

LAWYERS CONCERNED FOR LAWYERS

MINUTES OF THE REGULAR MEETING OF THE BOARD OF DIRECTORS

NOVEMBER 20, 2025

7:30 A.M.

VIA ZOOM VIDEOCONFERENCE AND AT THE LCL OFFICE

Directors in attendance: Chair Hon. Donovan Frank, Chair-Elect Benjamin Carpenter, Secretary Grace Chanin, Treasurer Vincent Pham, Past-Chair Jennifer Anderson, Past-Chair Andrew Mohring, Kendra Brodin, Howard Carp, Grace Chanin, Hon. Martin Fallon, Matt Holson, Kathryn Koch, Jeffrey Koerselman, Katherine MacKinnon, Bekah Muta and Natalie Netzel.

Directors absent: Edward Cassidy, Kenneth Cheek, and Cate Eberhart.

Jon Tynjala, Executive Director and staff Chase Andersen, Client Services Director, Sarah MacGillis, Outreach Director, Patty Devoy, Client Services Director and Annette Erbst, Office Manager, were also present.

Hon. Donovan Frank, Chair called the meeting to order at **7:31 a.m.** A quorum was present.

Items Requiring Board Action/Discussion:

Approval of Minutes

Audit and 990 (CliftonLarsonAllen)

Financial Statements for September and October

Paid Medical and Family Leave Act

New Members

ITEMS OF BUSINESS

- 1. APPROVAL OF July 17, 2025, REGULAR MINUTES.** Upon a motion made by Past-Chair Andrew Mohring and seconded by Past-Chair Jennifer Anderson, the Minutes of September 25, 2025 regular Board meeting were approved.

- 2. CHAIR'S REPORT**

2.1 Audit Report. Chair Frank turned the meeting over to Treasurer Vincent Pham. Michael Hinsch and Scott Borman, representing CliftonLarsonAllen, LLP joined the meeting and presented LCL's fiscal year 2024-2025 audited Financial Statements.

Upon motion by Treasurer Pham, the Board approved the audit report prepared by Clifton Larson Allen for fiscal year 2025 and agreed to defer approval of Form 990 to the next Board meeting. There was no discussion. The motion carried unanimously. Chair Frank thanked Mr. Hinsch and Mr. Borman, who then left the meeting.

2.2 Strategic Planning. Chair Frank turned the floor to Chair-Elect Ben Carpenter, who reported that the strategic plan has been reviewed and finalized. Thanks were expressed to Past-Chair Jennifer Anderson for her assistance in the process. Action on the strategic plan was deferred until the January Board meeting.

2.3 Fundraising. Chair Frank encouraged all board members to make a personally meaningful financial contribution to LCL, emphasizing the importance of full Board participation in the organization's funding efforts and public credibility.

- 3. TREASURERS REPORT**

3.1 Financial Statements for September and October. Treasurer Vincent Pham reviewed the financial statements for September and October, noting the planned budgeted shortfall for the current fiscal year and encouraged continued focus on additional fundraising efforts. The financial statements are available on the board portal. Upon motion by Treasurer Pham, the financial statements for September and October were approved. There was no discussion and the motion carried.

Chair Frank turned the gavel over to Chair-Elect Carpenter and left the meeting at 8:30 a.m. due to a prior commitment.

4. EXECUTIVE DIRECTOR'S REPORT

4.1 Staff Updates. Executive Director Jon Tynjala invited staff members to introduce themselves and give a brief report on their current activities.

4.2 Paid Family and Medical Leave Act. LCL will need to adopt a policy in compliance with the Minnesota Paid Family and Medical Leave Act. A volunteer attorney has agreed to review the policy and ensure alignment with existing benefits.

4.3 CoLAP Report. Chase Andersen reported on the panel discussion addressing the challenges and added stress faced by both new and seasoned lawyers, particularly in areas experiencing instability such as immigration law and federal employment law. Tynjala also reported on the director's meeting.

4.4 Activity Report. Tynjala reported that activities continue to be similar to past months. The trend seems to be less substance use and more mental health issues. Clients continue to be contacting LCL more preventively and not waiting until their issues become more of a problem. Outreach has been robust and is resulting in increasing numbers of clients.

4.5 Well-Being Initiatives. Tynjala reported that he will be meeting with Justice Moore in December.

4.6 New Members. Tynjala presented an application for a new member. Upon motion by Past-Chair Andrew Mohring and seconded by Kendra Brodin, the application was approved.

4.7 New Logo. Tynjala discussed the possibility of refreshing LCL's logo. Chase Andersen presented a proposed design for consideration. Board members shared comments on the design. Chase Anderson agreed to present a few more design options at an upcoming Board meeting.

5. COMMITTEE REPORTS

6.1 Nominations and Governance. Chair-Elect Carpenter reported that Grace Chanin has agreed to serve as Board Secretary. Fundraising initiatives remain a focus for the committee, and Board members were invited to express interest in participating in a fundraising task force.

6.2 Education and Outreach. Natalie Netzel reported that the committee is developing a survey for law school students, faculty, and staff to assess how LCL be most helpful and efficient moving forward.

6.3 Cases. Grace Chanin reported that the committee met in October. The LCL Monday 12-Step meeting has transitioned to a Zoom format. The committee discussed treatment center visits and ways to improve those experiences, potential speakers for the annual LCL Breakfast, strategies to re-engage members, and the possibility of developing a mentorship program for new members within LCL.

6.4 Fundraising/Special Events. Kendra Brodin reported that the committee has had productive meetings regarding the Stepping Up Breakfast and decided on a panel rather than a speaker. Brodin further emphasized the importance of putting a strong focus on sponsorship outreach ahead of law

firms and other organizations finalizing their annual budgets. Executive Director Tynjala also reported on a successful donor conversation that resulted in a substantial contribution.

6. OTHER BUSINESS AND UPCOMING EVENTS

6.1 Upcoming Events. Tynjala reported on the upcoming Holiday Member meeting on December 2. The hope is to re-energize the membership base.

7. MOTION TO ADJOURN. Upon motion to adjourn by Grace Chanin, second by Natalie Netzel, the meeting was adjourned at 9:00 a.m.

Respectfully submitted by

Grace Chanin

Secretary

Minutes recorded by Annette Erbst, Office Manager

Next Regular Meeting: January 22, 2025, 7:30 a.m. Hybrid – in person preferred.