

LAWYERS CONCERNED FOR LAWYERS

MINUTES OF THE REGULAR MEETING OF THE BOARD OF DIRECTORS

JANUARY 22, 2026

7:30 A.M.

VIA ZOOM VIDEOCONFERENCE AND AT THE LCL OFFICE

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

Directors absent: Secretary Grace Chanin, Edward Cassidy, Kenneth Cheek, and Matt Holson.

Also present: Jon Tynjala, Executive Director, and the following staff members: Chase Andersen, Client Services Director; and Annette Erbst, Office Manager.

Hon. Donovan Frank, Chair called the meeting to order at **7:32 a.m.** A quorum was present.

Items Requiring Board Action/Discussion:

Approval of November 20, 2025, Board Minutes

Approval of Financial Statements for November and December 2025

Approval of Form 990 for 2024/25

Approval of updated 3-year Strategic Plan

Discussion of Logo Re-Design

Discussion of Paid Medical and Family Leave Act policy

Discussion of 2025/2026 Board Self-Assessment

Discussion of LCL DEI initiatives

ITEMS OF BUSINESS

1. APPROVAL OF NOVEMBER 20, 2025, REGULAR MINUTES. Upon a motion made by Katherine MacKinnon and seconded by Natalie Netzel, the Minutes of the November 20, 2025, regular Board meeting were approved.

2. CHAIR'S REPORT

2.1 Approval of the Strategic Plan. Following a motion by Ben Carpenter and seconded by Katherine MacKinnon, the board approved LCL's updated 3-year strategic plan.

2.2 Approval of Form 990 and Authorization to File. Deferred to the Treasurer's Report.

2.3 Diversity, Equity, and Inclusion Discussion. Board discussion was held about LCL's DEI initiatives (including member and Board diversity). These topics will be further discussed and added to the agenda for the Nomination and Governance Committee's next meeting.

3. TREASURER'S REPORT

3.1 Financial Statements for November and December. Treasurer Vincent Pham presented a positive financial update, noting income was above target and expenses were slightly below, but also mentioning the need for further discussions about fundraising and development efforts to address the increasing structural budget shortfall.

A motion was made by Treasurer Pham, seconded by Chair Frank, to adopt the following resolution:

The Board of Directors approves the contents of the Minnesota Charitable Organization Annual Report Form as well as the Form 990 – Return of Organization Exempt from Income Tax. The Board certifies that we have assumed and will continue to assume responsibility for determining matters of policy, and have supervised, and will continue to supervise the operations and finances of the Organization. The information supplied is true, correct, and complete to the best of our knowledge. Treasurer moves the Board to acknowledge the certification and authorizes the signatures of Board Chair Hon. Donovan Frank and Treasurer Vincent Pham.

The resolution was approved.

Motion by Treasurer Pham, seconded by Howard Carp, to approve the financial statements for November and December of 2025. Motion carried.

4. EXECUTIVE DIRECTOR’S REPORT

4.1 Activation of the Trauma Response Plan Alliance. Community sessions were held in response to the recent shooting of Renee Good, which drew significant participation. The sessions were activated by the Trauma Response Plan Alliance, of which LCL is a member. The sessions were powerful and LCL received a number of comments about the need for community in the face of collective trauma. LCL will continue to support these efforts while being mindful of staying politically neutral. Chair-Elect Carpenter said, “we are agnostic as to the cause of the stress,” but not as to our support of the stressed legal professional. Additional listening sessions are being considered.

4.2 Meeting with Justice Moore. Director Tynjala met with Justice Moore in December and talked about the state of the organization financially and operationally as well as the possibility of developing a well-being program focused on topics around isolation as well as “moral injury” for judges.

4.3 Paid Family and Medical Leave Act. The board previously approved the Paid Family and Medical Leave policy by electronic (email) vote.

4.4 Activity Report. In discussing the monthly activity reports, Tynjala highlighted that the organization received 54 new cases in December. That is a significant number that demonstrates the growing need for LCL’s services. There continue to be more women calling than men. Outreach statistics were also reviewed.

4.4 Well-Being Initiatives. Jon gave a brief report on well-being activity.

4.5 New Logo. Two new logo options were presented (same colors - one in a horizontal orientation and the second in a diamond shaped orientation). Chase Andersen designed the logo utilizing the colors corresponding to the new Minnesota State flag. After discussion, the Board liked the overall design for the logo and voted to adopt a logo orientation that was horizontal. Andersen was asked to provide 3 optional color schemes utilizing the logo design to present to the Board for consideration at its next meeting.

4.6 Alternative Pathways to Licensure – Chase Andersen gave an update on his work on the Minnesota Supreme Court’s Alternative Pathways to Licensure Committee that is considering alternative pathways to licensure in addition to the traditional bar exam.

5. COMMITTEE REPORTS

5.1 Nominations and Governance. Ben Carpenter reported on plans to review board structure, fundraising activities, and the board assessment survey results. The board also agreed to extend the deadline for members to complete the board assessment survey.

5.2 Education and Outreach. The committee report is deferred to the next meeting.

5.3 Cases. The Cases and Interventions Committee will schedule its next meeting soon.

5.4 Fundraising/Special Events. Kendra Brodin reported that a number of sponsorships are secured. The breakfast will feature a panel discussion and will mark LCL's 50th anniversary.

6. OTHER BUSINESS AND UPCOMING EVENTS

6.1 Upcoming Events. Tynjala shared positive feedback about the recent isolation program presentations for MABL and at One Profession in Duluth.

7. ADJOURN. There being no objection, Chair Frank adjourned the meeting at 9:00 a.m.

Minutes recorded by Annette Erbst, Office Manager in the absence of Secretary Grace Chanin.

Next Regular Meeting: March 19, 2026, 7:30 a.m. Hybrid (in person preferred).