

LAWYERS CONCERNED FOR LAWYERS

MINUTES OF THE REGULAR MEETING OF THE BOARD OF DIRECTORS

MARCH 20, 2025

7:30 A.M.

VIA ZOOM VIDEOCONFERENCE AND AT THE LCL OFFICE

Directors in attendance: Chair Jennifer Anderson, Chair-Elect Hon. Donovan Frank, Secretary Amanda Harrington, Treasurer Kate MacKinnon, Past-Chair Andrew Mohring, Kendra Brodin, Howard Carp, Benjamin Carpenter, Edward Cassidy, Grace Chanin, Kenneth Cheek, Paul Cornick, Hon. Martin Fallon, Kris Fredrick, Matt Holson, Bekah Muta, Natalie Netzel, and Vincent Pham.

Directors excused/absent: Justin Page, Jude Schmit.

Executive Director Joan Bibelhausen and Office Manager Annette Erbst were also present.

Chair Anderson called the meeting to order at approximately **7:30 a.m.** A quorum was reached at that time.

Items Requiring Board Action/Discussion:

Approval of Minutes

Financial Statements for January and February

LCL Breakfast

Strategic Planning

LCL 25-27 Budget

New members

ITEMS OF BUSINESS

- 1. APPROVAL of January 16, 2025, REGULAR MINUTES.** Upon a motion made by Brodin, seconded by Mohring, January 16, 2025, regular meeting Minutes were approved.

- 2. CHAIR'S REPORT**

2.1 Succession. Chair Anderson turned the floor over to task force chair Andrew Mohring. The executive director position has been posted, is circulating and applications are coming in. The task force is scheduled to meet in April to begin screening applicants. A set of questions has been prepared by the task force to get to know and evaluate the applicants. Board members are strongly encouraged to send the position description to people who may be interested in and a good fit for the position.

2.2 Strategic Planning. Chair Anderson is scheduling the third strategic planning session with Judge Reyes with a mid-to-late June anticipated date, with hopes that the successor ED will be able to attend.

2.3 Budget Considerations. The two-year budget for fiscal years 2025-2027 is due to be delivered to LSAC at the end of April. Chair Anderson opened a discussion regarding staff salaries and presented information regarding comparable salaries in the legal profession. After lengthy discussion, Cassidy made a motion to increase staff salaries so that they are competitive and address the risks going forward by bringing in donations to support these increases. Second by Carpenter. Friendly amendment to put in the budget beginning July 1. Following discussion, a motion to table and undergo a full budget discussion on another date was made by Mohring, Seconded by Carpenter. The motion carried. The board agreed to meet on April 24 at 7:30 a.m. for a full budget discussion.

3. TREASURERS REPORT

3.1 Treasurer MacKinnon reported that everything looks good for January and February and moved that the financial reports be approved. Second by Jennifer Anderson. Motion carried.

4. EXECUTIVE DIRECTOR'S REPORT

4.1 Activity Report. Bibelhausen reported that there were 22 distinct, substantive presentations in February.

4.2 LCL Breakfast. We have met our sponsorship goal for the 2025 Stepping Up Breakfast with additional sponsors and supporters possible.

4.3 Well-Being Initiatives. Bibelhausen will be meeting with Justice Moore to discuss several matters in the next few weeks.

4.4 New Members – Bibelhausen presented one individual for membership. Motion to admit by Brodin, seconded by Holson. Motion carried.

5. Committee & Task Force Reports.

5.1 Nominations and Governance. Carpenter reported that the committee met and is in the process of establishing a slate of officers and potential new board members.

5.2 Education and Outreach. Bibelhausen reported as board member Netzel had to leave the meeting. The committee met and discussed ways to make the most of what board members are interested in. MacGillis has been meeting with those who have completed the outreach survey. The committee also talked about ways that LCL could promote events that members of the board are involved in or presenting at.

5.3 Cases. Chanin reported that the committee met in February with 12 attendees. They discussed cases, updates to the Bar None meeting, treatment center visits, and topics for future meetings.

5.4 Events. Brodin reported that the committee has been having regular planning meetings and encouraged everyone to attend the Stepping Up Breakfast. Sponsorships are available.

6. Other Business and Upcoming Events.

6.1 Joan highlighted the Upcoming Events listed on the agenda.

7. Motion to Adjourn. Motion to adjourn by Mohring, second by Brodin. The meeting was adjourned at 9:00 a.m.

Respectfully submitted by

Amanda Harrington, Secretary

Minutes recorded by Annette Erbst, Office Manager

Special Session: April 24, 2025, 7:30 a.m. - Zoom

Next Regular Meeting: May 15, 2025, 7:30 a.m. – Hybrid