Honorable John Smith, Ninth Judicial District; and
The Honorable Robert Rancourt and the Honorable Robert Varco,
Tenth Judicial District.

The committees are working on methods to increase pro bono participation in their districts. It is also anticipated that these committees will work with pro se implementation and court forms committees to ensure that self-help forms and lawyer advisees are readily available for financially eligible pro se litigants in each district. Each committee has either designated a 2004 judicial district pro bono award winner, or will do so very soon. We will recognize the district pro bono awardees at the MSBA Convention on June 11th.

In the Fourth District (Hennepin County), the committee developed the idea of a letter from all of the state court and federal court judges to the attorneys in their district. The Second District (Ramsey County) quickly did the same. The Hennepin County letter says in part:

“” . . . we the bench of the Hennepin County and United States District Court, have for the first time in Minnesota history, issued a collective call to action to the bar.”

It is signed by all 72 state and federal judges. A copy of the letter is attached.

Goal 4: *Direct Appeals to Lawyers.* The MSBA president will write at least one column on the subject and will send at least one letter to each MSBA member. Pro bono leaders will appear at CLE programs and at as many bar association meetings as possible to get the message out. These other meetings will include section meetings and district meetings. We will try to develop ways to make sure that lawyers are asked, individually, one-on-one, to handle a case. To assist these and other efforts, pro bono marketing materials will be developed.

Result: As MSBA president, I have devoted four President’s Pages to legal services and pro bono. I have attended the majority of the District Bar Association annual meetings and meetings of as many other groups as possible and delivered this message. A letter to all MSBA members is going out shortly by email and this report will be linked so that even more attorneys can be proud of the efforts of our profession and to encouraged to volunteer.

Minnesota CLE, the Ramsey County Bar Association and the MSBA agreed to allow representatives selected by the LAD Publicity and Recognition Subcommittee present five minute pro bono presentations at many CLE programs and bar meetings. Dozens of these presentations were made throughout the year. As a result, over 100 lawyers

indicated a willingness to find out more about pro bono opportunities. The MSBA has tried to connect all of them with appropriate opportunities. VLN states: “Many of our new volunteers this year indicated to us that the MSBA initiative did influence them to commence or renew their commitment to pro bono. We have very much appreciated having the support of the state bar when we request our volunteers to serve, as their efforts do seem reinvigorated as a result of the project.”

In addition, this group worked with the ad-hoc law firm marketing group chaired by Kathy Gross Schoen, of Robins Kaplan et al., to assist LAD in its marketing efforts. Initiatives included developing a long-term strategic marketing plan, an advertising campaign, creation of a LAD logo, development of various marketing materials, public relations, and web site analysis. This group developed the “A Call to Honor” theme and ads that will run in *Bench & Bar* and *Minnesota Law & Politics*. They also helped plan the materials and program for the MSBA Convention. A list of marketing initiatives, a copy of the new logo and the first ad are attached. Law firms that provided marketing support include:

Arthur, Chapman, Kettering, Smetak & Pikala, P.A.
Bowman and Brooke LLP
Dorsey & Whitney LLP
Faegre & Benson LLP
Fredrikson & Byron, P.A.
Krass Monroe PA
Larkin, Hoffman, Daly & Lindgren, Ltd.
Maslon Edleman Borman & Brand
Robins, Kaplan, Miller & Ciresi L.L.P.
Winthrop & Weinstine P.A.

Goal 5: *Online Pro Bono Opportunities.* The Pro Bono Directory will be improved and will be placed online. We will also improve ProJusticeMN.org and direct attention to it.

Result: With the able help of members of the MSBA Paralegal Committee, the Directory of Pro Bono Opportunities was updated and has been placed online at www.projusticemn.org (PJMN). Anyone accessing the site can: (1) review the Pro Bono Opportunities Directory; (2) see a list of active VLN cases that need attorneys; (3) see a general list of providers that need attorneys; and (4) register to receive information on a regular basis.

We are also working toward using PJMN as a case placement tool. VLN published five “test” cases online and was able to place four of them. VLN then placed another six cases online and was able to place one case. The goal is not only to increase the number of VLN cases placed, but to increase the number of organizations placing cases through projusticemn.org. Organizations that operate pro bono programs will review the merit of using projusticemn.org as a case placement tool this summer.

In addition, a stakeholders group has been formed to review the goals, roles and tasks of our website and other online efforts. The stakeholders are representatives of the Legal Services Coalition who are currently maintaining the site, representatives from the MSBA, members of the LAD committee and representatives from other volunteer attorney programs.

The goals for the MSBA with respect to the PJMN web site include: efficient use of resources to recruit pro bono lawyers; effective and efficient substantive support for pro bono lawyers, law students and other advocates; streamlined and targeted communication with pro bono lawyers, law students and other advocates; increased usage of the site with attendant savings of other resources; enhancement of the library materials specifically designed for pro bono lawyers; and improved coordination among providers and other stakeholders.

The Bankruptcy Section of the MSBA has continued to be the national leader among bankruptcy sections and bankruptcy bar associations. With funding from the American College of Bankruptcy it hired a webmaster and established its own pro bono web site (on the Bankruptcy Section page on the MSBA site) with helpful materials for pro bono volunteers. It also established a regular debtor counseling clinic in St. Cloud (modeled after clinics in Minneapolis and St. Paul), helped train law students to help in Duluth and has undertaken a number of other initiatives.

Goal 6: *New Lawyers.* Emphasize pro bono at the swearing-in ceremonies and emphasize pro bono for lawyers in their first few years of practice.

Result: Thirteen LAD Committee members were present at the fall new admittee swearing-in to circulate amongst the anxious crowd prior to the court session. Each committee member wore a badge that read: ““Ask me about Pro Bono”.” Judge Zimmerman, a LAD committee member and Hennepin County District Court judge, personally talked to approximately 40 people. In total, the group personally talked to approximately 150-200 new lawyers.

During the hour and fifty-minute ceremony, the new admittees had an opportunity to read my charge asking them all to do pro bono legal work this year. In addition, John Kelly, president of the Board of Law Examiners, reminded the new lawyers to stop by the MSBA table and sign up to learn more about pro bono. Approximately 40 lawyers responded and provided contact information. We ran out of forms—a first in Bar history.

To ensure they know pro bono is important, each new admittee was also given the “Call to Honor” piece in his/her MSBA packet. The LAD New Lawyers/Law Students subcommittee met shortly after the ceremony to discuss ways to capitalize on the momentum started at the swearing-in.

The LAD New Lawyers/ Law Students subcommittee then hosted a three-hour CLE on December 9, 2003 that featured family and housing law training from VLN and SMRLS representatives. VLN was able to pass out five family law cases at the conclusion of the

seminar and registered several more attendees for family law cases. SMRLS was able to place the one housing case it had with an attendee and several more attendees signed up to participate with SMRLS.

The Minnesota Justice Foundation (MJF) also sent letters to its past volunteers who were recently admitted, reminding them to take on pro bono cases.

The MSBA New Lawyers Section also presented pro bono asylum appeals training to approximately 190 lawyers on October 3. The section also presented a program entitled: “Your Ethical Pro Bono Obligation” on November 11, 2003.

I spoke about the importance of pro bono at the Spring swearing-in ceremony and volunteers were also on hand to greet new admittees. Many people signed up to learn more about pro bono opportunities, and information about the “Call to Honor” was included in their packets as well. Southern Minnesota Regional Legal Services and Volunteer Lawyers Network were able to recruit approximately 10 new volunteers each.

Goal 7: Law Students. Challenge and support MJF to achieve its goal of 80% participation for the first time. Include pro bono in the curriculum of the law schools.

Result: The New Lawyers/Law Student Subcommittee drafted and sent a letter to all four law school deans asking each to fully fund the Minnesota Justice Foundation (MJF). After a number of years of not funding MJF at all, the University of Minnesota committed \$10,000 to the program. While I am sure our letter helped, it is more likely that the write-in campaign generated by current U of M law students asking the new dean to fund MJF swayed his and his board’s decision. The other three law schools fully fund their share of the MJF budget.

The LAD New Lawyers/Law Students subcommittee will continue discussions with the Legal Services Initiatives LAD Subcommittee to include clinic work in MJF’s participation numbers.

To date, MJF reports the following pro bono numbers:

Hamline University School of Law	88 Volunteers (34 with 50+ Hours)
University of Minnesota Law School	126 Volunteers (37 with 50+ Hours)
University of St. Thomas Law School	67 Volunteers (19 with 50+ Hours)
William Mitchell College of Law	131 Volunteers (61 with 50+ Hours)

Goal 8: Database. Develop a standard form for reporting pro bono services including categories of cases. We will ask the providers to help us count and develop a baseline.

Result: The Database subcommittee, co-chaired by Pat Burns of the Office of Lawyers Professional Responsibility, and Michele Garnett McKenzie of Minnesota Advocates for

Human Rights, worked tirelessly to develop a uniform grant application. This form was incorporated into the new joint LSAC/LTAB grant application that is now in use. (These are the committees that advise the Minnesota Supreme Court on the distribution of funds received from the Minnesota Legislature and the Interest on Lawyers' Trust Account (IOLTA) program for legal services and pro bono services.) For the first time, information on pro bono service is being compiled in a uniform format from the organizations that apply for grants through LSAC and LTAB.

Goal 9: *Recognition.* Develop and implement a program of regular recognition of volunteers.

Result: Bricker Lavik, Dorsey & Whitney, and Thomas Conlin, Robins Kaplan et. al. chaired a Publicity and Recognition Subcommittee. This group has brought the MSBA to establish an annual MSBA pro bono award. The first award will be presented during the MSBA 2004-2005 bar year.

As described above, pro bono award winners from each judicial district will be recognized at least annually, starting at this year's convention. We hope to get local publicity for the winners after the convention.

Goal 10: *Staff.* MSBA will support these efforts by hiring a part-time staff person dedicated to implementing these steps.

Result: Nancy Wallrich was hired to complete these goals. Her position ends June 30, 2004.

The LAD committee has asked the MSBA to make the pro bono director position permanent. The new MSBA staff plan provides for a full-time position for pro bono, provided that part of the funds for the position can be raised from outside sources. I am confident this will be accomplished.

Conclusion

Although we have met the numeric goals set forth at the beginning of the bar year, we have very far to go to meet the needs of those who cannot afford legal services. When our legislature adjourned this year, the stadium bill was not the only piece of legislation overlooked. The legislature failed to act on a revenue-neutral proposal to increase funding for legal services. This means that now, more than ever, we need to capitalize on the momentum of this year and make pro bono a permanent part of our practices and our institutions.

There have been so many things undertaken this year and so many successes that I have not been able to include them all. These successes only occurred because hundreds of lawyers worked to achieve the goals.

I salute each member of the bar who took a pro bono case for the first time this year, returned to pro bono after an absence or has been performing pro bono for years. I ask you to continue your work. Your pro bono efforts are appreciated by the people who without you would be homeless, suffer or die from abusive relationships, fall into financial ruin from predatory lenders or never reach their dreams of business ownership and self-sufficiency. You make a difference.

We can be very proud of the work of Minnesota lawyers and I am proud to be one of you.

Jim Baillie

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