FORGING CONNECTIONS, EMPOWERING OUR COMMUNITY

DISTRICT OF COLUMBIA BAR
ANNUAL REPORT
2020–2021
It is hard to look back on 2020 and find positive stories from our months-long social isolation and physical, mental, and emotional exhaustion. It was a year of loss, fear, and anxiety that tested our capacity to handle what seemed like a never-ending crisis.

But if there is anything we have learned from the pandemic, it is that people are resilient. As life as we knew it was upended, we pivoted, adapted, and found ways to push forward. The D.C. Bar, like many organizations around the country and the world, had to learn how to operate in the new normal and rethink the ways we reach and serve our members.

In March 2020, the D.C. Bar shifted to fully remote operations for the first time in its history, reimagining how it could continue to assist and empower its members in a year of uncertainty. For example, within six months of going virtual, the D.C. Bar offered more than 60 programs focused on the impact of the COVID-19 crisis on attorneys’ personal and professional lives. The Bar remained accessible to members by phone and email. Member Services not only achieved a 97 percent renewal rate but also seamlessly transitioned to virtual orientations to welcome new members.

From our CLE Program to our Practice Management Advisory Service to our Communities, the D.C. Bar worked to ensure our members have access to the tools and resources they need to weather the pandemic, including ethics guidance and mental health and wellness advice.

Throughout this difficult year, the D.C. Bar remained committed to promoting access to justice and enhancing the delivery of legal services to those in need. The D.C. Bar Pro Bono Center virtually assisted more than 350 customers through its Consumer Law Resource Center, helped launch the Family Law Assistance Network that connected more than 750 clients to attorney volunteers, and provided legal help to more than 1,700 pro se tenants and small landlords through its new Landlord Tenant Legal Assistance Network.

The pandemic certainly derailed many of the things we set out to do in 2020, but thanks to our dedicated volunteer leaders and staff, the Bar withstood the challenges of going completely virtual with our services and stayed connected with our members. We also hit a couple of important milestones. Last summer our Board of Governors adopted a new strategic plan outlining the Bar’s priorities until 2025. The Bar also took a major step in clarifying how Communities can issue public statements and file amicus briefs, striking the right balance between protecting the First Amendment interests of our members and encouraging those who join our voluntary Communities to participate in the free exchange of ideas.

None of us could have predicted that we would be facing the worst economic and health crisis of our lifetimes, but the D.C. Bar prevailed over the challenges by the strength of our membership and leadership. Together we confronted multiple types of grief — the death of loved ones due to COVID-19, the loneliness of living in a world put on pause, the isolation from our support networks.

While our lives may have forever been altered by the pandemic, we also proved that our community is strong, resilient, and ready to assist our most vulnerable neighbors. As we plan for a return to normalcy, we at the D.C. Bar are committed to doing things even better than before — to serving and supporting you with the benefit of lessons learned from this transformative and challenging year.

Geoffrey M. Klineberg
Robert J. Spagnoletti
D.C. Bar President
D.C. Bar CEO
A Year Like No Other

Geoffrey M. Klineberg
Robert J. Spagnoletti
D.C. Bar President
D.C. Bar CEO
Emerging Stronger From a Crisis

License renewal topped 97 percent, due in large part to the Bar’s seamless online renewal process. Through affinity partnerships and the introduction of four new categories of member benefits, Bar members can now take advantage of thousands of dollars in savings on everything from practice resources to legal research.

In early 2020, as the coronavirus swept across the United States, the D.C. Bar faced an unprecedented challenge — how to continue serving its more than 111,000 members in all 50 states and in over 80 countries and territories in a world in lockdown and enveloped by fear. Like most organizations, the Bar was only beginning to understand the magnitude of the crisis, but it was not unprepared to face it.

The Bar’s foresight to mitigate operational disruptions and its willingness to embrace change propelled the organization into the new world of virtual work. A digital transformation months in the making to improve its systems and business processes allowed the Bar to not only move its operations online but also ensure continuity of service to its members. The Bar’s agility was key to its success story.

Growth and Engagement

While operating on a fully remote basis, the D.C. Bar grew its membership, admitting more than 3,000 new members during the 2020–21 fiscal year and welcoming them through virtual orientations, a first for the Bar. Although new members were unable to gather in person, engagement was high. The April 2021 orientation, for example, drew approximately 300 attendees.

Membership Distribution*

Total Membership: 111,138

Membership Status

6.32%
17.66%
75.02%

Active
Inactive
Retired
Judicial
Special Legal Consultant

Membership Population

D.C. Metropolitan Area Members

0 111,138
65,690

*As of May 3, 2021

The D.C. Bar made me feel welcomed and encouraged during the new member orientation. They shared so much beneficial information, and it was refreshing to see all the opportunities and benefits the Bar has to offer. This was important to me, being someone who lives outside of the area. I am looking forward to pro bono and the courses that are offered.

— Wittlee Retton-Tennant
U.S. Department of Justice
New Member Virtual Orientation Attendee
A challenge for many large organizations like the D.C. Bar during the pandemic was how to stay connected to members and keep them engaged. The Bar went a step further by working to ensure its programming was tailored to the emerging and immediate needs of its members.

The Bar’s Continuing Legal Education (CLE) Program and Communities presented hundreds of valuable virtual programs, many addressing the unique challenges confronting lawyers in the age of COVID-19. The Practice Management Advisory Service (PMAS) was a critical resource for solo and small firm practitioners, while the Lawyer Assistance Program (LAP) focused on attorney wellness. The Bar’s Legal Ethics Helpline remained accessible to members, fielding more than 2,000 ethics queries.

Through Washington Lawyer magazine and the Bar’s other communication platforms, members shared their stories about how they navigated the new normal, as well as their concerns around financial wellness, privacy rights, the survival of small firms and solo practices, and the stresses of remote work, among others.

The COVID-19 crisis upended plans for a three-day, in-person conference commemorating the centennial of the 19th Amendment, but the Bar swiftly converted the program into a virtual event. The conference, which brought together prominent legal experts, historians, and journalists over two days in October 2020, covered the history of voting rights and ongoing challenges.

When the D.C. Bar decided to close its headquarters in March 2020 to ensure everyone’s safety, the CLE Program sprang into action by transitioning its courses online to continue to help members achieve professional excellence. This year the CLE Program offered 226 live online courses (including a record 81 new courses) and an additional 150 on-demand classes. Overall, more than 6,500 members took advantage of the CLE Program’s wide-ranging programming.

New classes addressed timely and relevant topics such as vaccines and immunization law, the challenges and opportunities of returning to the workplace post-pandemic, and taking white supremacy to court, focusing on the Charlottesville case.

Last July the CLE Program won the Association for Continuing Legal Education’s Award of Outstanding Achievement (Programs) for its on-demand Mandatory Course on the District of Columbia Rules of Professional Conduct and D.C. Practice.

“This was the best online experience I’ve had during COVID. The class was so engaged . . . While I would have loved to take the class in person, this was the closest I’ve come to feeling like I was at an in-person event.”

— Sarah Holz
U.S. Department of Labor
CLE Attendee (More Effective Writing Makes More Effective Lawyers)
Despite a disruption in the ability to gather, the D.C. Bar Communities continued to foster connections among its more than 18,000 members across 21 practice areas. Communities attracted more than 9,000 registrants to its 250-plus events that drew upon the contributions of more than 700 volunteer attorney planners and speakers. An additional 200 programs were made available on-demand, and more than 200 leadership and committee meetings were held online.

Significant virtual Communities events included the annual Tax Legislative and Regulatory Update conference, the D.C. Cup Moot Court Competition, and the Melvin R. Wright Youth Law Fair. The Law Student Community also hosted the Leadership Fellowship and the Judicial Clerkship Bootcamp, two fully remote, day-long programs.

Communities also partnered with the Marketing & Communications Department to launch its first Writers in Residence Program, an opportunity for aspiring attorneys to hone their writing and interviewing skills, earn publication credit, and benefit from one-on-one interactions with lawyers across various practice areas.

The D.C. Bar’s re-envisioned John Payton Leadership Academy also successfully pivoted to a virtual format. Twenty-four attorneys from diverse practice settings completed the training, which equipped them with both hard and soft skills to succeed in fast-paced legal and business environments.

“This is exactly what leadership is for. In times of difficulty this is when we have an opportunity to bring people together, to help them resolve problems together, and to lead through positive, inspirational leadership.”
— Roger Lu Phillips
Syria Justice and Accountability Centre Leadership Academy Class of 2020
Recognizing the uncertainty many attorneys faced in running their practices during a global health crisis, the PMAS conducted a survey to assess COVID-19’s impact on small firms and tailored its programming to members’ needs for maximum benefit. Its Small Firm Lunch and Learn sessions offered advice on weathering the pandemic by boosting digital marketing, creating efficiencies through technology, and more. The PMAS also developed a new course, Managing Money, focused on developing various fee agreements and earning mechanisms.

A record 361 attendees took part in last year’s virtual Practice 360° | A Day for Lawyers & Law Firms. In all, more than 1,200 members took advantage of PMAS programs throughout the fiscal year.

Going beyond helping attorneys fulfill their professional obligations, the LAP provided nearly 100 consultations and 1,000 remote therapy sessions for those in need of support. The LAP also launched its attorney wellness column in Washington Lawyer.

To help D.C. Bar members and their clients remotely resolve disputes over legal fees, the Attorney/Client Arbitration Board (ACAB) redesigned its training for volunteer arbitrators, identifying best practices on using Zoom for hearings. To increase access and inclusion, the Clients’ Security Fund updated its application to a fillable PDF and made it available in English and Spanish.

The course was a game-changer. After I left my government job, I needed structure. The course was free, and it gives you all the issues you need to be aware of. To this day, [advisor] Dan Mills’ advice remains in my head.

— Mohaimina Haque
Law Office of Mohaimina Haque PLLC
Basic Training & Beyond Attendee

**Attorney/Client Arbitration Board by the Numbers***

<table>
<thead>
<tr>
<th>24 cases concluded</th>
<th>12 arbitration awards issued</th>
<th>12 other cases resolved</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$257,927 total disputed legal fees resolved</td>
<td>4 closed</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6 settled</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2 consent decisions</td>
</tr>
</tbody>
</table>

*Figures as of March 31, 2021*
In Service to the Public

The D.C. Bar Pro Bono Center was a driving force in the fight for access to justice, rallying the legal community to help fill the critical need for civil legal services among low-income individuals, nonprofit organizations, and small businesses in the District. In 2020 the Pro Bono Center responded to more than 20,000 requests for legal assistance.

Collaborative efforts to address community needs were particularly effective. The new Family Law Assistance Network (FLAN) pooled the resources of the Pro Bono Center, DC Affordable Law Firm, and D.C. Legal Aid Society by providing advice and representation in family law matters by phone, eliminating barriers to representation presented by both the pandemic and by the indigency of many of those served. More than 850 families have received assistance since FLAN launched in March 2020.

The Pro Bono Center also worked with five sister legal services organizations to establish the Landlord Tenant Legal Assistance Network, seeking to address the needs of an estimated 51,000 to 58,000 District residents at risk of eviction because of the COVID-19 pandemic. To date, the Pro Bono Center has served 3,167 pro se litigants in landlord–tenant matters.

In Service to the Public

I was blessed with countless opportunities that allowed me to get to where I am. So much of it was due to mentors and people opening doors to me . . . I feel the obligation to pay that forward.

— Darren Skinner
Arnold & Porter
D.C. Bar Pro Bono Center
Small Business Brief Advice Legal Clinic Volunteer Attorney

Pro Bono Center at a Glance

<table>
<thead>
<tr>
<th>REPRESENTATION</th>
<th>Advocacy &amp; Justice Clinic</th>
<th>Housing Attorney of the Day</th>
<th>Bankruptcy Clinic</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>185 cases placed for full representation</td>
<td>304 clients</td>
<td>38 cases placed for full representation</td>
</tr>
<tr>
<td>NONPROFIT &amp; SMALL BUSINESS ASSISTANCE</td>
<td>Matched 52 nonprofits with counsel</td>
<td>Connected 502 business owners to lawyers</td>
<td>Trained 1,896 &amp; 639 nonprofits small businesses</td>
</tr>
<tr>
<td>CLINICS/CENTERS</td>
<td>Consumer Law Resource Center</td>
<td>Saturday Advice &amp; Referral Clinic</td>
<td>Quarterly Immigration Legal Advice &amp; Referral Clinics</td>
</tr>
<tr>
<td></td>
<td>359 customers</td>
<td>1,343 people served</td>
<td>207 people served</td>
</tr>
<tr>
<td>RESOURCES/TRAINING</td>
<td>Help Line 11,830 calls fielded</td>
<td>LawHelp.org/DC 112,325 average views per month</td>
<td>19 training events</td>
</tr>
</tbody>
</table>

*Figures from July 1, 2019 through June 30, 2020*
Information Technology. A significant amount of credit for the Bar’s successful virtual delivery of member services goes to its Information Technology (IT) Division. Caterina Luppi, the Bar’s chief information officer, says many of the systems that became essential to the Bar’s remote operations were put in place precisely for the purpose of addressing potential disruptions.

“The Bar is actually going through a transformation,” Luppi says. “We’re moving from a monolithic system, which does a little bit of everything and not much very well, to more ‘best-of-breed’ systems for specific functions.” Luppi expects the transition to deliver greater efficiency, stability, and functionality for the Bar.

IT also completed the second and final phase of the D.C. Bar website relaunch, which introduced a new e-commerce site that enhances members’ experience when searching and signing up for courses and events.

Marketing and Communications. The Bar further sought to enhance member value and experience through its communications efforts. To strengthen the dialogue between the Bar and its membership, the Marketing and Communications Department is focusing more heavily on marketing. Suzanne Takeuchi, a 25-year strategic and global marketing veteran, was hired in 2020 to lead the department. “Helping to drive awareness of and engagement with the Bar is at the heart of everything we do,” says Takeuchi.

“We cannot fully optimize the member experience without insights into what our members think, feel, desire, and expect from us as an organization,” Takeuchi adds. “Having access to these insights, in addition to real-time availability of market data, business intelligence, and analytics, will ultimately inform the strategies and tactics needed to optimize the member experience.”

The department continued its efforts to strengthen the Bar’s digital presence, including development of the “Hear/Say” podcast in which D.C. Bar content producers interview attorneys, academics, activists, and others on topics of interest to the District’s legal community. The show will be the latest addition to the Bar’s growing podcast catalog, which currently includes the Communities-produced “Brief Encounters,” “Let’s Brief It,” and “The Tea on International Arbitration.”

Washington Lawyer magazine also strengthened its national and global coverage of important developments in the legal industry, including the use of emergent technology, efforts to respond to social justice issues, the impact of the pandemic on legal practice, and more.
Strategic Planning and Risk Management. As the Bar continues to meet its strategic priorities, from ensuring operational excellence and fostering connections to empowering individuals and providing public service, its Executive Office is relying on the experience of its first in-house general counsel, Erum Mirza. “Her experience assessing and managing risk is an important addition to the current leadership team and will help the Bar meet the priorities of its new five-year strategic plan,” says D.C. Bar CEO Robert J. Spagnoletti.

Shortly after she joined the Bar, Mirza guided an update of the Bar’s Whistleblower Policy and undertook a comprehensive review of the D.C. Court of Appeals Rules Governing the Bar and the D.C. Bar Bylaws. After deconstructing several years of ad hoc amendments, Mirza plans to produce a streamlined, unified document “that is evergreen, user-friendly, flexible, and unburdened by minutiae.”

Other Executive Office accomplishments include the streamlining of the Mandatory Course compliance process and the establishment of an electronically secure way to disseminate confidential judicial evaluation results to the necessary parties.

Commitment to Diversity and Inclusion

Events throughout 2020 provided continual reminders of the historic and ongoing inequities faced by people on account of their gender, sexual preference, race, religion, nationality, and disability. In response, the Bar undertook several efforts to identify and address issues relating to diversity, equity, and inclusion and their impact on its staff and membership. The Executive Office established the Diversity & Inclusion Committee, a group comprising Bar staff that will guide efforts to ensure organizational racial justice awareness and to create a racially sensitive workplace.

Communities also facilitated the creation of the member-driven Diversity, Equity & Inclusion Initiative, a working group that collated and expanded upon digital resources relating to best practices, contributed articles on the topic for Communities newsletters, and held a half-day educational summit. Prior to the traumatic events of 2020, Communities had amended its mission statement to make diversity, equity, and inclusion part of its core values.

The Rules of Professional Conduct Review Committee concluded work on proposed revisions to Rule 8.4 (Misconduct) and the comments section to address discrimination and harassment related to the practice of law. The proposed revisions were approved by the Board of Governors and submitted to the D.C. Court of Appeals for consideration.

Transforming for the Future

The pandemic has transformed various facets of the way we work and live, and some of those changes are here to stay. The D.C. Bar is committed to meet members where they are in as close to real time as possible by investing in novel, more targeted ways of delivering member value. In the coming year, the Bar will increase its focus on digital engagement to further optimize member experience and deliver on its mission to serve its members so they can serve the community.
The District of Columbia Bar

Statements of Activities and Financial Position
Years Ended June 2020 and 2019

<table>
<thead>
<tr>
<th>REVENUE</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership License Fees</td>
<td>$30,487,695</td>
<td>$30,354,371</td>
</tr>
<tr>
<td>Communities Dues</td>
<td>1,370,104</td>
<td>1,448,791</td>
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<tr>
<td>In-Kind Contributions</td>
<td>2,118,477</td>
<td>3,774,011</td>
</tr>
<tr>
<td>Contributions</td>
<td>2,500</td>
<td>4,500</td>
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<tr>
<td>Admission and Registration</td>
<td>827,687</td>
<td>1,758,300</td>
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<tr>
<td>Investment Income</td>
<td>675,185</td>
<td>738,069</td>
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<tr>
<td>Other Fees and Services</td>
<td>2,822,148</td>
<td>1,663,868</td>
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<tr>
<td>Cost Center Transfers</td>
<td>(12,000)</td>
<td>(15,000)</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$38,291,796</strong></td>
<td><strong>$39,726,910</strong></td>
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</table>

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Program Services</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board on Professional Responsibility</td>
<td>$9,483,509</td>
<td>$8,988,447</td>
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<tr>
<td>Regulation Counsel</td>
<td>3,725,341</td>
<td>3,416,596</td>
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<tr>
<td>Continuing Legal Education</td>
<td>2,076,932</td>
<td>2,882,919</td>
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<tr>
<td>Communications</td>
<td>2,625,992</td>
<td>2,610,371</td>
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<tr>
<td>Communities</td>
<td>1,726,617</td>
<td>1,537,011</td>
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<tr>
<td>Annual Meeting and Judicial Reception</td>
<td>19,728</td>
<td>335,888</td>
</tr>
<tr>
<td>Clients' Security Fund Activities</td>
<td>149,828</td>
<td>245,995</td>
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<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>$19,807,947</strong></td>
<td><strong>$20,017,227</strong></td>
</tr>
</tbody>
</table>

| **Supporting Services** |          |          |
| Administration and Finance | $14,432,484 | $13,722,013 |
| Executive Office         | 1,700,529  | 3,025,822 |
| **Total Supporting Services** | **16,133,013** | **16,747,835** |
| **Total Expenses**       | **35,940,960** | **36,765,062** |

| **Change in Net Assets** |          |          |
| Change in Net Assets     | 2,350,836 | 2,961,848 |
| Before Other Activity    |           |          |
| Gain (Loss) on Lease     | 117,596   | (96,849) |
| Net Gain (Loss) on Fair Value of Interest Rate Swap Agreements | (6,095,420) | (4,589,370) |
| **Change in Net Assets** | **(3,626,988)** | **(1,724,371)** |

| **Net Assets — Beginning of Year** | 13,965,141 | 15,689,512 |
| **Net Assets — End of Year**      | **$10,338,153** | **$13,965,141** |

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$15,027,219</td>
<td>$15,220,546</td>
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<tr>
<td>Restricted Cash — Building Escrow</td>
<td>2,021,660</td>
<td>3,144,045</td>
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<tr>
<td>Restricted Cash — Clients' Security Fund</td>
<td>1,101,242</td>
<td>1,046,212</td>
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<tr>
<td>Investments</td>
<td>13,372,709</td>
<td>12,700,728</td>
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<tr>
<td>Other Assets</td>
<td>2,330,853</td>
<td>1,448,118</td>
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<tr>
<td>Property and Equipment</td>
<td>75,131,712</td>
<td>76,115,230</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$108,985,395</strong></td>
<td><strong>$109,674,879</strong></td>
</tr>
</tbody>
</table>

| LIABILITIES AND NET ASSETS |          |          |
| Liabilities              |          |          |
| Accounts Payable and Accrued Expense | $6,926,376 | $6,159,786 |
| Amount Due to Affiliate | 878,000   | 906,086   |
| Deferred Revenue         | 22,201,943 | 20,370,441 |
| Accrued Loss on Lease    | 3,402,834  | 6,928,854  |
| Interest Rate Swap       | 10,626,934 | 4,531,514  |
| Loans Payable            | 54,611,155 | 56,813,057 |
| **Total Liabilities**    | **$98,647,242** | **$95,709,738** |

| Net Assets              |          |          |
| Undesignated            | $2,069,221 | $1,954,395 |
| Board Designated        |          |          |
| Mandatory License Fee Purpose | 4,867,251 | 8,661,545 |
| Communities             | 1,413,331  | 1,518,216  |
| Clients' Security Trust Fund | 1,101,242 | 1,001,070 |
| Continuing Legal Education | 887,108   | 829,915   |
| **Total Net Assets**    | **$10,338,153** | **$13,965,141** |

| Total Liabilities and Net Assets | **$108,985,395** | **$109,674,879** |
D.C. Bar Board of Governors 2020–2021

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Kellogg, Hansen, Todd, Figel & Frederick, PLLC

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June Kress Consulting, LLC
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Saleema Snow
UDC David A. Clarke School of Law
Courtney L. Weiner
Law Office of Courtney Weiner PLLC

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DeAndra Roaché, Vice Chair

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Amy Nelson, Chair

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Chad T. Sarchio, Chair

Communities
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Kimberly Eney, Vice Chair

Continuing Legal Education
Julienne Bramesco, Chair
Patrick Coyne, Vice Chair

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Geoffrey M. Klineberg, Chair

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Charles Talisman, Chair
Amy Neuhardt, Vice Chair

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Julia Mitchell Newlands, Chair
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Leadership Development
Brigida Benitez, Chair
Timothy Webster, Vice Chair

Legal Ethics
Lauren Greenberg, Chair
Janet Mitchell, Vice Chair

Nominations
John Jacob, Chair

Pension
Susan M. Hoffman, Chair

Pro Bono
Matthew Haws, Chair
Timothy Webster, Vice Chair

Regulations/Rules/Board Procedures
Mark Salzberg, Chair

Rules of Professional Conduct Review
Stacy Ludwig, Chair
Yaida O. Ford, Vice Chair

Screening
Jessica E. Adler, Chair

D.C. Bar Communities

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Chair (Undeclared)
Vice Chair (Undeclared)

Antitrust and Consumer Law
John Ingrassia, Chair
Erin McNamee, Vice Chair

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Hardeep Grover, Co-Chair

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Leila Bham, Chair
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Criminal Law and Individual Rights
Fabio Leonardi, Chair

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Sally Kram, Co-Chair

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Shengzhi Li, Co-Chair

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Michelle Evans, Co-Chair
Lisa Orlow, Co-Chair

Family Law
Jamie Sparano, Co-Chair
Marshall Yaap, Co-Chair

Government Contracts
Alexander Orlando Canizares, Co-Chair
Erin Felix, Co-Chair

Health Law
Allison Cohen, Chair
Timothy MB Farrell, Co-Chair

Intellectual Property Law
Brian Malkin, Co-Chair
Belinda Scrimenti, Co-Chair

International Law
Geoffrey Goodale, Co-Chair
Pauline Schwartz, Co-Chair

Labor and Employment Law
Jaclyn Hamlin, Co-Chair
Hanan Idilbi, Co-Chair

Law Practice Management
Chair (Undeclared)
Vice Chair (Undeclared)

Litigation
Chair (Undeclared)
Vice Chair (Undeclared)

Public Interest and Courts
Andrea Ferster, Chair
Shirley Hong, Co-Chair

Real Estate, Housing and Land Use
Nathan Bresee, Co-Chair
Shanice McClelland, Co-Chair

Taxation
Elizabeth Young, Chair
Loren Ponds, Vice Chair

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*Front cover:* D.C. Bar members Glenda Santiago-Marrero, Clarence Stanback, Marymagdaline Onyango, Ana Gracia, Sarah Crawford, Kim Boyle, Vishrut Shelat, Charles Work, and David Park

*Back cover:* D.C. Bar members Marcia G. Madsen, Damilola Arowolaju, Derek Centola, Diana Ashton, Amber Harding, Mustapha Nyallay, and Peter Hull