

**Philadelphia Bar Association
Board of Governors Meeting
June 27, 2019**

The meeting was called to order by Chair Racine at approximately 3:45pm.

The minutes from the May 30, 2019 meeting were considered. A motion to approve the minutes was made and seconded and passed unanimously.

The items on the agenda were considered out of Order.

Assistant Secretary Ira Lefton presented an update on the Board of Governors pro bono requirement pursuant to Bylaws Section 3.17 and the Individual Diversity and Inclusion Action Plan Checklist pursuant to Bylaws Section 3.18. He reminded the Board that it is incumbent upon all of us as Board Members to complete this requirement and asked the Board Members present to complete the forms provided and return them to him or to Director of Public and Legal Services, Charlie Klitsch.

Association City lobbyists Charles Gibbs and David Hyman provided a report on the legislative and budget activities in City Hall. With regard to the Right to Counsel legislation, Mr. Gibbs indicated that Council President Darrell Clarke has stated that his goal for next year is to increase the funding. Currently, the funding for attorneys is coming out of the housing trust fund. There is an inclusionary housing bill last year that was passed by the Council and vetoed by the Mayor, but was revamped by the Council this year. The bill states that developers who provide a certain amount of inclusionary housing will get a tax credit, which will flow into the housing trust fund, and a portion of that money will be attributed to the legal defense fund. There has been a significant coalescence around this issue, such that City Council has been extremely responsive to the Bar Association's concerns and issues raised and have even attended City Policy Committee meetings at the Bar Association. This is an issue that is a winner for all sides.

Executive Director Harvey Hurdle provided his monthly update. He is incredibly proud of the accomplishments of the Association in the first half of the year. With respect to raising the profile, he reiterated that the primary elements of the short and long-term strategy for this pillar are to highlight the impact in the community and the value to members. The Association has developed coordinated initiatives that tie together good work on access to justice issues, political influence, media strategy and member communication. The first initiative on which the Association sought to raise the profile was the Stout Report. This has been accomplished, as evidenced by the report from the Association lobbyists on the attention being given to this issue by City Council. It was decided early on the year that this would be a top legislative priority for the Association, and there was a Chancellor's Forum highlighting the issue, and an editorial in the Inquirer quoted the Association's work, which was among 40 media hits on this topic.

In continued efforts to highlight the Stout report, a decision was made to apply for the ABA Harrison Tweed award, and it was reported last week that the Association did, in fact, win the award. There is some good press for the Association around the win. He encouraged Board members to read the nomination package, because there were outstanding recommendation letters, which focuses on the Association's work over the past ten or so years on this issue. The Association is thrilled that we won the award and there will be efforts to highlight this work and

tie this achievement in with membership recruitment. There are continued efforts to raise the profile using the success of the Judicial Commission, and there were successful efforts to raise the profile on this issue in the press and social media. LRIS is also being utilized to raise the profile.

Efforts remain at building the platform, particularly with regard to updating the Association's infrastructure, processes and facilities to help the Association face competitive challenges moving forward. We now have a plan and there has been some significant progress. There will be a lot of hard work to get the IT systems up to speed. The Association decided to outsource IT services and hired Dataprise and the transfer is going slower than hoped, because of issues they have discovered. The Association is also going to improve IMIS capability by adding modules. There will be fixes made to membership and registration, restructuring the transactional side of the website first. The transactional side is the most problematic, because the systems aren't integrated so the work needs to be performed twice. The transactional side will be completed by the end of the year, using as little customization as possible, which is part of what led to the current complications (too much customization). Business processes and rules will be altered as required, which is causing the issues with the IT integration. The website will also utilize a different learning management systems, so CLEs can be viewed as events as well as learning management systems. There are learning management systems that plug into IMIS. A provider has not yet been selected, but it will be fully integrated with the database to avoid customization. This is a huge undertaking and burden on the staff. The Association is also in very early negotiations about the office space. The 10th floor will hold all of the offices and the 11th floor will be a state of the art conference center.

Executive Director Hurdle next reported on Hitting the numbers. With respect to CLE, the Association is \$50,000 ahead of last year at this time, and \$11,000 ahead of budget. Much of this is due to sponsorship of CLE classes well in excess of expectations and budgeting, not including Bench Bar. We are also nearly at budget for the year for distance learning. The Association is averaging 30 attendees per CLE, but budgeted 25. He reported on a very successful Federal Bench Bar with the same number of attendees as last year, but there was a venue change for cost savings. The Association is on track to produce 155 programs in 2019.

At the end of May the Association is \$50,000 behind budget for LRIS, but the Association hit the number for June already. This is due to system changes and collections. It is believed that the money is out there to be collected, and specific efforts are being targeted toward collections. There is a significant increase in website referrals and calls. There appears to be a breakdown in processes, because the financials are not demonstrating the operational statistics; we are more successful than dollars in the door reflects. The attorneys are required in the new system to be more proactive and they are being encouraged to do so. The money is there to support the budget goals.

Executive Director Hurdle next reported on Membership – total dues collected through June 26, 2019 \$1.7million, which is \$55,000 over budget. The Association already made budget through August, but that's not our goal, the goal is to have more than last year. We are currently \$10 ahead of last year. There are specific measures identified to ensure budget goals are achieved. A reminder invoice was sent, and there was outreach to lapsed members since 2011. Secretary Coatsworth was recognized for bringing in 5 new members from her firm. The Association had 80 total media placements between March and June, including 3 mentions in the Philadelphia Inquirer editorials, fourteen broadcast pieces including tv and radio and eight placements in periodicals such as Law.com and Law360.

The second half of the year will be a lot of systems work. There will be a heavy focus on building the platform for 2020. The staff thanks the Board for support and Executive Director Hurdle thanked the staff.

Treasurer Marc Zucker gave the Treasurer's Report for the period ending May 31, 2019. He reminded everyone that his report is less specific than Executive Director Hurdle's report, because that report was based upon up to the minute information, whereas the Treasurer's report only provides information as of the end of the prior month and compares those figures to the previous month and the previous year. Overall, the financial picture is good. The revenue through the end of May is better than projected by \$35,000, which is mostly attributed to dues collections that came more quickly than expected and also to increased CLE income. In the first five months of the year, the Association has already collected the amount of dues projected through July, and it is expected that August's budgeted dues will be collected by the end of this month.

LRIS, committee programs, and the board engagement fund are below projected budget, but the dues and CLE income more than compensated for those shortfalls. This puts the Association in a good position to meet budget for the year. However, the Board was reminded to contribute to the board engagement fund, since that accounts for a \$14,000 line item in the statement of operations.

The dues numbers also exceed what was collected in the same five-month period last year. However, dues are only a part of the Association's revenue. Overall, revenues for this period are \$9000 less than what was collected last year. This is primarily attributable to the reduction in the USI royalty.

On the expense side, the Association continues to do well. Although we spent \$21,069 more than was budgeted for this month, looking at the first five months as a whole, the Association is ahead of budget by more than \$13,000, and about \$47,000 less than was spent in the same period last year. The amount spent on benefits is decreased, as is the amount spent on LRIS and stationary. Some of those expenses, particularly on LRIS, will even out over the coming months. He indicated the Association is also making strides in bringing the computer infrastructure up to date, as Executive Director Hurdle explained, and this has accounted for some higher than usual expenditures.

Overall, the Association is in the black, both for the month (in the amount of \$25,000 better than expected) and for the first five months (in the amount of almost \$50,000 better than expected), and about \$40,000 better than last year.

Executive Director Hurdle and Chief Financial Officer Susan Knight remain optimistic going forward, as is Treasurer Zucker. A motion to approve the report was made, seconded and unanimously approved.

Community Outreach and Engagement Advisor Priscilla Jimenez presented an update on Community Outreach Programs. She has been working with Mary McGovern from the Kline School for location for Diversity Student Networking Event, and it will likely be held there for free. Her firm will sponsor the food and alcohol, so it will be "super-free." They are looking at dates in September. She encouraged Section and Committee heads to contact her to develop a partnership in this event. She will be reaching out to the other Affinity groups and will announce

this at the Diversity in the Profession committee meeting. Secretary Coatsworth advised that the Brandeis Law Society would be happy to partner with the Bar Association on this event. The community event at Consilio will still go forward as well, but there are no further details at this time. Ms. Jiminez announced that there is a big Hispanic event organized by Consilio next weekend, and she encouraged the Board to attend. She announced that she is also on the Board of the Garces Foundation, and in light of the ICE Raids, they will be holding a number of Know Your Rights clinics, which she will publicize to the Board so they can participate. She also announced that the Hispanic Bar, and the Hispanic doctors and accountants are hosting a free cocktail hour at the Cambria hotel.

The Chancellor provided her announcements, and began by yielding the floor to Assistant Secretary Ira Lefton. He announced that he is resigning from his position effective July 15, 2019, because he took a new position as Chief Legal and Policy officer for Amnesty International USA. Although he will still be living in Philadelphia, he will be traveling a great deal and will not be able to fulfill his duties as an officer of the Association. The Board extended sincere thanks to Mr. Lefton for his service and congratulated him on his new position.

Chancellor Fedullo reiterated that the Association is doing GREAT work and she LOVES being the Chancellor. She commended the Quarterly Meeting and recounted that Paul Braham of BPU gave a great speech about diversity. She relayed that there was a warm feeling about the meeting. Judge Patrice Tucker and Charisse Lilly were amazing. She thanked Executive Director Hurdle and the staff and indicated her pride in the work the Association is doing and the feedback she receives is that people feel good about the Association, which helps drive membership. We are in a positive space and there is positive momentum. She thanked the Board and praised its cohesiveness.

She recounted that there was an incredible Chancellors' Forum presented in partnership with the Brandeis Law Society. The program was entitled "When the Rule of Law Fails: Lessons from the Holocaust." The conference center was packed to standing room only. The speakers were a Holocaust liberator and survivor and Justice Wecht spoke about how many of the people who were part of the Final Solution were lawyers. She indicated that it is great to have a partnership with the Courts, and the fact that Justice Wecht traveled here from Pittsburgh is a testament to the strong partnership.

She also expressed that despite the fact that we will focus on building platforms, she does have some programming she wants to present for the remainder of the year about which there is a lot of excitement and energy. There is a wellness program she wants to host where we will discuss the changing focus we have on family and dealing with challenges of dealing with family issues. We need to talk about our lives that are outside the legal realm. She already has one speaker, the rabbi from her mother's retirement facility. She also wants to have a mentoring program. She reported that the mentoring groups are set up and established and working. There is a workshop planned on July 23. She also wants to have a reception for newly admitted lawyers, hopefully with some sponsorships. This will show that we care about the new lawyers and hope that they stay. She also reminded Board members that the Judicial Poll closes tomorrow and if they have not already, she requested that the Board please take the poll.

Chair Racine made only one announcement, indicating that in July she will be reminding everyone of their pledges and encouraged everyone to meet their requirements.

There being no further business, the meeting was adjourned into Executive Session at approximately 4:31pm.

Respectfully submitted,
Jennifer S. Coatsworth
Secretary

**Board of Governors Attendance
June 27, 2019**

Voting members present

Rochelle Fedullo
Hon. A. Michael Snyder (Ret.)
Lauren McKenna
Jennifer Coatsworth
Ira Lefton
Marc Zucker
Matthew Olesh
Amber Racine
Nicholas Kamau
Hon. Sandra Mazer Moss (Ret.)
Maureen Olives
Jennifer Seme
Benjamin Barnett
Meghan Claiborne
Francesca Iacovangelo

Alisha Rodriguez
Michael van der Veen
Dominique Ward
James Berardinelli
Lawrence Felzer
Riley Ross
Hillary Ladov
Kris Calalang
Maureen Farrell
Brenda Marrero
Erin Siciliano
Cheryl Upham
Mark Mazzanti
Mary Platt

Absent:

Katayun Jaffari
Susan Lin
Neil Maskeri
Diane Penneys Edelman
Dino Privitera
P. Douglas Sisk

Neelima Vanguri
Michaella Tassinari
Marcel Pratt
Leon Goodman
Alexander Barth
Reginald Shuford

Non-voting members present:

Lawrence Beaser
Leslie John
Butler Buchanan

Wesley Payne
Harvey Hurdle

Absent:

Abraham Reich

Invited guests present:

Priscilla Jimenez
Louis Rulli

Jacqueline Segal