



The Florida Bar Young Lawyers Division



GRANT APPLICATIONS



**Florida Bar Young Lawyers Division
Affiliate Outreach Program
GRANT APPLICATION 2015**

Submitted By: **Young Lawyers Section of the Broward County Bar Association**

I. Project Title:



Broward Young Lawyers for Literacy



II. Contact Information:

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AOC Conference / Read for the Record / Grant Committee Chair 2014-2015
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III. Describe Your Affiliate:

The Broward County Bar Association currently consists of over 2,300 active members, of which, more than 800 are active members of the Young Lawyers Section.

This Affiliate is a division of the Broward County Bar Association and as such, it is the largest voluntary Bar Association in Broward County. The Board of Directors for the Young Lawyers Section of the Broward County Bar Association regularly attended the Affiliate Outreach Conference with the exception of January 2012. Prior to January 2012, the Young Lawyers Section of the Broward County Bar Association regularly attended for ten (10) consecutive years.

This is the second time the affiliate is presenting the Broward Young Lawyers for Literacy project.

IV. Summarize the Purpose of Your Request:

The project objectives of motivating children to read, providing free books and literacy resources to children and their families, and promoting community support for literacy will be met through the following:

1. A Comprehensive **Guest Reader Initiative** Supporting the Broward County Public Schools Reading is Fundamental Campaign

The implementation of this grant will connect the Broward Young Lawyers for Literacy with early childhood programs in at least four local elementary schools (Martin Luther King Elementary, Riverland Elementary, Sunland Park Academy and Stephen Foster Elementary) and at least two local early childhood centers (Lauderdale Manors Early Learning and Resource Center and). Volunteers from the Young Lawyers Section of the Broward County Bar Association ("Guest Readers") will be assigned as guest readers in the Pre-K and Kindergarten classrooms at the identified sites or families of Pre-K children at the center sites. Guest Readers will be provided a book and manual for guidance during the read aloud process. Guest Readers will be prompted to share a story about their love for

literacy and how they use reading and writing as a vital part of their everyday lives. Through a partnership with Broward's Reading is Fundamental ("RIF"), all students in the guest reading class will be provided an age-appropriate book of their choice to take home and keep after the guest reading experience. This year, YLS is considering purchasing age appropriate books related to the practice of law to read to the children.

2. Community Outreach for the **Broward Read for the Record Campaign 2015**

The Guest Readers will work to set the stage for the larger, county wide, Read for the Record Event scheduled for October 2015. The national Read for the Record campaign, presented by Jumpstart and the Pearson Foundation, is one time of the year when millions of individuals come together to read the same book on the same day as they celebrate literacy and support Jumpstart in its efforts to promote early childhood education. Funds from this grant will purchase a copy of the Read for the Record book for approximately 600 community early childhood centers that will be able to continue participating in the Read for the Record campaign after their first time in 2014, partially due to last year grant awarded. The Broward Young Lawyers for Literacy volunteers will join hundreds of other guest readers across Broward in early childhood centers and elementary school early childhood programs in the celebration of Read for the Record and recognition for support of early childhood education.

V. **Project Objectives/Description:**

The continuation of Broward Young Lawyers for Literacy, will serve the early childhood programs in three local elementary schools and two centers (approximately 500 children) and 656 community early childhood centers/childcare providers (over 50,000 children).

In addition, Broward Young Lawyers for Literacy will continue working and collaborating with several community organizations and foundations, including Broward County Public Schools, RIF, Children's Services Council, the Early Learning Coalition, The United Way of Broward County, Family Central, Inc., community early childhood centers throughout Broward County, and other Bar associations.

Recent federal funding cuts have limited the outreach of the Broward Schools' RIF program, which distributes books to 1,500 children and their families annually. This project will expand the reach of those programs by serving literacy locations that are not currently being served. Broward County families will benefit from books and literacy resources and students will receive the benefits from modeling of good reader habits.

The Read for the Record Campaign has been implemented in Broward County Public School ECE programs since 2006 in a limited format. The initiative lacked the access to resources and capacity to reach all ECE programs throughout the county. This project will allow for the continued expansion.

Benefits to the community include supporting the development of children at their most critical stages of development, the bringing together of community organizations and foundations on a

unified front, and **opportunities to support a positive perception of lawyers.** Seen as gatekeepers of the law; lawyers are sometimes misunderstood or revered. This project will allow the students and families served to experience positive, motivating literacy engagements with lawyers and gain a better appreciation for the legal profession.

This increased collaboration between the Broward Young Lawyers for Literacy, Broward County Public Schools, and community organization and foundations will support additional opportunities for volunteerism, mentorship, and support. Volunteers participating in Broward Young Lawyers for Literacy, who would be interested in mentoring opportunities will be referred into the Reading Pal Program with United Way or with the Innovations for Learning Program with the Broward Schools Literacy Department. Differentiating volunteer and mentor opportunities according to need and availability will support the continued growth of Broward Young Lawyers for Literacy and other projects throughout the community.

In the spirit of RIF, all books and literacy resources will be provided to participants free of charge. With the collaboration from RIF and the Broward County Public School District, this project **could be easily replicated**. Resources to support implementation is currently housed on the Broward County Public Schools Early Childhood Education wikispace, with open access to all involved.

Based on the 2012 Program for International Student Assessment (PISA), there is a need to improve U.S. students' academic performance, engagement, motivation and self-belief, particularly among lower socio-economic students. With 33% of students entering kindergarten demonstrating readiness behaviors (as evidenced by the 2012 ECHOS¹ assessment) and 54% of third grade students reading at proficient levels on the 2013 FCAT², this need is mirrored in Broward County. When children start kindergarten behind, they are more likely to stay behind for the rest of their lives, and this gap only widens over time. By adulthood, our nation sees an increase in high school drop out rates, unemployment, incarceration, and countless other remediation programs. Every dollar invested in early childhood education, however, produces a return on investment of **10%** and can work to decrease these negative increases.³

Investing in early education benefits society as a whole:

- Higher high school graduation rates and academic achievement

¹ Early Childhood Observation System ("ECHOS") is an ongoing, observational assessment system. It is a whole-child-oriented measure based on national standards in seven domains: Language and Literacy, Mathematics, Social and Personal Skills, Science, Social Studies, Physical Development and Fitness, and Creative Arts.

² When in full implementation, the Florida Comprehensive Assessment Test ("FCAT") was administered to students in grades 3-11 and consisted of criterion-referenced assessments in mathematics, reading, science, and writing, which measured student progress toward meeting the Sunshine State Standards (SSS) benchmarks. During the 2010-11 school year, Florida began the transition from the FCAT to the FCAT 2.0 and Florida End-of-Course (EOC) Assessments.

³ James J. Heckman's Report to the National Commission on Fiscal Responsibility and Budget Reform, http://www.nhsa.org/files/static_page_files/2f94c200-1d09-3519-adeedf3d2a939ac3/heckman_letter_federal-commission_9-1-2010final%20_3_.pdf

- Lower rates of crime, teen pregnancy, and public assistance dependency
- Higher levels of lifetime workforce productivity

The foundation of student achievement is the ability and motivation to read. According to the national Becoming a Nation of Readers report (1985), “the single most important activity for building the knowledge required for eventual success in reading is reading aloud to children.” Read alouds not only model the pleasure received from reading, but also expose students to more complex vocabulary than they typically hear or read independently. Reading aloud also builds word-sound awareness in children, a potent predictor of reading success.

VI. Project Evaluation:

YLS will meet with representatives from the Broward School Board for feedback regarding the project. Additional evaluation tools will include feedback from guest reader sites, stories from guest readers, and feedback from community organizations and foundations.

VII. Project Organization:

- YLS responsible for obtaining Guest Readers The Broward Young Lawyers for Literacy will recruit Guest Readers and oversee that the project is properly organized and structured. The Guest Readers will be assigned to one of the four local elementary schools or one of the two local early childhood centers.
- The School Board of Broward County is responsible for all of the logistics necessary to ensure that the selected local elementary schools and early childhood centers are prepared for the Guest Readers.
- Broward County Schools Family Literacy Programs and RIF are responsible for providing the books for the Guest Reader Initiative and sourcing the books that YLS intends to purchase for Broward Young Lawyers for Literacy

VIII. Budget:

Item	Amount	Price Per Item	Total	Total From Grant
Read Aloud Big Books for Guest Readers [TBD]	30	\$9.00 Each	\$270.00	\$270.00
Read for the Record Books (Title TBA)	1000	\$3.00 Each	\$3,000.00	\$3,000.00
Family Literacy Resource Bags for Students in Guest Reader Classroom	500	\$2.00 per bag	\$1,000.00*	0
Reading is Fundamental Books for Students in Guest Reader Classrooms	500	\$2.00 per book	\$1,000.00*	0
Young Lawyers for Literacy Promotional Print Collateral	530	\$150.00 Total	\$150.00**	0
TOTALS:			\$5,420.00	\$3,270.00

*In-Kind provided through Broward County Schools Family Literacy Programs and RIF.

**In-Kind provided through YLS.

IX. Timetable:

• Review 2014 and begin planning for 2015	November and December 2014
• Recruit volunteer readers • Assign readers to sites • Meet with Broward School Board to schedule guest readers	January and February 2015
• Guest readers reading at school sites	March-May 2015
• Create resources for Read for the Record Campaign • Collaborate with community early childhood organizations to communicate campaign news to BCPS and community ECE programs • Implement comprehensive plan to communication Read for the Record news, events, and updates	August and September 2015
• Read for the Record Day! ☺	October 2015 (Date TBA)

X. Exhibits: To be presented at the Conference during the PowerPoint presentation.

I. SHORT PROJECT TITLE

Brevard YLD Military Pro-Bono Service Project (Supplement)

II. CONTACT INFORMATION

Young Lawyers Affiliate: Brevard County Young Lawyers Division
Contact: President-Elect, Krystal T. Wald, Esquire
190 Fortenberry Road, Suite 107
Merritt Island, FL 32952
KrystalW@jtchmspa.com
Phone: 321.453.3880

III. DESCRIBE YOUR AFFILIATE

The Young Lawyers Division of the Brevard County Bar Association (“Brevard YLD”) has approximately 140 members to date. Approximately half of that number are associates members, who are no longer eligible membership in the YLD (due to age/length of practice), but attend Brevard YLD socials and charity events.

IV. SUMMARY OF REQUEST

The wars in Iraq and Afghanistan have taken a great toll in our society. As of October 1, 2013, over 2.2 million veterans have served our country in the wars involving Iraq and the Afghanistan conflict. Of those deployed nearly 42% have deployed multiple times. More than 1.4 million of veterans deployed are eligible for health services at the Department of Veterans Affairs. The Department of Veteran Affairs estimates that around 30% or approximately 460,000 of veterans from Iraq and Afghanistan suffer from Post-Traumatic Stress Disorder (“PTSD”). Recent efforts by the Brevard County legal community led to the creation of the Veteran Treatment Court. The Brevard YLD wishes to expand upon the assistance that members of the legal community provide to veterans.

The Brevard YLD has made an effort to promote community involvement among its members, including promoting the needs of numerous local non-profit organizations. As such, the Brevard YLD has recognized the need to assist those individual with limited access to basic legal needs. Brevard County is host to more than 68,637 veterans. Many of these veterans do not have basic estate planning documents. Therefore, Brevard YLD wishes to afford this deserving segment of our population an opportunity to address those legal needs.

The Brevard YLD Military Pro-Bono project would help veterans at no charge obtain simple wills, powers of attorneys, living wills, advanced directives and basic trusts for their dependents at a series of events. Finally, this project would raise awareness and promote estate planning for veterans.

In 2013, Brevard YLD originally submitted this proposal and was granted funding. On August 16, 2014, the Brevard YLD in conjunction with Brevard Legal Aid, Inc. and AVET Project, Inc., successfully conducted the first Military Pro-Bono Project. During this event, nine local attorneys volunteered for four hours each. As a result, over 26 veteran families received legal assistance. Furthermore, each attorney received two hours of continuing legal education. We have scheduled one more event to take place around March 7, 2015. This will be a larger event where we hope to be able to assist between 30 and 45 additional families.

The response from the event from the legal community, veteran community, and Brevard County community in general has been absolutely overwhelming. Brevard YLD desires to expand upon this project and conduct additional events in 2015.

V. PROJECT OBJECTIVES/DESCRIPTIONS

After discussing the needs of local charities serving veterans, many of these organizations voiced a concern that not enough lawyers were assisting veterans with basic legal tools. The range of legal needs of our veterans is vast and varied, depending on whether the veteran is currently on active duty, reserve status, retired or medically discharged. The ability of the Department of Defense and Department of Veteran Affairs to assist our heroes is very limited. Promoting events where lawyers assist veterans in Brevard County seemed like a natural cause, given the fact that approximately 10% of the county's population is comprised of veterans.

It is our goal to provide simple wills, powers of attorneys, living wills, advanced directives and basic trusts for their dependents. These documents would be prepared ahead of time, reviewed by experienced volunteer estate planning attorneys. This will ensure that the service members receive quality accurate legal advice.

One of the aims for this project is to reach those veterans that are not eligible to receive legal benefits at the nearest Judge Advocate General office due to length of service. Generally only those service-members on active duty and those that have retired with at least 20 years of creditable military service are eligible for on-base services. An additional group of service members eligible for legal services on base are reservists on Title X orders in excess of thirty days. Therefore, if an individual served less than 20 years, or is currently a reservist, that individual is not eligible for a free on base legal services.

We hope to have another fall and spring session. Each session will last in excess of three hours but at no time will the session exceed five hours. During each session we hope to recruit the assistance of 6-10 local attorneys. Each attorney would then spend about 30 minutes with the veteran, but it is conceivable that an attorney will spend about 45 minutes with each veteran.

In addition to the members of the Brevard YLD, we believe that the residents of Brevard County are wonderful promoters and supporters of community involvement, as well as

charitable organizations, so we wanted to host an event where a diverse group of individuals can learn from one another. To this end, the Brevard YLD has partnered with Brevard County Legal Aid, AVET Project, Inc and various other non-profit organizations that cater to the needs of veterans in our community. The Brevard County Legal Aid will assist recruitment of attorney volunteers. AVET Project Inc., will assist with the marketing efforts to the various veterans organization and as a point of contact for veterans prior to the event.

We believe that this is feasible project to replicate because it requires very little materials and is manageable in promoting to raise awareness of the event. Furthermore, the committee chair of the Brevard YLD that is spearheading this effort has successfully implemented a similar project in the City of Jacksonville.

VI. PROJECT EVALUATION

It is our goal to have two three (3) hour secessions events, which would be open to our local veterans. It is our goal raise awareness for our heroes, foster close working relationships with non-legal service organizations that would steer those in needs to the event(s). Success will be measured in twofold: 1) the number of attorneys that volunteer to render basic legal services and 2) the number of legal services hours rendered at these events.

Based upon last year's ongoing project we are on track to meet or exceed our original goals. On the first event that we held we had a tremendous amount of support from both the legal and the veteran communities. Approximately nine attorneys volunteered their time for this event. Furthermore, an additional four paralegal provided support. So far each attorney volunteered four hours of their time to assist individual veteran families with their estate planning needs.

VII. PROJECT ORGANIZATION

YLD proposes a 4-tiered organizational plan.

1. Setting up a steering committee comprised of:
 - a. Attorneys
 - b. Members of Legal Aid
 - c. Member of Veterans Organizations.
2. Design and Creation of *Military Service Project Day* marketing materials
3. Design and implementation of aggressive advertising for donations and promotion of the event in the local media outlets, in the local bar association newsletter, the local veteran organizations newsletters for a period of several months.
4. Private outreach to local practitioners and businesses (for donations and promotions).
5. Ultimate rendering of legal services on day of event.

VIII. BUDGET

Marketing and Brochures	\$400.00 (\$100/month for 4 months)
Legal Forms and materials	\$500.00
Venue	\$750.00 (\$375/event X2)
Food and refreshments	\$500.00
Total	
	\$2,150.00

IX. TIMELINE

It would take approximately 4 months to prepare for this event for 2015. In essence, it would take 2 months to plan the event and an additional 2 months to properly market and promote the event.



CARIBBEAN BAR ASSOCIATION

Checks payable to:

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c/o Sharaine Sibblies, Esq.
111 Jim Moran Boulevard
Deerfield Beach, FL 33442
www.caribbeanbar.org

December 22, 2014

Est. 1994

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Past Presidents:

Alison F. Smith, Esq.
2013-2014

Schuyler A. Smith, Esq.
2012-2013

Carol Green, Esq.
2011-2012

Sheldon Philp, Esq.
2010-2011

Cherine Smith Valbrun, Esq.
2009-2010

Y. Lisa Colon Heron, Esq.
2008-2009

Sherylle A.O. Gordon, Esq.
2007-2008

Pamela M. Gordon, Esq.
2005-2007

Robert C.L. Vaughan, Esq.
2004-2005

Dahlia A. Walker, Esq.
2003-2004

Marlon A. Hill, Esq.
2000-2003

Neil A. DeLeon, Esq.
1998-2000

FLORIDA BAR YOUNG LAWYERS DIVISION AFFILIATE OUTREACH PROGRAM GRANT APPLICATION

Contact: Kimare S. Dyer, Esq.,
Secretary, Caribbean Bar Association
1221 Brickell Avenue, 19th Floor
Miami, FL 33131
Tel: (305) 416-3180
Fax: (305) 416-3190
kd@lydeckerdiaz.com

GRANT APPLICATION

I. Short Project Title:

Caribbean Reading Celebration.

II. Contact Information:

Kimare S. Dyer, Esq., Secretary, Caribbean Bar Association
1221 Brickell Avenue, 19th Floor
Miami, FL 33131
Tel: (305) 416-3180
Facsimile: (305) 416-3190
kd@lydeckerdiaz.com

III. Description of Affiliate:

The Caribbean Bar Association, Inc. ("CBA"), founded in 1994, is a voluntary bar organization comprising of more than 100 registered attorneys, jurists and legal professionals of Caribbean descent who reside or work in South and Central Florida. The CBA is committed to serving the needs of the Caribbean-American community in South Florida. Since its inception the CBA has implemented numerous activities and partnerships to articulate and promote the goals and objectives of the Caribbean-American lawyers in South Florida; to foster and encourage professional excellence among Caribbean-American lawyers; to promote a greater awareness of and commitment to the civil and political rights of the Caribbean American community; to increase the enrollment of Caribbean American law students; and to promote the general welfare of Caribbean citizens in South Florida. Approximately 50 percent of CBA's membership comprises of lawyers with less than 7 years in practice.

In 2009, two CBA members, Cherine Smith Valbrun (former President) and Veniese Wilkinson, (former Treasurer) attended the Affiliate Outreach Conference. In 2010 Cherine Smith Valbrun attended the Conference. In 2012, Carol Green (former President) and Schuyler Smith (former President) attended the Conference. In 2013, Kimare Dyer (current Secretary) and Annika Ashton (current President) attended the conference. In 2014, Alison Smith (former President) and Annika Ashton (current president) attended the conference. This year, the Affiliate Outreach Conference will be attended by Annika Ashton (President) and Nicholas Johnson (Board Member).

IV. Purpose of Request:

For the 2014-2015 term, the Executive Board of the CBA has deemed it a priority for the organization to tangibly contribute to the local Caribbean-American Community through service to local youth. For the past five years, the Young Lawyers Division

of the CBA have hosted a Caribbean Reading Celebration for children between the ages of four (4) to nine (9) years old, which has proven to be very successful and well-received by the Community at-large. At our most recent event, held at the African America Research Library in downtown Fort Lauderdale, we were asked if we could increase the number of participants in the Celebration from 60 to 100. The Reading Day Celebration is usually held in the summer and has become a signature event for the local children as part of their summer experience. Accordingly, this grant application is being submitted for the purpose of continuing and expanding the Caribbean Reading Celebration.

V. Project Objectives/Description:

Recognizing there was, and continues to be, a need to improve the literacy skills among young children, especially those from underserved communities, the Young Lawyers Division of the CBA in 2008 instituted the CBA's Young Readers Program to address low literacy levels in South Florida's African-American communities, and this has become an annual event. The CBA has also identified the need for American youths to learn more about the history and culture of Caribbean Americans, who comprise of a sizeable population in South Florida communities. The Caribbean Reading Celebration is designed to make reading fun, piquing the students' interests and inciting their quest for knowledge of Caribbean history and culture. The CBA young Lawyer's Division strives to select books about different Caribbean islands and cultures. In 2012, the story was about the little known island of Anguilla. Last year, the storybook was written by internationally acclaimed Jamaican author, Cedella Marley. This year, our selected book, *Tap-Tap* by Karen Lynn Williams, features the island of Haiti.

The Caribbean Reading Celebration consists of a day of several story time sessions with young lawyers reading to children between the ages of 4 to 9 years old. The Reading Celebration is slated to take place in July or August 2015. We have developed a partnership with the African-American Research Library in Ft. Lauderdale and they host the event for us annually. We identify nearby summer camps with a significant Caribbean and African-American population and invite them to attend the celebration. In the past, we have only been able to host between 40-60 children. This year, our goal is to host at least 100 children, which will require significantly more funds. We will work with the identified summer camps and schools to arrange transportation for the children to the venue to participate in the Caribbean Reading Celebration. Once the students have arrived, the Young Lawyers Division of the CBA will take turns reading from the selected Caribbean book to the children and invite the children to participate and comment on the story being read. Children are encouraged to participate in the reading also, in order to develop their self-confidence and literary skills. After the reading, the children will be entertained by a local Caribbean singer/ musician, Steve Higgins, who generously donates his time for this event. The entertainment consists of singing Caribbean folk songs and learning Caribbean ring-games. At the end of the Reading Celebration,

each child will be given the Caribbean story book and some school supplies, as the reading day is typically held shortly before the end the summer holiday.

The Caribbean Reading Celebration's objectives are:

- A. To increase young lawyers' involvement in addressing the needs of their surrounding communities through direct interaction with some of the most financially challenged families;
- B. To introduce and encourage reading among children between the ages 4 to 9 years old;¹
- C. To educate children between the ages 4 to 9 years old about the history and culture of Caribbean Americans through a fun yet educational medium;
- D. To help young children recognize that reading books can be fun as it opens wide the doors of the imagination; and
- E. To simply put a smile on the faces of young children from underprivileged areas.

Project Description Overview:

- The project will provide services for the community and young lawyers.
- The specific number of participants of in the program is unknown at this time. However, we aim to host 100 children.
- During the Caribbean Reading Celebration the children will be entertained while they learn about Caribbean-American culture and history and the achievement of at least one Caribbean-American author and/or illustrator. The attorneys who participate will receive a shirt and the children will receive a Caribbean storybook.
- This project is relatively easy for other young lawyers or voluntary bar associations to duplicate.

VI. Project Evaluation:

The CBA Executive Board will work with the African-American Research Library to maintain a log of the children who attend. We will also seek feedback from the participants, teachers and the libraries that host the event.

VII. Project Organization and Structure:

¹ Academic data from every urban U.S. school district shows that there is a dramatic need for intervention with students early in their academic careers. Studies have shown that young children who have limited early literacy skills at school entry represent the greatest challenges facing educators today. These children typically fail to benefit fully from the core literacy instruction provided by educators to all children, falling farther behind as they progress through their educational career. (Vellutino, Scanlon & Reid, 2003) The early identification and application of early literacy interventions with young children who are at risk for developing reading difficulties is necessary to ensure the acquisition of proficient reading skills (Burns, Griffin & Snow, 1999).

Two CBA Executive Board Members will co-chair the project. The African-American Research Library will identify a group of children who will be transported to the location to participate in the Caribbean Reading Celebration. The Young Lawyers Division of the CBA will provide young attorneys to read to the children and identify and provide the author and/or illustrator to read and/or draw for the children.

VIII. Budget: (based on an estimated 100 children attending each reading day celebration)

Item	Estimated cost
Books for children	\$1000
Gift Bags	\$800
Total Expenditures:	\$1800
CBA Funds	\$150
In Kind Donations	\$350
Grant	\$1300

IX. Timetable:

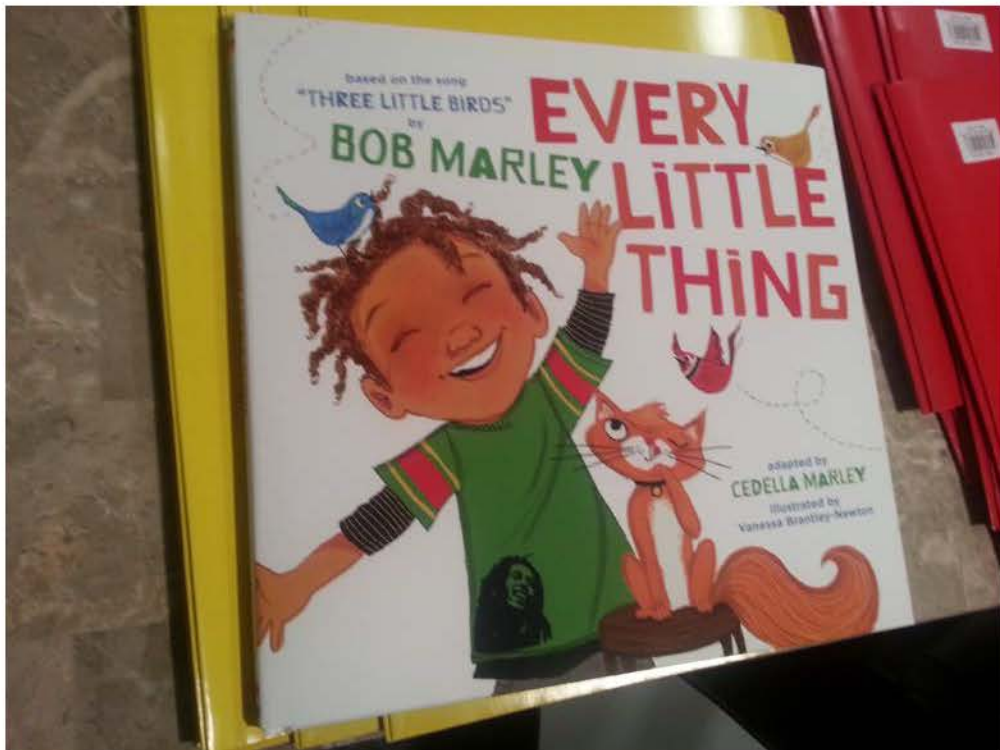
January: Submit grant Application and finalize basic plans with African American Research Library.

March: Recruit volunteers for both events and confirm venue for Caribbean Reading Celebrations.

April: Identify and select camps to participate in the event; continue fundraising and recruiting volunteers.

July: Advertise and host Caribbean Reading Celebration.

Caribbean Reading Day Celebration 2014

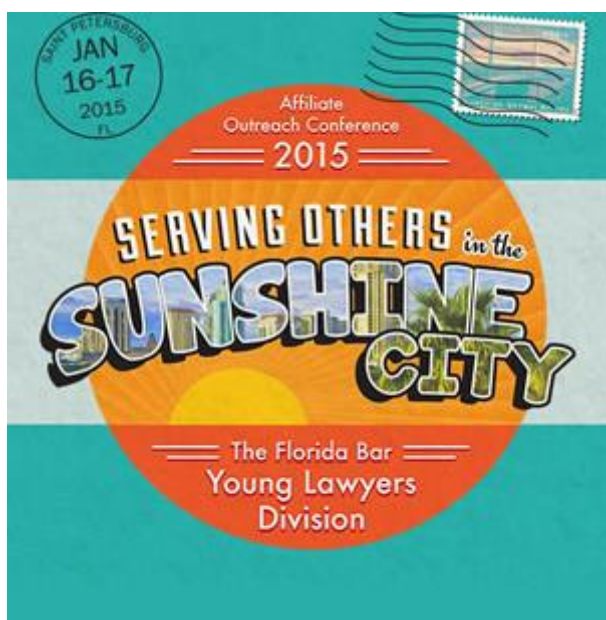




Informing • Educating • Empowering



**THE FLORIDA BAR
YOUNG LAWYERS DIVISION
2014-2015 AFFILIATE OUTREACH CONFERENCE**



**CENTRAL FLORIDA ASSOCIATION
FOR WOMEN LAWYERS
YOUNG LAWYERS**

**PROJECT GRANT APPLICATION:
INSPIRING GROWTH IN
HOMELESS YOUTH**

SUBMITTED BY: CENTRAL FLORIDA ASSOCIATION FOR WOMEN LAWYERS
Mary Walter, Young Lawyers Director
Charity Tonelli, Young Lawyers Co-Director

I. SHORT PROJECT TITLE

Inspiring Growth in Homeless Youth: A Project with the Covenant House of Florida

II. CONTACT INFORMATION

Mary Walter, Esquire CFAWL Young Lawyers Director Liebler, Gonzalez & Portuondo 618 E. South Street, Suite 500 Orlando, FL 32801	Charity Tonelli, Esquire CFAWL Young Lawyers Co-Director
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Mary Walter will be presenting this project at the Affiliate Outreach Conference.

III. AFFILIATE DESCRIPTION AND ATTENDANCE AT PAST AOC

The Central Florida Association for Women Lawyers (“CFAWL”) is a professional organization devoted to actively promoting the advancement and recognition of women in the legal profession, expanding leadership and involvement of its members in the community at large, furthering the common interest of, and encouraging camaraderie and learning among, its members, promoting women’s opportunities and rights, and upholding the highest standards of integrity, honor, and courtesy in the legal profession. The organization’s membership is diverse and includes both men and women.

CFAWL currently has over 400 members and continues to grow. The Young Lawyers Division (“CFAWL YL”) serves approximately 250 of those members, both attorneys and law students. CFAWL members live and practice primarily in Orange County, Osceola County, Seminole County, Lake County, and Brevard County.

This will be the seventh year that CFAWL YL is attending the Affiliate Outreach Conference (“AOC”). In 2009, the AOC awarded grant funding to CFAWL YL for a “Professional Women’s Exchange.” The following year, CFAWL YL received grant funding from the AOC for a Community Outreach Fair to connect members of the community with volunteer opportunities. In 2011, the AOC awarded grant funding to CFAWL YL for a literal “ground breaking” project entitled “Extreme Makeover: Harbor House,” a one-year interior make over project benefiting the Harbor House of Central Florida. In 2012, grant funding was provided for a project entitled “Changing the Family Landscape,” a one day, two-part project benefitting SafeHouse of Seminole County. In 2013, CFAWL YL received grant funding for “Developing Distinction in Women,” a one-day seminar for local female attorneys and other female professionals aimed at developing relationships and encouraging the professional development of CFAWL’s members and the community. Finally, in 2014, CFAWL YL received funding to implement a three-part project with the PACE Center in Central Florida to empower future legal leaders.

IV. SUMMARY

This year, CFAWL YL is planning a project called Inspiring Growth in Homeless Youth: A Project with Covenant House of Florida. The Covenant House Florida in Orlando is a shelter for runaway, homeless, and at-risk youth between the ages of 18 to 21 including teen parents and their babies. The shelter provides needy youth (both male and female) with meals, clean clothes, a place to stay, and a place to sleep. The youth are also offered additional services ranging from clinical counseling and job readiness assistance. Currently, the Orlando facility can house up to 37 youth, and provides services to a range of others that do not reside within its walls. All youth that visit the Covenant House Florida's Orlando facility are welcome to use its outdoor backyard space, featuring sitting spaces, a volleyball net, a basketball hoop, and a playhouse for young kids. Due to weather, heavy use, and limited resources, the outdoor space is in need of update and repair.

Homelessness is a significant issue in Central Florida, particularly for youth. By providing such youth with a safe environment and with the services necessary to develop professionally, the Covenant House of Florida is able to help homeless youth find meaningful work and ultimately contribute to the community.

CFAWL's theme for this year is "Inspire. Be Inspired." As younger members of the legal profession, CFAWL YL is uniquely positioned to inspire homeless youth through recreational activities and professional mentoring. To that end, CFAWL YL has developed a two-part project with the Covenant House Florida. Inspired by the AOC's theme of Serving Others in the Sunshine City, CFAWL YL volunteers will first spend a day outside improving the function and aesthetic appeal of the backyard space at the Covenant House Florida's Orlando facility. By updating recreational equipment and planting greenery, CFAWL will create a welcoming outdoor environment for the Covenant House Florida residents and guests to enjoy. **See Exhibit A, Plan for Service Project.** The ultimate goal of the project will be to inspire the youth to grow as much as the plants left behind. Thus, in addition to the day of service, CFAWL members will work within the career development activities of Covenant House Florida by creating materials that give youth a real world understanding of the legal profession and by providing an afternoon of mentoring for interested individuals.

V. PROJECT OBJECTIVES/DESCRIPTION

What needs does the project address? Why are these needs important to CFAWL? This project will address the need of the Covenant House Florida to provide the homeless youth with a welcoming space and with encouragement to achieve their professional goals. These needs are important to CFAWL/CFAWL YL because they align with its theme of inspiration and its goals of encouraging involvement of members in the community at large, furthering the common interests of its members, promoting women's opportunities and rights, and upholding the highest standards of integrity, honor, and courtesy in the legal profession.

To what group will the project provide services (young lawyers, the community at large) and how many people will the project serve? Homeless youth will benefit from the project with an updated outdoor space, lasting career development materials, and the opportunity for mentoring. The Orlando facility sees hundreds of homeless youth each year as residents or visitors. CFAWL YL volunteers, comprised of lawyers and law students, will benefit from this project, as well, by way of the opportunity they will receive to bond with other members and give back to the community.

What other projects in the area provide similar services to the same group(s)? When and with what success? How is your project different? The Covenant House Florida is fortunate to partner with different groups throughout the year in providing services to homeless youth. The last outdoor volunteer project over one year ago saw volunteers create a volleyball court and bond with residents in an informal volleyball match. The Orlando facility reports it was a great success. While a number of groups provide updates to the facilities, none are slated to improve the outdoor space this year, and none will provide the same career development resources included in CFAWL YL's project.

How will the public benefit from the project? What impact will the project have in the community? The public will benefit from the project through the services the project will provide to the Covenant House Florida's Orlando facility and in the impact those services may have on homeless youth in Central Florida. The public has an interest helping at risk youth become productive members of society. If the youth at the Covenant House are able to achieve their career goals through CFAWL YL's help, the public will certainly see the benefit.

Will the materials, if any, be sold or provided to the participants? Yes. CFAWL YL will provide the Covenant House with new recreational equipment and with greenery to improve the aesthetic appeal of their outdoor space.

Is this an easy project for other young lawyer affiliates to replicate? Yes. Florida weather allows for year-round enjoyment of outdoor spaces and equipment is often in need of improvement, update, or repair. The Covenant House Florida has locations in both Orlando and Fort Lauderdale and is experienced in assisting volunteer groups with service projects and mentoring efforts. Other areas are likely to have similar youth focused homeless shelters with similar opportunities.

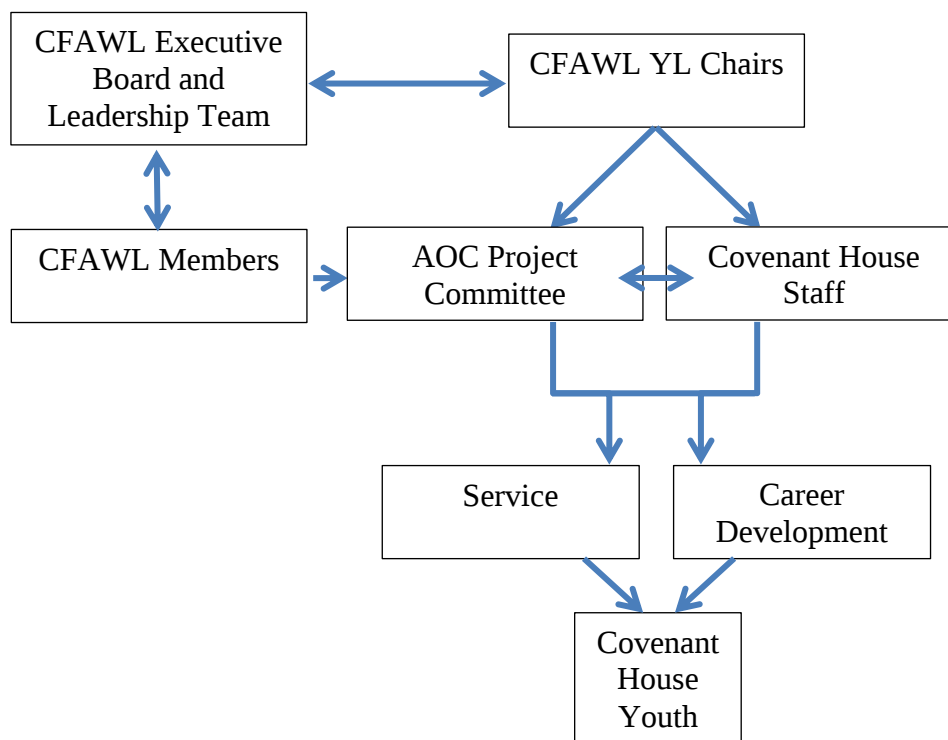
VI. EVALUATION

By the end of the funding period, CFAWL YL expects to improve the function and aesthetic appeal of the backyard space at the Covenant House Florida's Orlando facility by updating the recreational space for youth with a new basketball net and new balls, assembling a new playset for the children of young parents that reside at the Covenant House, and improving the aesthetic appeal of the space with mulch and greenery. CFAWL YL also expects to assist with the career development activities

by creating materials that provide a real world understanding of the legal profession with guidance from Covenant House Florida staff and by providing an afternoon of mentoring for interested individuals. We will measure the effectiveness of the project by the extent of the improvement we are able to provide for the backyard space and the interest in mentoring from homeless youth and volunteers.

VII. ORGANIZATION

“Inspiring Growth in Homeless Youth” will be organized by CFAWL YL, a subcommittee within CFAWL, which is headed by two chair people. The chair people will solicit a committee to assist with the implementation of the project. The committee will work with the Covenant House Florida’s Orlando facility to organize and implement the service project and the career development activities. The committee will report to the chair people who will communicate with the board and general members, as pictured below.



VIII. BUDGET

CFAWL YL is asking for \$1,350.00 to implement the project, as detailed on the next page. No YLD funds will be used for refreshments. CFAWL YL will hold a collection at a CFAWL luncheon to the additional funds necessary to allow volunteers to share a meal at the Covenant House Florida’s Orlando facility at the conclusion of the service project.

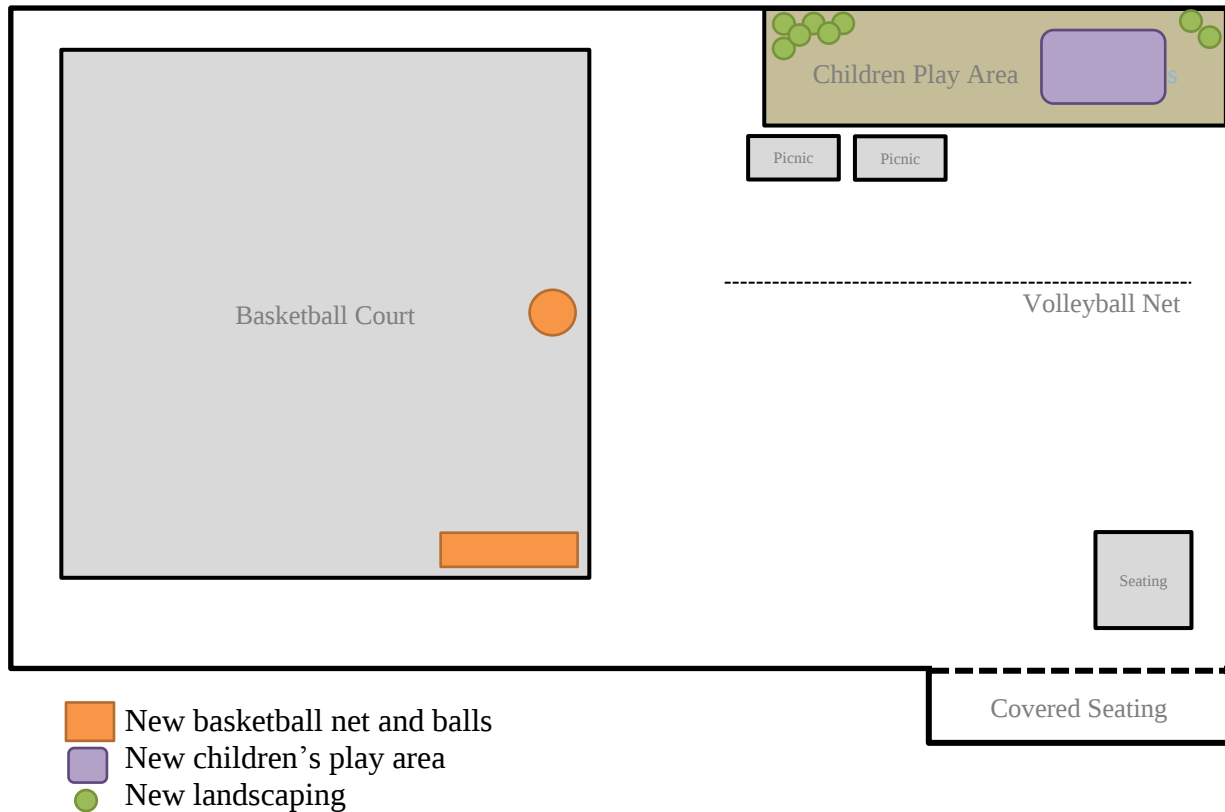
Anticipated Budget Item	Unit Cost	Number	Total
Youth Sporting Equipment – 2 nets, 3 basketballs, 3 footballs, 2 volleyballs, 2 general (avg. per item)	\$15.00	12	\$180.00
Youngsters Playset – Plastic playset/climber for toddlers	\$600.00	1	\$600.00
Greenery – mature greenery for children’s play area (estimated cost per shrub)	\$40.00	8	\$320.00
Upkeep – garden hose with programmable watering meter for upkeep of landscaping	\$70.00	1	\$70.00
Play Area Groundcover – Mulch to cover children’s play area	\$8.00	10	\$80.00
Career Materials and Misc. Expenses – CDs, books, materials, and other unanticipated expenses	\$100.00	N/A	\$100.00
Total			\$1,350.00

* All costs are estimates including tax, as prices may be subject to change at the time of purchase.

IX. TIMETABLE

- January/February 2015 – Plan:**
- Create a committee, and assign roles accordingly based on interest
 - Decide on date for service project with alternative rain date
 - Take measurements of space, and decide on shopping list with Covenant House Florida
 - Plan materials for career development activities and finalize date for mentoring activity
- March 2015 – Prepare:**
- Place any pre-orders necessary for service project
 - Publicize date for project and solicit members to participate
 - Finalize numbers of expected participants and estimate cost of meal
 - Fundraise at luncheon to cover cost of meal with Covenant House Florida after service project
- April/May 2015 – Execute:**
- Purchase supplies for service project and arrange for meal
 - Coordinate and execute service project at Covenant House
 - Create materials for career development activities and deliver at mentoring sessions
 - Wrap up project, solicit feedback, and publicize results.

Exhibit A PLAN FOR SERVICE PROJECT



The backyard at Covenant House Florida's Orlando facility features seating areas for residents and visitors, a concrete basketball court (with no net for its hoop) and an area for young children, as indicated on the diagram above, as well as on the picture below. CFAWL YL will improve these recreational spaces by (a) replacing the basketball net for the youth and providing new balls with which to play, and (b) constructing a new playset for the youngsters and adding landscaping to make the area safe, accessible, and aesthetically pleasing to all who use it. The picture below shows the current status of the children's play area, with a possible improvement.



Current appearance of children's play area



Possible new playset for children

**CLEARWATER BAR ASSOCIATION
YOUNG LAWYERS DIVISION
2015 AFFILIATE OUTREACH CONFERENCE
PROJECT GRANT APPLICATION
“FEEDING THE HUNGER FOR LEGAL ASSISTANCE”
Presented by:
Nicholas Grimaudo, Jason Lambert, and Caitlein Jammo**

I. Short Project Title: Feeding the Hunger for Legal Assistance

II. Contact Information:

- a. Nicholas Grimaudo, President, Johnson, Pope, Bokor, Ruppel & Burns, LLP, 911 Chestnut Street, Clearwater, FL 33756, 727-461-1818, NicholasG@jpfirm.com
- b. Jason Lambert, Director, Zinzow Law, 35111 U.S. Highway 19 North, Suite 302, Palm Harbor, FL 34684, 727-787-3121, Jlambert@zinzowlaw.com
- c. Caitlein Jammo, Secretary, Johnson, Pope, Bokor, Ruppel & Burns, LLP, 911 Chestnut Street, Clearwater, FL 33756, 727-461-1818, CaitleinJ@jpfirm.com

III. Describe Your Affiliate:

The 145 members of the Clearwater Bar Young Lawyers Division strive to improve their members, profession, and community throughout the year. Our robust affiliate tackles projects such as:

- ❖ The Reading Retreat – our AOC-grant-funded project from last year where we are providing a reading nook for the children of parents who are using services of the Clearwater Civil Courthouse (ongoing);
- ❖ Prepared for Parenting Project at the Kimberly Home – providing supplies and assistance to soon-to-be parents and new parents who need assistance (November 19, 2014);
- ❖ Holidays in January – providing some holiday joy to underprivileged children who may not have had the best holiday season (January 10, 2015);
- ❖ Legal Eagles – providing mentoring to students throughout the county year-round and in particular participating in the Great American Teach-In (November 19, 2014).

Each year the Clearwater Bar YLD also attends the Affiliate Outreach Conference and puts the awarded grant monies to use implementing new community programs such as The Reading Retreat, Prepared for Parenting, and Interviewing for Success. This year's grant application is also for a new project to benefit the Clearwater community.

IV. Summarize the Purpose of Your Request: The purpose of this project is to address several needs in Clearwater's low-income Hispanic community. The first is to address the significant food shortage and food insecurity problems that plague this community. The

second is to provide medical screenings and wellness checkups to the community. The third is to provide access to legal information to the community.

To do this, we have collaborated with the InterCultural Advocacy Institute's Hispanic Outreach Center and Bay Area Legal Services. Earlier this year, the Hispanic Outreach Center put on its first food-centered event that not only provided food to 60 families, but also provided medical and wellness checkups and access to basic legal information. For 2015, the Hispanic Outreach Center's goal is to do three of these events, one of which will be timed to coincide with the start of school in the fall. Part of our mission is provide funding for the food purchases needed and to provide access to legal information to the community. The Hispanic Outreach Center will use its existing contacts to provide the medical services and checkups.

After consulting with the Hispanic Outreach Center, we learned that the single largest expense for each of these events is the food to be given away. Still, the food for last year's event cost just \$400. And to put on 3 of these events, and reach an estimated 250–300 families and an additional 200 children at the back to school event, the cost for the food is estimated to be about \$1,500.00. The bulk of our grant request will be used to cover this food.

And after consulting further with Bay Area Legal Services and the Hispanic Outreach Center, we hit upon a unique method to provide legal information, in Spanish, to Clearwater's low-income Hispanic community. Much of this community has the same legal questions on narrow range of topics—basic business ownership, basic home/property ownership, landlord/tenant, minor criminal infractions (think: traffic tickets), and basic immigration law. Our plan is to provide a DVD with short videos covering these topics, in Spanish, that we will give out to event attendees next year. Both Bay Area Legal Services and the Hispanic Outreach Center think this is a great idea and assure us that the community, while having only minimal or limited internet access, definitely has the ability to watch and would watch these DVDs. In conjunction with the DVDs, at the events, we would also provide other information on accessing affordable or no-cost legal services for more specific needs.

By meeting the food shortage and food insecurity needs of Clearwater's low-income Hispanic Community, we can also provide a medium for providing access to necessary medical and legal services.

V. Project Objectives/Description:

PROJECT: The Clearwater Bar Association's Young Lawyers Division would like to hold three events per year with the Hispanic Outreach Center and Bay Area Legal Services that provide food, basic medical checkups, and Spanish-language informational DVDs regarding legal issues affecting the Clearwater Hispanic community.

The primary objective of our project is to provide food and commonly-requested legal information to Clearwater's low-income Hispanic community. This community totals nearly 20,000 in number, and the Hispanic Outreach Center is a critical entity in serving this community. Our project allows the Hispanic Outreach Center to triple the size of its

ability to provide food, medical, and legal services and information to those who truly need it, in a language they can understand, and in a format they can access at any time. And the Clearwater Bar Young Lawyers Division will have the opportunity to be present at each of the three events hosted by the Hispanic Outreach Center and help serve as a conduit for access to information on legal services available in Pinellas County.

The Clearwater Bar Young Lawyers Division will work with Bay Area Legal Services to generate informative content for the DVDs. The Clearwater Bar Young Lawyers Division will have access to Stetson University College of Law's video recording equipment to aid in production of the videos. The balance of the DVD production will be provided by Clearwater Bar Young Lawyers Division Members.

- a. **To what groups will the project provide service?** The project will benefit Clearwater's low-income Hispanic Community, specifically families and children. If this program is successful, we also hope to expand it to other communities and languages.
- b. **How many people will the project service?** Over three events next year, the project will service approximately 450 people.
- c. **What other projects in the area have attempted to provide similar services to the same group? When and with what success? How is your project different?** To the best of our knowledge, Bay Area Legal Services' knowledge, and the Hispanic Outreach Center's knowledge, no one has attempted to provide community-focused legal information, in Spanish, via DVD. In addition to giving away these DVDs at the events, Bay Area Legal Services and the Hispanic Outreach Center can give these DVDs away to clients as needed and the DVDs can also be stocked in local libraries.
- d. **How will the public benefit from the project?** The public will benefit from this project in three ways. First, they will gain access to food specific to their cultural needs and knowledge. Second, they will gain access to often-requested legal information in a portable format and in a language they can understand as well as information regarding legal services that are available in this area. Lastly, by also providing medical and wellness checkups at the events, the community will also have access to necessary medical care.
- e. **What impact will the project have in the community?** The Hispanic Outreach Center's first event had a significant impact on the Clearwater community, and particularly its low-income Hispanic community, by providing food and medical services to a community deeply in need of such. Our proposal hopes to continue this impact by having more events which provide food and medical services, but we also hope to have an even greater impact by providing substantive legal DVDs and information about legal services in the area.

- f. **Will the materials, if any, be sold or provided to the participants?** The DVDs will be given away for free to people who attend the events, and Bay Area Legal Services and the Hispanic Outreach Center will have the ability to provide DVDs to people who visit them personally with a need for this information. Individuals will also be provided with the contact information for various legal service providers in the area for one-on-one legal services.
- g. **Is this an easy project for other Young Lawyers Sections to duplicate?** This project could easily be duplicated in two ways. First, other Young Lawyers Sections could create DVDs to benefit needy communities in their area. Second, other Young Lawyers Sections could provide the DVDs the Clearwater Bar Young Lawyers Division to their own communities.
- VI. Project Evaluation:** Our goal is to have the DVDs created by the end of the first quarter of 2015 in order to have them available for all three events next year. The success of the project will be measured by the number of DVDs given away and used by members of Clearwater's low-income Hispanic community.
- VII. Project Organization:** One Clearwater YLD member will serve as chairperson of the project. A committee made up of other Clearwater Bar YLD members will be formed to assist the chairperson with implementing the project. We have already finalized our plans with the Hispanic Outreach Center and Bay Area Legal Services.

VIII. Budget:

Description	Cost
Food for three events	\$1,500.00
Cost to produce 500–750 DVDs	\$1,000.00
TOTAL COST	\$2,500.00

- IX. Timetable:** All three events will occur by the end of 2015.

Young Lawyers Section of the Collier County Bar Association
Grant Application for Drug Free Collier – “Drug Free Bonfire”

I. Short Project Title:

Drug Free Collier – “Drug Free Bonfire”

II. Contact Information and Persons Presenting to AOC:

Eric Olson
Coleman, Hazzard & Taylor, P.A.
2640 Golden Gate Parkway
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(239) 298-5200
eolson@chtlegal.com

Christen Spake
Quarles & Brady, LLP
1395 Panther Lane
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Naples, FL 34109
(239) 659-5057
Christen.Spake@quarles.com

III. Affiliate Description:

We are the Collier County Young Lawyers Section (“CCYLS”) of the Collier County Bar Association. There are approximately 100 members of the CCYLS. CCYLS has attended AOC for the past several years. This is the first time presenting this project.

IV. Summary:

Drug Free Collier is a not-for-profit charitable organization whose mission is to unite the community to protect the children of Collier County from substance abuse and to be Collier County’s primary resource for information and tools to prevent juvenile alcohol and substance abuse. The CORE Society (C_haracter, O_pposing Drugs, R_esponsible Choices, E_xpectations) works to change the social norms associated with alcohol and drug use. This means that they want to change the way people think about underage drinking and drug use. CORE members participate in a wide range of activities including community education and outreach, public speaking, collecting data, and volunteering in their community. A component of CORE’s mission is providing students with an atmosphere to have fun and show that they don’t have to use alcohol or drugs. CORE Societies throughout Collier County hold similar events to support this mission.

This year, Drug Free Collier is partnering with Collier County Junior Deputies League and the CCYLS to hold a bonfire. We are hoping to host the bonfire on the beach, but permitting is still questionable, and we have an alternative venue if the beach does not work out. The event is scheduled for March 28, 2015 in the early evening. It is anticipated that 80 – 150 youths will attendance, which will require at least 15 – 20 adult chaperone volunteers. The event includes a DJ, food, and entertainment.

V. Project Objectives/Description:

Drug Free Collier offers vital services to the community to promote drug and alcohol awareness among Collier County youths. For this 2015 project, the CCYLS will involve local judges, attorneys, and law students in an evening bonfire hosted by Drug Free Collier, Collier County Juniors Deputy League, and CCYLS. In addition to benefiting the youths of Collier County, this event will develop camaraderie among lawyers within the community, while providing an opportunity to network with other attorneys and the judiciary.

The event is scheduled for March 28, 2015, and will provide an opportunity for members of the legal community to provide a positive influence on youths who are combatting peer pressure and drug use. 80 – 150 youths are expected to attend the bonfire. The event will include a DJ, food, and entertainment. The entertainment will include but is not limited to a rock wall donated by the Collier County Sheriff's Office and a photo booth donated by MADD (Mothers Against Drunk Driving). CCYLS is hoping to provide a dunk tank and a bounce house, in addition to other games for the children.

This is a fantastic opportunity for members of the community to get together to celebrate drug-free awareness while promoting healthy activities rather than drug and alcohol use. The inclusion of young lawyers in this event is an opportunity to provide positive role models to youths in our community.

This is the first year that this project is being presented. In the past, CCYLS has benefitted Legal Aid, Boys & Girls Club, Harry Chapin Food Bank, and many others. This year, we hope to involve a new charity to support drug free awareness in Collier County. This program is simple to replicate.

VI. Project Evaluation:

The project will be a success if young lawyers assist with the event and act as positive role models to the youths in attendance. Any funds that we receive will be used to provide entertainment, food and beverages for the children. We don't expect that there will be any surplus funds, but, if there are surplus funds, those funds would go directly to Drug Free Collier to help support their mission. In addition to financial assistance, Drug Free Collier will reap the benefits of young lawyers becoming aware of their mission and hopefully assisting the organization by providing much needed support.

VII. Project Organization:

The CCYLS "Drug Free Bonfire" Committee will have three lawyers and one non-lawyer on the Committee. The Committee will motivate other CCYLS members to participate, request donations of sponsor dollars or prizes, and invite participants from both the legal and local communities. The Collier County Bar Association will support the CCYLS project by donating staff support and by covering advertising costs for the project. The

project will be promoted through newsletter and email announcements through the Collier County Bar Association and Drug Free Collier.

VIII. Budget:

Food and Beverage	\$900.00
DJ	\$800.00
Supplies (Port-o-potties, dinnerware, decorations, etc.)	\$700.00
Dunk Tank Rental	\$250.00
Bounce House	\$250.00
Total	\$2,900.00

IX. Timetable:

The organization of the event is almost complete, and should be concluded by January 2015. The advertising will begin in January 2015. The event will take place on March 28, 2015.

X. Exhibits:

None.

END OF GRANT APPLICATION.

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Florida Bar Young Lawyers Division AOC Project Grant Application

Affiliate Organization Name: The Cuban American Bar Association ("CABA")

Date: December 22, 2014

I. Short Project Title: CABA's Florida Law School Chapter Mentoring Event

II. Contact Information

Olivia C. Rodriguez
18001 Old Cutler Road, Suite 300
Palmetto Bay, Fl 33157
Phone: 305-440-8038
orodriguez@bupalatinamerica.com

The project will be presented by Olivia Rodriguez and Kristina Maranges, CABA Young Lawyers Committee Chairpersons.

III. Describe Your Affiliate:

CABA is a non-profit voluntary bar association in the State of Florida. Founded in 1974, CABA's members include judges, lawyers and law students of Cuban, Cuban-American descent, as well as those who are not of Cuban descent, but are interested in issues affecting the Cuban community. CABA's mission is to promote equality of our members; serve the public interest by increasing awareness to the study of jurisprudence; foster respect for the law; preserve high standards of integrity, honor, and professional courtesy among our peers; provide equal access to and adequate representation of minorities before the courts; facilitate the administration of justice; build close relationships among our members; support the Cuban-American indigent community; and increase diversity in the judiciary and legal community.

IV. Summarize the Purpose of Your Request:

CABA has established student chapters at various law schools throughout Florida. CABA's Law School Chapters Event is geared at providing the members of our CABA student chapters direct access to members of our legal community, mentorship opportunities and a designated time to get to get know one another. It is expected this event will take place in the spring when law students are available to attend without interfering with their academic responsibilities.

V. Project Objectives/Description:

CABA's Law School Chapters Event will address law students' ever-growing need to forge connections with legal practitioners and judges to optimize the ability to find a job and immerse themselves in the legal community upon graduation. It also provides a support network and specific opportunity to find a mentor and build friendships with other law students. CABA has always supported law students through scholarships, mentoring and events. CABA's student

chapters are the next step in bringing more services to these students and providing them the necessary resources to succeed in our legal community. We expect approximately 75 to 100 law students to attend this event.. Currently, there are no similar student chapter projects in our area . This event not only benefits and impacts the students, but also the community by helping provide law students a vehicle to find employment and interact with more seasoned attorneys who can guide them upon graduation and to whom they may otherwise not have access. This event will be *free of charge* to law students, and may be an example for other organizations.

VI. Project Evaluation:

We expect CABA’s Law School Chapters Event to result in providing employment leads for law students, as well as establishing bonds with members of our legal community. We will measure the effectiveness of our project by having the CABA liaison to each school survey the law school chapter members after the event. The criteria for success or failure will include opinions from the student attendees, opinions from the practitioner attendees, and the results of CABA’s survey to each chapter. From those results, CABA will assess the success and determine improvements for next year’s event. CABA will also happily provide a closing report upon completion of the project to the YLD.

VII: Project Organization:

CABA’s Law School Chapters Event will be headed by the President of CABA with the help of the Growth and Expansion Committee Chairperson, who then will work with the various law school chapter liaisons. The liaisons will work with the law schools’ administrations and students to ensure their participation. The liaisons also will report their progress back up their respective organizational structures.

CABA President → Growth and Expansion Committee Chairperson → Law School Chapter
Liaisons → Law Schools and Law Students

VIII. Budget

Materials with Resources for Law Students.....	\$1,200.00
Invitations/Postage.....	\$ 500.00
Nametags/Supplies/Marketing/Photographer.....	\$1,000.00
Venue and Refreshments.....	\$2,000.00
Total Cost.....	\$4,700.00
Amount Requested from the YLD.....	\$3,000.00

Additional funds to continue this project and the cost of venue and refreshments will be covered by CABA's own yearly allocated event funds. CABA also may pursue additional sponsorship opportunities.

IX: Timetable:

CABA's Law School Chapters Event will take place in the April, and CABA will work with each of the law schools and chapters to find the best date.

If you have any questions or comments, please let us know. Thank you.



The Florida Bar Young Lawyers Division Grant Application

I. **Project Title:**

Literacy & the Law

II. **Contact Information:**

Latoya S. Williams, *Young Lawyers Division Chair*
840 Edgewood Avenue S., Suite 221
Jacksonville, Florida 32205
(904) 388-2288
Latoya.Williams@lsw-law.com

Amber R. Donley, *Young Lawyers Division Vice-Chair*
(904) 504-7339
Amber.Donley@yahoo.com

Latoya Williams and Ramona Chaplin (Immediate Past President D.W. Perkins Bar Association) will present the project at the Affiliate Outreach Conference.

III. **Describe Your Affiliate:**

D.W. Perkins is a local bar association in Jacksonville, Florida that strives to be a change agent to improve the community as a whole through leadership, mentorship, and service. We have approximately 150 members. D.W. Perkins became an affiliate of the Florida Bar Young Lawyers Division late 2013. The Young Lawyers Division Chair, Latoya S. Williams, attended the Affiliate Outreach Conference last year. However, there was no project submitted at the time. This will be our affiliate's first time presenting a project.

IV. **Summarize the Purpose of Your Request:**

The D.W. Perkins Bar Association is planning to collaborate with the MaliVai Washington Youth Foundation (MWYF) to offer two key activities. The foundation was created by former pro tennis player MaliVai Washington. The purpose of the foundation is to provide support to families and children located in an economically depressed area of Jacksonville. MWYF is an organization that provides several services that include after school and summer camp programs for approximately 200 youth ranging from kindergarten to high school. MWYF offers homework assistance, tennis lessons, and life skills classes. Some of their most successful projects have been in partnership with volunteers from organizations and associations with a passion for making a difference in the lives of young people.

As studies have shown, literacy is particularly important because individuals with poor literacy skills have a greater probability of being involved in criminal activity. Due to the importance of literacy, the first prong of our project will include working with the elementary school students on a literacy program entitled Read Live Literacy. Elementary students in grades 1-5 will participate twice a week in a self-paced online reading fluency program. To complement that, lawyers will meet with 1st and 2nd grade youth once a quarter to host their “Book Clubs”, which will include reading childhood favorites with the youth and doing an activity around the book.

The second prong of our project will include organizing seminars for the middle and high school students at MWYF to educate the youth on knowing their legal rights and proper ways to interact with authority and law enforcement officers.

V. **Project Objectives/Description:**

The project addresses two needs which are literacy and early reading support program for elementary aged students and a legal rights project for middle and high school students. Both of these projects are important for our affiliate because of our desire to have less youth and young adults in Jacksonville and the surrounding community involved in the criminal justice system.

We anticipate serving approximately 200 youth through MWYF. Although there are many after school programs in Jacksonville, we are unaware of a similar project being provided to this or other groups in the community. It is our hope that the community will benefit from this project as a whole. The literacy portion of the program will aid children in becoming more fluent in reading. During Book Club activities, Young Lawyers will interact with the youth stressing the importance of education as a whole, which we hope will impart in them a lifelong love of learning. Stressing the importance of literacy and providing the proper tools for students at a young age will increase the chances of the participants leading more productive lives. In addition, the second prong of the project is a timely topic that emphasizes educating our youth on their rights under the law as well as how to respond appropriately to law enforcement.

Conducting opportunities for candid discussions at formative ages will hopefully provide a deeper understanding about why laws exist and how to avoid confrontations if stopped by law enforcement officers.

The impact that the project will have on the community includes awareness of the importance of literacy and improvement in literacy skills of elementary aged students. Also, the project will afford more young people proper knowledge of their legal rights and ways to properly interact with authority as well as law enforcement officers. The skills acquired in both prongs are lifelong skills that have the ability to change the course of the lives of the participants.

Materials that will be provided to students will include a workbook for legal rights and an online password for use with the Read Live Literacy program for a year. Nothing will be sold to the participants. This should be a fairly easy project for other young lawyer affiliates to replicate.

VI. **Project Evaluation:**

The results that we expect are as follows:

First, elementary grade students will improve their reading fluency and comprehension through the Read Live Literacy program. This will be evaluated by benchmark testing which will take place periodically throughout the year to determine fluency and comprehension improvement as well as where they stand in comparison with their peers.

Prior to the seminars students will complete a questionnaire that assesses their current knowledge of their legal rights. After completion of the seminars students will be encouraged to develop a presentation summarizing the knowledge they gained as a result of the seminars. Students will be given creative freedom as to presentations.

The overall success of our Literacy and the Law project will be determined by the improvement of literacy based on benchmark testing as well as the ability of students to creatively express their new found knowledge of their legal rights.

VII. **Project Organization:**

The Chair and Vice Chair of D.W. Perkins Bar YLD will oversee, execute, and assess the project. We will work directly with the Executive Director and staff of MWYF to complete the project.

The affiliate will ensure that young lawyers are in attendance to conduct the book club meetings and present seminars on legal rights.

MWYF will be responsible for all the logistics necessary to ensure that space is available and students are in attendance at book clubs and seminars.

VIII. **Budget:**

Read Live Literacy Program

\$2000.00	Read Live 1 Year Subscription for 100+ students
\$ 210.00	Read Live Benchmark Assessor Testing
\$ 250.00	Read Live Hands on Training Workbook
\$ 150.00	Video Workshop for Teachers
\$ 190.00	Printing, Crafts/Activities
\$500.00	Refreshments*

TOTAL: \$3300.00

GRANT REQUEST: \$2800.00

*As of now we as an affiliate do not have additional funds. However, we would like to be able to provide students refreshments and snacks during reading sessions and seminars. We intend to fundraise, ask for cash donations from members of our affiliate, reach out to local law firms, and vendors for any additional funds needed.

IX. **Timetable:**

The first prong of our project will take place March-May of 2015. Members of the affiliate will host the book club once a month at MWYF.

The second prong of our project will begin as soon as possible. We are unable to place a specific time frame due to not knowing exactly when the Read Live Literacy Program can be purchased.

*We will submit a full write-up, pictures, and any additional documentation reporting on the project's success.

***Additional information as it relates to MWYF can be found at www.malwashington.com. Additional information as it relates to the Read Live Literacy program can be found at www.readnaturally.com

DCBA

DADE COUNTY BAR ASSOCIATION YOUNG LAWYERS SECTION

123 N.W. 1st AVENUE

SUITE 214

MIAMI, FLORIDA 33128

PRESIDENT

Geri Satin
Suite 3760
2 South Biscayne Blvd.
Miami, FL 33131
(305) 377-0786

I. Short Project Title:

DCBA YLS PRESENTS: AN INTRODUCTION TO PRACTICING IN MIAMI (the “Event”)

PRESIDENT-ELECT

Joshua L. Wintle
6950 N. Kendall Drive
Miami, FL 33156
(305) 662-6178

II. Contact Information:

Mailing Address:

The Dade County Bar Association Young Lawyers Section
C/O Alice Ramirez
123 NW 1st Avenue, # 214,
Miami, Florida 33128
(305) 371-2220
aramirez@dadecountybar.org

SECRETARY

Stuart Weissman
1450 Brickell Avenue
Suite 2600
Miami, FL 33131
(305) 374-6366

Project Contact Persons:

Kristen A. Corpion, Esq., Rainmakers Committee Chair, E: corpionk@gtlaw.com
Scott Merl, Esq., Rainmakers Committee Chair, E: smerl@scottmerllaw.com

TREASURER

Evian White
Suite 500
3000 Biscayne Blvd.
Miami, Florida 33131
(305) 438-2552

Project Presenters at AOC:

Geri Satin, Esq., DCBA YLS President
Josh Wintle, Esq., DCBA YLS President Elect

2013-2015 Directors

Kristen Corpion
Gregory S. d’Incelli
Jenna Fischman
Daryl A. Greenberg
Lacey Hofmeyer
Joshua A. Marcus
Mandy L. Mills

III. Describe Your Affiliate:

The Dade County Bar Association, (“DCBA”) is one of the largest voluntary bar association in Florida, with approximately 4,500 members. It was incorporated in 1920 to serve Dade County lawyers, to promote the administration of justice, to enhance attorney professionalism, and to cultivate positive relationships among members.

2014-2016 Directors

Eric Bluestein
Zachariah R.F.
Evangelista
Stephanie Grosman
Liam Mc Givern
Scott Merl
Isabella Poschl
Ronnell Robinzine

The Young Lawyers Section (“YLS”) is a section of the Dade County Bar Association. All Regular, Associate, and Government Service DCBA members aged 36 or under, are automatically members of YLS.

Immediate Past President
Ethan Wall

The Dade County Bar Association Young Lawyers Section (“DCBA YLS”) has more than 1,300 members. The DCBA YLS Board of Directors (the “Board”) consists of a team of talented and driven young lawyers. Board representatives have regularly attended the Florida Bar YLD AOC.

DCBA Assistant Director
Alice Ramirez

IV. Summarize the Purpose of Your Request:

The purpose of the Event is to establish an early connection between the DCBA YLS and young lawyers soon to be practicing in Miami-Dade County. While the DCBA YLS currently provides Florida bar preparation assistance through its Bar Passages Program, the DCBA YLS would like to expand its programming geared toward new bar members to the young professional community, helping them to plant their roots, find mentorship opportunities, and develop a support system, and encouraging their participation and perhaps future leadership in the DCBA YLS and Miami-Dade legal community.

The first annual Event, tentatively scheduled to take place on June 12, 2015, is designed to facilitate participation by new admits in DCBA YLS. DCBA YLS will invite local law student interns, from law firms, government agencies, non-profit organizations, and other organizations to attend the Event (free of costs) as participants¹ (the “Participants”).

The Event is a half-day program that will include an introduction to DCBA YLS, activities designed to introduce participants to their colleagues and YLS Board members, an opportunity to interact with the local judiciary, and information about preparing for the bar exam and how to get involved with DCBA YLS and other voluntary bar associations. See Draft Event Agenda, attached as Exhibit “A.” DCBA YLS will host a happy hour, a few weeks after the Event, to encourage Participants to network, find mentors, develop support systems, and increase their exposure in the young professional community.

V. Project Objective/Description:

The Event will facilitate DCBA YLS’ relationship with young attorneys, increase DCBA YLS membership, engage members at an early stage in their career, introduce young lawyers to the jurisdiction in which they will be practicing and local judges, collaborate with other local organizations, connect prospective members with one another and with the DCBA YLS, and promote mentorship, networking opportunities, and a sense of community and support for new Miami-Dade County lawyers.

A. Additional Information

- The Event will provide services to incoming young Miami lawyers.
- The project will serve approximately 75-100 participants.
- There is no other project in the Miami-Dade County area that provides a similar service to incoming lawyers.
- The public will benefit from this project by encouraging lawyers in the community to engage with local voluntary bar association(s) (most of

¹ To date, the number of law student interns working in Dade County each summer is unknown. DCBA YLS approximates attendance at 75-100 participants.

which, including the DCBA YLS, promote and facilitate extensive community service and engagement) and understand the importance of practicing with professionalism.

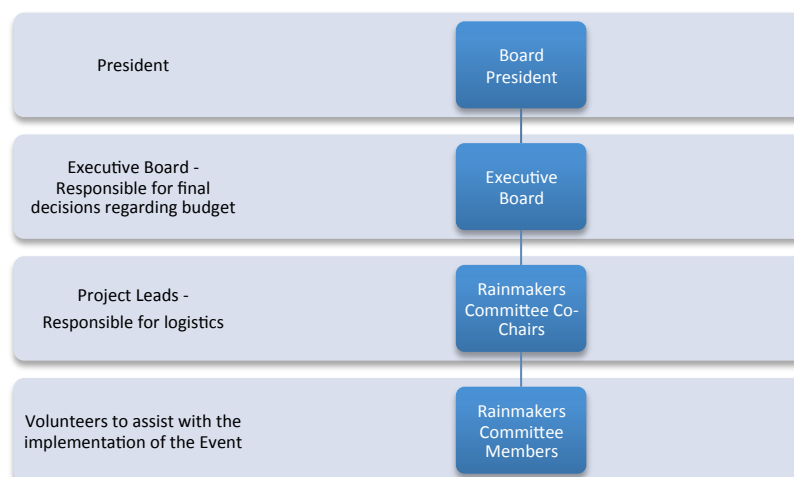
- The Event will serve to keep young lawyers from getting lost in the profession when they begin practicing. The transition from law school to practice is not an easy one. Among other things, the DCBA YLS offers programming that will improve the experiences of young lawyers. The Event will serve as a bridge to connect young lawyers to the Miami-Dade County bench, bar, and community.
- No materials will be sold to Participants, and the Event will be free.
- This project has yet to be launched and whether or not the project is “easy to replicate” is still unknown.

VI. Project Evaluation:

By the end of the funding period, DCBA YLS expects to have launched the first inaugural Event. The Project Contacts will provide Participants with surveys after the event to gauge their satisfaction with the event and to afford the DCBA YLS Board an opportunity to assess the continuity of the program. The DCBA YLS Board will define success by (i) launching the Event, (ii) receiving positive feedback from attendees, and, (iii) as a long-term goal, receiving a demonstrable increase in DCBA YLS membership and participation from Event Participants.

VII. Project Organization:

The Rainmakers Committee is one of ten DCBA YLS committees. The Rainmakers Committee organizes and promotes networking-oriented programming to improve business development skills and build meaningful relationships with members and professionals in the community. The Rainmakers Committee will take the lead on organizing the Project and ensuring its continuity as an annual DCBA YLS event, with input from fellow board members, and, where appropriate, final approval from the YLS Board Executive Committee.



DCBA

DADE COUNTY BAR ASSOCIATION YOUNG LAWYERS SECTION

123 N.W. 1st AVENUE

SUITE 214

MIAMI, FLORIDA 33128

VIII. Budget:

The Event	Est. Cost
Event Space	
¾ day rental of event space	\$ 1,000
Food/Refreshments & Follow-Up Happy Hour	
Continental breakfast	\$ 1,000
Lunch	\$ 500
Snacks / Beverages	\$ 250
Free drinks/drink tickets to approximately 75-100 Participants	\$ 1,000
Event Materials	
Name tags	\$ 100
Legal Forms & Reference Packets for Attendees	\$ 500
Business Card Holders as Takeaway Gift for Attendees	\$ 500
Marketing/Advertising Materials	
Marketing & Brochures (\$100/month for 4 months)	\$ 400
Sub Total	\$ 5,250
Contingency	\$ 250
Total Expenses	\$ 5,500
Contributions	
Corporate Sponsorship	\$ 3,000
DCBA YLS Rainmakers Committee Budget	\$ 1,000
Est. DCBA YLS and Sponsorship Contributions	\$ 4,000
Amount Requested from AOC Grant	\$ (1,500)

IX. Timetable:

2015	Deadline / Description
January 31	Deadline for securing event space
February 1 – March 1	Contact organizations and send invitations to participants; secure event space for follow-up happy hour; extend invitations to local judges for participation in judicial luncheon
June 1	Send pre-Event reminder to judges and participants
June 12	The Event
June 26	Happy Hour

EXHIBIT “A”

DCBA YLS PRESENTS: AN INTRODUCTION TO PRACTICING IN MIAMI

(DRAFT) Agenda

- 9:00 Sign-in and Continental Breakfast**
- 9:30 Event Begins**
- Brief Introduction and welcome by Co-Chairs of the Rainmakers Committee / introduction of YLS President & President Elect
 - President/President Elect present, “What is YLS and why Participants should join.”
 - Introduction to Practicing in South Florida, “What new lawyers need to know.” (Presentation given by Rainmaker’s Committee Member(s))
 - Business development
 - Getting involved
 - *Pro bono* opportunities
- 10:30 Practicing with Professionalism in South Florida**
- Motion Practice Skit (What not to do in court) (with volunteers from the audience) -OR-
 - What Not to Wear Skit (put on by YLS members)
- 11:30 Getting to Know Your Contemporaries**
- Ice-breaker game designed to introduce future Miami-practitioners to one another
- 12:30 Lunch with judges**
- 2:00 Introduction to Practicing in South Florida**
- Closing remarks from Co-Chairs of the Rainmakers Committee
 - Information about follow-up happy hour(s)
- 2:15 Event Concludes**

EXHIBIT “B”

Exhibit “B” is an initial list of organization that the Project Contacts will reach out to and provide invitations for their law student interns/summer associates to attend the Event. This is a working list and will be adapted upon receipt of new information.

- I. Law firms with summer associate programs** (list to be expanded based on additional information regarding 2015 summer associate programs)
 - 1) Akerman Senterfitt
 - 2) Baker & McKenzie
 - 3) Bilzin Sumberg
 - 4) Broad and Cassel
 - 5) Bryan Cave
 - 6) Carlton Fields
 - 7) Cole, Scott, & Kissane
 - 8) Colson, Hicks, & Edison
 - 9) DLA Piper
 - 10) Foley & Lardner
 - 11) Ford Harrison
 - 12) Gray Robinson
 - 13) Greenberg Traurig
 - 14) McDermott Will & Emery
 - 15) Morgan Lewis
 - 16) Stearns Weaver et al.
 - 17) White & Case
- II. Government / Non-profit organizations** (list to be expanded based on additional information regarding 2015 summer associate programs)
 - 1) EEOC
 - 2) City of Miami, City Attorneys Office
 - 3) Miami-Dade Legal Aid
 - 4) Legal Services of Greater Miami
 - 5) SEC
 - 6) State Attorneys Office
 - 7) State Public Defenders Office
 - 8) U.S. Attorneys Office, Southern District of Florida
 - 9) Federal Public Defenders Office, Southern District of Florida
- III. Judges with law student judicial clerks**
 - 1) TBD in Spring 2015
- IV. Local law schools**
 - 1) Florida International University, School of Law
 - 2) University of Miami School of Law
 - 3) St. Thomas University, School of Law

EXHIBIT “C”

Exhibit “C” presents a working list of pre-identified organizations who the Project Contacts may contact to seek their involvement or sponsorship in the Event.

I. Event Location Options

- 1) Hyatt Regency Hotel
- 2) JW Marriot Marquis
- 3) JW Marriot Brickell
- 4) Hampton Inn Brickell
- 5) U.S. District Court for the Southern District of Florida
- 6) Eleventh Judicial Circuit for Miami-Dade County Courthouse (Historic Courtroom)

II. Potential Sponsors

- 1) Veritext
- 2) Esquire Solutions
- 3) Barbri
- 4) Kaplan

**TAMPA BAY CHAPTER OF THE FEDERAL BAR ASSOCIATION
YOUNG LAWYERS DIVISION 2015 AFFILIATE GRANT APPLICATION**

I. SHORT PROJECT TITLE

Tampa Bay Chapter of the Federal Bar Association YLD presents a “Crash Course for Practicing in Federal Court and Pro Bono Opportunities to Gain Experience”

II. CONTACT INFORMATION

Lauren Pilkington-Rich and Traci Koster are Co-Chairs of the Tampa Bay Chapter of the Federal Bar Association Young Lawyers Division (“FBA YLD”). Lauren and Traci will be co-presenting the grant application.

Lauren Pilkington-Rich
Raymond James Financial, Inc.
880 Carillon Parkway
Attn: Legal Department, 13P
St. Petersburg, FL 33716
Lauren.pilkingtonrich@raymondjames.com
Ph. (727)567-2671

Traci Koster
Bush Ross, P.A.
1801 N. Highland Avenue
Tampa, FL 33602
tkoster@bushross.com
Ph. (813)224-9255

III. DESCRIBE YOUR AFFILIATE

The FBA YLD consists of approximately 30 members who (i) are 36 years of age and under or (ii) have been admitted to practice for three years or less. The purpose of the YLD is to increase the interest of younger lawyers in the FBA’s activities on both a local and national level; conduct programs of interest and value to younger lawyers; and to assist in the establishment, improvement, and coordination of active younger lawyers in the Tampa Bay area. The mission of the FBA is to strengthen the federal legal system and administration of justice by serving the interests and needs of the federal practitioner, both public and private, the federal judiciary and the public they serve. The FBA is dedicated to the advancement of the science of jurisprudence and to promoting the welfare, interests, education, and professional development of all attorneys involved in federal law.

The FBA YLD was created in 2012 under the by-laws of the Tampa Bay Chapter of the Federal Bar Association. The FBA YLD became an affiliate of the Florida Bar YLD in 2013 and this is the first year the FBA YLD is attending and participating in the Florida Bar YLD Affiliate Outreach Conference.

IV. SUMMARIZE THE PURPOSE OF YOUR REQUEST

Consistent with the mission of the FBA YLD to conduct programs of interest and value to younger lawyers and to assist in the establishment, improvement, and coordination of active young lawyers in the Tampa Bay area, as well as the FBA's mission of serving the interests and needs of the federal practitioner and the public they serve, the FBA YLD would like to present a half-day seminar in April or May 2015 geared toward young lawyers who are interested in practicing in federal court and gaining experience by taking on pro bono cases in the federal court. This seminar will aim to educate young lawyers about different aspects of practicing in federal court by having experienced federal court practitioners present on different topics of federal practice, highlighting areas that significantly differ from Florida state court practice. Additionally, the FBA YLD will have a presentation on how to get involved with pro bono in the federal court, including volunteering at pro se clinics in the bankruptcy court or district court, volunteering for pro bono cases, and the resources available to young lawyers interested in doing so. The seminar will end with either a luncheon or afternoon/evening reception with some of the federal judges and their law clerks. This half day seminar will be an invaluable event for young lawyers, as it will not only provide education and resources on navigating the federal courts, but it will also encourage young lawyers to get involved with pro bono opportunities and interact with the local federal judiciary.

V. PROJECT OBJECTIVES/DESCRIPTION

The FBA YLD Committee, which consists of two Co-Chairs and 2-3 at-large committee members will organize, coordinate, and manage the seminar. The seminar will be held in the Jury Assembly Room on the 3rd floor of the Samuel F. Gibbons United States District Court House in downtown Tampa in April or May 2015. The FBA YLD will apply for 4 hours of CLE credit with the Florida Bar. The FBA YLD Committee will coordinate and organize the relevant presenters on the topics of: Local Rules for the Middle District of Florida, removal procedures, and motion practice. The FBA YLD Committee will also organize the presentation regarding pro bono involvement and resources related thereto. The FBA YLD Committee will assist in any way necessary for the presentation materials to be printed and assembled in a binder for all seminar attendees. The FBA YLD plans to distribute thumb drives with an FBA YLD logo containing the Local Rules, Discovery Handbook, Pro Se Handbook, and selected forms and other resources for practitioners. The thumb drive will primarily be a promotional giveaway for the attendees, as it will have the FBA YLD logo on it, but it will also have a few frequently used documents that attendees can take with them on the go, as well as additional free space for attendees to store their own documents.

Subject to available funding from the FBA, the luncheon or afternoon/evening reception will be held at Le Meridien, which was the former federal courthouse in Tampa. Members of the federal judiciary and their law clerks will be invited to attend and interact with the seminar attendees. If it is a luncheon, the FBA YLD Committee will organize it as a roundtable for judges to sit at different tables to discuss various topics with the attendees. If it is an afternoon/evening reception, it will be more of a networking and mingling event. In addition to FBA members, law clerks, law students, and federal court interns will be invited to attend and participate in the seminar and luncheon or reception.

The objective of the seminar will be to educate young lawyers and law students on the unique aspects of practicing in federal court and provide resources for navigating through a case, whether it is part of pro bono, private practice or public service. The primary focus of the seminar will be civil in nature, but may also include some information about getting involved in criminal pro bono cases and appeals. This seminar will address the need for young lawyers to gain more exposure to federal courts early in their careers and assist them by providing resources and education that will be helpful in the development of their careers. This seminar will also address the need in the community for more pro bono volunteers in federal court and encourage young lawyers to take pro bono cases in federal court after learning about the resources available to them.

There is currently not a similar project provided in the area, as the FBA is the only bar association focused on federal court practice in the Tampa Bay area and is primarily responsible for programming related to federal court practice. Although the FBA provides CLE from time to time, the CLE has not traditionally been geared towards young lawyers or general federal court practice.

VI. PROJECT EVALUATION

The results the FBA YLD would like to achieve from the seminar are increased attendance for young lawyers and more confidence and interest on the part of young lawyers in federal court practice. The FBA YLD will distribute a survey to the attendees to evaluate the effectiveness of the presentations, format, and substance of the program, as well as solicit recommendations for improvement. This is a seminar that the FBA YLD would like to continue to implement on a yearly basis. High attendance (30+ attendees) and positive feedback would indicate that the seminar was a success.

VII. PROJECT ORGANIZATION

Members of the FBA YLD committee will be responsible for coordinating and organizing all aspects of the seminar with help from volunteers, as needed. These tasks include securing the venues and speakers, planning the luncheon or reception menus, compiling the materials, applying for CLE credit with the Florida Bar, promoting and advertising the seminar, creating an evaluation, and assisting with the presentations as requested by the speakers. The co-chairs will delegate different tasks to the committee members and assist the committee members in execution of the tasks. The entire committee will have meetings and work together to make sure there is a concerted effort in organizing the entire seminar.

VIII. BUDGET

Printed materials, binders, and supplies	\$300
Promotional thumb drives with FBA YLD logo	\$500
TOTAL REQUESTED BUDGET	\$800
Luncheon/Reception at LeMeridien (outside funding)	\$1000

Funds received from the FBA will be used for the luncheon/reception at Le Meridien.

IX. TIMETABLE

The seminar will take place in late April or early May 2015 in order to include law students and interns before finals begin. The FBA YLD Committee will meet in late January and secure the venue and speakers in February. The FBA YLD Committee will begin promoting the event as soon as the venue and some of the speakers have been secured. Promotion will be through the FBA website, emails, contact with the area law schools, membership emails, the FBA newsletter, social media, and by word of mouth. The agenda and materials should be finalized by the end of March to allow for compilation of the materials in binders and purchase of the thumb drives. The RSVP deadline will be one week before the seminar.

**FLORIDA ASSOCIATION FOR WOMEN LAWYERS YOUNG LAWYERS SECTION'S
AFFILIATE OUTREACH CONFERENCE GRANT APPLICATION 2015**

ONLINE WEBINAR AND DISCUSSION OF GINDI ECKEL VINCENT'S "LEARNING TO LEAD:
WHAT REALLY WORKS FOR WOMEN IN THE LAW"

The following is the Florida Association for Women Lawyers (FAWL) Young Lawyer Section's project grant application for funding from the Florida Bar Young Lawyer Division Affiliate Outreach Committee.

I. Short Project Title & Description

"Learning to Lead" how do the techniques discussed by Gindi Eckel Vincent advance women in the legal profession?

This program will be a live panel discussion and webinar designed to engage a wide audience of lawyers about the advice and criticism that Gindi Eckel Vincent delivers in her book about how leadership techniques help women develop their legal careers. The panel will consist of distinguished members of the legal community throughout Florida. The event will be advertised to participants well in advance to provide attendees with enough notice to arrive prepared- i.e., attendees and discussion participants will have already read the book in order to intelligently discuss its contents.

With the help of the AOC Grant, FAWL hopes to be able to advertise the event and provide the first 100 registrants with copies of the book approximately a month in advance of the discussion, which will take place early summer of 2015. We are planning for this event to coincide with the Annual Florida Bar Convention. FAWL, through its leaders throughout Florida, will moderate the discussion with a program of questions designed to foster debate about the techniques in Vincent's book- some of which are more practical than others.

The discussion and debate will be available to a wider audience as a live webinar broadcast through FAWL. It will be scheduled during a week day and feature a live chat option that will allow online attendees to "raise a hand" during the discussion to have their participation aired through the moderator. All participants, live and via the web, will also have the option to receive CLE credit for the event, as long as FAWL is able to obtain approval through the bar. FAWL will advertise and promote the webinar as a program designed to encourage female lawyers to take on leadership roles in the legal profession.

II. Contact Information

Stephanie Cagnet (FAWL co-liaison to the YLD and Chapter Member of Palm Beach County FAWL)
Legal Aid Society of Palm Beach County, Inc.
423 Fern Street, Suite #200
West Palm Beach, FL 33401
scagnet@legalaidsbc.org
(561) 655-8944 Ext. 259

III. Describe your Affiliate

FAWL strives to propel women lawyers into economic, social and leadership spheres of power. FAWL actively promotes gender equality and the leadership roles of FAWL's members in the legal profession, judiciary and community at large. To achieve these goals, FAWL upholds the highest standard of integrity, honor and courtesy in the legal profession, promotes reform in law, and facilitates administration of justice. FAWL's statewide membership exceeds 2,600 members. Approximately 50% of members are young lawyers.

Last year FAWL applied for and successfully obtained an AOC grant for a live panel discussion on "*Lean In*" for Lawyers: how does Sharon Sandberg's advice help us grow in our profession? This program was a great success and was made possible in part due to the grant. With this year's grant application, FAWL hopes to draw on its current success with online webinars and achieve increased participation through its affiliation with the YLD. FAWL recognizes that young female lawyers are often told that the profession has improved greatly in the treatment of women and invites debate on that issue. FAWL views this project as an exciting opportunity to foster debate about women's issues in the profession in a modern environment, while drawing upon participation from all ages.

IV. Summarize the Purpose of your Request

This program has several important goals. The first is to build alliances among women lawyers in the profession by engaging them in debate over common issues. The second is to foster awareness of different perspectives about the place and goals of women in the legal profession. FAWL believes that this goal is well-served by an alliance with the YLD community, which often brings a new and enlightened perspective to traditional issues. Finally, FAWL hopes that through the alliances built in during the program, lawyers who participate take the debate with them: into their professional environments, into court, into bar committees- and that the greater goal of FAWL, which is to promote women in the legal profession, is furthered by an increased awareness and debate about how this goal can be best achieved.

V. Project Objectives/Description

The "nature of the project" is to foster debate about women lawyers and their paths to success in a forum that will encourage broader awareness and change of professional obstacles that may or may not be unique to women lawyers.

The program objectives are as follows:

- The project strives to address the need for women lawyers to form alliances that help them succeed in the profession. These needs are seminal to the existence of FAWL and are also important to young lawyers, over half of whom are women who are entering the profession at a rate higher than ever and yet continue to be paid less and promoted less often than their male counterparts.

- The project will provide services to any person who signs up to participate in the program in that it will educate them about women's issues generally, as well as provide guidance for success in the legal profession.
- The project will serve as many people who sign up to participate. While the physical space in the room with the panel may be limited to a few hundred participants, the live webinar feature will accommodate anyone who is able to sign up and log on from any location.
- While there are many programs in which FAWL participates that foster debate about women in the legal profession, this program is unique in that it relies on a book that seeks to advise professional women about how to achieve more in a traditionally male paradigm; it is authored by a contemporary female attorney who shares her experience in the legal profession. Additionally, the "book group" format of the discussion adds an element of fun and helps foster a more intellectually social atmosphere than traditional panel discussions.
- The public will benefit from this project in that it will encourage women – who are a minority in the legal profession- to educate themselves and advance in that arena.
- This project will impact the community by increasing awareness of obstacles that women in the legal professions have to achieving success and/or competing with men, and educate members of the community about how to overcome these obstacles. In so doing, it will promote gender diversity.
- FAWL hopes to provide the book to the first one-hundred people who sign up for the program. This can likely only be possible with the help of an AOC grant.
- This would be a fairly easy project for other young lawyer affiliates to replicate, as long as they follow the same format- although with the webinar feature replication may not be necessary.

VI. Project Evaluation

The program will be evaluated based upon the number of participants, both online and in-person. Further, the participants will complete a survey which seeks input regarding most and least useful aspects of the program, educational value of the program, and suggestions for future similar programs. (The FAWL project funded last year by the AOC grant was very similar to the current proposal, and this is an extension based in part off of the good reviews received from to last year's project). If the in-person participation reaches over 100 people, FAWL will consider that a very successful number of attendees. (This number is based on the fact that the location of the seminar will limit attendees from other parts of Florida). FAWL will promote the program as a webinar and consider it a success if it engenders equal or greater participation than its project last year.

VII. Project Organization

This project will be organized, coordinated and run by FAWL locally and through FAWL at the state-wide level, which will assist with the facilitation of the live webinar aspect of the program. FAWL's Young Lawyers Section will partner with local FAWL chapters to promote and generate interest in the program. Young female lawyers from around the state will be encouraged to participate in the webinar and take what they learn into their professional environments.

VIII. Budget

The FAWL Young Lawyers Section requests \$2,000.00 in grant funding. This money will cover the cost of providing the book to the first 100 participants who sign up for the session, as well as the costs to ship them the book if necessary, in addition to the costs of advertising and facilitating the event. Other sponsorships for the in-person discussion will come from FAWL local chapters and FAWL at the state-wide level. If necessary, there may also be a registration fee associated for registration.

EXPENSES	AOC GRANT	SPONSORSHIPS/ IN KIND DONATIONS/ REGISTRATION FEES	TOTAL EXPENSE
Cost of 100 copies of Learning to Lead (ordered at reduced price from the American Bar Association)	\$1,497.00		\$1,497.00
Cost to ship individual books to participants who cannot pick up the book locally	\$150.00-300.00		\$150.00-300.00
Copies of flyers to advertise the event	\$50.00		\$50.00
Event name tags/programs/miscellaneous supplies	\$300.00		\$300.00
Refreshments at Live Event		\$250.00	\$250.00
Room Rental		\$3,200.00	\$3,200.00
TOTALS	\$1,997.00-2,147.00	\$3,450.00	\$5,447.00-5,597.00

IX. Timetable

The FAWL YLD plans for this program to take place in June of 2015, around the time of the Annual Florida Bar Convention. This will allow many of its state-wide members who will already be traveling for the Annual Florida Bar Convention to participate in this project.

- February and March of 2015: Promote the program and advertise the availability of free books to the first 100 people who sign up.
- April of 2015: Distribute the free books and lock-in attendance for the in-person portion of the program.
- May of 2015: Reserve and appropriately-sized room close to the Annual Florida Bar Convention; obtain firm commitments from panel participants; continue to advertise the program statewide as a webinar.
- June of 2015: Hold the program during the Annual Florida Bar Convention and broadcast it live through FAWL's webinar system. Make the recorded webinar available for those who were not able to attend during the live webinar.

X. Exhibits

Attached please find the title page for the book, "Learning to Lead" as "Exhibit 1" and the table of contents for the book "Learning to Lead" as "Exhibit 2."

LEARNING TO LEAD

WHAT *REALLY* WORKS FOR
WOMEN IN LAW

Gindi Eckel Vincent, Author
Mary B. Cranston, Advisor



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Exhibit 1



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Women in the Profession

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Exhibit 2

GREATER ORLANDO ASIAN AMERICAN BAR ASSOCIATION
YOUNG LAWYERS DIVISION

I. SHORT PROJECT TITLE

Elevate Orlando Outreach

II. CONTACT INFORMATION

For more information, please contact:

Kim Nguyen
6649 Westwood Boulevard
Orlando, FL 32821
Phone (407) 206-6403
kimnguyen1209@gmail.com

AOC project presenters:

Christine M. Berk
Voight, P.A.
7680 Universal Boulevard, Suite 100
Orlando, Florida 32819
Phone (407) 477-4559
Fax (321) 396-7631
christine@myvoight.com

Vanessa Braga
vanessa_braga@icloud.com

III. DESCRIBE YOUR AFFILIATE

Founded in 2009, the Greater Orlando Asian American Bar Association (“GOAABA”) is a voluntary bar association comprised of approximately 40 members, consisting of attorneys, jurists, and law students. The mission of GOAABA is to represent and advocate the interests of the Asian Pacific American community of the Greater Orlando, Florida area; to encourage and promote the professional growth of the members of the Association; to facilitate client referrals and to broaden professional opportunities for Asian Pacific American attorneys; to foster the exchange of ideas and information among and between the members of the Association and other members of the legal profession, the judiciary and the legal community; and to coordinate legal services to Asian Pacific American communities in the Greater Orlando area. GOAABA is also affiliated with the National Asian Pacific American Bar Association (NAPABA), based in Washington, D.C.

GOAABA’s representatives attended the AOC in January 2013 and January 2014. This project was previously presented for the first time during the January 2014 AOC.

IV. SUMMARIZE THE PURPOSE OF YOUR REQUEST

This project will allow GOAABA members to educate high school students on subjects related to a career in the legal profession and develop mentor/mentee relationships between attorneys and students.

V. PROJECT OBJECTIVES/DESCRIPTION

One of the goals of GOAABA is to provide outreach to students at all educational levels to inform them of the legal profession and create mentor/mentee relationships between attorneys and students. This type of project can be easily duplicated by other young lawyer organizations.

Elevate Orlando is a non-profit organization modeled after a well-established program in Colorado which offers a unique, comprehensive solution to the issues faced by “At Risk” urban young people. GOAABA hopes to obtain grant funds to provide one or two informational seminars to students to high schools to educate them about the legal profession. The project will serve approximately 60 students or more. Attorneys and students will also have the opportunity to create mentor/mentee relationships.

VI. PROJECT EVALUATION

GOAABA will evaluate the project’s success by tallying the total number of students who attended the information seminar(s), by counting the number of materials distributed to the students, and monitor the results of any mentoring/mentee relationships that are formed.

VII. PROJECT ORGANIZATION

GOAABA member, Kim Nguyen, will be the chair of this service project. Kim will have assistance from GOAABA’s board members and she will also contact leaders of local voluntary bar associations to seek additional volunteers for the informational seminar and to be mentors for the students.

VIII. BUDGET

GOAABA is requesting \$500.00 from YLD to cover the cost of one or two informational seminars.

YLD Grant Expenses (\$500.00) (based on estimated 60 attendance):

- Gift bags to include Elevate Orlando shirts. The shirts will also be used by students when they do their outreach presentations to elementary students: \$500.00

TOTAL: \$500.00

No funds will be used for food. If any food is provided, GOAABA will seek approval of such costs from its board. The venue will be at area schools and as a result, there will be no costs for venues.

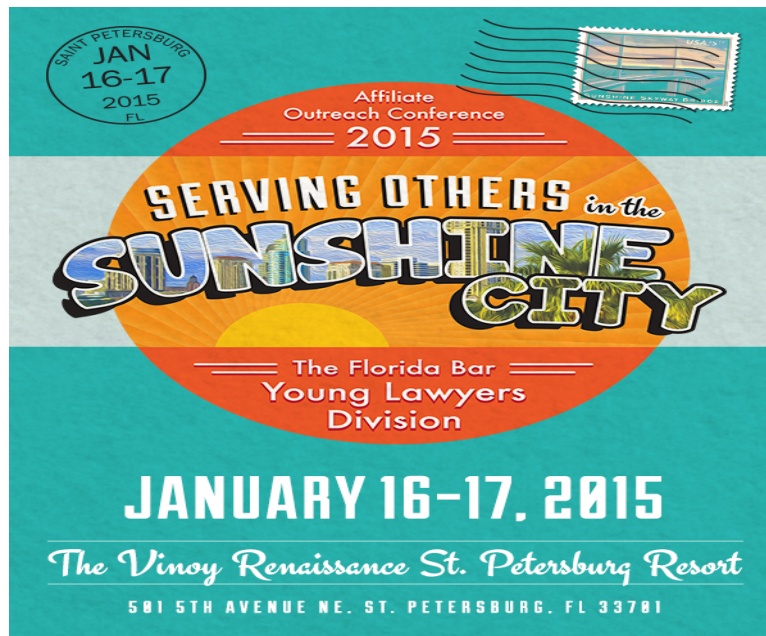
IX. TIMETABLE

The first informational event will be held in Spring 2015. If the first informational event is successful and there are sufficient funds for additional materials, GOAABA may hold the second informational event in Fall 2015.



THE FLORIDA BAR YOUNG LAWYERS DIVISION

GRANT APPLICATION



Project Grant Applications: How to Qualify for Award Money

Applications for award money from the Young Lawyers Division should consist of a narrative summary of your project, divided into sections using the bold section headings below. **Please note that these headings have been revised in the past couple of years.** Past affiliate projects that have applied for award money have received awards up to \$5,000.00, although typical awards range from \$500.00 to \$1,500.00. The submission of a grant application does not guarantee the receipt of award money. Award decisions will be made at the sole discretion of the YLD Board of Governors following project presentations at this year's Affiliate Outreach Conference ("AOC") on January 17, 2015.

- I. **Short Project Title:** DINE AND DISH
- II. **Contact Information:** RADIA TURAY
Mailing Address: P.O. BOX 012631, MIAMI, FL 33101
Contact Telephone: 305-763-6638
Contact Email: RT@kUBICKIDRAPER.COM
Person Presenting Project: LOREAL ARSCOTT

III. **Describe Your Affiliate:**

The Gwen S. Cherry Black Women Lawyers Association (GSCBWLA), formerly the National Bar Association Women Lawyers Division Dade County Chapter, was formed in 1985. The association's mission is to address the concerns of women lawyers as they relate to the social, economic, political and moral needs of the community. For over twenty-four years, the association has been a network of attorneys dedicated to community service and the professional development of its members. The association has placed a strong emphasis on community service through its community seminars, free neighborhood legal clinics and programs educating and empowering youth and the mentorship of law students. In 2005, the association voted to be renamed in honor of community activist Gwendolyn Sawyer Cherry, who was the first Black female attorney to practice in Dade County and the first Black female legislator in the State of Florida. Throughout the association's existence, it has grown and its reach has expanded. Although it began as a Dade County bar association, GSCBWLA currently represents over 350 men and women law students, lawyers and judges throughout the State of Florida. This is the first time that GSCBWLA will be attending the Florida Bar Association Young Lawyers Division Affiliate Outreach Conference.

IV. **Summarize the Purpose of Your Request:**

The Gwen S. Cherry Black Women Lawyers Association is committed to cultivating young lawyers and enriching the professional practice of our more seasoned members. As such, Gwen Cherry is vested in actively promoting the advancement of our members in the legal profession and expanding the leadership role of our members in the community –at-large. With the support that GSCBWLA has provided, our members have achieved many "firsts" within Florida as lawyers within law firms, corporations, government agencies and the judiciary.

In furtherance of GSCBWLA mission to actively promote the advancement of our members in the legal profession, Gwen Cherry will host monthly "Dine and Dish" sessions.

V. Project Objectives/Description:

The “Dine and Dish” events will serve as an opportunity for our members to break bread with partners of law firms, members of the judiciary, officers of the Florida Bar, leaders in the community, and officers of corporations, while discussing various hot topics that we face in the legal profession today. These intimate gatherings will be an excellent forum where our members to not only meet and engage in enriching discussions with key decision makers in our legal community today, but will also provide our members with the opportunity to obtain invaluable advice on how to strategically advance/cultivate their careers with the focus of assuming leadership roles in the community-at- large. Our “Dine and Dish” events will make an impact on the public as it will result in more diversity in leadership positions in the community-at large.

The “Dine and Dish” events are similar to the Florida Association of Women Lawyers “Table of Eight” events. The FAWL Table of Eight events however provide an intimate setting for their members to meet members of the Judiciary. Gwen Cherry’s “Dine and Dish” events provide its members with the opportunity to not only meet members of the judiciary, but partners of law firms, officers of the Florida Bar, officers of corporations, and various leaders in the community. The “Dine and Dish” events will not be easy for other affiliates to replicate as it is specifically geared towards getting both women and minorities into leadership positions in the community. GSCBWL is uniquely situated to further this goal as it is the only organization in Florida that focuses on the advancement of black women in the community.

VI. Project Evaluation:

The goal of the “Dine and Dish” events is to actively promote the advancement of our members in the legal profession and expand the leadership role of our members in the community –at-large. We expect that the “Dine and Dish” events will result in our members joining and becoming shareholders in law firms, joining Florida Bar committees, getting appointed to the Board of Governors and the JNC, and getting appointed as Judges. The GSCBWL board members will discuss the effectiveness of the project at each board meeting held after an event. We will also have the attendees at each event fill out surveys at the end of every event to assess whether they found the session to be beneficial, what topics they will like to see covered at future events, and how we can make the events better. The events will hopefully lead to greater diversity in leadership positions in our community.

VII. Project Organization:

The project will be spearheaded by GSCBWL board members, Kadisha Phelps Esq. and Nikki Simon Esq. Ms. Phelps and Ms. Simon will contact members of the senior bar, bar staff, the Judiciary, officers of various corporations, and community leaders to solicit speakers for the monthly event.

GSCBWL public relations chair, Ms. Brendalyn Edwards will be in charge of publicizing the events, and liaising with other law-related organization, community groups, and appropriate governmental agencies that share a similar vision as GSCBWL.

VIII. **Budget:**

Catering for projected events in 2015:	\$2,600.00
Flyers or other Publication for the Events:	\$ 400.00
Speakers (unconfirmed):	\$2,000.00

Total: **\$5,000.00**

IX. **Timetable:**

Our inaugural event was held during September 2014 was a huge success. GSCBWLA will host a "Dine and Dish" program once a month.

X. **Exhibits:** Please attach any exhibits supporting your Affiliate's project grant application. However, given copying costs, please only include essential exhibits with your application.

XI. **Page Limitation:** Applications should not exceed five (5) typed pages, not including exhibits.

XII. **Project Presentations:** Each Affiliate shall present the project and answer questions about their project at the AOC on January 17, 2015. Presentations should not exceed five (5) minutes. Any request to use technology in the presentation, including A/V equipment, must be made to Tom Miller (tmiller@flabar.org), on or before January 9, 2015.

XIII. **Follow-up:** Affiliates are encouraged to submit a closing report upon completion of the project. This report should inform the YLD of the success of the project and the use of the YLD funds.

The early deadline for project applications is **Friday, November 28, 2014 at 11:59 p.m.** Early submissions are encouraged and may receive additional points in the scoring process.

The regular deadline for project applications is **Monday, December 22, 2014 at 11:59 p.m.** Late submissions are subject to exclusion and loss of points in the scoring process.

To submit your project application, email one electronic copy (via Word, Wordperfect, or PDF) to Jill Bell at (jill.bell@hwhlaw.com) and Tom Miller (tmiller@flabar.org). Please title the attachment as follows: (Affiliate Name) AOC Grant Application. You will receive a confirmation email. Submitting an application will serve as authorization to post, duplicate, and/or disseminate all or portions of your application at the sole discretion of the YLD Board of Governors. For any questions, please contact AOC Co-Chair Jill Bell at (813) 222-8521 or jill.bell@hwhlaw.com.

**2015 AFFILIATE OUTREACH CONFERENCE
GRANT APPLICATION**

“CORNHOLE FOR A CAUSE”

An event to assist Big Brothers Big Sisters raise money for its program

Submitted by: The Young Lawyers Division of the Hillsborough County Bar Association
(HCBA YLD)

I. Contact Information:

Melissa A. Mora, Esq.
Hillsborough County Bar Young Lawyers Division, Director
Shriners Hospitals for Children
2900 N. Rocky Point Dr
Tampa, Florida 33607
mamora@shrinenet.org

Melissa Mora plans to present the project at the Affiliate Outreach Conference.

II. Size of Affiliate:

The HCBA YLD is comprised of over 1,000 members. We are a very active affiliate. Below is a list of the events we host for our membership throughout the Bar year:

- Quarterly luncheons with speakers on a variety of topics
- Holidays in January Project
- Judicial Shadowing Project
- Coffee at the Courthouse
- Wills for Heroes Pro Bono Project
- Bay Area Legal Services Family Law Forms Clinic
- Cornhole for a Cause
- Steak and Sports Day
- Plan and Host the State Court Trial Seminar
- Assist with planning and implementation of Law Week activities
- Conduct Mock Trial Competition for area high schools
- Happy Hours

III. Attendance at Past Affiliate Outreach Conferences:

Representatives of the HCBA YLD have attended the Affiliate Outreach Conference for the last several years. Last year, our affiliate was awarded funding to film and edit its documentary. Through the funding the HCBA YLD has received from the Florida Bar YLD as well as funding from the Florida Bar Diversity Leadership Grant and the American Bar Association, the HCBA YLD was able to film interviews of 10 prominent lawyers and judges in the Hillsborough County community, edit the documentary and host a Diversity Summit which

educated members of the HCBA and the public regarding segregation that existed in our legal community and methods for encouraging diversity and creating equality in the legal profession today.

In the past, the HCBA YLD has received funding for its documentary, "Before the Law was Equal", Graphic Novels for Grads project where we distributed hundreds of illustrated law-based novels to local high school students and coordinated young lawyer volunteers to discuss the novels with the high school students during the Great American Teach-In. The HCBA YLD "Cornhole for a Cause" has been awarded a grant in the past. However, we are submitting this event given its growth. This event, benefitting Big Brothers Big Sisters Tampa Bay, has been held for the past five years, and we will be hosting the event again in March 2015.

In 2012, the HCBA YLD's "Before the Law was Equal" documentary was awarded the President's Award. The HCBA YLD has also been awarded the Most Outstanding Public Service Project Award for our Cornhole for a Cause tournament. In 2011, the HCBA YLD was awarded the Most Outstanding Member Program Award for our Judicial Shadowing Program. In 2014, the HCBA YLD was recognized by the American Bar Association Young Lawyer's Division for its Cornhole for a Cause program, as well as its Steak and Sports Day, as they've been identified as fantastic YLD events that can be used as a model on the national level.

IV. Summary of Request:

The HCBA YLD partnered with Big Brothers and Big Sisters six (6) years ago to start the Cornhole for a Cause program. This initiative has helped Big Brothers Big Sisters raise over twenty five thousand (\$25,000.00) Dollars to supports its program. This event has grown and the HCBA YLD is requesting grant monies to assist with the costs of this event.

V. Project Objectives/Description:

The objective of the project is to assist Big Brothers Big Sisters with fundraising and awareness. The event allows for community participation with a local charity that benefits our community as a whole. Big Brothers Big Sisters mission is to provide children facing adversity with strong and enduring, professionally supported one-to-one relationships that change their lives for the better, forever. The HCBA YLD supports this mission and encourages participation with Big Brothers Big Sisters through its Cornhole for a Cause event. As mentioned above, this event was recognized by the American Bar Association YLD as a model event and one that can be replicated.

VI. Project Evaluation:

The HCBA YLD will measure the success with feedback from young lawyers and community members that participate. In addition, it will measure success by the amount of money raised to support Big Brothers Big Sisters. In previous years, the HCBA YLD has raised on average \$5,000 per year for Big Brothers Big Sisters through Cornhole for a Cause. The success of Cornhole for a Cause is measured against past performances and the ability to fund matches between big brothers or sisters with little brothers or sisters. Based on previous years, we expect to raise \$6,000 or greater for Big Brothers Big Sisters through Cornhole for a Cause.

VII. Project Organization:

The HCBA YLD's Events Committee will assist with the implementation and planning of the event. The Events Committee consists of three chairs, as well as additional committee members. The YLD President and two Board Members are responsible for overseeing the work of the Events Committee.

Members of the committee will be responsible for coordinating a date and time with Big Brothers Big Sisters and the vendors used. Additionally, the committee assists with all planning details, including obtaining a venue, coordinating with the venue for food and beverage options, and obtaining and coordinating with a sports club to supply cornhole equipment as well as the logistics to organize the tournament.

VIII. Budget:

We are seeking \$1,500.00 in funding for this event. This funding will allow the HCBA YLD to pay any venue costs, raffle and silent auction items, and prize items for winners of the tournament. All profits raised through Cornhole for a Cause are donated directly to Big Brothers Big Sisters to fund matches between big brothers or sisters with little brothers or sisters.

IX. Timetable:

Cornhole for a Cause is tentatively set for March 28, 2015. The venue for the event must be obtained by January 2015 so that venue costs can be determined and registration costs for each team can be set. After a venue is set, sponsors are obtained at various contribution levels, including both monetary and in-kind donations. Flyers and a registration website must be formatted by the beginning of February 2015 so that ample time is provided to reach the maximum amount of potential participants and fill the tournament field. Registration costs increase two weeks before the event in order to encourage early registration.



Cornhole for a Cause



benefitting

Big Brothers Big Sisters
of Tampa Bay

Grand Central at Kennedy
1208 E. Kennedy Blvd. Tampa, FL 33602
Sat. April 5th, registration at 10 AM and the social
bracket tournament begins at 11 AM

The Young Lawyers Division of Hillsborough County Bar Association invites you to join us at our **Cornhole for a Cause event**. This bean bag toss tournament is a great way to have fun and raise the funds needed to help at-risk children reach their potential.



Register your team of 2 for \$70 at www.cornhole4acause.kintera.org/2014

Hurry, space is limited and prices go up 1 week prior to the event! Teams will play a minimum of 3 games, with FREE drinks, prizes, Tampa Bay Lightning tickets and FUN!



Event Chairs: Jeff Wilcox- Hill Ward Henderson (813) 222-8725 jwilcox@hwhlaw.com
Jason Whittemore- Wagner, Vaughan & McLaughlin (813) 225-4000 jason@wagnerlaw.com



Big Brothers Big Sisters of Tampa Bay



@BBBS_TampaBay

www.bbbsfl.org

Big Brothers Big Sisters of Tampa Bay • 711 S. Dale Mabry Hwy, Suite 300 Tampa, FL 33609 •
Julie Greene, (813) 769-3634 • Julie.greene@bbbsfl.org

CORNHOLE FOR A CAUSE

Hosted By:



Sat, April 5th
Registration at
10 AM, Social bracket
starts at 11 AM

Charity Beneficiary:



Big Brothers Big Sisters
OF TAMPA BAY
www.bbbsfl.org

Register at: www.cornhole4acause.kintera.org/2014 or (813) 769-3634

Chairs: Jeff Wilcox-Hill Ward Henderson and Jason Whittemore- Wagner, Vaughan & McLaughlin



Register a team of 2 for \$70 www.cornhole4acause.kintera.org/2014

Lawyer

THE HILLSBOROUGH COUNTY BAR ASSOCIATION

TAMPA, FLORIDA | FEBRUARY 2012

VOL. 22, NO. 4



INEVITABLE!

One day a hurricane, fire or flood will
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business of a valued
client and an insurance
carrier will attempt to
deny or limit the claim.



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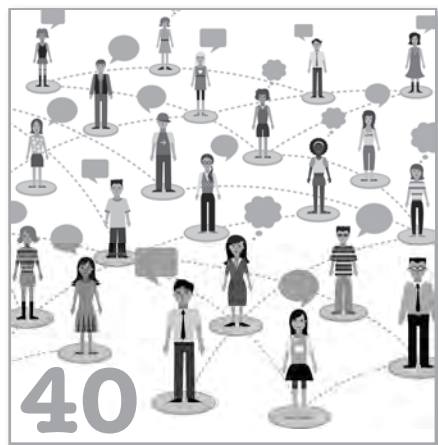
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about the cover

The cover artwork was created by a survivor of sexual assault working with an artist, who helped her share her message of pain and hope. Assistance was provided to this survivor by the Family Justice Center of Hillsborough County (FJCHC). The FJCHC is a community-wide collaborative between public, private and non-profit organizations to provide comprehensive services to domestic violence victims and their families in a centralized location, or one-stop-shop. Staff from over 20 different agencies and programs work together, as one team to assist victims of domestic violence and their children. Where can you view this art? See page 50.



Professionalism

**If we act respectfully to
each other, then we all benefit.**

Laura Ward, president of the HCBA's Young Lawyers Division, reported in last month's issue that the Florida Supreme Court added new language to the Oath of Admission to The Florida Bar on September 12, 2011: "To opposing parties and their counsel, I pledge fairness, integrity, and civility, not only in court, but also in all written and oral communications." Readers can view the new Oath in each issue of *The Florida Bar Journal* magazine and online at the Florida Bar's website.

Did you know that the HCBA played a role in the events that led to the adoption of the new language? The HCBA, the Tampa Bay American Board of Trial Advocates (ABOTA), and Stetson University College of Law hosted a civility seminar last year at the Chester H. Ferguson Law Center. Chief Justice Charles Canady of the Florida Supreme Court was the seminar's keynote speaker.

At the seminar, ABOTA National President-Elect Mick Callahan asked Chief Justice Canady to consider the addition of civility language to the Oath of Admission. Mr. Callahan said, "The Chief Justice endorsed the idea with enthusiasm and promised to take the matter up with the Court." He also informed me that the Florida Supreme Court's actions ultimately made Florida the fourth state to include the oath of civility and professionalism in its oath of admission.¹

HCBA member Chris Knopik is the current president of the Tampa Bay ABOTA. He told me that, "An integral part of ABOTA's mission is the elevation of standards of integrity, honor, and courtesy in the legal profession. We applaud the Supreme Court's adoption of the new oath of admission as an important next step in improving professionalism in our state."

Local judges also encourage professionalism. For example, Judge Ashley Moody and Judge

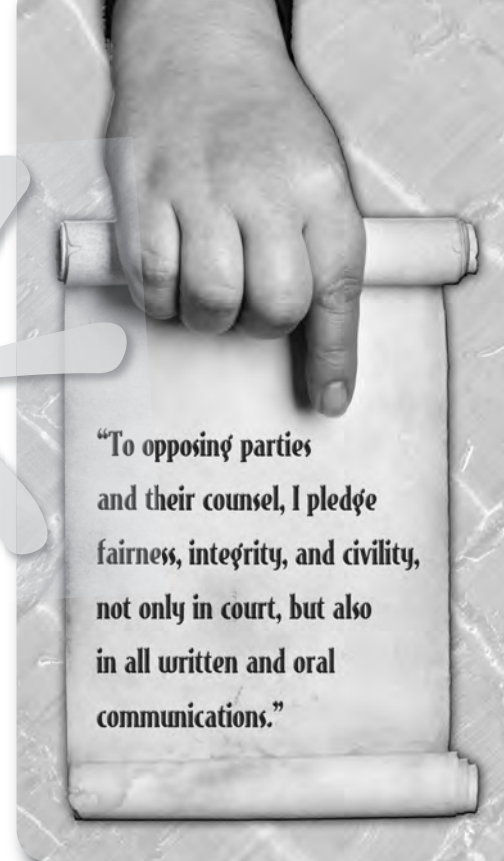
James Moody gave presentations about professionalism and courtroom decorum to various groups

last year. Some of their reminders were:

1. Do not interrupt the judge or opposing counsel.
2. Do not speak directly to opposing counsel, the clerk, or the court reporter when speaking in open court unless you first obtain permission from the Court. When speaking aloud, it should be to address the judge, to question a witness on the stand, or to address jurors.
3. Avoid making negative comments or facial expressions towards the Court, opposing counsel, witnesses, jurors or litigants.

HCBA presidents urge professionalism, too. Amy Farrior, HCBA President from 2010-2011, wrote in her President's Message in the April 2011 issue of the *Lawyer* that, "Our profession has long been aware of the problem of incivility in the practice of law . . . unprofessional behavior diminishes the efficiency and fairness of the entire process." Current HCBA President Pedro Bajo, Jr. wrote in his President's Message in the September/October issue of the *Lawyer* that "our motto shall be ELE—Everybody Love Everybody" and to "treat our adversaries with dignity and respect." If we act respectfully to each other, then we all benefit.

¹ South Carolina, Utah, and New Mexico are the other three states with oaths of civility.





CLE Opportunities Abound at HCBA



If you have put off scheduling your Continuing Legal Education (CLE) requirements, now may be a great time to consider the many different CLE opportunities available through the HCBA. "The HCBA offers 65 or so CLE seminars throughout the year, but the spring always seems to be the busiest time of year, with six to eight different classes a month," says Amanda Uliano, the HCBA's CLE director.

Currently, the Florida Bar requires members to complete 30 CLE credits over a three-year period, with five of those

Continued on page 5

We have a diverse group of committee members, and we try to stimulate thinking and consider new ideas for CLEs that are consistent with the goals of the HCBA.

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credits focused on ethics or professionalism.

"We know CLE is an important issue for HCBA members," says Uliano, "and we work to provide ample opportunities throughout the year for members to satisfy their Florida Bar requirements." A recent HCBA membership survey, in fact, showed CLE seminars as the most popular member benefit for HCBA members.

"We consult with each of the HCBA's 15 or so committee and section chairs to develop CLEs that are targeted to members and address hot topics," says Uliano. "Our goal is to make the seminars as relevant and interesting as possible. CLE participants learn from instructors who are experts in their fields of practice, as well as from members of the judiciary who bring their own individual perspective from the bench," Uliano says. Additionally, HCBA members are provided a discount on the cost of HCBA-sponsored CLEs.

HCBA member Thomas Hyde of the Law Office of Thomas Newcomb Hyde is the chair of the twelve-member CLE Committee for the HCBA. "We have a diverse group of committee members, and we try to stimulate thinking and consider new ideas for CLEs that are consistent with the goals of the HCBA," Hyde says.

One of the more popular recent seminars was a CLE that focused on the role of the media and ethics in our justice system. More than 125 people participated in this CLE, which was held in conjunction with the HCBA's successful Annual Bench Bar Conference & Judicial Reception last November.

At the same time, the HCBA is working to harness advances in technology to make it easier for members to get their CLE credits. This includes a new option to download CLEs from the HCBA website.

Some upcoming HCBA-sponsored CLEs for you to consider are:

- **March 1-5**, a four-hour "Ethics at Sea" seminar aboard a Carnival cruise ship departing from Tampa, in conjunction with Bay Area Legal Services.
- **March 23**, a "CLE and a Show" featuring a two-hour seminar on current ethics topics, and then a performance of *To Kill a Mockingbird* at Stageworks Theatre.
- **March 26-29**, an overseas CLE trip to Le Havre, France, in conjunction with the Le Havre Bar Association on various legal topics.
- **May 8**, a four-hour seminar on "Using Cross Examination to Tell Your Client's Story" presented by the HCBA's Trial and Litigation Section.

HCBA board member John Schifino of Williams Schifino, who has participated in numerous HCBA-sponsored CLE seminars over the years, says these programs have been valuable to him in his practice. "From a professional standpoint, I can't think of a better or easier way to get my CLE credits, and on a personal level, I enjoy the opportunity to interact with and get to know my colleagues who share the same legal interests as I do," Schifino said.

If you are interested in signing up for an upcoming CLE seminar, please visit the HCBA's Web site at www.hillsbar.com or call 813-221-7777 for more information.

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Cornhole for a Cause

If you enjoy competitions with beer, Tampa Bay Lightning tickets, a chance to win prizes, and benefiting a great local organization, then the Young Lawyers Division Cornhole for a

Cause competition is for you! Mark your calendars for March 31, 2012, because the Young Lawyers Division will be hosting its Third Annual Cornhole for a Cause tournament to raise money for Big Brothers Big Sisters of Tampa Bay (BBBS of Tampa Bay).

Even though this is our third annual tournament, many may see the title of the event and still not know what cornhole is. It has been called many things: Corn Toss, Bean Bag, Bean Toss, Soft

Please join us for our Third Annual Cornhole for a Cause Tournament on March 31st benefiting Big Brothers Big Sisters of Tampa Bay.

Horseshoes, and Indiana Horseshoes. The true history of the game is mostly unknown, though there is no shortage of theories. One theory claims that the game was first played during the 14th century in Germany and then rediscovered in Kentucky within the last century. Fueling the debate about whether the game was actually

Continued on page 7



HCBA Young Lawyers Division

Quarterly Luncheon

Michael Sevi, Assistant General Counsel to Florida Governor Rick Scott, was the featured speaker for the YLD Quarterly Luncheon held on December 8, 2011 at the Chester H. Ferguson Law Center. Mr. Sevi provided the attendees with a look inside the governor's Office of General Counsel.



Right (L-R): Katie Pemble, President of Community Bank; Katie Heckert, winner of the Community Bank drawing for Tampa Bay Buccaneers game tickets; and Denise McCanless, SVP Professional & Executive Division Manager of Community Bank.

Left (L-R): Michael Sevi, Assistant General Counsel to Governor Rick Scott; Laura Ward, YLD President; and Katie Pemble, President of Community Bank.



A special thank you to our event sponsor!



Continued from page 6

created in the Kentucky farmland, some sources credit the invention to western Cincinnati, but by whom or when is unknown. Popularity of the game began to increase in the late 1990's in Cincinnati

area universities, particularly Miami University of Ohio, where cornhole became a mainstay at parties. Despite the debate over its origin, cornhole is becoming more and more popular nationwide.

Cornhole is similar to horseshoes except you use wooden boxes called cornhole platforms and corn bags instead of horseshoes and metal stakes. Teams take turns pitching their corn bags at the cornhole platform until a team reaches the score of 21 points. A corn bag in the hole scores 3 points, while one on the platform scores 1 point. The game is generally played tournament style with an individual or team being named the champion at the end of the tournament.

Enticed? You should play in Cornhole for a Cause because it is easy, fun, and you will be benefiting a great organization in BBBS of Tampa Bay. At our First Annual Cornhole Tournament in 2009, we raised almost \$4,000 for BBBS of Tampa Bay. We raised nearly \$10,000 at last year's tournament.



Please join us in making this year's tournament better than ever! The Third Annual Cornhole for a Cause Tournament will take place on Saturday, March 31st on the grounds of the Tampa Bay Times Forum. Custom Corn Toss, a Clearwater organization

which runs cornhole tournaments and leagues all around the Tampa Bay area, will run the tournament, along with Tampa Bay Club Sports. The entry fee for the tournament is \$60.00 in advance for a team of two and \$70.00 on the day of the event. The entry fee includes admission for a team of two players and two tickets to watch the Tampa Bay Lightning take on the Winnipeg Jets on the evening of March 31st. You can find registration information on the YLD website and on our Facebook page.

This year's tournament will be an event you do not want to miss. Find your teammate, warm up that arm, and join the YLD as we raise money for BBBS of Tampa Bay and play a little cornhole! Hope to see you at the tournament.



*Author: Jeff Wilcox,
Hill Ward Henderson, P.A.*



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HCBA's Leadership Institute Looks to the Future



What makes someone an effective leader?

There are few topics—whether it be in business, law, sports or politics—that have generated more vigorous debate and academic study over the years.

From leadership at the presidential level in Washington to leadership at the local school, everyone can make their own observations and form their own opinions about whether someone is a good leader or a bad leader. The strange thing is, everyone can be correct in the conclusions they reach, even when those conclusions are very different.

At the same time, however, there is broad consensus that effective leadership, and the development of future leaders, is a central component to the long-term success of any organization. It's that long-term view, and especially the importance of developing future HCBA leaders, which was the primary impetus behind the creation of the Leadership Institute in 2007 by then-HCBA President Caroline K. Black of Mason, Black & Caballero, P.A.

The 2011-2012 Institute class has 12 participants and is led by Chair Robin Horton, Staff Attorney at the Second District Court of Appeal. "The Institute

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

—John Quincy Adams

is a wonderful program designed to help educate young lawyers with diverse backgrounds about the leadership opportunities available to them through the HCBA," said Horton.

"It's gratifying to see so many of the class members already engaged in leadership roles, and I hope it inspires them to remain active with the HCBA in the future."

Throughout the year, participants attend seven or so different learning modules that showcase important community institutions, such as the Port of Tampa and MacDill Air Force Base, and help educate them about other aspects of the community. The program's sponsor this year is The Bank of Tampa.

Additionally, Institute participants are required to work on a community service project selected by the group, and they assist the HCBA's Young Lawyers Division in its community service and outreach efforts. One program the Institute will support this year is the HCBA's Lawyers for Literacy program, which is designed to help provide new books to local children in need.

Continued on page 9

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executive director's message
John F. Kynes, Hillsborough County Bar Association

Continued from page 8

"As a younger lawyer, it is often difficult to find the time to learn about community issues and to appreciate how the many different institutions and worthwhile organizations operate in our community," said current Institute participant Jason K. Whittemore of Wagner, Vaughan & McLaughlin P.A.

"The Institute provides people like me a unique opportunity to meet directly with community leaders and to learn more about what makes Tampa a great city," Whittemore added.

The members of the current Institute class are: Kathryn Boucher; Jonathan Gilbert; Kimberly Jones; Michael Kamprath; Michael Kangas; Matthew West Kindel; LaKisha Kinsey-Sallis; Amy Rani Nath;



Pictured from left to right: Sherri Ohr, Jared Reeves, Kathryn Boucher, Michael Stein, Kimberly Jones, Michael Kamprath, Amy Nath, Jonathan Gilbert, Jason Whittemore, Michael Kangas, Matthew Kindel, and Daniel Alvarez.

Sherri Ohr; Jeffrey Patenaude; Jared Reeves; and Jason Whittemore.

Current HCBA board member S. Gordon Hill of Hill, Ward & Henderson, P.A. is a past graduate of the Leadership Institute. "Participating in the Leadership Institute program helped me learn more about the inner workings of the HCBA and about the Tampa Bay community as a whole," Hill said. "The personal and professional relationships I developed with my colleagues in the program also have been beneficial to me in many different ways throughout my career."

If you would like more information about the Leadership Institute, please contact Robin Horton at (863) 802-6426.

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Ronald W. Fraley has practiced in Tampa as a trial attorney in Employment Law representing victims of sexual harassment and discrimination. He is an AV rated attorney.

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Florida's PIP Fraud Problem

A rising crime detrimentally affecting all Florida drivers is automobile insurance fraud. The Insurance Information Institute notes that the costs associated with automobile insurance fraud in Florida are climbing by 70 percent each year.¹ The Institute estimates that automobile insurance fraud will cost Florida drivers close to one billion dollars in 2011.² Inevitably, insurance companies pass these rising costs on to Florida insurance customers. The Institute blames "staged accidents," excessive and unnecessary medical

My office has discovered that those willing to commit automobile insurance fraud are part of a larger criminal enterprise with many members.

Continued on page 11



CHARLES W. ROSS, ESQ. CERTIFIED CIRCUIT AND FEDERAL MEDIATOR

Charles W. Ross, Esq. is a Florida Supreme Court certified mediator for circuit civil and federal mediations. Civil trial lawyer since 1979. Graduate of Harvard Law School Mediation Program (1999), and Harvard Law School Advanced Mediation Program for Lawyers (2001).

Mr. Ross has been recognized by his peers as one of Florida's leading mediators, with a Martindale-Hubbell rating of AV. He was selected by the Florida Trial Attorneys for membership in Florida's Legal Elite and Best Lawyers in America 2010. Member of The National Academy of Distinguished Neutrals.

Graduate of University of North Carolina at Chapel Hill (BA 1975; JD 1978); Phi Beta Kappa. Florida Arbitrator.

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Continued from page 10

treatment, and inflated or questionable claims as the primary factors contributing to these increased costs.³

Florida's Motor Vehicle No-Fault Law requires all vehicle owners in Florida to maintain security on each vehicle to cover losses associated with automobile accidents regardless of who is at fault.⁴ Typically, the security is in the form of an automobile insurance policy. Under each automobile insurance policy, the insurer must provide personal injury protection to cover up to \$10,000 in medical losses for each person involved in an automobile accident.⁵ The purpose behind the Motor Vehicle No-Fault Law is to help Floridians by reducing the need for individuals to sue others to recover the costs associated with automobile accidents.⁶

Unfortunately, many criminals throughout Florida have been exploiting the requirement that insurance companies cover medical losses up to \$10,000 for each person involved in an automobile accident. To those with criminal intent, the \$10,000 coverage has become a "dollar target" for each person purportedly in an accident.⁷ The \$10,000 "dollar target" can easily multiply for each person purportedly in an accident, thereby providing a large monetary incentive to those willing to commit fraud. For example, a staged accident involving seven individuals easily results in a \$70,000 "dollar target" and an eventual loss of \$70,000 to an insurance company willing to do business here in Florida.

My office has discovered that those willing to commit automobile insurance fraud are part of a larger criminal enterprise with many members. Each member of the enterprise has a specific purpose. Some members are staged accident coordinators who are responsible for recruiting individuals who are willing to participate in a staged accident in order to provide a massage therapy clinic with "patients." Other members



are employees of the massage therapy clinic who, along with the staged accident participants, routinely falsify documentation to bill automobile insurance companies for massage therapy never provided. The fraudulent billing continues until the clinic reaches the \$10,000 personal injury protection limit for each

"patient." All members of the enterprise receive a portion of the \$10,000 received from the insurance company from the fraudulent billing. Some of the staged accident participants may seek to recover additional money by making a fraudulent bodily injury claim or tort claim against the purported at-fault driver's insurance carrier, thereby causing additional losses to an insurance company.

My office is devoted to combating this fraud. With the assistance of Florida's Chief Financial Officer Jeff Atwater, we have obtained a grant focusing on this abuse. We have increased our full-time automobile insurance prosecutors from one to three in the past year and have also added a full-time investigator to assist our dedicated prosecutors. These prosecutors only handle automobile insurance fraud and work closely with various law enforcement agencies to battle this ongoing problem. With the resources allocated to fight this fraud, I am hopeful that our efforts are successful and will keep automobile insurance affordable for the citizens of Hillsborough County.

¹ See McChristian, Lynne. "No Fault Auto Insurance in Florida: Trends, Challenges & Costs." INSURANCE INFORMATION INSTITUTE. January 2011.

² See *id.*

³ See *id.*

⁴ See § 627.733(1)(a) and § 316.646, Fla. Stat. (2011).

⁵ See § 627.736(1), Fla. Stat.

⁶ See McChristian, Lynne. "No Fault Auto Insurance in Florida: Trends, Challenges & Costs." INSURANCE INFORMATION INSTITUTE. January 2011.

⁷ See *id.*

HCBA

Past Presidents Luncheon

HCBA President Pedro F. Bajo, Jr. and members of the HCBA Board of Directors hosted the past presidents of the association for a luncheon on December 12, 2011 at the Chester H. Ferguson Law Center. The former presidents shared many humorous stories from their tenures in office.

Front row, L-R: Kenneth G. Turkel (2009); The Honorable James S. Moody, Jr. (1987); Stephen W. Sessums (1977) and Don M. Stichter (1972).

Second row, L-R: Pedro F. Bajo, Jr. (2011); Caroline K. Black (2007) and Richard A. Gilbert (1995).

Third row, L-R: Thomas R. Bopp (2008); Gwynne A. Young (2001) and L. David Shear (1971).

Fourth row, L-R: Amy S. Farrior (2010); Margaret D. Mathews (1998) and Donald W. Stanley (2006).

Top row, L-R: Mark P. Buell (1992) and John C. Bales (2000).



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New Courthouse Opens in Plant City

The new Plant City Courthouse opened for business on November 14, 2011. On December 9, 2011, ribbon-cutting ceremonies were conducted in Courtroom Three. This happy event was presided over by County Commissioner Al Higginbotham (a native of Plant City) and was attended by HCBA Executive Director John Kynes, the Clerk of the Circuit Court Pat Frank, Court Administrator Mike Bridenback, State Representative Rich Glorioso, Plant City Mayor Daniel D. Raulerson, various Circuit and County judges, and a number of other elected officials and interested citizens.

The new two-story courthouse is approximately 60,000 square feet. It replaces the 53-year old and 30,000 square foot court facility located across the street on North Michigan Ave. It has four courtrooms and also includes offices for the resident judges, the Clerk of the Circuit Court, the State Attorney, the Public Defender and the Sheriff. In addition, there are offices to accommodate mediation services and quasi-judicial officers. The new facility is equipped to handle both civil and criminal cases and has secure areas (holding cells) that meet current security standards.

With economy in mind, the new building was constructed with operational cost-saving features such as low maintenance and long-lived finishes and fixtures. With the environment in mind, it includes water-efficient plumbing, energy-efficient lighting with room occupancy sensors and drought-tolerant outdoor landscaping. In fact, the



Construction of this courthouse was made possible through the cooperation of local, county and state governments.

design meets the LEED (Leadership in Energy and Environmental Design) standards of the United States Green Building Council. It is expected to receive LEED certification.

Construction of this courthouse was made possible through the cooperation of local, county and state governments. It represents the culmination of many years of planning, lobbying and hard work undertaken by citizens, lawyers and a number of our elected officials (both current and former). Securing the funding for building the courthouse was no small task. It took several years to

Continued on page 15

Chair: The Honorable Tom Barber, Circuit Court Judge, Thirteenth Judicial Circuit

Continued from page 14

secure the monies needed for the project. Ultimately the Hillsborough County Commission provided \$16.4 million, and an additional \$5 million was provided by the state of Florida.

There are three judges currently housed in the Plant City courthouse. County Judge Art McNeil currently presides over county criminal cases. County Judge Christine Vogel presides over county civil matters and civil traffic infractions. She also presides over domestic violence injunctions while serving as an acting circuit judge. Circuit Judge Tom Barber presides over



Plant City Courthouse Ribbon Cutting took place December 9, 2011.

family law, circuit civil and probate matters assigned to the East Circuit Division. A fourth courtroom and offices are available for use by senior judges or potential future expansion.

The next time you find yourself in Plant City, please make it a point to visit your new courthouse.

*Author: Manuel Menendez, Jr.,
Chief Judge, 13th Judicial Circuit*

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Ardent advocates can render settled law not so settled. This may be best illustrated by the vicissitudes behind *State v. Adkins* (2D11-4559).

In September 2011, the Second District Court of Appeal had for review a Manatee circuit judge's order finding Florida's drug trafficking statute (section 893.13) unconstitutional and dismissing cases against 42 defendants. The district court, without deciding the appeal, certified the order to the Florida Supreme Court for pass-through jurisdiction. Various district courts, though, previously had rejected the same argument adopted in the order—the

Legislature's ostensible elimination of a *mens rea* element rendered section 893.13 an unconstitutional deprivation of due process. The Supreme Court promptly accepted jurisdiction (SC11-1878), and oral arguments were heard in December 2011.

The impetus for these new challenges was a July 2011 decision by U.S. District Judge Mary Scriven. She held section 893.13 unconstitutional because a person could be convicted under it for trafficking drugs without the



The pass-through process allows the district courts to help stanch the uncertainty created by these legal groundswells—even over previously decided issues—if left to percolate too long without uniform resolution.

state of Florida proving knowledge of the possessed substance's illicit nature.

The opinion created what one judge called a “category-five hurricane in the Florida criminal practice community.” Pretrial motions were filed in many pending drug cases. The just-quoted circuit judge in Miami dismissed trafficking cases against 39 defendants, and briefing continues in the appeal of his order. Another Miami circuit judge rejected the constitutional argument, as did a Hillsborough judge.

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Meanwhile, the Second District began receiving supplemental and amended briefing requests, and the constitutional argument began to appear in newer appeals.

Florida Constitution article V, section 3(b)(5), grants the Supreme Court discretionary jurisdiction to directly review any *trial court* order on appeal certified by the district court “to be of great public importance, or to have a great effect on the proper administration of justice throughout the state, and certified to *require immediate resolution* by the supreme court.” Pass-through jurisdiction does not require a district court decision. The district court’s fundamental role is to assess whether an issue

before it so affects the administration of justice that the Supreme Court’s *immediate* intervention is required. The Second District performed that role in *Adkins*.

A conflict already had developed between circuits and among felony divisions within the same circuit (over what seemingly had been settled law). If the district court affirmed the Manatee order, its decision would have statewide effect. The Second District expressed serious concern that drug cases at all levels would “be subject to great uncertainty throughout Florida.” The court sought “to avoid a multitude of serious problems in the county, circuit, and district courts” by quickly passing the matter to the supreme court for resolution.

The judges of the Second District were keenly aware of the buzz created in the criminal defense bar. The Supreme Court no doubt relies on this type of awareness in the district courts. The pass-through process allows the district courts to help stanch the uncertainty created by these legal groundswells—even over previously decided issues—if left to percolate too long without uniform resolution. *Adkins* accomplished the result anticipated

under section 3(b)(5).



Author: Adam S. Tanenbaum, Adam S. Tanenbaum, Appeals and Trial Support



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HCBA MEMBERS ACTIVE IN THE COMMUNITY DURING THE HOLIDAYS

Community Services Committee

Chairs: Zachary J. Glaser, Sponsler, Bennett, Jacobs & Adams, P.A., and Sarah M. Hammett, Saxon, Gilmore, Carraway & Gibbons, P.A.



Just because the holiday season is behind us does not mean the time for charitable giving is over. During December, the HCBA was involved in a number of charitable events throughout the Tampa area. For example, the HCBA partnered with the Alpha House of Tampa Bay to help give the Alpha House mothers and their children the best holiday party possible. Thanks to your generous donations of both time and money, the HCBA was able to fill wish lists for the mothers and provided substantial cash donations for gift cards. The Alpha House mothers were provided with gift cards to purchase gifts for their children so they could experience holiday shopping on a budget. On December 19, 2011, Alpha House,

with HCBA volunteers' assistance, threw the Alpha House families a wonderful holiday party.

Another great HCBA event during the holidays was the diversity committee's Sensory Friendly Santa event.

Autistic children throughout the Tampa area joined HCBA volunteers at the HCBA building for an autism-friendly day with Santa! The Santas were played by Judge Nazaretian and Judge Barbas. The event was a hit, with roughly 75 autistic children in attendance. Gifts for the children were collected from local businesses and HCBA



The HCBA was involved in several charity events during the holiday season, and there are several more opportunities to stay on Santa's "Nice List" coming up.

members for a truly amazing and memorable event.

Throughout the year, the HCBA also is dedicated to donating wonderful experiences to the Children's Cancer Center through the HCBA's Ticket Bank. The Ticket Bank is designed to accept tickets to local sporting events, concerts, plays, and other events that would otherwise not get used (or that are just donated for goodness sake). The tickets are then donated to the Children's Cancer Center where they are distributed to the children and their

families. The Children's Cancer Center is a non-profit organization

Continued on page 19

HCBA LAWYERS FOR LITERACY

4 WAYS TO CONTRIBUTE!

1. Donate Cash or Check to HCBA Lawyers for Literacy
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Continued from page 18

dedicated to providing children who have cancer or chronic blood disorders and their families with the educational, emotional and financial assistance necessary to cope with their life-threatening illnesses. The Ticket Bank is one small way the HCBA can assist the Children's Cancer Center with its mission.

The Young Lawyers Division also had a very philanthropic holiday season by holding a toy drive to benefit Metropolitan Ministries. YLD members gathered toys at a number of YLD events and they were able to gather a room full of toys. Another event that HCBA members assisted with was the Hillsborough County Foster Angels Program. This program was designed to ensure that every child in foster care was able to experience the joy of the holiday season. There are 2,500 foster kids in our community, so the HCBA's efforts were greatly appreciated.

As you can see, the HCBA was involved in several charity events during the holiday season, and there are several more opportunities to stay on Santa's "Nice List" coming up. Please monitor the HCBA e-mail bulletins for more opportunities, and feel free to contact Community Services Committee co-chairs Sarah Hammett and Zach Glaser at HCBACommunityServicesCommittee@gmail.com with any ideas, suggestions, or to lend a helping hand.

Authors: Zachary J. Glaser, Sponsler, Bennett, Jacobs & Adams, P.A., and Sarah M. Hammett, Saxon, Gilmore, Carraway & Gibbons, P.A.



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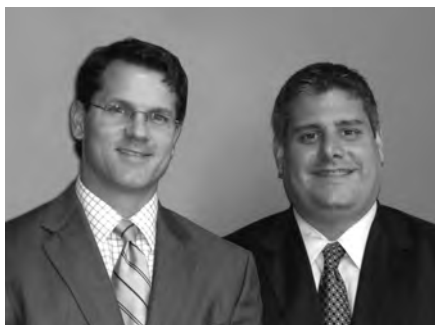
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NEW MEDIATION RULE: MORE ACCOUNTABILITY OR COMPLICATIONS?

Construction Law Section

Chairs: Timothy C. Ford, Hill Ward Henderson, and Jason J. Quintero, Carlton Fields, P.A.



On January 1, 2012, the Florida Supreme Court's amendments to Florida Rule of Civil Procedure 1.720 ("Mediation Rule") went into effect. The amendments change the Mediation Rule in an attempt to increase a court's ability to enforce the in-person appearance requirements contained therein. The amended Mediation Rule includes:

- defining a "party representative with full authority to settle" as "a final decision maker with respect to all issues presented by the case who has the legal capacity to execute a binding settlement agreement on behalf of the party";
- requiring that ten days prior to appearing at mediation, each party shall file with the court written notice identifying the person(s) who will be attending the mediation conference as a party representative or an insurance representative and confirming those persons have the authority defined above; and
- providing for sanctions against a party failing to appear at mediation and that the failure to file the confirmation of authority or failure of the person(s) actually identified in the notice to appear at the mediation creates a rebuttable presumption of a failure to appear.

While it remains to be seen what the actual effects the amended Mediation Rule will have, at least two practical implications exist regarding insurers having representatives at mediation with "full authority to settle" and the possible disincentive for parties to engage in "out of the box" mediation negotiations.

Insurers likely need to undertake pre-mediation planning to confirm its representative named in the certification and attending mediation has "full authority to settle" up to the policy limits or up to the amount of the last demand, whichever is less. Assuming the opposing party, prior to mediation, makes a demand for policy limits (even though the insurer believes the case is worth less), is the insurer required to send a representative to mediation with authority to settle up to the policy limits? According to the amended Mediation Rule, it appears so.

The second practical implication from the amended Mediation Rule is that it does not adequately clarify the meaning of "full authority to settle." Although the definition set forth above was added, there may be uncertainty as to the extent of authority required.



"The Supreme Court's amendment sends a serious message about its goal of meaningful mediation... Initially it appears that, if nothing else, it will make scheduling mediation much more complicated."

For example, publicly-traded Company X and private Company Y agree to mediate their claims. At mediation, the parties engage in negotiations concerning a possible resolution of the litigation that involves creative remedies not sought in the litigation and not provided for in the underlying contract documents. Because it

is publicly traded, Company X must take the possible settlement to its board for approval, which is ultimately denied. Can Company Y make a claim that the Company X representative did not have "full authority to settle" and seek sanctions against Company X? It remains to be seen.

The Supreme Court's amendment sends a serious message about its goal of meaningful mediation; however, the amended Mediation Rule may have unintended, difficult practical effects in implementation. Initially it appears, if nothing

else, scheduling mediation is now more complicated.



Author:
Erin E. Banks,
Carlton Fields, P.A.

HCBA LAWYERS COME TOGETHER TO PRESERVE CIVIL RIGHTS HISTORY

Diversity Committee

Chairs: Victoria N. McCloskey, Ogden & Sullivan, P.A., and Luis E. Viera, Ogden & Sullivan, P.A.



This year, the Hillsborough County Bar Association Young Lawyers Division has partnered with the Hillsborough County Bar Association Diversity Committee to spearhead a project that should be of great excitement to all members of our Bar—"Before the Law was Equal: A Documentary of Desegregation in the Hillsborough Legal Community."

In a gesture to the experiences and sacrifices of those who have come before us and whose courage created many of the realities we take for granted today, we are in the process of creating a videotaped "historical narrative" about segregation and the effects racial discrimination had on the legal community during the 1950's and



It is important to memorialize these stories so future generations always remember from where we came.

1960's. The purpose of the project is to capture the oral history from those who experienced these inequalities during this time and witnessed the struggles and changes in our society. It is important to memorialize these stories so future generations always remember from where we came.

Continued on page 23



David B. Williams
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Continued from page 22

Though many of us take for granted the Tampa and Florida we presently know, there was a different reality decades ago. Between 1900 and 1930, the state of Florida was the state with the highest per capita rate of lynching. State and local politics were defined by the presumption of racial segregation and racism. Schools were separate and not equal, courthouses were segregated, and African-American, women and Latino representation in the local Bar was almost non-existent.

By preserving the memories and narratives of those attorneys who lived during this time, we can pay tribute to the sacrifice and courage of those who sought to change the social realities as they existed decades ago. Our goal is

to interview prominent attorneys and judges who practiced in the Tampa Bay area in this era and then compile these interviews into a documentary to be shown to the legal community and the general public.

We are also going to create a website where anyone can access the full-length stories and other historical documents from this period. We want the project to not only be informative, but also relevant to current times as there are other forms of discrimination that occur to this day. Though certainly no one can deny that circumstances have greatly improved on many fronts, too many injustices exist today on issues of not only race and gender, but religious affiliation, disability and sexual orientation. The voices of those great members of the Bar,

such as Judge E.J. Salcines, Delano Stewart, Senator Arthenia Joyner and so many others, continue to call upon us to address these injustices, and we hope that the documentary compels others to carry on the battle to eliminate all types of inequalities.

If you are interested in contributing to the project or would like any additional information, please contact Rachael Greenstein at rachael.greenstein@akerman.com or Victoria McCloskey at vmccloskey@ogdensullivan.com.



Authors: Victoria McCloskey, Ogden & Sullivan, P.A. (shown on page 22) and Rachael Greenstein, Akerman Senterfitt



**Are you interested in becoming an HCBA Officer
or Director, or YLD Board Member?
Be part of the leadership of the HCBA.**

Regular and Honorary members of the HCBA may file written nominations to become a candidate for President-Elect, or for the Board of Directors of the Hillsborough County Bar Association.

Deadline for submitting nominations is April 10, 2012 at 5 pm.
Please send statement of intent to: HCBA Secretary,
1610 N. Tampa St., Tampa, FL 33602.

**If you have any questions, please call
John Kynes, HCBA Executive Director
at 813-221-7777.**

MEDICARE SET-ASIDES: WHAT ATTORNEYS NEED TO KNOW

Health Care Law Section

Chairs: Jessica Cohen, Physicians Independent Management Services, Inc., and Scott A. Richards, Fowler White Boggs



The Medicare Secondary Payer statutes (MSP) are federal regulatory provisions stating that, in situations where Medicare should be considered a *secondary* payer to some *primary* payer, the relevant parties are required to consider Medicare's interests. Also, they must ensure that Medicare is not held responsible for medical care payments related to injuries sustained as a result of a litigation incident or worker's compensation claim.¹ It is important to note that the "relevant parties" according to the Centers for Medicare & Medicaid Services (CMS) include the plaintiff, plaintiff's attorneys, defendant, defendant's attorneys and insurance carriers.

According to MSP, in cases involving current Medicare beneficiaries, Medicare has a right to recover for past and future medical expenses that would normally be covered by Medicare but are related to medical conditions and/or injuries sustained as a result of a litigation incident. Medicare also has a recovery right for future medical expenses where there is a reasonable expectation

that the claimant will become Medicare eligible within the next 30 months. This is defined as a plaintiff who has applied for Social Security Disability Income (SSDI), is appealing an SSDI denial or is age 62½ or older.

One way to ensure compliance with MSP regarding future medical care is by implementing a Medicare Set-Aside Allocation (MSA). The first step is preparation of the MSA report that outlines the frequency, duration and cost of the modalities of medical care the plaintiff will require as a result of the injuries caused by the litigation incident that would generally be covered by Medicare. CMS has outlined very specific methodology for the calculation and preparation of the MSA report. Then, the funds must be set-aside either as a lump sum in a separate interest bearing account or as an annuity that may be self or professionally administered.

In the case of non-compliance, CMS can seek recovery for monies paid out from any or all of the involved parties. If CMS



Medicare has a right to recover for past and future medical expenses that would normally be covered by Medicare but are related to medical conditions and/or injuries sustained as a result of a litigation incident.

finds that the parties *deliberately* attempted to shift the burden of payment onto Medicare and ignore the legal requirements outlined by MSP, they have the right to recover double damages. For case examples where Medicare has sought recovery under MSP, see *U.S. v. Harris*,² *Big R Towing v. David Wayne Benoit, et al*³ and *U.S. v. Stricker*.⁴

¹ Medicare Secondary Payer (MSP) 42 U.S.C. § 1395y and Subparts B, C and D of 42 C.F.R. §§ 411.20 through 411.50.

² *United States of America v. Paul J. Harris*, No. 5: 2008cv00102, (N.D. W. Va. 2008).

³ *Big R. Towing, Inc. v. David Wayne Benoit, et al.* No. 6: 2010cv00538, (W.D. La. 2010).

⁴ *United States of America v. James J. Stricker, et al.* No. 1: 2009cv02423, (N.D. Ala. 2009).



Author:
Finnie B. Cook,
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HAWL's Leadership Through Mentoring

The Hillsborough Association for Women Lawyers (HAWL) is making a substantial impact in the Hillsborough legal community through its mentoring program. HAWL initiated the program for Stetson University College of Law students in 2005. Under the enthusiastic direction of Rachael Greenstein of Akerman Senterfitt and Victoria McCloskey of Ogden, Sullivan & O'Connor, P.A., the mentoring program has grown to include 57 mentors and 84 mentees.

The success of HAWL's mentoring program has resulted in statewide and national recognition. It was awarded the Florida Bar Young Lawyers Division Most Outstanding Member Service Project Award in January 2010 and the National Conference of Women's Bar Associations Most Outstanding Member Program Award in August 2010.

HAWL's mentors promote professionalism to the mentees by offering answers to substantive, procedural, business, and ethical questions and by providing objective feedback on the mentees' skills for success. The mentees who participate in

The success of HAWL's mentoring program has resulted in statewide and national recognition.

the program demonstrate an enterprising attitude and want to seize the benefit of direct access to experienced legal practitioners. These students typically have already developed impressive resumes establishing their ambition and commitment to community involvement.

An ardent supporter of the program, Circuit Judge Claudia Rickert Isom explains that "mentoring is a great way to 'pay it forward' while maintaining a connection with the next generation of attorneys

Continued on page 27



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Continued from page 26

and providing an invaluable support system to assist in successfully and ethically establishing a legal career.”

The mentoring program held a kick-off event in September, which was designed to introduce the students to the legal community and find compatible pairings between the mentors and mentees. Ten groups rotated ten times for approximately eight minutes per rotation. 60 mentees and 33 mentors attended, including private practitioners, government lawyers, corporate counsel, and members of the judiciary as mentors.

Bryony Swift, a second year law student at Stetson, raved, “The HAWL mentoring kick off event was a rewarding opportunity to network with respected professionals of the Hillsborough legal community. It was such a positive experience!”

A courthouse Shadow Day held on October 25, 2011 provided the mentors and mentees with a half day of activities, which included breakfast, a presentation of criminal, civil, family, and

dependency law, visits to first appearances, criminal and family courtrooms, tours of the Children’s Justice Center and electronic court reporting, and a lunch with a judicial panel to discuss ethical considerations for judges and legal practitioners.

Lane Cryar, a first year law student at Stetson, finds these mentoring events to be helpful in her legal education and notes that the students “are offered valuable information from a professional’s perspective addressing the requirements of different specialties as it relates to our own interests in the law.”

Additional annual mentoring events included a December HAWLiday party, a January judicial reception, and a February pro bono project. A March mixer and softball tournament, and an April dinner banquet and diversity picnic will complete the year.



*Author: Caroline Johnson Levine,
Office of the Attorney General*

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The 2012 5K Race to the Courthouse

The 2012 5K Race to the Courthouse to support pro bono legal services is ready to rock and roll! Now in its fourth year, the race has earned some bragging rights. Based on our records, we had 222 registered runners earlier this year. Although some of the runners were “comped” (primarily judges), this should have generated around \$7,000.00 in registration fees. We had expected some drop off in registrations from the 2010 race because we did not allow volunteers to run for free (as part of trying to be more fiscally responsible) and because we raised the registration fee to \$35 to help cover the increased cost of offering a “technical” (dry wicking) t-shirt to the runners. Instead, we added runners and generated over 850 hours of pledged pro bono hours. While it would be tempting to “bill” this amount at a higher rate, the U.S. Bureau of Labor Statistics sets a figure between \$46.35 (median) to \$56.75 (mean) hourly rate as reported by attorneys in Florida in their May 2010, report. Taking the average, the



A Great Way to Have Fun and Support Pro Bono Volunteerism!

hours pledged this year is worth at least \$42,000.00 to our community, not to mention what it generates for the runner's own personal benefit, physical and mental. Whether you run, walk or volunteer on the 5K Committee, you'll find this is a great way to have fun and support pro bono volunteerism! Please mark your calendars for March 24, 2012, and plan to join us then!



Author: The Honorable Claudia Rickert Isom, 13th Judicial Circuit Court Judge



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5K Race to the Courthouse

Registration Form

March 24, 2012

Check in: 2:30 p.m. Race start: 4:00 p.m. Awards: 6:00 p.m.
On the Grounds of Stetson University College of Law Tampa
(The race includes paved roads and some uneven terrain.)

The 2012 HCBA Judicial Pig Roast & 5K Race to the Courthouse is a family friendly event and supports pro bono legal services in Hillsborough County. Registration is open to all individuals who work within the legal system and their families. Minors must be accompanied by an adult at the Pig Roast and 5K. Participants are asked to obtain pro bono pledges from lawyers, pledge pro bono hours themselves (if they are a lawyer), or make a separate voluntary contribution to a pro bono project. Please visit www.hillsbar.com for pro bono opportunities.

First Name: _____ Last Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Email: _____

Home Phone: _____ Work Phone: _____

☐ Adult Male \$35 ☐ Adult Female \$35 ☐ Youth \$15 Age on Race Day _____

☐ Team Member* Name of Team: _____

*(Teams must have 3 or more runners and each runner must register separately.)

Adult Dry Wicking T-shirt ** Size: ☐ Small ☐ Medium ☐ Large ☐ X-Large

**(Men's sizes and only if pay adult registration fee on or before March 2, 2012)

Youth Cotton T-shirt Size: ☐ Y-Small (6-8) ☐ Y-Medium (10-12) ☐ Y-Large (14-16) ☐ Y-X Large (18-20)

Youth (under 18) and Late Registrations will receive cotton T-shirts.

Pro Bono Hours Pledged (see other side) _____

PAYMENT INFORMATION: Check/Credit Card Charge \$ _____ Card Type: MasterCard or Visa only (circle)

Card # _____ Exp. Date: _____ Security Code: _____

I am at least 18 years old, understand the HCBA may not provide refunds, and authorize the credit card charge above.

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ASSUMPTION OF RISK AND WAIVER STATEMENT: In consideration for the acceptance of my or my minor child's registration as a participant in the above described event, and with the understanding that participation in this event is only on condition that I enter into this agreement, for myself, my heirs and assignees, I hereby assume the inherent and extraordinary risks involved in the Judicial Pig Roast Race to the Courthouse and any risks inherent in any other activities connected with this event in which I or my minor child may voluntarily participate. I expressly assume the risk and accept full responsibility for any and all injuries, including death and accidents which may occur as a result of my or my minor child's participation in this event, and release from liability the Hillsborough County Bar Association ("HCBA") and their officers, directors and agents, representatives, employees and members, regardless of whether or not caused in whole or in part by the negligence or other fault of the HCBA. I hereby waive any claim I may have hereafter as a result of my or my minor child's participation in the Judicial Pig Roast Race to the Courthouse and in any other activities connected with this event in which I or my minor child may voluntarily participate and agree to indemnify and/or hold the HCBA harmless from all losses, liabilities, damages, costs or expenses incurred by the HCBA as a result of any claims or suits that I or anyone claiming by, under or through me may bring against the HCBA to recover any losses, liabilities, costs, damages, or expenses which arise during or resulting from my participation in the Judicial Pig Roast Race to the Courthouse. I have read and understand the foregoing, and attest that I am an adult or am the legal parent or guardian of a youth race participant:

Name of Participant: (printed) _____

Signature of Adult Runner or Minor's Parent/Legal Guardian: _____

Emergency Contact Name: _____ Emergency Contact Phone: _____

For additional information, please call 813-221-7777.



5K Race to the Courthouse

Registration Form Pro Bono Hours Pledged

Name of Person Pledging Pro Bono Hours	Telephone	Email	# of hours	Area of Practice

If you pledged pro bono hours in 2011, please share with us the following:

Pro Bono Hours Pledged in 2011 _____ Pledged Pro Bono Hours Completed since April 2011 _____

Location(s) of Pro Bono work _____

Please complete race registration information on reverse side.

PRE-REGISTRATION ENDS TUESDAY, MARCH 20, 2012

Registration also will be available at the Race Packet Pick Up on March 23, 2012 from 12:00 p.m. - 6:00 p.m. at the HCBA, 1610 N. Tampa Street, Tampa, FL 32302 and on the day of the event from 2:30 p.m. - 3:30 p.m. at the race registration table near the starting line.

Please mail completed registration form and race fee, payable to:

Hillsborough County Bar Association (HCBA)

c/o Michele Revels ♦ 1610 N. Tampa Street ♦ Tampa, FL 33602

If paying by credit card, completed form may be faxed to 813-221-7778.

Registrations will not be accepted by phone.

HILLSBOROUGH COUNTY BAR ASSOCIATION



JUDICIAL PIG ROAST & 5K RACE TO THE COURTHOUSE

Saturday, March 24, 2012

4:00 p.m. 5K Race 5:00 - 7:30 p.m. Pig Roast
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- Four (4) complimentary tickets to the Pig Roast. Please list comp attendee names below:

SURFER STAR OR 5K STAR \$500

- Recognition on announcements and signs posted throughout the event
- Firm name will appear on Pig Roast shirt OR 5K Runner shirt
- Two (2) complimentary tickets to the Pig Roast. Please list comp attendee names below:

SHARK BAIT \$250

- Recognition on signs posted throughout the event
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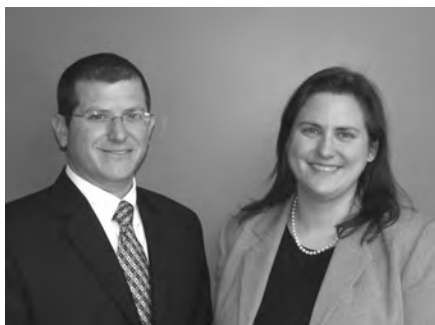
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COURTS MOVE TOWARD TAXING E-DISCOVERY COSTS IN IP CASES

Intellectual Property Section

Chairs: Woodrow H. Pollack, GrayRobinson, P.A., and Dineen P. Wasylik, Conwell & Kirkpatrick, P.A.



It is now, more than ever, imperative that parties work together in resolving e-discovery issues or risk being liable for costs related to electronic document production in intellectual property and other federal court cases. In *In re Ricoh Company, Ltd. Patent Litigation*, 2011 WL 5928689 (Fed. Cir. Nov. 23, 2011), the Federal Circuit emphasized the importance of working through e-discovery issues on a cooperative basis, especially in light of courts allowing the taxation of e-discovery costs on a more widespread basis. While 23 U.S.C. § 1920(4) allows costs for “fees for exemplification and the costs of making copies of any materials where the copies are necessarily obtained for use in the case,” courts have hesitated to award many e-discovery related costs as simply being incurred for the convenience of counsel (i.e., scanning paper documents for production) and thus such fees were not “necessary” under the statute.

With the rise of voluminous email-related document productions, however, “exemplification” has taken on a different meaning. As noted in *Ricoh*, emails by their

nature are not maintained in hard copy form, thus requiring different mechanisms to retrieve, review and “exemplify” for production to the opposing side. *Id.* at *2. At issue in *Ricoh* was nearly \$250,000 in fees incurred in the retention of a vendor to collect, maintain and permit review of Ricoh’s email files which the plaintiff sought to recover as a taxable cost. *Id.* The Court found that the basic costs incurred in setting up and running the database were taxable costs under §1920(4), especially in light of the fact that it was Ricoh’s objection to the production of its own email files in native format (as required under Fed.R.Civ.P. 34(b)(2)(E)) which necessitated the expense. *Id.* at *3. While the Federal Circuit signed off on the concept that such e-discovery charges are permissible under the statute, ultimately Ricoh was not liable for the plaintiff’s share of the expense because the parties had agreed to share the cost of the vendor, which trumped the plaintiff’s claim for taxable costs. *Id.* at *5.

Ricoh originated in California, but the overall trend it captures has been spreading. Although there have been no reported cases



With the rise of voluminous email-related document productions, however, “exemplification” has taken on a different meaning.

by Florida district courts, several decisions within the Eleventh Circuit have allowed e-discovery related costs under § 1920(4). *See, e.g., In re Scientific Atlanta Securities Litigation*, 2011 WL 2671296 (N.D. Ga. July 6, 2011) (noting that the services required for the production of electronic information differ from hard copy documents); *CBT Flint Partners, LLC v. Return Path, Inc.*, 676 F. Supp. 2d 1376, (N.D. Ga. 2009), *rev’d on other grounds*, 654

F.3d 1353 (Fed. Cir. 2011) (awarding costs related to “technical” services in connection with a 1.4 million document production).

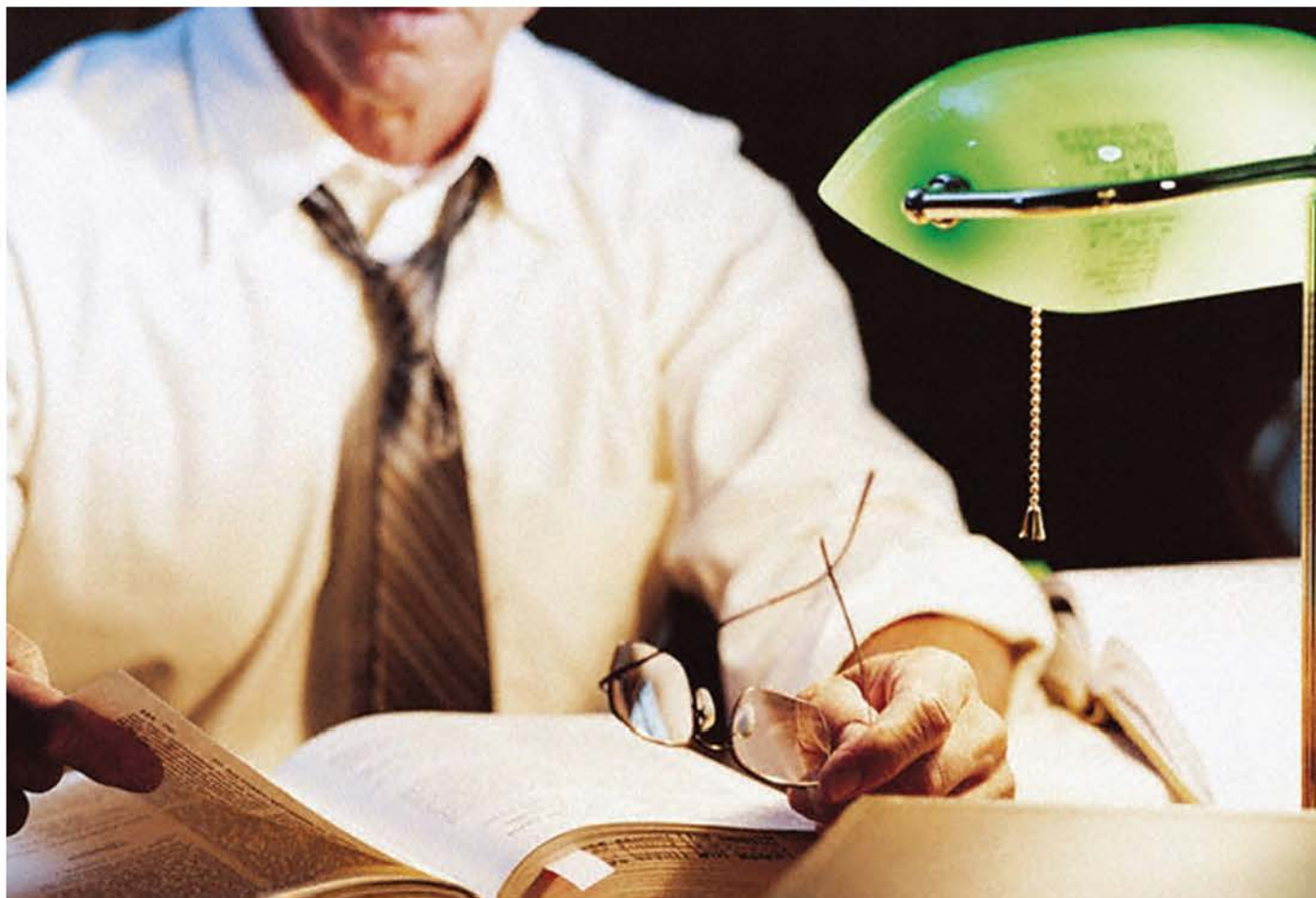
Knowing the potential for having e-discovery costs taxed following a judgment should prompt attorneys to consider entering into cost-sharing arrangements with other parties as a hedge against what could be a costly downside. In cases without

such an agreement, prevailing parties should seek to tax these costs.



Author:
Eric Pellenbarg,
Phelps Dunbar LLP

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THE NLRB TAKES ON SOCIAL MEDIA ISSUES

Labor & Employment Section

Chairs: Tammie L. Rattray, Ford & Harrison LLP, and Scott T. Silverman, Akerman Senterfitt



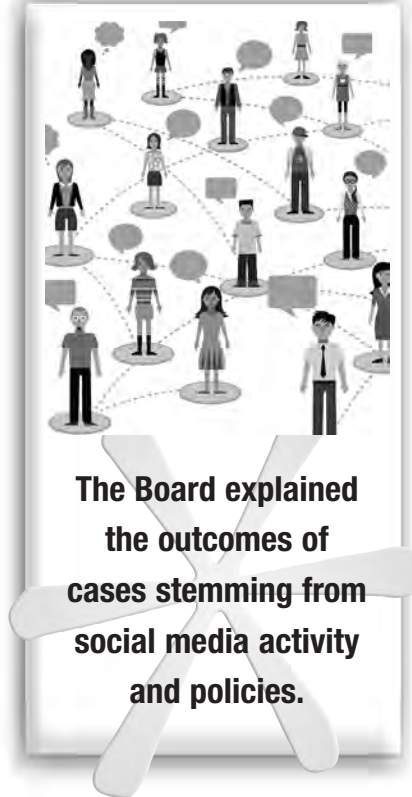
The rapid expansion of social media and its corresponding intersections with the workplace have spurred nuances in labor and employment law. The National Labor Relations Board (The Board) has recently issued a guiding memorandum on the application of the National Labor Relations Act (NLRA) to such issues.

Defining 'Concerted Activity'

The Board explained the outcomes of cases stemming from social media activity and policies. In a majority of those cases, the Board found NLRA violations. Among other things, Section 7

of the NLRA grants employees the right to engage in concerted activity for mutual aid or protection. An employee's action is protected under Section 7 only if it is undertaken in connection with other employees or in an effort to rally others, rather than for an individual concern. Thus, the Board undertook the difficult task of determining when social media postings constitute concerted activity, as opposed to individual conduct.

Logically, the Board found that communications which would be protected in a traditional workplace setting are also



protected when posted on-line. Thus, employees who instigated discussions of workplace terms or conditions or work-related frustrations that would impact a group of employees, rather than the individual only, on social media websites such as Facebook, had engaged in Section 7 concerted activity. For example, in one case, the Board said that

the Facebook discussion was protected, because the posts directly implicated terms and conditions of employment and were initiated in preparation

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Continued from page 40

for a meeting with management. In a different case, an employee complained of various workplace conditions and terms. Although no other employee engaged in the post, the employee was still protected, because he was expressing the sentiment of co-workers. The Board held that unless remarks are disloyal, reckless, or maliciously untrue, they remain protected under Section 7 as lawful concerted activity. Of course, an individual employee 'venting' online about individual concerns will not qualify as protected concerted activity, no matter how many virtual friends click the 'Like' button.

Drafting Social Media Policies

Many employers have devised social networking policies. However, unless the policy contains specific guidelines and examples of what will or will not be tolerated and expressly states that it is not meant to curtail NLRA rights, the policy may be overbroad and violate the law. Employers must carefully tailor policies in light of these principles.

For instance, in one case, an employer's policy against employees' posting pictures depicting the company's name, logo, or uniform violated the NLRA, because it would preclude, for example, a picture of an employee picketing. In another case, a policy was unlawful when it prohibited employees from using any social

media that may violate, compromise, or disregard the privacy or confidentiality of any person. Without limiting guidelines, the policy could be reasonably regarded as prohibiting concerted activity. Similarly, policies that prohibit social media posts that might defame or damage the reputation of the employer were overbroad, as they would include Section 7 activity to complain about employment terms and conditions.

Authors: Scott T. Silverman, Akerman Senterfitt (shown on page 40) and Bridget McNamee, Duke University School of Law, Class of 2011



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ALIMONY: 2010 AND 2011 REVISIONS TO THE STATUTE AND FUTURE TRENDS

Marital and Family Law Section

Chair: Christine L. Derr, Law Office of Christine L. Derr, P.A.



Section 61.08 of the Florida Statutes provides the statutory authority for a court to award alimony to a spouse in a dissolution of marriage proceeding. Prior to 2010, many of the principles for alimony in Florida could only be found in the appellate case law. In 2010, Section 61.08 was amended for the first time since 1991, with many significant changes made to the statute. Further substantive revisions followed in 2011. The revisions to Section 61.08 require

family law practitioners to carefully re-evaluate the advice they give their clients and way they prepare their alimony cases.

A few of the key amendments made in 2010 to Section 61.08 were as follows: 1) Bridge-the-gap has been codified as a form of alimony, with a specific limit of two years placed on such an award; 2) Durational alimony has been created as an available



The revisions to Section 61.08 require family law practitioners to carefully re-evaluate the advice they give their clients and way they prepare their alimony cases.

form of alimony that can be awarded when permanent alimony is not appropriate, and specifically that it can be no longer in length than the length of the marriage at issue and may be modified upon a showing of "exceptional circumstances"; 3) For each form of alimony (bridge-the-gap, rehabilitative, durational, and permanent), specific

Continued on page 43



*Judicial CLE Luncheon
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Judge Gregory P. Holder presented "How to be an Effective Expert Witness" on December 13, 2011 at the Chester H. Ferguson Law Center. Judge Holder has served on the County and Circuit Bench since 1994 in the areas of criminal, civil, family and juvenile delinquency and dependency.



Continued from page 42

definitions have been included; 4) The “need” of the requesting spouse and the “ability to pay” of the non-requesting spouse as the primary factors that must be met to justify any award of alimony has now been codified as a specific factual determination that a court must make prior to awarding alimony; 5) The measures of time to be used by a court for defining the length of a marriage as either a short-term, long-term, or a moderate-term have been standardized.

In 2011, Section 61.08 was amended for the second consecutive year with additional substantive changes including the following: 1) That permanent

alimony may be awarded “based upon clear and convincing evidence” after consideration of the Section 61.08(2) factors; 2) In awarding permanent alimony, the trial court now must make a specific finding that “no other form of alimony is fair and reasonable under the circumstances of the parties”; and 3) For all forms of alimony, the award of alimony may not leave the payor with “significantly less net income than the net income of recipient” without written findings of exceptional circumstances.

Prior to the 2010 and 2011 revisions to Section 61.08, the insistence on consistency and predictability in alimony cases had been escalating. Currently, the trier of fact still has broad

discretion in deciding alimony claims. Lobbying groups are continuing in their efforts for the adoption of further amendments to the alimony statute. Current bills in the Senate and House would eliminate permanent alimony altogether, extend the designation of long-term marriage, cap awards of alimony, and terminate alimony completely upon a finding of supportive relationships or reaching retirement age. Alimony is likely to be an area of law subject to continued debate with future statute changes aimed at providing more predictability to the litigants and practitioners.

Author: Christine L. Derr, Law Office of Christine L. Derr, PA.



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THREE SUGGESTIONS FOR MORE EFFECTIVE MEDIATIONS, PART 1

Mediation and Arbitration Section

Chairs: Louise B. Fields, Louise B. Fields, LLC, and Gayle B. Carlson, Gayle B. Carlson, P.A.



Disputes and disagreements, hereinafter “issues,” come in all sizes, shapes and dimensions. This article examines non-family law civil mediations. While no two mediations are identical, virtually all result from situations in which parties have different opinions about how to resolve an issue/issues between them. Often, the mediation conference is the first face-to-face meeting to

discuss the dispute and settlement options.

Explain the Mediation Process To Your Clients Before I Do

A mediation conference begins with the mediator describing what mediation is and isn't, explaining confidentiality, caucus, self-determination and the mediator's role as a neutral. Although you have heard this introduction before, please don't request that I dispense with it. It is required and important for your client to understand these concepts. Hopefully, your client is already



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but don't be cruel.**

familiar with the process because you have already explained it to him/her.

Make sure clients know opposing counsel will espouse a markedly different and usually opposing opinion about the dispute and consider

summarizing opposing counsel's anticipated opening for your client. It allows you to observe your client's reaction and demeanor to conflict and discuss any “warts and hairs” of your claim or defense. You

Continued on page 47

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THREE SUGGESTIONS FOR MORE EFFECTIVE MEDIATIONS, PART 1

Mediation and Arbitration Section

Continued from page 46

should know how your client wants to resolve the dispute, although you need not share this information with the mediator. Remind clients not to interrupt or show reaction to opposing counsel's position. There may be down time when the mediator is caucusing. Both you and clients can use this time as you wish. Remind your client mediation is a process, and initial offers are only beginnings. Don't threaten to leave because an offer is significantly lower than your valuation. Instead, consider it an invitation to educate the opposing party of the value of your claim.

Please make sure your client understands the ultimate financial

division of settlement proceeds if the dispute is resolved. While your client has already signed a fee agreement, many don't really understand the concept of net and gross proceeds, division of fees, letters of protection, liens and repayment of costs. It is not appropriate for me to explain these things to your client the first time at mediation.

Help Me Help You And Your Client

Although you are familiar with the disputed issues, I am not. A short phone conversation or mediation summary helps me frame the dispute. Because these communications are confidential, feel free to speak openly. It will not affect my impartiality but may help

me deal more effectively/efficiently with your client. Often, outside issues pose obstacles that impede negotiation and can be eliminated or minimized. Tell me if you have a conference call scheduled during the mediation, have a phone hearing, or if your client has a child-care obligation. With notice, none of these issues pose a problem. However, please don't advise in hour three of mediation that you have a plane to catch in 30 minutes.



(Article to be continued in the March/April issue)

Author:
Betsy S. Singer,
Betsy S. Singer, PA

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LAYNE V. LAYNE AND THE AFTER-ACQUIRED TITLE DOCTRINE

Real Property Probate & Trust Section

Chairs: Eric E. Page, Hill Ward Henderson, and Jordan G. Lee, Shutts & Bowen, LLP



of the law, the case is helpful in explaining the after-acquired title doctrine.

In *Layne*, the appellant acquired a one-half interest in a townhouse as joint tenants with right of survivorship. His father and his stepmother, as husband and wife, owned the remaining one-half interest. Five years later, the appellant quitclaimed his



The doctrine is intended to address fraud or inequity, neither of which was present in the *Layne* case.

interest to his father and stepmother, who were then divorced. Thus, the father and mother each owned 50% of the townhouse as tenants in common. Several years later, the father died intestate.

The stepmother, the appellee in this case, filed a petition for subsequent

Continued on page 49

On November 16, 2011, Florida's First District Court of Appeal issued an opinion in *Layne v. Estate of Layne* which discusses the doctrine of after-acquired title and its interaction with intestacy laws. ____ So.3d ____, 2011 WL 5560563 (Fla. 1st DCA Nov. 16, 2011). Though not groundbreaking in its application or interpretation

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Continued from page 48

summary administration, asking the court to distribute the father's one-half interest in the townhouse to the stepmother and the appellant's sister. The stepmother argued that because the appellant had quitclaimed his interest in the townhouse, the doctrine of after-acquired title prohibited him from receiving any interest in the property through the intestacy laws. Amazingly, the trial court agreed and ordered the father's interest to be distributed equally to the stepmother and the appellant's sister.

In reversing the trial court's decision, the First DCA explained that the doctrine of after-acquired title applies when a person purports to convey an interest in property that he does not then possess and then, after actually obtaining that interest, seeks to

avoid the consequences of the conveyance on the ground that he had no interest to convey in the first place. The doctrine is intended to address fraud or inequity, neither of which was present in the *Layne* case. Moreover, the appellant actually owned an interest in the townhouse when he conveyed it to his father and stepmother. Thus, the doctrine of after-acquired title had no application in this case.

In the trial court, the stepmother further argued that by quitclaiming his interest to the father and stepmother, the appellant conveyed all interest he had in the property, including the right to inherit an interest in the property later through intestacy laws. The First DCA disagreed with this argument, stating that, although it is possible to convey an expectancy, the quitclaim deed in this case did not expressly convey any future right to the property

acquired by virtue of an expectancy, such as a will or via intestacy. Furthermore, by quitclaiming his interest in the property, the appellant conveyed only that interest which he had at the time he signed the deed. According to the court, an expectancy is not an interest in property.

The court concluded that the father's interest in the townhouse should have been distributed one-half to the appellant and one-half to the appellant's sister. It seems clear that the appellate court got it right, correcting an error not just in law, but also in equity.



*Author:
Katie Everlove-
Stone, Galloway,
Johnson,
Tompkins,
Burr & Smith*

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The law firm of **Shumaker, Loop & Kendrick, LLP** is pleased to announce that partner **Ronald A. Christaldi** has been elected to the Board of Directors of the Tampa Club and has been elected to serve as chair of the Tampa City Council's Citizens Advisory Committee on the Economic Impact of Cultural Assets.

Carlton Fields is pleased to announce that **Andrew W. Lennox** and **Thomas "T.J." Ferrante** joined the firm as shareholder and associate, respectively. Mr. Lennox is a member of the firm's Bankruptcy and Creditors' Rights practice group, and Mr. Ferrante is a member of the firm's Healthcare practice group.

Julie Sneed, a shareholder with the law firm of **Fowler White Boggs**, has been elected president of the Tampa Bay Chapter of the Federal Bar Association (FBA).

Members of the Florida Commission on Human Relations unanimously selected attorney **Gilbert M. Singer**, a shareholder with **Marcadis & Singer P.A.**, to serve as the chairman for the next two years.

Broad and Cassel is pleased to announce that Of Counsel **Mercedes Gonzalez Hale** was appointed as a Co-Chair of the Bankruptcy Litigation Subcommittee of the ABA Litigation Section's Commercial & Business Litigation Committee.

Shannon M. Sheppard has joined **Bricklemeyer Smolker & Boves, P.A.**, a law firm concentrating in real estate and property rights representation, as an Of Counsel attorney.

Michael G. Cooke, the former Director of the Division of Air Resource Management for the Florida Department of Environmental Protection, and former General Counsel of the Florida Public Service Commission, has joined **Greenberg Traurig** as an Of Counsel in the firm's Environmental practice group.

Rod B. Neuman, Esquire of **Gibbons, Neuman, Bello, Segall, Allen & Halloran, P.A.** has been certified by the Florida Supreme Court as a Circuit Court mediator and will focus his mediation practice on real property, commercial and contract related litigation.

The law firm of **Shumaker, Loop & Kendrick, LLP** is pleased to announce that **Kelly A. Zarzycki** has been named partner. Ms. Zarzycki practices primarily in business law with a concentration in health law, corporate matters and litigation.

Shumaker, Loop & Kendrick, LLP, is pleased to announce **C. Victoria Knight** has joined the Tampa office as an associate in the healthcare department.

Holland & Knight is pleased to announce that **Eric S. Almon**, **Christopher B. Burton**, and **David J. Lisko** have joined the firm as associates.

Fowler White Boggs is pleased to announce that **Michael V. Leeman** has joined the firm as an associate in the Commercial Litigation Practice Group.

Fowler White Boggs is pleased to announce that **Jake C. Blanchard** has joined the Firm as an associate. Mr. Blanchard practices in the Bankruptcy and Financial Restructuring Practice Group.



answer for about the cover

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JURY TRIAL INFORMATION

For The Month of: June 2011.

Judge: Honorable Terry LaRue
(Putnam County).

Parties: James Robinson vs.
CSX Transportation, Inc.

Attorneys: For Plaintiff: James
Holland; For Defendant:
Daniel J. Fleming.

Nature of Case: Plaintiff was
crushed between Defendant's
train and a truck.

Verdict: For the Defendant;
Defendant's Motion to Tax Costs
is pending.

For The Month of: December 2011.

Judge: Honorable Charles Roberts.

Parties: Teresa Basnight, Michael
Basnight, TiBar, LLC vs.
Williams Parker, Harrison,
Dietz & Getzen, P.A., Terri Costa
& John Moore.

Attorneys: For Plaintiff: Andrew
Seiden and Wayne Alder; For
Defendant: Lawrence Ingram,
Jessica Kirkwood Alley, and
Shannon Rodriguez of Phelps
Dunbar, LLP

Nature of Case: Legal Malpractice-
pre-trial demands were in the
range of \$5-\$15 million.

Verdict: Defense verdict, jury
found that none of the
Defendants breached a standard

of care of fiduciary duty owed to
the Plaintiffs.

For The Month of: December 2011.

Judge: Honorable William Levens.

Parties: Jay Sook Spicer & U.J.
Burke, Jr. vs. Ronald J. Markese.

Attorneys: For Plaintiff: Timothy F.
Prugh; For Defendant: Bryon
Kennedy, III,

Nature of Case: 43 year-old Korean
woman had un-operated
cervical disc.

Verdict: \$153,200.00 (Motion for
Fees & Costs is pending)
Defendant admitted liability.

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March 2012

HCBA Calendar of Events

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1 7:00 - 9:00 a.m. Ask-A-Lawyer Fox 13	2 9:00 a.m. - 1:00 p.m. HCBA BALS CLE (Carnival Cruise March 1-5)	3
4	5	6	7 8:00 - 10:00 a.m. Appellate Practice Breakfast CLE at Stetson Tampa	8 12:00 - 1:00 p.m. Corp. Counsel Lunch & CLE 12:00 - 1:00 p.m. RPPTL Luncheon	9	10
11	12	13 12:00 - 1:30 p.m. Judicial Luncheon CLE 4:30 - 6:30 p.m. YLD Family Forms Clinic at Edgecomb Courthouse	14 12:00 - 1:00 p.m. 5K Race Committee 12:00 - 1:00 p.m. YLD Quarterly Luncheon	15 12:00 - 1:00 p.m. Construction Law Lunch & CLE 12:00 - 1:00 p.m. Environmental & Land Use Lunch & CLE	16	17
18	19	20 12:00 - 1:00 p.m. Tax Lunch & CLE 12:00 - 1:00 p.m. Intellectual Property Lunch 1:00 - 5:00 p.m. Intellectual Property CLE	21 12:00 - 1:00 p.m. Senior Council Luncheon 12:00 - 1:00 p.m. Solo / Small Firm Lunch & CLE	22 12:00 - 1:00 p.m. Family Law Lunch 12:00 - 1:00 p.m. Mediation & Arbitration Lunch 1:00 - 3:00 p.m. Mediation & Arbitration CLE	23 5:30 - 10:00 p.m. CLE & A Show: An Evening of Ethics & Entertainment	24 4:00 - 5:00 p.m. 5K Race 5:00 - 7:30 p.m. Judicial Pig Roast on the grounds of Stetson Tampa
25	26	27 8:00 a.m. - 5:00 p.m. Le Havre, France Seminar (Trip dates March 26-29)	28	29	30	31 8 a.m. - 12 p.m. Wills for Heroes 10 a.m. - 1 p.m. Cornhole for a Cause at Tampa Bay Times Forum

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2015 AOC Grant Project Application The HBACF's Conozcas Sus Derechos Website

I. Short Project Title

“CSD Website”

II. Contact Information

For the purposes of this grant and project, the appropriate HBACF contacts are Christina Alvarez and Jessica Gonzalez-Monge. Christina Alvarez will present the grant proposal at the 2015 Affiliate Outreach Conference.

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7751 Kingspointe Pky, Suite 110
Orlando, Florida 32819
Phone: (407) 455-3829
Email: calvarez@delatorrelaw.com

Jessica J. Gonzalez-Monge
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Phone: (407) 404-0784
Email: JGonzalez-Monge@mslfirm.com

III. Affiliate Description

The Hispanic Bar Association of Central Florida (“HBACF”) is a non-profit organization celebrating twenty-three (23) years of service in 2014. Currently, there are over two hundred (200) members. The HBACF has attended the AOC for the past six (6) years. This project has not been presented previously at an AOC by the HBACF.

IV. Purpose of Request

Throughout the years the HBACF has fostered and developed a seminar series project called “Conozca Sus Derechos” which originated as an AOC grant proposal. The Conozca Sus Derechos Project is a community outreach project designed to educate the Hispanic community about a wide range of important current legal topics such as bankruptcy, foreclosures, landlord tenant disputes, criminal law, immigration law, consumer protection, public benefits and many others. The Conozca Sus Derechos Project seeks to educate the Hispanic community about their legal rights as well as facilitate access to the legal system. In 2014 the HBACF launched the series on a local broadcast station, Orange TV.

In 2015, the HBACF YLS is focused on elevating its Conozca Sus Derechos Project by creating an accessible and interactive website dedicated to educating the Hispanic community. Thus, the HBACF YLS’ goal is to develop and launch a website that will display the CSD video series, provide additional written content and links addressing important legal topics. The HBACF intends on providing the content in Spanish to reach out to the Hispanic community within Florida.

V. Project Objectives/Description

Needs Addressed by Project

The project is intended to reach the Hispanic community that may not be well informed of current legal topics or the legal process. The HBACF YLS believes that the need to disseminate information regarding the legal process to the Spanish speaking community exists and requires immediate attention. A large portion of Central Florida's Hispanic community must overcome a language barrier on a daily basis. This barrier, as brought to the attention of the organization by its members, often results in a lack of knowledge or confidence to seek assistance through the legal system. As one of the largest and most active minority bar organizations in Central Florida, the HBACF believes it is part of its mission to address this concern. As such, the HBACF proposes this project specifically targeted to address the concerns outlined above and to continue to expand the Conozca Sus Derechos Project.

Groups Served by Project and Public Benefit

The project will serve the Spanish speaking community at large. The goal is to reach as many Spanish speaking individuals in the Central Florida and beyond by providing an easily accessible website with information on current legal topics. We believe a greater number of individuals will benefit from the Conozcas Sus Derechos Project if a website solely dedicated to the Conozca Sus Derechos Project is developed and is easily accessible. Developing the website will increase the number of individuals that will have access to the information and will benefit from this project. The HBACF believes the positive results of the program will reach great numbers of people within Florida.

Other/Similar Projects in the Area

The HBACF has been unable to identify any similar informational websites launched by voluntary bar organizations in Central Florida. The HBACF currently streams its Conozcas Sus Derechos series on YouTube. However, this project is specifically devoted to developing an easily accessible and interactive website that will provide viewers with the video series, additional written content and helpful links.

Ability to Replicate Program

Once the website is developed, it will be easy for other young lawyer affiliates to replicate similar websites reaching out to English and non-English speaking communities. Since the website will be easily accessible online other affiliates can direct members of their communities to this website if they encounter someone or a group who may be interested or may benefit from the content.

VI. Project Evaluation

The success of the project will be determined by the participating HBACF members and individuals who access the website. Individuals who are accessing the website will have the ability to email the members of the HBACF with comments or questions. Additionally, the HBACF YLS can develop a survey for the viewers to review and evaluate the content and usability.

VII. Project Organization

The project will be chaired by the 2015 Young Lawyers Section Chair, Christina Alvarez. The chair will report to the HBACF executive board for approval of all budgeting, partnerships and organization of the event. To assist in carrying out the program, a committee will be formed of HBACF YLS members. The committee will be charged with communicating with the Central Florida organization, gathering all of the necessary content, developing and launching the website.



VIII. Budget

The chart below summarizes the preliminary budget for this project. To the extent grant funds fall short and/or are not eligible to cover certain expenses, the difference will be sought from sponsors, charitable contributions and contribution from the HBACF's general budget.

ITEM	COSTS
Domain Name (Annually)	\$15.00
Web Development and Interface Design	\$1,500.00
Maintenance Costs (Annually)	\$500.00
TOTAL	\$2,015.00

IX. Timetable

The HBACF YLS plans to meet with the YLS committee in spring of 2015. The HBACF YLS will embark on the development of the website and design in spring of 2015 and intends on launching the project in the summer of 2015. New content will be uploaded regularly by HBACF YLS members and the HBACF Board of Directors.

X. Conclusion

The HBACF believes the goals and objectives of this project will carry out the mission of the organization. The project will help shape a better informed community about the legal process and resources available to carry out justice.

INDIAN RIVER COUNTY BAR ASSOCIATION, YOUNG LAWYERS DIVISION

Indian River County, Florida

Project Title: Optimist Dinghy Boat Building Program

Contact Information:

R. Blake Smith
Rossway Swan Tierney Barry, P.L.
2101 Indian River Blvd, Suite 200
Vero Beach, Florida 32960
(772) 231-4440
bsmith@verobeachlawyers.com

AOC Presenter: R. Blake Smith

Affiliate description:

The Young Lawyers Division (“YLD”) of the Indian River County Bar Association has approximately 30 members. The YLD meets monthly at the Indian River County Courthouse for business and bi-monthly for social events.

The YLD of the Indian River County Bar Association last presented at the AOC in 2012. The presenter that year was Michael Kissner. We did not attend the 2013 AOC.

Background information on proposed grant beneficiary:

The proposed grant beneficiary is the non-profit 501(c) (3) “Youth Sailing Foundation of Indian River County” (*YSFIRC or YSF*),: provides the only sailing program in the county for youth, high school students, and adults. The primary objective of the Youth Sailing Foundation, established in 2009, is to develop a safe program for the benefit of young boys and girls to learn and enjoy sailing in local waters

The YSF’s core program is assisting children ages 8 to 14 to build wooden sailing dinghies and providing instruction on safe and competitive sailing. The program has now been expanded to accommodate high school students and adults using larger, more appropriate boats. The YSF staff consists of approximately 40 volunteers and one part-time associate.

Both classroom and on the water instruction by certified instructors are conducted on weekday afternoons and both morning and afternoons on Saturdays.

This project has not been previously presented to the AOC for grant consideration

Summary of purpose of request:

This grant application, and hopefully its award, will introduce a young person to the sport of sailing by building his/her own wood “Optimist” dinghy. The program includes building instruction for the International Class wooden “Optimist” by sponsorship or individual funding, and a formal training course teaching a variety of skills to prepare the student to compete in “round the buoys” racing, supervised and conducted by experienced local sailors.

Nature of the project, project objectives, and description:

The Optimist Dinghy Boat Building Program is important to our affiliate due to existing environmental issues with the Indian River Lagoon. The Indian River Lagoon has been the subject of much debate locally over the last two years, due to pollution. By introducing youngsters to water sports we can raise a new generation of citizens that appreciate our county’s most valuable natural resource.

The complete kit costs \$1,600.00, and includes all the wood panels precut by a computer controlled router to assure compliance with the wood specifications of the International Optimist Dinghy Association, two-part epoxy, fiberglass tape, cloth and special fillers, rigging hardware for the rudder, mast step and running hardware for sail trim and three floatation bags. The mast, boom, sprit, main sail and all lines are also included.

The boat is built in a pre-engineered “mold”, and fastened together with fiberglass tape and epoxy adhesive. The youngster is taught the use of woodworking tools (excepting sharp electrical operated cutting devices), mixing and application of epoxy stiffeners and fiberglass cloth.

Upon completion of the hull, the boat is removed from the mold, gunwales are then installed, the bottom fiber-glassed, the dinghy is prepared for painting per the owner’s selection, and named.

The construction process requires about 40 hours, comprising preparation of the plywood panels, fitting and bonding the panels to form the hull, adding the hull support thwarts and subassemblies, gunwales, rudder and daggerboard. Since some processes require epoxy curing time, multiple work schedules are established with the YSF advisors.

The constructed boat remains the property of the builder and can be stored at the YSF facility at no charge.

Project evaluation:

If granted, the Youth Sailing Foundation would be able to provide dinghies for 2 to 3 children. The project will be a success if even one child is able to build a dinghy and experience sailing on the Indian River Lagoon.

Project organization:

If the grant is approved, the YLD President will disburse the funds to the YSF program. The YLD would schedule a Saturday to meet with the grant recipient and assist him or her with their building project. Once completed, the YLD and the YSF would schedule a day on the Indian River Lagoon for sailing.

The YLD President, Blake Smith, would work with the YLD Community Service Chair, Kevin Rollin, to ensure the project's success. The YSF contact person is Debbie Avery, (772) 494-6306.

Budget:

The complete kit to build a dinghy costs \$1,600.00. If the AOC were to award our affiliate \$3,000.00; the additional \$200.00 necessary to complete a second kit would be provided from excess funds in the YLD budget.

All funds will go towards the dinghy kits. The funds will be used for no other purpose. All time will be donated.

Timetable:

Once the funds are dispersed to the YSF, it would be a two-month process to build a dinghy. Once the dinghy is complete, the "Day on the Water" would be scheduled for the spring-time. This project would be completed within six months to a year from receipt of funding.



**JOSIAH T. WALLS
BAR ASSOCIATION YLD
Law and Justice Youth Conference:
Community Works!!
February 7th 2015
University of Florida Levin College of Law**

**Presented to the Florida Bar Young Lawyers
Division
January 2015 AOC**



**An organization of Minority lawyers dedicated to responding to the needs of our
community.**

**Josiah T. Walls Bar Association
PO Box 13894
Gainesville, FL 32604**

Josiah T. Walls Bar Association YLD
Law and Justice Conference
“Community Works!”

I. Contact Information

The contact person for the Josiah T. Walls Bar Association Young Lawyers Division ("JTWYLD") is Najah Adams. she can be reached at (352) 364-5399 or nadams@adamsgriggs.com. The mailing address is P.O. Box 13894. Joneall'e Hill will make the presentation on behalf the JTWYLD she may be reached at (352) 408-7686

II. Describe Your Affiliate:

The Josiah T. Walls Bar Association Young Lawyers Division ("JTWYLD") is a small yet very active group of approximately five (5) young Lawyers. Overall Josiah T Walls Bar Association ("JTWBA") has an active membership of about 15 attorneys and is open to Florida Bar members in the 3rd, 5th and 8th Judicial Circuit. JTWYLA has attended the AOC for the past several years and has been awarded funds for our Restoration of Civil Right Program, Lawyers for Literacy Project, and the Law and Justice Conference.

III. Summary of the Purpose of Request

The purpose of the Law and Justice Youth Conference is to expose young people to legal concepts in a practical and accessible manner through small group workshops and interactive panel discussions that will take place as part of a daylong conference at the University Of Florida College Of Law. The desired result of this effort would be threefold: 1) encourage students to view the law as an integral part of the lives 2) facilitate the critical examination of the roles that lawyers, judges, and law enforcement officers play in the criminal justice system and finally 3) improve the students communication and problem solving skills. This year's conference will place a particular emphasis on exploring in a balance fashion; the many social and legal issues raised by the grand jury proceeding in the Michael Brown and Eric Garner cases

IV. Project Objectives/Description

What needs does the project address? Why are these needs important to your Affiliate?

We live in an age of stark contrast. Information on virtually any subject, no matter how complex or obscure is accessible at a mere swipe of a touch screen. However, generally speaking the public is woefully misinformed about many of the basic tenets of the criminal justice system. This lack of understanding often leads to mistrust of the justice system. This mistrust is compounded in many minority communities due to a strong public perception that the justice system does not treat all people equally. The most pertinent example of this phenomenon has been the public's reaction to the grand jury proceedings in the Michael Brown and Eric Garner cases. As a bar association comprised primarily of lawyers of color we feel a keen responsibility to address this issue. By encouraging youth to participate in the ongoing national conversation sparked by these incidents in a thoughtful and evenhanded manner.

To what groups will the project provide services (young lawyers, the community at large)?

The Conference will target middle and high school aged students who reside in geographic areas of Alachua and Marion Counties

How many people will the project serve?

The Conference will served approximately 100 students

What other projects in the area provide similar services to the same group(s)? When and with what success? How is your project different?

The University of Florida Levin College of Law Center for Children & Families sponsored a Youth Summit designed to engage high school students in discussion about matters concerning law and policy and how each affects them. The proposed Conference will expound upon this idea by asking the students the use the information that they have obtain during the conference to solve a real world problem. Additionally with the support of the Gainesville Police Department the Youth Conference can focus needed attention on students who are in the most danger of making adverse life decisions

How will the public benefit from the project?

- ***What impact will the project have in the community?***

The Josiah T. Walls Bar Association YLD envisions the Youth Conference as an opportunity to not only to educate young people about the law, but to empower them to take an active role in the civic affairs of their schools and communities. The Youth conference will strive to fulfill this mission in high profile, high energy interactive one day event. This conference will serve as a testing ground upon which the students can learn to engage controversial issues in a thoughtful and civil manner.

- ***Will the materials, if any, be sold or provided to participants?***

No materials will be sold to the participants however we plan to provide each student participant with pens pads folders tote bags with various coupons or gifts cards as keep sakes and incentives. Also we will provide each participating student with a copy of the book Pursue Your Purpose Not Your Dreams by Joe Johnson

- ***Is this an easy project for other young lawyer affiliates to replicate?***

This project in theory can easily be replicated; the core of the program is based upon the “Street Law” curriculum which is readily available via the internet. However the essential component for success would be the development of strong partnerships with other community stakeholders. In the case of the Conference JTWYD have forged alliances with the Gainesville Police Department, Reichert House Afterschool Program and the Boys & Girls Clubs who will assist with participant recruitment Additionally, The University of Florida College of Law and the Eighth Judicial Circuit Bar Association who will provide facilities, volunteers and financial support.

V. Evaluation

The project's success will be measured in terms of achieving the following goals:

- (1) Reaching a larger, broader, and more diverse audience than previous programs
- (2) Greater program recognition by government, media, public, and private entities
- (3) Higher levels of youth enthusiasm and involvement
- (4) Students learn to engage in an honest dialogue about controversial issues in a civil manner

JTWYLD will create a survey to assess whether the above listed objectives have been obtained. The JTWYLD will also use social media such as Facebook, YouTube and Twitter to promote the project and to measure the level of excitement for the program.

VI. Organizational Structure.

The JTWYLD will host the Conference in cooperation with several partners: The University of Florida College of Law, The Gainesville Police Department, The Boys and Girls Club, Reichert House Afterschool Program, and the Eighth Judicial Circuit Bar Association. The JTWBA will be the organization responsible for the production of the Conference and coordination of all volunteers. The JTWBA will be the sole entity accountable for the administration of all grants funds. The partner organizations will support the Conference by providing a meeting space, technical assistance, and additional financial support

VII. Budget

Facilities (University of Florida College of Law)	In Kind
Food (Breakfast, Lunch, Snacks)	\$600.00
Promotional Items/Gifts	\$550.00
• Tote bags	
• Water bottles	
• Pens	
• Key Chains	
• Coupons/Gift cards	
Materials.....	\$800.00
• Folders/Labels	
• Name Tags	
• Pens/Pencils	
• Copies	
• Session Materials for Presenters (\$50 x 6)	
100 copies of the book <i>Pursue Your Purpose Not Your Dreams</i>	\$1000.00
Awards	
• Plaque for Speaker	\$75.00
• Thank You Cards Presenters.....	\$15.00
• Gift Cards Presenters	\$150.00

Publicity

- Brochures \$75.00
- Signage \$75.00
- Videographer \$275.00
- Photographer \$275.00

Total estimated budget: \$3990

VIII. Timetable

The Conference is scheduled to take place on February 7, 2015 at the University Of Florida College Of Law. The following is the schedule for the day:

6:45am – 9:00am.....	Breakfast for Volunteers (Cafeteria)
8:00am – 9:00am.....	Registration and Breakfast for Participants (Courtyard & Holland 180 Foyer)
9:00am – 9:15am.....	Welcome & Announcements (Holland 180)
9:15am – 9:45am.....	Motivational Speaker: Joe Johnson (Holland 180)
10:00am – 10:45am.....	Workshop: Assignment #1 Interacting with Police (285B, 285C, 285D) Grand Jury Process (355B, 355C, 355D)
10:45am – 11:00am.....	Attorney and Law Student Dialogue About Legal Profession--Discover Law Participants
11:00am – 11:45am.....	Workshop: Assignment #2 Interacting with Police (285B, 285C, 285D) Grand Jury Process (355B, 355C, 355D)
11:45am – 12:30pm.....	Lunch: Participants & Volunteers (Cafeteria & Faculty Dining Room)
12:45pm – 1:45pm	Panel Discussion: Social Media and its Impact on Law Enforcement and the Justice System (Holland 180)
1:45pm – 2:30pm	Closing Remarks & Certificates (Holland 180)
2:30pm – 3:00pm	Clean-Up

IX. Exhibits

None Attached.

Young Lawyers Division of the Lee County Bar Association
2015 AOC Grant Application

I. Project Title: "Bedz for Kidz" of Lee County

II. Contact Information:

Kimberly Davis-Bocelli, President of the Young Lawyers Division of the Lee County Bar, is the contact person and co-presenter for the grant application.

Kimberly Davis-Bocelli, Esq.
Roetzel & Address, P.A.
2320 First Street, Suite 1000
Fort Myers, FL 33901
Direct Phone No.: 239.337.4252
Direct Fax No.: 239.337.0970
Email: kbocelli@ralaw.com

Thomas Coleman, Vice President of the Young Lawyers Division of the Lee County Bar, will also be a co-presenter for the grant application.

Thomas G. Coleman, Esq.
Buchanan Ingersoll & Rooney, P.C.
2235 First Street
Fort Myers, FL 33901
Direct Phone No.: (239) 985-4839
Direct Fax No.: (239) 334-3240
Email: tom.coleman@bipc.com

III. Description of Affiliate and Past Attendance at the AOC: The Young Lawyers Division of the Lee County Bar (the "Lee County YLD") is made up of about 40 young lawyers dedicated to furthering their professional growth and developing leadership skills necessary to make them leaders within the Lee County Bar. The Lee County affiliate places great emphasis on improving the community through philanthropic activities, with a particular focus on children living in the community.

This will be the fourth consecutive year that the Lee County YLD has attended the Affiliate Outreach Conference and submitted a grant application. In 2012, the AOC Grant funds assisted in organizing a golf tournament which raised nearly \$15,000 to benefit the Lee County Guardian ad Litem Program. In 2013, the AOC Grant funds were used to help Child Care Southwest Florida fund a S.T.E.M. (Science, Technology, Engineering, and Mathematics) program as part of its day care services for underprivileged families in Lee County. In 2014, by partnering with Voices for Kids of Southwest Florida ("Voices for Kids" or "VFK"), the \$2,500 in AOC Grant funds were used to fund the purchase of ten beds

given to children in the Lee County Guardian ad Litem Program. Due to the ongoing needs of the Guardian ad Litem program and the successful application of funds received in 2014, the Lee County YLD has again chosen Voices for Kids and its "Bedz for Kidz" program as the beneficiary of its 2015 AOC Grant Application.

- IV. Summary:** The \$2,500 in 2014 AOC Grant funds were used in conjunction with other funds raised by the Lee County YLD to assist in the purchase of beds for children in the Lee County Guardian ad Litem Program through the Bedz for Kidz program organized by Voices for Kids. The Lee County YLD's 2015 AOC Application requests \$3,000.00 for purposes of continuing and augmenting the Lee County YLD's support of Bedz for Kidz, Voices for Kids and the Lee County Guardian ad Litem program. The Lee County YLD Bar will assist Voices for Kids with purchasing or acquiring donations for the beds, sheets, and comforters, as well as assembling and delivering the beds to the children's homes. The Lee County YLD supplements AOC Grant funding with other fundraising efforts (such as a charity golf tournament, periodic bake sales and raffles) to increase the total amount of assistance available to Voices for Kids and other partner organizations.

- V. Project Objectives/Description:** The project objective is to work towards ensuring that all children placed in the Guardian ad Litem program have a comfortable home environment, with a secondary objective of continuing to foster the ongoing relationship between the Lee County YLD and needy children within the community.

To fulfill this objective, the Lee County YLD has partnered with a non-profit organization called Voices for Kids of Southwest Florida (www.voicesforkids.org). Voices for Kids is an organization that provides support and funding to the Guardian ad Litem Program in the Twentieth Judicial Circuit of Florida, covering Lee, Collier, Charlotte, Hendry and Glades counties. Voices for Kids' mission is to ensure that every abused, neglected and abandoned child in Southwest Florida has a Guardian ad Litem volunteer to support them through the legal process. Voices for Kids provides the Guardian ad Litem volunteers with financial assistance and resources to meet the child's educational, health and social needs that may otherwise be lacking.

One of the many programs funded by Voices for Kids is the "Kids Being Kids" program, which provides Guardian ad Litem volunteers with funding for emergency/supplemental clothing, academic tutoring, supplies for birthday parties, and registration fees for sports teams, social clubs and summer camps. "Bedz for Kidz" is a special division of the "Kids Being Kids" program which provides Guardian ad Litem children with new beds, sheets, age-appropriate comforters, and stuffed animals. Bedz for Kidz volunteers deliver and assemble these items. In 2013, the program provided 60 beds to children in Lee County at a total cost of \$14,569

(about \$240 per bed). This represents nearly half of the beds provided to children in the counties served by VFK.

VI. Project Evaluation: The Lee County YLD's goal is to assist the "Bedz for Kidz" program by providing beds and bedding accessories to at least twenty local children in the Guardian ad Litem program.

VII. Project Organization: The Lee County YLD has partnered with the executive director of Voices for Kids and her staff, including the leaders of the "Bedz for Kidz" program. The executive director will assist Lee County YLD board members with acquiring the beds and mattresses at a discounted rate. Volunteers from the Lee County YLD membership will be provided information about a child, including his/her age, interests and favorite colors, to assist them in picking out sheets and a comforter for each child. Once the beds and bedding accessories are purchased, members of the Lee County YLD will assist the "Bedz for Kidz" leaders with loading the beds onto the trucks, delivering the beds and assembling the beds at the children's homes.

VIII. Project Budget: \$5,000.00

Project Budget

Estimated 2015 Average Cost per Child / Bed:	\$250.00
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*(Based on 2013-2014 Average Cost of \$242.82 for
Bed Frames, Mattresses, Sheets, Comforters
and miscellaneous items)*

Proposed Number of Children Served:	20
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Total Project Budget:	\$5,000.00
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Sources of Project Funding

Estimated Quarterly Bake Sale Proceeds:	\$1,000.00
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Estimated Firm Donations:	\$500.00
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Estimated Raffle Proceeds:	\$500.00
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2015 AOC Grant Request:	\$3,000.00
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Total Funding Sources:	\$5,000.00
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The proposed grant funding will be used with supplemental funds to assist Voices for Kids in purchasing the beds and bedding accessories described above. Additional funding will be obtained by the Lee County YLD through donations and other fundraising efforts, as the total number of beds, mattresses and other bedding accessories provided by the program will exceed \$3,000.00. If donations exceed the expense of providing twenty beds, we will purchase as many additional beds and/or accessories as the funds permit. The Lee County YLD will pay for gas or moving van expenses from their general funds, as needed.

- IX. Timetable:** The Lee County YLD will determine what funds it has available from AOC Grant funds and donations by the end of January 2015. Purchasing of the beds and bedding accessories will take place in February and March 2015. Delivery and assembly of the beds is anticipated to occur in April 2015 and otherwise throughout the year based on need and availability.

ART CREATIONS FOR THE COURTHOUSE

2014 Grant Application Presented by:

The Manatee County Bar Association, Young Lawyers Division

I. Project Title

The Manatee County Young Lawyers Division (“YLD”) is proud to present the ART CREATIONS FOR THE COURTHOUSE PROJECT for consideration by the YLD Board of Governors.

II. Contact Information

- YLD President:
Monica Villaverde Beck
2187 Ringling Blvd.
Sarasota, FL 34237
- Project Chairs:
Bryony Swift
Porges, Hamlin, Knowles & Hawk, P.A.
1205 Manatee Avenue West
Bradenton, FL 34205
Ann Breitingner
Blalock Walters, P.A.
802 - 11th St. W.
Bradenton, FL 34205
- Bryony Swift and Monica Villaverde Beck will be presenting the Art Creations for the Courthouse Project at the Annual Affiliate Outreach Conference.

III. Describe Your Affiliate

- The Manatee County Bar Association has approximately 60 attorneys that qualify for membership in the YLD, with approximately 25 attorneys actively participating in regular YLD events.
- Members of the Manatee County YLD have participated in each of the past seven (7) Affiliate Outreach Conferences. This project has not been previously presented.

IV. Summarize the Purpose of Your Request

A. Background

The Manatee YLD promotes community involvement among its members, and serves the needs of numerous local non-profit organizations. This year we would like to bring the community and the legal community together while adding some much needed vibrancy to the floors of the judicial center most visited by juveniles.

Construction of the Manatee County Judicial Center (MCJC) was completed in May 2008. After the new building was opened to the public, members of the judiciary and other MCJC employees expressed a desire to display artwork from the community in the MCJC, but this project has never come to fruition in part

due to a lack of funds and the fact that no entity or person has taken the lead on this project. Currently the walls of the MCJC are bare, apart from portraits of judges.

It is against this background that this grant is submitted.

B. Current Project

The Art Creations for the Courthouse Project aims to connect with local schools to provide exhibition opportunities for students' artwork throughout the MCJC, primarily focusing on the floors most frequently used by juveniles. Our goal for 2015 is to display approximately 20 students' artwork on the 5th floor of the MCJC. The frames will be 18x24 and 12x16. The artwork itself will be 9x12 and 12x18. Additionally, we will host a reception unveiling the students' artwork for the students, their parents, and members of the legal community.

V. Project Objectives/Description

This project addresses the need of the community and the county's legal community to connect in a positive manner. Commonly, the public only enters the courthouse for unpleasant circumstances or under times of duress. These interactions perpetuate negative connotations of the courthouse and the legal process in general. Further, as we are focusing on the floors of the MCJC most often visited by juveniles, we are creating the feeling of a "safe space" rather than a stark intimidating building. These needs are important to our affiliate because we want our courthouse to be a part of the community. An open and inclusive courthouse will bring the community together.

This project will provide services to many different groups of people. Most importantly, this project will serve the public at large by bringing their artistic creations into the MCJC and opening the building to the public for a positive experience. Secondly, this project will serve those families and juveniles spending time on the 5th floor of the MCJC as the entire floor will be brightened by the displayed artwork. Lastly, this project will serve the legal community in Manatee County by bringing creative artwork into the MCJC and creating a connection between the legal community and the community at large.

Our goal is to display 20 different pieces of art. As such, this project will directly affect those 20 students whose artwork is displayed. Additionally, we are inviting those – emerging artists whose artwork is chosen to an unveiling reception at the courthouse and asking those students to bring their parents or a special guest of their choice. Apart from the students and their families, the artwork will be enjoyed by all members of the legal community and those members of the community visiting the courthouse, no matter the circumstances.

The courthouse in Hillsborough County has successfully created a program similar to this where student art is displayed in the courthouse. We understand this project has been a success in Hillsborough County. Our project is different as it serves an entirely different

population. Additionally, we are including an unveiling ceremony to invite all students and parents into the courthouse for a fun, positive experience in the building.

Our goal is for the community to gain a new perspective on the courthouse as a place that is actually part of the community, not a place of stress and negative experiences. Further, when and if members of the community, especially juveniles, enter the courthouse for a potentially stressful experience, the displayed artwork will create a sense of community and invitation.

The Manatee County Schools will be providing all of the supplies necessary to create the artwork. Once the artwork is finished being displayed, it will be returned to the students, along with the name plaque displayed with it.

This will be an easy project for other young lawyers to replicate. Our future goal is to expand this project beyond the 5th floor of the MCJC to provide works of art to all floors and public spaces in the building. Additionally, our goal is to rotate the artwork on a yearly basis to start. This project is designed to grow over the years to allow the exhibition of more art throughout the MCJC.

VI. Project Evaluation

The success of this project will be determined by the attendance at the unveiling ceremony and the reception of the artwork once hung in the MCJC. We hope to collect reactions from the MCJC staff regarding the artwork and their impression of the community's reaction.

VII. Project Organization

This project will be executed by a special committee of the Manatee County YLD, along with the assistance of the Executive Director of the Manatee Community Bar Association, Sue Revell.

Dr. Zadda Bazzy, Curriculum Specialist for the Arts with the Manatee School District will select which pieces of art to display. She will then coordinate with the committee of the YLD to transport these pieces to us. Once the artwork is given to the YLD, the committee will examine the artwork to ensure the topics of all pieces are appropriate for display in the MCJC.

After all pieces have been cleared, they will be given to the MCJC's Chief Deputy Court Administrator, Kim Miller. She will then coordinate with the maintenance staff to affix the frames to the wall and hang the art appropriately. We have already discussed this project with Kim Miller and coordinated all plans with her approval. Additionally, we have taken the concerns of the MCJC's bailiffs into account. As a result, all frames will be locked to prevent tampering and the actual frames will be permanently mounted to the wall to prevent theft.

The special committee of the YLD will plan the unveiling ceremony and coordinate with the MCJC staff regarding logistical issues.

VIII. Budget

The below preliminary line-item budget represents the costs necessary to carry out the Art Creations for the Courthouse project through to the actual event.

Anticipated Income

AOC Grant (Requested)	\$3,500
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Anticipated Expenses

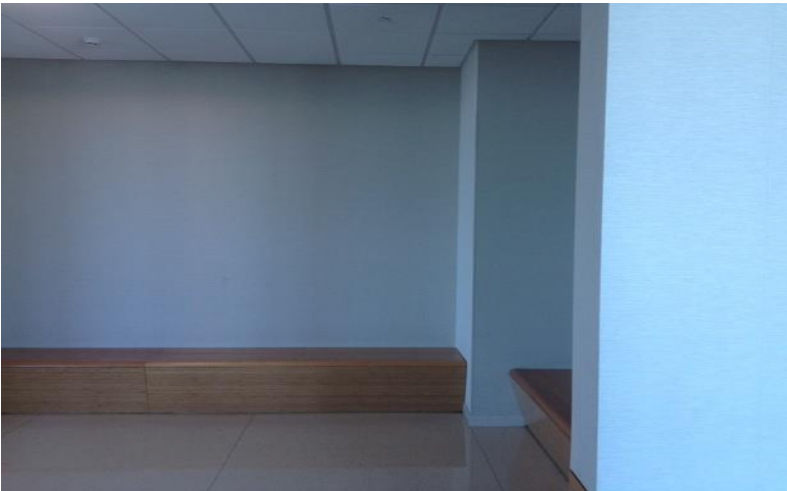
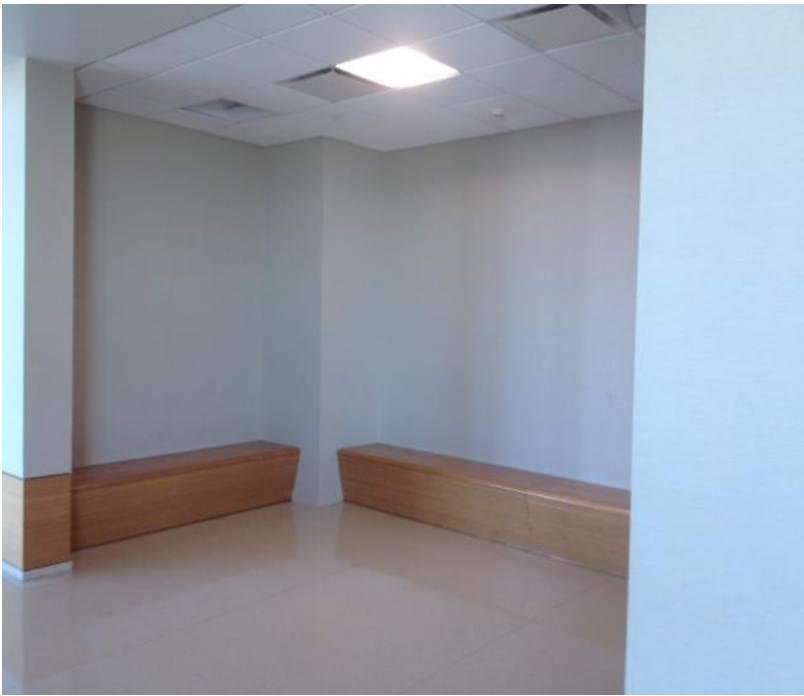
Frames	\$3,000 (20 frames at approximately \$150/each)
Supplies/decor for unveiling	\$500
TOTAL EXPENSES:	\$3,500

IX. Timetable

Through our discussions with Dr. Bazzy, we understand that she is ready to start providing us with art work whenever we are ready. Our goal is to collect the artwork, hang the frames, and prepare a reception before the end of the 2014 school year. We hope to host the reception and unveiling in May 2014.

X. Exhibits

The attached photos show the outside of the MCJC and the current 5th floor of the MCJC and the specific locations we have discussed hanging the artwork with the building's maintenance staff. We also included a sample of the type of frame we will use for the display.



MARION COUNTY YOUNG LAWYERS SECTION

2015 AOC PROJECT:

“VETERANS DAY APPRECIATION LUNCHEON”

I. Short Project Title and Description:

“VETERANS DAY APPRECIATION LUNCHEON”

The MCYLS is seeking financial assistance for its 2015 AOC project which will bring together Marion County young lawyers and those who have served in the armed forces currently residing in local nursing homes, and, if possible given the scope, assisted living facilities. This program would allow our young lawyers to spend time and socialize with local veterans, many of whom may not have family in the area, serve lunch, and we would also endeavor to include some kind of appropriate entertainment, perhaps parts of a high school band, movie showing, or Junior ROTC presentation.

II. Contact Information:

Robert C. Briggs (President, Marion County Young Lawyers Section)
The Briggs Law Firm
P.O. Box 2798
Ocala, Florida 34478
(352) 671-4600 (Office)
bobriggs@thebriggslawfirm.com

III. Description of Affiliate:

The Marion County Young Lawyers Section (MCYLS) is composed of approximately 35 members. The MCYLS has attended every AOC since 2005, receiving grant funding each year. In recent years, the MCYLS has received funding for its annual Great Debate Tournament, for its Drug Market Intervention / Ocala Place Apartments Playground Project, and for several years, its Boys and Girls Club of Marion County Honor Program.

IV. Project Summary / Purpose:

The MCYLS is seeking financial assistance for its 2015 AOC project which will bring together Marion County young lawyers and those who have served in the armed forces currently residing in local nursing homes, and, if possible given the scope, assisted living facilities. This program would allow our young lawyers to spend time and socialize with local veterans, many of whom may not have family in the area, serve lunch, and we would also endeavor to include some kind of appropriate entertainment, perhaps sections of a high school band, movie showing, or Junior ROTC presentation.

V. Project Objectives / Description:

The MCYLS is committed to using AOC grants to positively impact the lives of Marion County residents. This commitment has been the cornerstone of each MCYLS AOC Project submitted in the recent past. While typically our section has requested grant funding for youth-oriented projects, we feel it is important to reach our older generation as well, which will be a departure from our most recent AOC projects.

This year's project will foster a relationship between the MCYLS and veterans of Marion County, and by extension, also their friends and families. By creating this luncheon the program will remind our veteran's that we appreciate their service while the program will also hopefully elevate the public perception of lawyers and the practice of law.

While there is a celebratory event for veterans at a local Veterans Park, among others, that celebration cannot be attended by many veterans who currently reside in local nursing homes. If our veterans do not have family in the area, or whose families are not longer visiting our veterans, they often do not receive the type of recognition they deserve. This luncheon hopes to reach those individuals who cannot attend any other Veterans Day events.

The MCLYS intends to provide a luncheon for these veterans that will make them feel like they are once again our "heroes". During the luncheon, MCYLS will provide lunch as numbers and expenses permit, American flag pins, and a small American flag for every veteran. Hopefully some ROTC students will also be able to attend and demonstrate

VI. Project Evaluation:

Success will be largely determined based on the number of facilities that our lawyers can visit, as well as the appreciation our veterans feel when our luncheon is complete.

VII. Project Organization:

The current MCYLS President, Robert Briggs, is heading its 2015 Veteran's Day Celebration Luncheon. Formation of a five-member Luncheon Committee is underway.

X. Budget:

In kind contributions from restaurants will be sought, but \$1,000 is sought to cover or supplement lunches at as many facilities as possible. We will endeavor to know how many lunches are needed by the time of the AOC presentations. At this time, it is estimated that we could handle 100 lunches at 4 different facilities. We would also

endeavor to keep the per-lunch price at less than \$10.00. Expenses for decorations such as flags and pins are expected to be nominal, but will be purchased as budget allows.

XI. Timetable:

As soon as AOC funds are announced our committee will begin meeting with local nursing home facilities to coordinate the best schedule, needs, and requests of their respective group as autonomy of the residents varies greatly by facility.

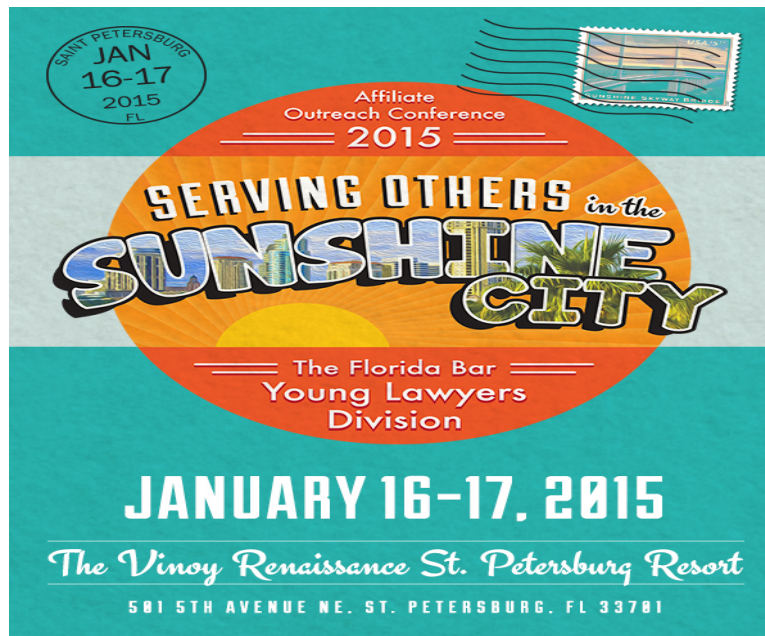
The committee will also meet in August/September 2015 in final preparations.

On November 11, 2015 the events will take place.



THE FLORIDA BAR YOUNG LAWYERS DIVISION

GRANT APPLICATION



Project Grant Applications: How to Qualify for Award Money

Applications for award money from the Young Lawyers Division should consist of a narrative summary of your project, divided into sections using the bold section headings below. **Please note that these headings have been revised in the past couple of years.** Past affiliate projects that have applied for award money have received awards up to \$5,000.00, although typical awards range from \$500.00 to \$1,500.00. The submission of a grant application does not guarantee the receipt of award money. Award decisions will be made at the sole discretion of the YLD Board of Governors following project presentations at this year's Affiliate Outreach Conference ("AOC") on January 17, 2015.

I. **Short Project Title:** Provide a title for your project for use in the AOC materials.

MDFAWL YOUNG LAWYERS COMMITTEE – LUNCH AND DINNER MENTORSHIP PROGRAM

II. **Contact Information:** Provide the name, mailing address, telephone number, and email address of a contact person or persons at your Affiliate. Additionally, please identify the individual(s) who will present your project at the AOC on January 17, 2015.

**Lauren Brunswick
Shubin & Bass, P.A.
46 S.W. 1st Street, Third Floor
Miami, Florida 33130**

The individuals who will present the project on January 17, 2015 include Lauren Brunswick and Evelyn Suero.

III. **Describe Your Affiliate:** Please provide a brief description of your Affiliate, including:

- the total number of members of your Affiliate, if known.
- the past attendance of your Affiliate at an AOC in the past. If this is your Affiliate's first time attending an AOC, please state so in this section. If your Affiliate has previously presented this project before at an AOC, please state so in this section.

The Young Lawyers Committee of the Miami-Dade chapter of the Florida Association for Women Lawyers (MDFAWL) has approximately 70 members in its inaugural year.

The Young Lawyers Committee's events may be attended by all of MDFAWL's approximately 310 members (both male and female), as well as members of Gwen S. Cherry Black Women Lawyers Association (Gwen S. Cherry), with whom MDFAWL has an affiliation.

IV. **Summarize the Purpose of Your Request:** Please provide a brief overview of an organized and well-conceived project to be completed within one calendar year from the date funds are received. Your project should not be primarily political or partisan in its purpose as these purposes will not be funded. Likewise, projects that are inconsistent with the activities and priorities of the Florida Bar will not be funded.

The Young Lawyers Committee of MDFAWL will host a series of informal lunches and dinners, each of which will be attended by approximately six "senior" attorneys and approximately twelve "young" attorneys. These events will bring together a group of attorneys of varying experience levels and will

focus on particular practice areas (e.g., litigation, real property, corporate, in house, etc.). The events will serve as an opportunity for networking and informal mentoring. Attendees will be encouraged to exchange business cards and continue professional and/or mentoring relationships subsequent to the event.

V. **Project Objectives/Description:** With specificity, describe the nature of the project. In so doing, please also address the following questions:

- What needs does the project address? Why are these needs important to your Affiliate?

MDFAWL is a volunteer bar association dedicated to actively promoting the advancement of women in the legal profession, expanding the leadership role of its members in the community at large, and promoting women's rights. The most recent annual Survey on Retention and Promotion of Women in Law Firms conducted by the National Association of Women Lawyers (NAWL) Foundation reveals that not much has changed in compensation, leadership roles, rainmaking, and equity partnership at our nation's largest 200 firms. The Young Lawyers Committee endeavors to address this issue by providing its young attorney members with focused mentorship and networking opportunities at the crucial early stage of their professional development. We believe that young attorneys can benefit from learning and mentoring from someone more senior in their respective field while broadening their professional network, as well.

- To what groups will the project provide services (young lawyers, the community at large)?

All members of MDFAWL, as well as Gwen S. Cherry, may attend our events.

- How many people will the project serve?

We are aiming to host at least one lunch and dinner event quarterly depending on the grant amount received. Two events hosted quarterly, at a rate of twelve young attorneys present at each event, will serve approximately 100 attorneys within just one year.

- What other projects in the area provide similar services to the same group(s)? When and with what success? How is your project different?

We are unfamiliar with other projects in our area that have tailored their events to providing mentorship to young attorneys, let alone mentorship within a specific practice area. General young lawyer networking events, while providing a pleasant setting for networking with other attorneys, unfortunately do not provide young attorneys with a definite method of networking and mentoring with individuals in different practice areas of interest.

Moreover, to date, MDFAWL's mentorship programs have focused on providing guidance to law students, as opposed to young practicing attorneys. We believe that mentorship is an essential ingredient to the professional development of young attorneys in the Miami area in their first years of practice.

- How will the public benefit from the project?

Pro bono service will be highlighted at every event as a valuable method of gaining experience. New/young attorneys will be informed about the many benefits of pro bono service and if they wish,

they will be put in contact with Legal Aid representatives who can assist the young attorneys with finding projects that may be of interest. For instance, young attorneys who are interested in corporate work may be interested in working on a pro bono matter with the Dade Legal Aid Venture Law Project.

- What impact will the project have in the community?

Young attorney attendees, women lawyers in particular, will begin their careers with a better understanding of how to navigate their chosen practice areas, minimizing costly errors and increasing attrition.

- Will the materials, if any, be sold or provided to participants?

If any materials are provided, they will be given to attendees free of charge.

- Is this an easy project for other young lawyer affiliates to replicate?

Other young lawyer affiliates can definitely replicate this project for their members. MDFAWL often works in conjunction with other bar associations, for instance Gwen S. Cherry and the Asian Pacific American Bar Association of South Florida. Neither of these organizations have a formal young lawyer affiliate as of yet. It is our committee's hope that these organizations will create similar young lawyer affiliates and carry out projects such as this one. This project would be a great opportunity for these organizations' younger members who seek mentorship and wish to network with experienced attorneys who practice law in the practice areas of their choice.

VI. **Project Evaluation:** Please provide the results you expect to have achieved by the end of the funding period. Explain how you will measure the effectiveness of your project. With specificity, describe the criteria for success or failure of the project.

We ultimately expect to pair experienced attorneys with young attorneys (attendees) together during informal lunch and dinner events for light and thoughtful discussions about the practice of law in the area featured at the event. In order to measure the success of the entire program as well as each individual event, we will provide all participants with end-of-event sign-in sheets and short feedback surveys as a means of communicating positive aspects of the program as well as any changes and/or featured practice areas participants would like to see at subsequent events. An event is a success if over 75% of the participants respond positively to our feedback survey, stating that they gained valuable networking connections, useful information and new insight about the practice of law in the particular practice area featured at the event. It is our expectation that the attendees not only seek mentorship from the experienced attorneys, but that they meet and network with other attendees who share their interests, thereby increasing their opportunities for success in the field of their choice.

VII. **Project Organization:** Provide a narrative and an organizational chart showing the proposed project structure. Outline the lines of authority and role of your Affiliate, senior bar, bar staff, other law-related organizations, community groups and appropriate governmental agencies, and how they will relate.

The project will be run by a subcommittee of the Young Lawyers Committee comprised of three individuals: Lauren Brunswick (MDFAWL Board Member and Chairperson of the Young Lawyers Committee), Evelyn Suero and Mallory Gold (MDFAWL Board Member). The subcommittee has been working in conjunction with the Young Lawyers Committee and the Board of MDFAWL on this project. Senior participants for the program will be identified/recruited through MDFAWL's various committees, including the judicial committee and the corporate counsel committee, as well as via MDFAWL's monthly newsletter, which is circulated to 7000 attorneys each month, as well as its weekly newsletter, which is circulated to 1500 attorneys each Friday.

- VIII. **Budget:** Develop a preliminary line item budget of monies needed to complete your project. State whether additional funds can be obtained, if necessary, to achieve the project objectives and continue the project in the future beyond the one year AOC grant period. You may incur costs that exceed the YLD grant requested. If so, please state the projected source for those funds. Show the total cost, the amount requested from the YLD and contributions from all other sources (cash or in-kind). **If you budget for expenditures to cover refreshments, staff or attorney time, rental or meeting space or travel reimbursement, you must show income outside of the YLD grant funds to cover these expenses, as YLD funds cannot be used for these expenditures.**

Promotion of event via MDFAWL website and newsletters	Free of charge
Cost of attendance for senior attorneys ¹	\$2160
\$45 per person (meal + parking) x 6 per event x 8 events	
Scholarships for young attorneys in government or nonprofit law position to attend event ²	\$720
\$45 per person (meal + parking) x 2 per event x 8 events	
Total	\$2880

Additional funding can be obtained, if necessary, directly from MDFAWL, upon request and approval of MDFAWL's Board of Directors. The Young Lawyers Committee can also solicit sponsorships as a means of funding

- IX. **Timetable:** Provide a timetable for the project's major activities.

The program will consist of 8 lunch and dinner programs, with one lunch program and one dinner program to take place during each quarter of 2015. The first dinner program will take place on February 19, 2015.

¹ The Young Lawyers Committee wishes to make attendance of senior lawyers complementary to (1) encourage participation and (2) thank senior lawyers for their participation.

² Scholarship award determinations will be made by the Young Lawyers Committee upon review of scholarship applications to be made available to all members of MDFAWL and Gwen S. Cherry.

THE FLORIDA BAR
YOUNG LAWYERS DIVISION
2015 AFFILIATE OUTREACH CONFERENCE
PROJECT GRANT APPLICATION:

**BACK TO SCHOOL SPEECH & DEBATE
WORKSHOP AND COMPETITION
WITH**

The Central Florida Debate Initiative



"Transforming Education through Competition"

SUBMITTED BY:
ORANGE COUNTY BAR ASSOCIATION
YOUNG LAWYERS SECTION
November 28, 2014

I. SHORT PROJECT TITLE

The project is entitled the **YLS Speech & Debate Competition**.

II. CONTACT INFORMATION

Amber N. Davis (**Also one of the representatives at AOC 2015**)

OCBA YLS Board of Directors

Beusse Wolter Sanks & Maire, P.A.

Email: adavis@iplawfl.com

Phone: 407-926-7716

Tara Tedrow

Executive Director of the Central Florida Debate Initiative

YLS Chair

Lowndes, Drosdick, Doster, Kantor & Reed, P.A.

Email: tara.tedrow@lowndes-law.com

Phone: 407-418-6361

III. DESCRIPTION OF AFFILIATE

Members of the Young Lawyers Section (“YLS”) of the Orange County Bar Association (“OCBA”) are members of the OCBA and must be under the age of 35 or practicing law five fewer years, whichever comes last. There are approximately 750 members of the YLS. The YLS of the OCBA have sent representatives to past AOC’s, including the 2014 AOC at which this project received a generous grant.

IV. SUMMARY OF PURPOSE OF REQUEST

The YLS Speech & Debate Competition will kick off the fall semester of speech and debate in Central Florida public high schools! The OCBA YLS will partner with the Central Florida Debate Initiative (the “CFDI”), an organization dedicated to providing opportunities to learn about and participate in competitive high school debate and public speaking, to host a training workshop and competition for Central Florida high school students. The trainings will be held in August, providing (i) professional development workshops for teachers on how to coach and educate students about speech and debate and (ii) workshops for students in each speech and debate event and the skills of public speaking and debating. The critical thinking, oral advocacy, reading retention, persuasive writing and communication skills fostered through the trainings will culminate in the YLS Speech & Debate Competition, which will serve as an enrichment and competitive opportunity for students in speech and debate.

As lawyers understand the power of advocacy, communication, persuasion and critical thinking skills, having attorneys participate as teachers and judges for speech and debate would be incredibly beneficial for the students- and rewarding for the attorneys! The lifelong skills gained through competitive speech and debate have been proven through decades of research and ought to be afforded to all Central Florida students.

V. PROJECT OBJECTIVES

This project has three main goals:

First, to train high school teachers to be able to continue, or begin, to successfully run competitive speech and debate teams in Central Florida. Many speech and debate programs are never develop or sustain long term because there isn't faculty support or awareness of the program's benefits. This project will provide teachers with the tools they need to run a program and educate their students to become competitors. The skill sets developed through these trainings are invaluable to the success of a competitive speech and debate program, and provide teachers with a tremendous opportunity to enrich their careers and their students' educations.

Second, to empower students with the best opportunities to improve themselves, their education and their futures through the profound impacts of speech and debate education. Competitive speech and debate can address the need for both bridging the educational achievement gap and instilling critical thinking skills in students. The higher-level critical thinking, problem-solving and communication skills fostered through competitive speech and debate supplement high school educations in ways that transcend what traditional classroom experiences provide. A number of peer-reviewed journals have established that speech and debate students are more likely to graduate, meet the ACT college-readiness benchmarks, show greater gains in cumulative grade point averages, have better career and college placement, are more mature and have greater reading retention and analytical skills. These incredible benefits should be commonplace in a normal high school education, but unfortunately are often omitted when educators must teach to a test, thus, speech and debate has transformative educational potential.

Third, to provide a competitive speech and debate opportunity for students that has otherwise largely been afforded to only private schools or affluent school districts. Schools with speech and debate teams often have large budgets or endowments that allow them to travel nationally and hire multiple coaches to work with students. Unfortunately, budgetary constraints for a majority of high schools in Central Florida make it impossible for teachers who want to run a team to hire additional help in coaching and running a team. Thus, the Back to School Workshop will provide the training that is otherwise prohibitively expensive for schools. Moreover, unlike other speech and debate competitions that require students to pay registrations fees and travel expenses of \$35 up to hundreds to dollars, the YLS Speech and Debate Competition will offset those costs to ensure that there are enough funds to pay for tournament registration software and awards for competitors.

VI. PROJECT DESCRIPTION

The Central Florida Debate Initiative was originally developed by YLS member and three-time national Lincoln-Douglas debate champion, Tara Tedrow, in order to develop speech and debate programs that were otherwise nonexistent in Central Florida high schools. For the past year and a half, Tara has worked with various county administrators, principals, teachers and schools to bring twenty new speech and debate teams to the area. Though there are high school speech and debate leagues that host tournaments at different times in the year, this project is unique because it provide free training and team development as well as a competitive opportunity for students to gain the feedback and insight of practicing attorneys.

This project would have a tremendous impact on the Central Florida community. As noted in Section V and IV above, speech and debate profoundly changes students' lives and academic potential. Because this project would be in partnership with the CFDI, at least 100 students and teachers would likely participate in the trainings and competition. Reaching

students in the beginning of a school year is critical to ensuring the development and success of speech and debate programs. The later into a school year that a team begins, the more the students are disadvantaged because other teams will have additional months of preparation and trainings. Thus, the Back to School Workshop will provide teachers with the necessary skills to run competitive teams. Moreover, hosting a competition early in the fall allows students to begin developing and testing out their skills in their chosen event. The sooner we can allow students to try speech and debate, the more likely we are to hook them in as competitors for the remainder of their high school careers!

Thus, this grant would be used to fund a two-part project:

First, the Back to School Workshop for students and teachers to learn about the fundamentals of the different competitive speech and debate events. These workshops are crucial because in order for teachers to run a program, they must learn what it takes to recruit students to their team, organize and prepare students for competitions, provide feedback and ongoing training in the respective events and to know the logistics of overseeing this type of activity. For students, the training is key to ensure that they are well-versed on the basics of each event and will be prepared to compete, that they will not be disadvantaged if their school does not have an experienced coach and to ensure they are learning the necessary oral, thinking and written communication skills for public speaking and debating.

Second, the Back to School Competition will provide students with a competitive opportunity to test out their skills and determine whether the event they have chosen is something they want to pursue. The best way for a student to learn is by doing- and competing in speech and debate is critical to a competitor's continued development of skill and confidence in their abilities. This competitive opportunity is also vital because most schools with new, small or poorly-funded speech and debate programs cannot go to competitions due to a lack of resources and awareness. Thus, a free competition will ensure that no students are left without the chance to be enriched by the proven benefits of speech and debate. Both elements of the project are easily replicated by other YLS affiliates as the logistics of the event and the model for running these programs can happen in any area's local high schools around the State.

VII. PROJECT EVALUATION

This project is evaluated based on the number of schools and students we can reach, as well as our ability train new and existing competitors and teachers.

The goal for 2015 is to secure over 100 students and teachers for the Back to School Workshop and Competition. The greater the number of those who success, the greater the educational ripple effect as those individuals can then go train other students and coaches to compete in and run competitive speech and debate teams. Every teenager who learns how to public speak, communicate effectively, analyze arguments, prepare a speech and engage in civil dialogue will have gained lifelong skills that can be used personally, professionally and academically.

VIII. PROJECT ORGANIZATION

The Chairpersons of the Back to School Workshop and Competition will be responsible for organizing their respective events and garnering additional YLS member support.

The Workshop Chair would be responsible for:

- Securing a date for the teacher and student trainings;
- Securing a location for the trainings;
- Securing food (either donated, or for sale) for the trainings;
- Sending out invitations and reminders to participants;
- Selecting those individuals to lead the different training workshops; and
- Coordinating day-of logistics.

The Competition Chair would be responsible for:

- Securing a date for the competition;
- Securing a location for the competition;
- Securing food (either donated, or for sale) for the competition;
- Sending out invitations and reminders to participants;
- Finding volunteering judges for the competition (hopefully YLS members);
- Ordering trophies for the competition; and
- Coordinating day-of logistics.
- Coordinating CLE Credit for participating attorneys.

Timber Creek High School has volunteered to host the Workshop and/or Competition. The topics for the speech and debate competition come from the National Speech and Debate Association. Moreover, the task of the Chairs would be largely facilitated by Tara Tedrow's assistance, as she has helped run multiple competitions and trainings, and could provide logistics and expectations for the Chairs and their respective committee members.

IX. BUDGET

At past competitions and trainings hosted by the CFDI, pizzas and other food items have been donated. However, there is no guarantee that those donations will be available for the Back to School Competition, so Tara Tedrow or other CFDI members would pay for the cost of food for the competition and workshop. The following provides the breakdown of associated costs:

- Training Workshop Costs:
 - Educational Materials* for teachers, students and teams: **\$2,500.00**
- Competition Costs
 - "Joy of Tournaments" Competition Software (software for online registration of schools and competitors for competitions and pairing of competitors and judges for the rounds): **\$85**
 - Awards for students who place in the top spots of their respective events: **\$200.00**

Total Budget: \$2,785.00

*The Educational Materials would be the NSDA team resource packages, which provide teachers and students with year-round continuing education opportunities through printed materials, webinars and video lectures. This resource packages include a curriculum for teachers and instructional manuals for teams on each speech and debate event. These resources are critical for teams because it reduces the burden on teachers to continually generate new

information for every event and every competition and allows students to have ongoing training and opportunities to learn. Most teams cannot afford to purchase these materials on their own.

X. TIMETABLE

- May:
 - Workshop Chair will secure a date and location for the August workshop as well as individuals to conduct the trainings. Invitations will be sent out accordingly.
 - Competition Chair will secure a date and location for the September competition. Invitations will be sent out accordingly.
 - Competition Chair will complete application to obtain CLE credits for volunteer judges at the event.
- June:
 - Workshop Chair will secure food donations for the August Back to School Workshop. Event reminders will be sent out.
 - Competition Chair will secure food (either donated, or for sale) for the September Back to School Competition and volunteer judges for the competition. Event reminders will be sent out.
- July:
 - Event reminders will be sent out for the training and competition.
 - Those running the trainings will finalize their lesson plans.
 - Resources packages will be ordered for teams.
- August:
 - Trainings will be held!
 - Trophies will be ordered for the September competition.
 - Joy of Tournaments software will be purchased.
 - Registration for the competition will be opened on Joy of Tournaments, event reminders will be sent out accordingly.
- September:
 - Competition will be held and winners announced at an award ceremony!
 - Volunteer judges interested in participating as an assistant coach for schools or as a volunteer judge for other CFDI competitions will be contacted and paired with matching programs and signed up for future competition.
- October:
 - Event follow up with the YLD will be provided.

XI. EXHIBITS

- Exhibit “A” showing the photographs of the event;
- Exhibit “B” showing the write-ups about the event in the OCBA’s *The Briefs*; and
- Exhibit “C” providing a follow up report of the 2014 YLS Speech and Debate Workshop and Competition.

EXHIBIT “A” Photographs

Some of the competitors are pictured below in the closing photographs from the 2014 YLS Speech and Debate Competition:





EXHIBIT "B" THE BRIEFS



Chanel A. Mosley, Esq.

YLS on the move

During the month of November, many of us will reflect back on the previous year and give thanks for our family, friends, and all of the blessings in our lives. As the holidays draw near, we should pause to remember how fortunate we are to belong to a legal community with so many talented, generous, and dedicated members who volunteer countless hours each year for the greater good of the Central Florida region. The YLS has had a wonderful year thanks to the overwhelming compassion and selflessness of so many of its members, and we have enjoyed the camaraderie and a lot of fun along the way! Here are some of the things we've been up to this fall:

The YLS held a joint happy hour with the Young CPAs on September 3, 2014 at Ember. This is a great networking event that provides an opportunity for young lawyers to get connected with other young professionals in the Central Florida area. The happy hour was a huge success, with roughly 40 lawyers in attendance and just as many CPAs. Congratulations to committee chair, **Adam Hartley, Esq.**, and vice chair, **Miguel Acosta, Esq.**, who coordinated yet another great event.

On September 13, 2014, the YLS headed to Gainesville for the annual **Gator Football Bus Trip**. Forty-two YLS members and guests hopped aboard the bus for the Florida v. Kentucky game. Attendees enjoyed a spirited tailgate party complete with BBQ provided by Adam's Rib Co., a local Gainesville favorite. After three overtimes, the Gators were able to snag a win against Kentucky for the 28th straight time, making this the longest winning streak against a single opponent in SEC history! Committee chair, **Joey Chindamo, Esq.**, did an excellent job with the trip and a great time was had by all (unless you were a Kentucky fan...) A special thank you to the trip sponsors – **Dellecker, Wilson, King, McKenna, Ruffier & Sos, LLP, The 850-Call Joe Law Firm, P.A.**, and **Sean Gerlin, Prudential Financial Planning Services**.

On September 17, 2014, the **YLS High School Speech and Debate Competition** was held at Edgewater High School. Twenty YLS members volunteered to judge the debate competition, which was held in connection with the Central Florida Debate Initiative. More than 100 high school students participated and did an excellent job. Thank you to all of those who volunteered to judge this competition, and congratulations to committee chair, **Tara Tedrow, Esq.**, for coordinating such a successful event. (See photo on page 27.)

On September 19, 2014, the YLS held its **monthly luncheon** at the Citrus Club. Former **Chief Judge Belvin Perry** opened up the floor for a very enlightening and entertaining Q&A session about his service as chief judge and what is next in his career. Judge Perry reminded us how fortunate we are to serve as young lawyers in Orlando and offered many words of wisdom for achieving success and balance in the legal profession. The luncheon was well attended and we are grateful to Judge Perry for sharing his time with us! Thank you to our wonderful sponsors who made this luncheon available to our members at such a reduced rate: **Florida Lawyers Mutual Insurance Company, Digital Legal, and LexisNexis**.

Also be sure to join us for these exciting upcoming events:

The **November YLS Luncheon** will take place on **November 14, 2014** at the **Citrus Club** beginning at 12:00 p.m. and ending at 1:00 p.m. Casual attire, including jeans, is acceptable and jackets are not required. For a wonderful three-course meal, the cost is only \$10. Lunch is offered at a reduced price, thanks to the wonderful help of our sponsors. **Please be sure to RSVP through the OCBA Store (www.orange-countybar.org/ylsproducts) no later than November 11, 2014.** A late charge of \$5 will be added for all RSVPs received after the deadline. Please note that the YLS is charged for all RSVPs, so please ensure that you notify us if you have made an RSVP but are unable to make it. We hope to see you at the luncheon!

The **annual YLS holiday party** will be held on **December 5, 2014** at **Ceviche** on Church Street in downtown Orlando. The party is open to YLS members and their guests and includes an open bar and heavy hors d'oeuvres. We will be conducting a toy drive in conjunction with the holiday party, so please bring an unwrapped toy with you to get in the door. Be on the lookout for additional information, including how to RSVP, in our weekly e-blast emails. If you are not receiving our weekly emails and would like to be added to the list, please contact **Amy Rigdon, Esq.**, at Amy.Rigdon@hklaw.com.

Stay connected with the YLS on social media! You can "Like" us on Facebook at <https://www.facebook.com/OCBAYoungLawyersSection> and follow us on Instagram at [@OCBAYLS](https://www.instagram.com/OCBAYLS) to stay in the loop with all of the upcoming YLS events.

Chanel A. Mosley, Esq., Marshall, Dennehey, Warner, Coleman & Goggin, P.C., has been a member of the OCBA since 2010.

PhotoOp



YLS Sponsored Central Florida Debate Initiative Speech and Debate Competition

More than 100 students, two dozen lawyers, and a group of volunteers got together on September 17 to sponsor the YLS's Central Florida Debate Initiative hosted at Edgewater High School. Chair Tara Tedrow, Esq., of Lowndes, Drosdick, Doster, Kantor & Reed, P.A., and co-chair, Marc Sugerman, Esq., of Allen, Norton & Blue, P.A., organized the competition. First-timers' competition nerves weren't settled when the students realized that YLS had recruited attorneys to judge every debate round. However, the excited chatter following the debates reaffirmed the incredible impact the students felt from having practicing attorneys provide constructive feedback about the quality of their arguments and presentations. Because of the YLS's generous sponsorship, all participating Orange County high schools will receive free memberships to the National Speech and Debate Association, along with free educational resources for the entire school year. For those who are interested in getting involved and helping to transform education for local students, more information can be found at www.cfdebate.com.

EXHIBIT “C” FOLLOW UP

SUCCESS OF THE 2014 YLS SPEECH AND DEBATE WORKSHOP AND COMPETITION

We met and exceeded our goal outlined in the 2014 AOC grant application. It was our hope to have at least 100 students and teachers take part in the training and competition. There were over two dozen coaches and students at the August 2014 YLS Speech and Debate Workshop. The students were able to gain invaluable insight and training from multiple volunteer coaches from the Central FLorida area who dedicated a full Saturday and full Sunday to hosting seminars, trainings and practices.

The YLS Speech and Debate Competition was also a huge success as there were over 100 competitors, nearly two dozen attorneys as volunteer judges and over a dozen high schools participated. The event was the largest turnout to date and provided an incredible opportunity for students to hear feedback from practicing attorneys. The coaches and students were grateful for the chance to perform and debate for the YLS members and repeatedly have questioned whether they will have such opportunities in the future. In addition, multiple volunteer judges have requested to judge at future competitions and one has already paired up with an existing team to act as a volunteer assistant coach.

USE OF FUNDS

\$1,125 of the grant awarded for the 2014 YLS Speech and Debate Competition provided all nine Orange County High Schools that competed with membership to and educational resources from the National Speech and Debate Association (“NSDA”). The NSDA is the nation’s oldest and largest speech and debate honor society and provides invaluable resources to teams, coaches and students that are unparalleled by what other organizations can offer. Because of Tara’s close connections with the NSDA and the fact that the membership and resources were purchased in bulk, a reduced price was secured to ensure all of the programs would benefit from the grant funds. Unfortunately, that reduced price is not guaranteed for next year and additional funding will be needed to cover the cost of more schools and students participating. All of the schools who received the membership and resources this year were in dire need of the financial support as their schools provide little to no funding for their teams. Without the grant, many of these programs could not have afforded the resources on their own.

In addition, \$133.55 went to cover the cost of awards for the students who ranked in the top of their events. The awards were presented to such students at the award ceremony following the completion of the competition.

No funds were used for food for either event. Tara secured the free use of her law firm to host the Speech and Debate Workshop and the free use of Edgewater High School for the Speech and Debate Competition. Tara paid for the lunches for both days of the Speech and Debate Workshop herself and the food for the Speech and Debate Competition was partially donated and the rest was sold at the competition to offset the costs of purchasing the pizza.



THE FLORIDA BAR YOUNG LAWYERS DIVISION

AFFILIATE OUTREACH CONFERENCE 2015

GRANT APPLICATION

Submitted By:

**PALM BEACH COUNTY
HISPANIC BAR ASSOCIATION**

December 22, 2014

Project Title:

**MUCHACHAS AND MUCHACHOS
CONFERENCE**

A Legal Fair for Middle & High School Students

Project: Muchachas and Muchachos Conference, A Legal Fair for Middle & High School Students by Palm Beach County Hispanic Bar Association

Contact Information:

Javier H. Zuniga, Esq. (YLD Co-Chair Board Member & Presenter at AOC Conference)
Zuniga Law, P.A.
500 NE Spanish River Blvd. #4-A
Boca Raton, FL 33431
Phone: (561) 544-0944 Fax: (561) 544-0954
Email: [**javier@zuniga-law.com**](mailto:javier@zuniga-law.com)

Robert O. Gonzalez, Esq. (YLD Co-Chair Board Member)
LaBovick Law Group
5220 Hood Road, Suite 200
Palm Beach Gardens, FL 33418
Phone: (561) 320-1377 Fax: (561) 370-6412
Email: [**RGonzalez@LaBovick.com**](mailto:RGonzalez@LaBovick.com)

Description of Affiliate

The Palm Beach County Hispanic Bar Association's (PBCHBA) mission is to provide help for the Hispanic community by creating a group that will stand behind those seeking a judiciary seat in Palm Beach County. We also help those individuals that are intimidated by the Judicial System due to language barriers. The PBCHBA understands the Spanish speaking population's struggles and seeks to provide pro bono efforts to those in need.

The PBCHBA became an Affiliate in October 2013. This is the PBCHBA's second time attending an AOC Conference and applying for this grant. Our organization has 120 members.

Purpose of Request

The PBCHBA is planning to host its second legal career fair to educate middle and high school students regarding the career opportunities within the legal profession.

Project Objectives/Description

Project Objectives:

- 1) To educate middle and high school students of Palm Beach County regarding:
 - a) the importance of graduating high school to achieve goals;
 - b) the importance to do their best in high school to achieve goals;
 - c) the importance of going to college to achieve goals;

- d) the importance of being law-abiding citizens to achieve goals;
- e) the law school process;
- f) the Florida Bar admissions process;
- g) practicing law and the work and ethical responsibilities of an attorney;
- h) the importance of pro-bono and community work;
- i) other career opportunities that exist within the legal field.

Project Description

Many middle and high school students who may be interested in becoming an attorney or other professional in the legal field have a difficult time establishing and implementing a plan to realize their goals. This event is designed to address the information gap and provide guidance to middle school and high school students who are interested in a law-related career. The event will give students a better understanding of the various jobs in the legal field and the process to obtain a job in each such field, and will help students establish a plan to become an attorney or other legal professional.

A crucial message for these middle and high school students is that they need to remain in school and do their best. The path to a bright professional future starts with graduating high school with the best possible grades. The importance of extracurricular activities and community work will also be explained. Then students are advised on how they can be successful by pursuing a college degree. The event will show how a world of opportunities becomes available to students that pursue a college education and obtain a bachelor's degree. These opportunities only further widen by subsequently attending graduate school or, specifically, law school.

One of the primary goals of this project is to broaden the reach of current legal education programs in terms of the number of student attendees and the depth of information provided to these students about the process to get into law school or to achieve a career in the legal field. The event aims to provide this information to at least 120 Palm Beach County students. With larger funding, we may be able to reach more students by providing incentives and giveaways to student attendees.

In order to achieve the PBCHBA's event goals, we have partnered with ASPIRA of Florida, a non-profit organization that aims to advance the Latino community by empowering its youth in the pursuit of educational excellence through leadership development programs that emphasize commitment to the community. ASPIRA works mainly with students of low income areas, mostly minorities (Hispanics, African Americans and Haitians). This partnership allows us to broaden the reach of our event, as ASPIRA has a relationship with the large minority student population in Palm Beach County.

With ASPIRA's connections to the local minority student population, we expect to achieve at least the same level of attendance as we had at our 2014 legal career conference,

where we had 120 students in attendance. The students will be divided into four different groups and each group will attend different workshops simultaneously. All groups will rotate until each group has attended all workshops. The workshops are interactive and are conducted by various legal professionals explaining the different options that exist within the legal field, and the process to achieve a career within that field. The workshops include professionals such as: attorneys, paralegals, investigators, interpreters, court reporters and college counselors. In addition, our 2014 legal career conference included two Palm Beach County Juvenile Judges as keynote speakers who interacted with the students regarding the court system and the different aspects of the legal profession. We plan to again include important keynote speakers at our 2015 event.

We believe this program has already had and will continue to have a significant impact on the Latino community in Palm Beach County. While there are limited programs available to educate students regarding the court system, these programs fall short in providing information regarding the legal profession or how to become a part of it. This event will benefit the community by providing information to students, who are primarily minorities from low income areas with limited access to this information.

This is also an easy project for other attorneys and legal organizations to replicate as it simply requires sharing the knowledge and experience of different legal professionals with students in our community.

Project Evaluation

In our last AOC grant application we established the goal of reaching at least 100 students. That goal was reached and exceeded as we were able to draw 120 student attendees at our 2014 Muchachas and Muchachos Conference. Our goal for the next conference would be to reach at least 120 students and have at least 7 speakers.

Project Organization

This project will be organized and implemented by the members of the Palm Beach County Hispanic Bar Association, under the direction of the PBCHBA's board of directors. The steps for completion of this project include the following:

1. Establish a date for the Conference.
2. Secure the event location at Palm Beach State College. Through our strategic partnership with ASPIRA we were able to secure this location in 2014 at no cost.
3. Establish the number and types of workshops to be provided.
4. Secure speakers for the workshops and at least one keynote speaker.

5. Advertise the event. Through our strategic partnership with ASPIRA we are able to delegate some aspects of this task, as ASPIRA has the direct contacts with many schools throughout Palm Beach County.
6. Coordinate useful giveaways and incentives for student attendees.

Budget

Brochures/Postage/Certificates	\$500
Venue: Palm Beach State College	No Cost due to partnership with ASPIRA
Transportation – buses for students	\$1,500
Parking for Attendees	No Cost due to partnership with ASPIRA
Bags/notepads/pens/giveaways to be handed out to students at event	\$1,000
TOTAL	\$3,000
AOC GRANT REQUEST	\$3,000

Note: Food, non-alcoholic drinks and meal related expenses were \$3,560 for our 2014 event, which was fully funded by ASPIRA of Florida.

Timeline

JUN 2015	Establish a date for the 2015 Conference.
JUL 2015	Secure the event location at Palm Beach State College.
AUG 2015	Establish number and type of workshops to be provided.
OCT 2015	Secure speakers for the workshops and a keynote speaker. Prepare and print marketing materials for distribution
OCT 2015	Advertise the event through ASPIRA's connections with schools; provide marketing materials to ASPIRA for distribution to schools
NOV/DEC 2015	Host 2015 Muchachas and Muchachos Conference, A Legal Fair for Middle & High School Students

PALM BEACH COUNTY JUSTICE ASSOCIATION
YOUNG LAWYERS COMMITTEE AOC GRANT APPLICATION

- I. **Short Project Title:** 2nd Annual Moving to Strike Domestic Violence Bowling Tournament
- II. **Contact Information:** Kate Baloga PO Box 3515 West Palm Beach FL 33402
P: (561) 790.5833 F: (561) 790.5886 E: kate@pbcja.org
- III. **Describe Your Affiliate:** The Palm Beach County Justice Association (PBCJA) has over 400 attorneys and 75 paralegals. The mission of the PBCJA Young Lawyers committee is to provide young and/or new civil trial lawyers with the tools and resources needed to improve and enhance the standards of trial practice and better represent their clients. The membership is dedicated to inspiring excellence in advocacy, upholding the honor and dignity of the legal profession.

2014 was the first year that the PBCJA participated in the AOC as our Young Lawyers Committee was implemented in late 2013.

- IV. **Summarize the Purpose of Your Request:** As a result of the grant we were awarded last year, we hosted our 1st Annual Bowling Tournament this past October with great success. The Young Lawyer's Committee would like to continue with our bowling tournament in 2015 and make it an annual part of our calendar of events. The event will be open to attorneys, judges, judicial assistants, paralegals, and law students. A portion of the proceeds will go to a local domestic violence charity in Palm Beach County to be determined by the committee.

This year the chosen charity was YWCA of Palm Beach County. They provide individual counseling to women in the community to cope with their abusive relationships in order to make the best possible choices for their life and well being.

- V. **Project Objectives/Description:** The Striking Domestic Violence bowling tournament is a fun-filled event with the purpose of bringing the local legal community together to help the victims of domestic violence, the most vulnerable members of our community. Joining in the fight against domestic violence is important to the Palm Beach County Justice Association and its Young Lawyers Committee because of its prevalence within our county. According to the Florida Department of Law Enforcement, in 2012, Palm Beach County ranked 7th in the state in domestic violence offenses with a total of 5,391 reported cases. Because of this incredibly high number, it is important to bring the local legal community together to help current victims of domestic violence and to find ways of preventing future cases.

- VI. **Project Evaluation:** We expect to have an event better turnout for the tournament given the success this year and having the experience of hosting one tournament already. The total cost of the event was right around \$3,500 and this was without promotional items. We would like to have t-shirts or hats made to promote and sell at the event. This will significantly increase awareness about the event and the cause.

- VII. **Project Organization:** The Young Lawyers Committee will be responsible for the overall planning of the event, including selecting a date in the month of October that does not conflict with other events that may limit the participation at this event; promoting the event; planning promotional items, and securing sponsorship.

The Young Lawyers Committee will seek the support from the board and general membership of the PBCJA as well as from local community leaders, including the State Attorney.

PLEASE NOTE: The State Attorney Dave Aronberg was in attendance for a short while for a meet and greet at our tournament this year. Once we set a date, we will be sending him a save the date for our 2nd Annual Bowling Tournament in anticipation that he will attend.

VIII. **Budget:**

Bowling Lanes & Food: \$3,300.00

T-Shirts/Hats: \$800.00

Printed Materials: \$400.00

Total: \$4,500.00

- IX. **Timetable:** The event will take place in October 2015 during Domestic Violence Awareness month.

2nd Annual Moving to Strike Domestic Violence - Hosted by the Palm Beach County Justice Association Young Lawyers

Summary

- ❖ **Event Description:** Bowling tournament open to attorneys, judges, paralegals and law students to raise money a domestic violence organization. Aside from raising money, we will encourage everyone in attendance to take a pledge to either volunteer their time and/or provide items of the shelter's monthly wish list of needed supplies.
- ❖ **When:** October 2015 - Domestic Violence Awareness Month
- ❖ **Why Domestic Violence:** Palm Beach County currently ranks 7th in our state with around 5500 reported cases of domestic violence in 2012 - We suspect the number of actual cases is much higher given the high Hispanic population where domestic violence is less likely to be reported.
- ❖ **Why a Bowling Tournament:** The event was very well received and all who attended had a great time. I have also submitted some pictures along with the grant. Revolutions Bowling Bar & Grille was a fantastic venue and is situated in a perfectly. The bowling alley is located in downtown West Palm Beach, FL, about 5 minutes away from the main courthouse, and where approximately 70% of our members work.
- ❖ **Benefits:** The bowling tournament is a fun way for everyone in attendance to give back to the most vulnerable victims of our community. We hope that this event will also help us show our young lawyers the importance of getting more actively involved with our association and the YLS of the Florida Bar.







AFFILIATE OUTREACH CONFERENCE 2014
PALM BEACH COUNTY YOUNG LAWYERS SECTION

I. Project Title:

Young Legal Development Outreach (YLDO)

II. Contact Information:

Lindsay Demmery

President, Young Lawyers Section of the Palm Beach County Bar Association

c/o Timothy H. Kenney, P.A.

120 Butler Street, Suite B, West Palm Beach, FL 33407

(561) 833-8773; LDemmery@thkpa.com

John K. "Jack" Rice

Chair, YLS Affiliate Committee (Will be presenting at AOC)

c/o Legal Aid Society of Palm Beach County, Inc.

423 Fern Street, Suite 200, West Palm Beach, FL 33401

(561) 655-8944; jrice@legalaidsbc.org

III. Describe Your Affiliate:

The Young Lawyers Section (YLS) of the Palm Beach County Bar Association has over 700 members. YLS has been a participant of the AOC for several years. In recent years, YLS participation in the AOC included a program that encouraged member involvement in Legal Aid Society of Palm Beach County, Inc.'s Pro Bono Project and development of a *Real Life Series* CLE. Through these projects YLS provided legal advocacy to Palm Beach County's underserved population and a CLE series that educated members about pertinent issues faced by new lawyers.

IV. Summarize the Purpose of Your Request:

The mission of YLS is to foster collegiality among members, to develop leaders in the legal profession, to promote the ideal of service to community and profession, and to support the vision and program of the Palm Beach County Bar Association. In order to develop leaders in the legal profession, we would like to start a mentoring program between our members and at risk high school students that may be interested in a career in the legal field but have not been exposed to the legal profession or a professional working environment.

This request seeks funds to initiate and implement a four month mentoring program between young lawyers and area high school students that are interested in pursuing a career in the legal field. YLS hopes to expand the program in future years to a larger number of participants and develop a model that can be adopted by other YLD affiliates.

V. Project Objectives/Description:

This program seeks to establish a mentor–mentee program for YLS members and at risk high school students. Mentors will consist of ten to twelve volunteers from the general YLS membership. Mentees will consist of six to thirty at risk high school aged students that are interested in becoming lawyers but have not been exposed to the legal profession or a professional working environment. Mentee referrals will be solicited from Palm Beach Lakes High School and Suncoast High School, two area high schools with pre-law magnet programs. Mentors will undergo an FDLE background check to assure program participants.

Over the course of four months, mentors and mentees will have the opportunity to interact with one another at monthly events during after school hours. Each event will be short; between two and three hours.

At the initial event, the YLS President or Affiliate Chairperson will introduce mentors and mentees, introduce the program and provide a brief overview of the next three months. Mentors and mentees will engage in activities to learn about each other. After the introduction and presentation by the YLS president or Affiliate Chairperson, mentors and mentees will have to opportunity to eat together (meal provided,) develop goals of program participation, discuss career aspirations, and ways mentors can assist mentees in developing a future career in the legal profession.

The next two events will expose mentees to professional legal working environments in the private, public, and non-profit sectors. During month two, mentors and mentees will meet at the Palm Beach County Bar Association offices, which are located in Central Palm Beach County. From the Bar Association office, mentors and mentees will board a bus and travel to a private law firm. At the firm, mentees will tour the firm workplace and hear remarks from various attorneys and staff of the firm, who will discuss their typical workday and what actions mentees can take to better prepare themselves for working in a private firm. The tour and discussion are expected to be one and a half to two hours. After the tour and discussion, mentees and mentors will return to the Bar Association Office (via bus), where they will eat together (meal provided,) review the day, and make observations.

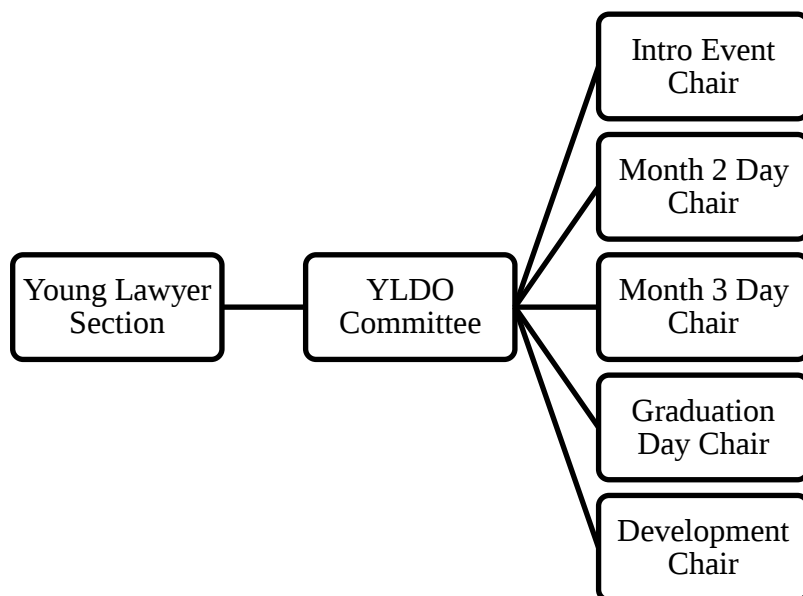
During month three, mentors and mentees will meet at the bar office and travel (via bus) to a public or non-profit law firm. Mentees will tour the firm workplace and hear remarks from various attorneys and staff of the firm, who will discuss their typical workday and what actions mentees can take to better prepare themselves for working in the public and non-profit sectors. The tour and discussion are expected to be one and a half to two hours. After the tour and discussion, mentees and mentors will return to the Bar Association Office (via bus), where they will eat together (meal provided,) review the day, and make observations.

The final event will be a three hour graduation–type event at the courthouse or another suitable venue. Mentees will once again meet at the Bar Association Office and travel to courthouse or other venue (via bus) with their mentors. Parents and guardians will be encouraged to meet mentors and mentees at the courthouse or other venue. At the courthouse or other venue, mentors and mentees will review program participation; present what they have learned to parents, guardians, and mentors; and receive certificates of completion. (If this event is held at the courthouse, mentees and mentors may have the opportunity to briefly tour the courthouse and interact with members of the judiciary.) After the presentation and graduation, mentees will have the opportunity to eat with their mentors, parents and guardians (meal provided,) discuss what mentees have learned through the program, and develop goals for the future. The final graduation event is expected to last between three and four hours.

VI. Project Evaluation:

YLS will evaluate the program by providing surveys to mentors and mentees after each monthly program. Survey results will be recorded and used to improve the next monthly event. Surveys will be provided to the parents or guardians of mentees at the final graduation event. After the program concludes, the results of the surveys will be reviewed by the YLS Board of Directors, who will determine whether the program can be expanded and replicated in future years. YLS will bring the results of the program to YLD’s 2015 Affiliate Outreach Conference and discuss how the program can be replicated by other affiliates.

VII. Project Organization:



The project will be organized by a YLS committee. The Affiliate Chair may serve as YLDO Committee Chairperson. The YLDO Committee Chairperson will be responsible for overseeing development of the four month program. For each event, two individuals of the YLDO Committee will be selected as “Day Chairs,” who will develop and oversee the implementation of one day of the program (*e.g.*, coordinating volunteers, venue, meals, *etc.*) Day Chairs will attend their respective Day to serve as masters of ceremonies throughout the day. A Development Chair will be responsible for marketing the program, collection program applications and surveys, and presenting survey results to the YLDO Committee. The YLDO Committee will evaluate mentor and mentee applications, select mentors and mentees, review monthly survey results to tailor subsequent programming, and make recommendations to the YLS Board of Directors regarding the program’s future.

VIII. Budget:

YLS FUNDS

Month 0	Marketing, development and printing program applications	\$250
Month 1	Food, drinks, and program materials for 14–18 people	\$500
Month 2	Food, drinks, and program materials for 15–18 people	\$500
Month 3	Food, drinks, and program materials for 15–18 people	\$500
Graduation	Food, drinks, program materials for 18–22 people	\$500
YLS Funds	<i>48% of total</i>	\$2,250

AOC REQUESTED FUNDS

Month 0	Background check for mentors (8 @ \$75 each)	\$600
Month 2	Bus and driver (+ gratuity) <i>AOC funds</i>	\$460
Month 3	Bus and driver (+ gratuity) <i>AOC funds</i>	\$460
Graduation	Bus and driver (+ gratuity), Certificates of Completion <i>AOC funds</i>	\$960
Requested AOC Funds	<i>52% of total</i>	\$2,480

TOTAL (YLS & AOC) BUDGET: \$4,730

IX. Timetable:

Month	Program	Venue	Participants	Agenda
0	Development	n/a	YLS membership, YLS Affiliate Committee	Develop program materials & application; solicit mentee referrals from judiciary, area schools, YLS membership, members of County Bar Ass'n, LASPBC's JAP & FCP; review program applications; select mentors and mentees
1	Introduction Event	PBC Bar Ass'n. Office	18–45 total (10–12 mentors, 6–30 mentees, affiliate chair/YLS president)	Meet & greet for mentors and mentees, discuss program itinerary, mentor-mentee goals and expectations.
2	Seminar 1	Private Law Firm	18–45 total (10–12 mentors, 6–30 mentees, speakers)	Expose mentees to professional working environment in the private firms.
3	Seminar 2	Government/ Non-Profit Law Firm	18–45 total (10–12 mentors, 6–30 mentees, speakers)	Expose mentees to professional working environment in the public or non-profit sectors. Mentors and mentees will meet at conclusion to review the day.
4	Graduation	Courthouse	22–48 total (10–12 mentors, 6–30 mentees, previous speakers, affiliate chair/YLS president)	Award certificates of completion, review programming, goals developed during program and conclude.
5	Program Review		Program Committee & YLS Board of Directors	Review program strengths and weaknesses, discuss how program can be improved and expanded, present results to YLD

X. Exhibits: Academy Bus Quote

ACADEMY

P.O. Box 1410 - 111 Paterson Avenue - Hoboken, New Jersey 07030

W Palm Beach Division
Tel: 561-588-4446
Fax: 561-586-8821

Quote

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		W: 561-721-8018	Sales Rep	MINNA TERVOLA
		F:	Reference	
			Payment	Pre-Paid
Departure Information Wednesday Feb 11, 2015 Depart: 14:00 PM WEST PALM BEACH LOCATION TBA W PALM BEACH FL		Destination Information Wednesday Feb 11, 2015 Return: 18:00 PM LOCAL TOUR ON LAW FIRMS IN WPB AREA ITINERARY TO BE PROVIDED W PALM BEACH FL		
Itinerary and Driver Instructions DAY ITINERARIES TO BE PROVIDED - DATES TO BE CONFIRMED ONCE A MONTH STUDENT MENTORING PROGRAM - VISITING LAW FIRMS IN THE AREA TOUR ESTIMATE 4 HRS APP 18 PASSENGERS RATE 4 HR MIN - 10% - ALL INCLUSIVE RATE				
# of Buses	Bus Type	# of Hours	Cost/Bus	Total Cost
1	30 MINI		425.00	425.00
OTHER CHARGES			Equipment:	425.00
Description	Amount	Other Charges:		-7.50
GRATUITY	35.00	Total Quote Cost:		417.50
DISCOUNT 10%	-42.50			
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Make checks payable to Academy Bus, LLC

Payments made within a month of the date of departure must be in the form of a CERTIFIED CHECK, MONEY ORDER, OR CREDIT CARD.

705654
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MENTORING PROGRAM
Wednesday Feb 11, 2015
Deposit Amt: 200.00
Deposit Date: 11/27/2014
MINNA TERVOLA



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Carole I. Klein, CPA

Marcy Lambert

Ellen S. Malachuk, Esq.

Scott C. Mailey, Esq.

J. Grier Pressly, III, Esq.

Devlin S. Radkey, Esq.

Lawrence P. Rodriguez, Esq.

Matthew Sadler, Esq.

Robert M.W. Shalhoub, Esq.

Gustavo W. Smith, Esq.

Rebecca Mercier Vargas, Esq.

Gary Woodfield, Esq.

December 18, 2014

Re: Support of YLDO Proposal

Dear Lindsay and Jack:

I am writing this letter in support of the Young Lawyers Section of the Palm Beach County Bar Association's Legal Development Outreach proposal. The proposed project will provide a much needed resource for disadvantaged public school students who might wish to pursue a career in the legal field but who have not been provided with the opportunity to experience the full range of opportunities offered by the legal profession. By enabling these students to experience both the private and public legal sectors, they will have a better understanding of what the legal profession entails on a daily basis. Through shadowing and hands-on activities, the youth selected for this program will observe first-hand the various aspects of the law, which will better help them decide if they want to pursue a legal career.

The project will also be an opportunity for participating attorneys in the private sector to experience the public interest side of the legal profession. Through such interactions, I anticipate students will gain a better understanding of what it means to be a lawyer, while at the same time demonstrating for Young Lawyers Section mentors the benefits of providing pro bono representation to vulnerable and disadvantaged members of our community. I hope that the Young Lawyers Section of the Palm Beach County Bar Association chooses the Legal Aid Society portion of your program.

Sincerely,

Robert A. Bertisch, Esq.
Executive Director



Admitted to the Florida Bar Association

PINELLAS COUNTY CHAPTER
FLORIDA ASSOCIATION FOR WOMEN LAWYERS
YOUNG LAWYER DIVISION'S AFFILIATE OUTREACH COMMITTEE
PROJECT GRANT APPLICATION

I. Short Project Title:

PFAWL Diversity Initiative

II. Contact Information:

Laura Jo Lieffers
Banker Lopez Gassler P.A.
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St. Petersburg, Florida 33701
1-727-825-3670
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III. Describe Your Affiliate:

The Pinellas County Chapter of the Florida Association for Women Lawyers (PFAWL) is devoted to actively promoting the advancement of women in the legal profession and furthering the common interests of its members by encouraging camaraderie and learning. PFAWL'S chapter has approximately 98 members, the majority of whom are young lawyers and law students. PFAWL's Young Lawyer Division was established in the fall of 2012. This is the third year PFAWL'S Young Lawyer Division will be attending an AOC. Last year, PFAWL was awarded funding for its "Resumes for Success" project in conjunction with the Salvation Army.

IV. Summarize the Purpose of Your Request:

The purpose of this project is for PFAWL to promote diversity in the legal profession in the Tampa Bay area, specifically Pinellas County. One of

PFAWL's goals is to become a leader and a voice in the community concerning the importance of diversity in the legal profession.

V. Project Objectives/Description:

PFAWL's purpose is to actively promote the advancement women in the legal profession. PFAWL holds monthly meetings, CLE programs, and Judicial Round Tables; however, PFAWL would like to start playing a more significant role in enhancing diversity in the Tampa Bay legal community. The PFAWL Board of Directors has chosen to support several events in the coming months which provide educational opportunities for its members regarding cultural inclusion and diversity in the profession. PFAWL has sponsored, partnered or offered support for the following events which will take place in the coming months: PFAWL/Tampa Bay Chapter of the Federal Bar Association 2015 Leadership Program on Staying in the Game – Women, Leadership, and the Law; Stetson Law's Inclusion Summit: Developing Cultural Competence; PFAWL/Clearwater Bar Association 2015 Diversity & Inclusion Luncheon & Symposium on Women in the Law. PFAWL believes that being involved in these events, and providing these opportunities to our membership, will help PFAWL make strides in becoming the community voice for diversity in the profession that we want to be.

Two events require non-monetary support and sponsorship, however the sponsorship of PFAWL/Tampa Bay Chapter of the Federal Bar Association 2015 Leadership Program on Staying in the Game – Women, Leadership, and the Law has a cost of \$250.00. Receipt of a grant will help tremendously in defraying the cost associated with sponsorship of this important event.

One of the objectives of this project is to enhance the professional and leadership growth of young minority lawyers. PFAWL is committed to fostering and striving to maintain diversity in the local legal community, especially diversity in leadership throughout the profession. Leaders in law are not created instantly. Working to encourage the young minority lawyers

of the Tampa Bay area, early in their careers, to become educated on the importance of diversity is key.

PFAWL considers this project just the beginning of a larger diversity initiative. Though PFAWL is going to be involved, by way of sponsorship or non-monetary support, in a hand full of events in the upcoming months, the hope is that this is an ongoing program which continues to gain strength over the years. The Board is confident that PFAWL's involvement will start to make an impact this year and that next year we will be applying for a grant to fund more opportunities for dialogue on current diversity issues for our young minority lawyers in community, such as a mentoring program to foster and support young minority lawyers or diversity training seminars.

VI. Project Evaluation:

We will measure the effectiveness of the diversity initiative by the interest of our members in the opportunities provided. Also, we hope that the project's events will spark new ideas from our Board and our membership for future events and new ways to continue fostering diversity.

VII. Project Organization:

The sponsorships and support for this project's events will be organized by the PFAWL Board of Directors. The Board will also work with and help the partner organizations.

VIII. Budget:

Events	Amount
PFAWL/Tampa Bay Chapter of the Federal Bar Association 2015 Leadership Program on Staying in the Game – Women, Leadership, and the Law	\$250.00
Stetson Law's Inclusion Summit: Developing Cultural Competence	Non-monetary supporter

PFAWL/Clearwater Bar Association 2015 Diversity & Inclusion Luncheon & Symposium on Women in the Law	Non-monetary sponsor
Total Requested:	\$250.00

IX. Timetable:

PFAWL will sponsor and/or support three to four events in the coming months, before the end of its fiscal year (June 30, 2015), with hopes of continuing to its involvement into the next fiscal year. Upcoming events include:

January 29, 2015 – PFAWL/Tampa Bay Chapter of the Federal Bar Association 2015 Leadership Program on Staying in the Game – Women, Leadership, and the Law – University Club, Tampa.

February 6, 2015 – Stetson Law’s Inclusion Summit: Developing Cultural Competence – Gulfport Campus.

February 12, 2015 – PFAWL/Clearwater Bar Association 2015 Diversity & Inclusion Luncheon & Symposium on Women in the Law – Safety Harbor Resort & Spa.

April 2015 – PFAWL/ Tampa Bay Chapter of the Federal Bar Association 2015 Leadership Program on Staying in the Game – Women, Leadership, and the Law – potential Pinellas meeting.

SHORT PROJECT TITLE

SCYLD RESCUE OUTREACH PROGRAM

CONTACT INFORMATION

Marlon A. Smikle, Esq.
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Michael A. Sasso, Esq.
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(407) 644-7161
Masasso@sasso-law.com

Marlon A. Smikle and Michael A. Sasso will be presenting the SCYLD Rescue Outreach Program initiative at the Affiliate Outreach Conference ("AOC") on January 17, 2015.

OUR AFFILIATE

The Seminole County Young Lawyer's Division ("SCYLD") was founded in 2007 with two distinct purposes: to provide service to the Seminole County community through the efforts of its young attorneys; and to promote the development of attorneys new to practice, instilling in these new attorneys a level of knowledge and professionalism so important to attorneys throughout the state. The organization had over 30 members who were practicing attorneys for the 2013-2014 membership year, as well as additional members from Central Florida's local law schools. As of the date of this application, the SCYLD currently has 27 members for the 2014-2015 membership year.

The SCYLD Rescue Outreach Program is a continuation of an initiative began two years ago with the Rescue Outreach Mission of Sanford.

PROJECT SUMMARY

For 2015, the SCYLD is continuing its relationship with the Rescue Outreach Mission of Sanford ("the Mission"), a human resources agency in Seminole County, Florida that provides a safe, supportive and healing environment in which disadvantaged or homeless people receive the assistance they need to return to self-sufficiency. The SCYLD Rescue Outreach Program is designed to provide the Rescue Outreach Mission of Sanford to provide mentorship to the adults and children it serves, whose road to self-sufficiency often times requires the development of both practical and professional skills. Through partnering with the Rescue Outreach Mission of Sanford, the SCYLD

will provide mentoring to both adults and children at the mission, as well as volunteer opportunities to the SCYLD's members to help disadvantaged Seminole County residents whom the Rescue Outreach Mission of Sanford serves.

PROJECT OBJECTIVE AND DESCRIPTION

About the Rescue Outreach Mission of Sanford

The Rescue Outreach Mission of Sanford, located at 1701 W. 13th Street in Sanford, Florida was founded in 1986 by Mother Blanche Bell Weaver, the pastor of the Rescue Church of God, who saw desperate people in her community living without the basic essentials. With the support of her church and its members she set out to help those in need.

As Florida continues to recover from the economic recession, homelessness has become more frequent and of longer duration. There are more than 4,000 homeless persons in Orange, Osceola and Seminole Counties in any given night. The recession has added new faces to homelessness – with families with minor children increasingly losing their housing. As the only organization of its kind for a radius of 25 miles, Rescue Outreach Mission of Central Florida serves a wide geographic area with many needs, pulling residents from primarily Seminole County but also a portion from Orange County. The longer a family or person remains homeless, the more dysfunctional they tend to become. Without the benefit of Rescue Outreach Mission's "Opportunities & Hope" program, many families and/or individuals risk becoming chronically homeless. This creates an even larger burden to society.

The Rescue Outreach Mission of Sanford aims to assist individuals facing homelessness return to self-sufficiency, by providing emergency resources such as food, shelter, clothing and counseling, and by providing comprehensive case management and referral services to help clients find needed resources beyond those the Mission provides.

Rescue Outreach Mission of Sanford has two shelter facilities. One 36-bed shelter serves homeless women and women with children, including those needing shelter and safety from domestic violence. The other 48-bed shelter houses homeless men. As part of their case management, shelter residents work toward personal goals, including employment, a crucial step to becoming more financially stable and independent so they can move into permanent housing.

The SCYLD Rescue Outreach Program and the General Needs the Program Addresses

The SCYLD has partnered with the Rescue Outreach Mission of Sanford, specifically to assist the needs of the people it serves identified during the Mission's in-take process, and addressed in the case management plans developed for the Mission's residents.

During the Mission's in-take process, each person is interviewed to determine the cause of his/her homelessness. The Mission assesses the individual's goals, job skills, education level, health, substance abuse and disability issues (if any), and other factors that contribute to their employment potential. Each case is reviewed weekly to determine progress toward planned goals.

Often times, the case management plans developed by the Mission involve issues related to the development of a resident's professional skills, or helping the child of a resident achieve stability at his or her school. For example, many residents have never worked in a professional environment, and need coaching regarding interviewing skills, basic computer skills, professional dress and presentation skills. Additionally, many residents come to the Mission with children whose schooling has been disrupted by the lack of stable housing, and need extra academic help to get them back on track.

PROJECT ORGANIZATION AND TIMETABLE

After touring with the Rescue Outreach Mission of Sanford's facilities, and meeting one-on-one with the Director of the facility, the SCYLD has proposed the following volunteer program to assist the Mission and its residents:

7th Annual Rescue Run Corporate 5K

Saturday, March 28, 2015, benefiting the Rescue Outreach Mission of Central Florida, this year marks the 7th Annual Rescue Run Corporate 5K, one of only two corporate race events in Seminole County. The SCYLD would like to receive \$2,000 to contribute towards the expenses of the Rescue Run for 2015. This unique team and individual event is a 3.1 mile run/walk in Heathrow that begins at 9:30 AM. The run ends with a wellness BBQ truck and awards presentation for the fastest CEOs and top 3 finishers in all age groups. The event offers camaraderie, competition, fitness, music, food and fun for over 1,200 participants expected. The SCYLD would like to continue supporting the Rescue Outreach Mission through funding it receives. This year we would like to contribute towards the expenses of the Rescue Run for 2015.

Bi-Monthly Youth Mentorship Sessions

The SCYLD will hold bi-monthly youth mentorship sessions for children of residents currently housed at the Mission. These sessions will be more informal in nature, and will allow for children of the Mission to have both exposure to professionals in the community, as well as an opportunity to receive mentoring in academic challenges that the children are facing. The SCYLD would also like to provide at each of these sessions school supplies for the children being mentored.

Facility Service Project

Finally, every year, the SCYLD will identify with the Rescue Outreach Mission staff a facility related project that SCYLD members can assist in helping the Mission renovate.

With the Mission serving over 1 million meals in its twenty-five year history, and housing over 85 residents at any one time, the Mission's facilities and supplies consistently need maintenance and repair.

For 2015, the SCYLD would like to assist the Rescue Outreach Mission with an over \$50,000.00 expansion to its facilities that will be completed at the Mission in 2015. The SCYLD would like to assist in renovating the children's play area, which will be expanded and moved as a part of the renovation. The SCYLD would have a service day where the SCYLD would help in moving and landscaping the new children's play area, supplying materials for the play area to be assembled by the SCYLD.

BUDGET

For both project categories, the following budget is contemplated:

Rescue Run

Rescue Run Expenses	\$1,000.00
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Adult Mentorship

Printing and material costs for professional "skill sheets"	\$100.00
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Youth Mentorship

School supplies	\$400.00
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Facility Service Project

Cost for purchase of materials for new play area	\$1,000.00
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TOTAL BUDGET	\$2,500.00
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Additional funds can be obtained through membership dues and fundraisers to supplement the costs of refreshments to be served at each event, as well as for additional equipment costs related to the Facility Service Project.

PROJECT EVALUATION

At the completion of the projects listed in this application, SCYLD leadership would meet with the Director of the Rescue Outreach Mission, as well as the Mission's case managers, to discuss the effectiveness of these programs, as well as whether the programs assisted residents in achieving the related goals under their individual case plans. This meeting would also act to define the scope of future projects based on the changing needs of residents as addressed by case managers in residents' case plans.

CONCLUSION

Given the economic climate and the associated hardships faced by all residents of Florida, the SCYLD believes the programs presented under this Application, as well as a partnership with the Rescue Outreach Mission of Sanford, will provide the members of the SCYLD a meaningful opportunity to give back to the Seminole County community where the attorneys of the SCYLD practice. The SCYLD is excited to assist the Rescue Outreach Mission of Sanford in its continuing efforts to serve Seminole County's disadvantaged residents.

Respectfully submitted,

Marlon A. Smikle
Michael A. Sasso
Seminole County Young Lawyers Division

THE FLORIDA BAR YOUNG LAWYERS DIVISION

YLD AFFILIATE OUTREACH CONFERENCE 2015

ST. PETERSBURG BAR ASSOCIATION GRANT APPLICATION

- I. **Short Project Title:** “Ask a Lawyer” Day
- II. **Contact Information:** Erica K. Smith, YLS Chair
Fisher & Sauls, P.A.
100 Second Avenue South, #701
St. Petersburg, FL 33701
(727) 822-2033
esmith@fishersauls.com

Erica Smith will present the project of the St. Petersburg Bar Association Young Lawyers Section at the Affiliate Outreach Conference on January 17, 2015.

III. **Describe Your Affiliate:** The St. Petersburg Bar Association Young Lawyers Section currently has a total of approximately 200 members. Of that total number, we have approximately 30 - 45 members who actively and regularly participate in YLS functions. Our Affiliate has regularly participated in the AOC in the past. This is the first year that our Affiliate will present this particular project.

IV. **Summarize the Purpose of Your Request:** The St. Petersburg YLS would like to expand its Law Day outreach to the community by hosting an “Ask a Lawyer” Day on Saturday, May 2nd from 8:00 a.m.-12:00 p.m. (the day after our “Law Day Luncheon”). This would be a dedicated time when people who cannot afford an attorney can ask questions, receive general information, learn about their rights and responsibilities, obtain help completing pro se forms, and obtain referrals, if appropriate, to local pro bono legal organizations. It would also provide an opportunity for our attorneys to find one or more cases that they are willing to take pro bono, in the spirit of the One Client, One Attorney, One Promise campaign of the Florida Bar and Florida Supreme Court. Our target demographic for this service day would be individuals who may have too much income or too many assets to qualify for help from our local legal aid organizations but who are living paycheck to paycheck and cannot afford full-priced legal services. We plan to advertise in our local newspaper, as well as through fliers placed at various schools, churches, and organizations around the city. We would have approximately three to five of our attorneys for each of the following subject areas: (1) Family Law; (2) Landlord-Tenant; (3) Criminal Defense; (4) Wills and Probate; (5) Bankruptcy and (6) General Civil Matters. General intake volunteers would discern the individual’s needs and direct the individual to the proper advice area, where the individual would wait until his or her number was called to consult with a volunteer attorney. Our goal is to be able to provide information and resources to at least 30-60 members of our community.

V. **Project Objectives/Description.** In 2014 the St. Petersburg Bar Association embarked on a course of strategic planning, with assistance from the American Bar Association, to chart the course of our Association for the next three to five years. From the discussions about such strategic planning, there has emerged among our Bar's Board of Directors a clear impetus for new and additional community service, specifically pro bono legal service by our members. Additionally, the Sixth Judicial Circuit Pro Bono Committee, headed by Judge Kimberly Todd, has been reinvigorated this year, with each local Bar association encouraged to increase its provision of pro bono service and to exercise creativity and innovation in how such services are provided. The St. Petersburg YLS wants to be at the forefront of this energized focus in the Sixth Judicial Circuit for new and improved pro bono services.

As stated, our target demographic for this service day would be individuals who may have too much income or too many assets to qualify for help from our local legal aid organizations but who are living paycheck to paycheck and cannot afford full-priced legal services. In this way, we hope to reach a group that has currently been underserved by existing resources. We have two main legal aid organizations in St. Petersburg (Gulf Coast Legal Services and Community Law Program), both of which are in tremendous demand. Our local legal aid cannot fully meet the demand of those citizens who meet the very restrictive income and asset requirements of the legal aid organizations, let alone the demand from those persons who would not qualify for legal aid services because they do not fall below the poverty level or otherwise meet the income and asset criteria.

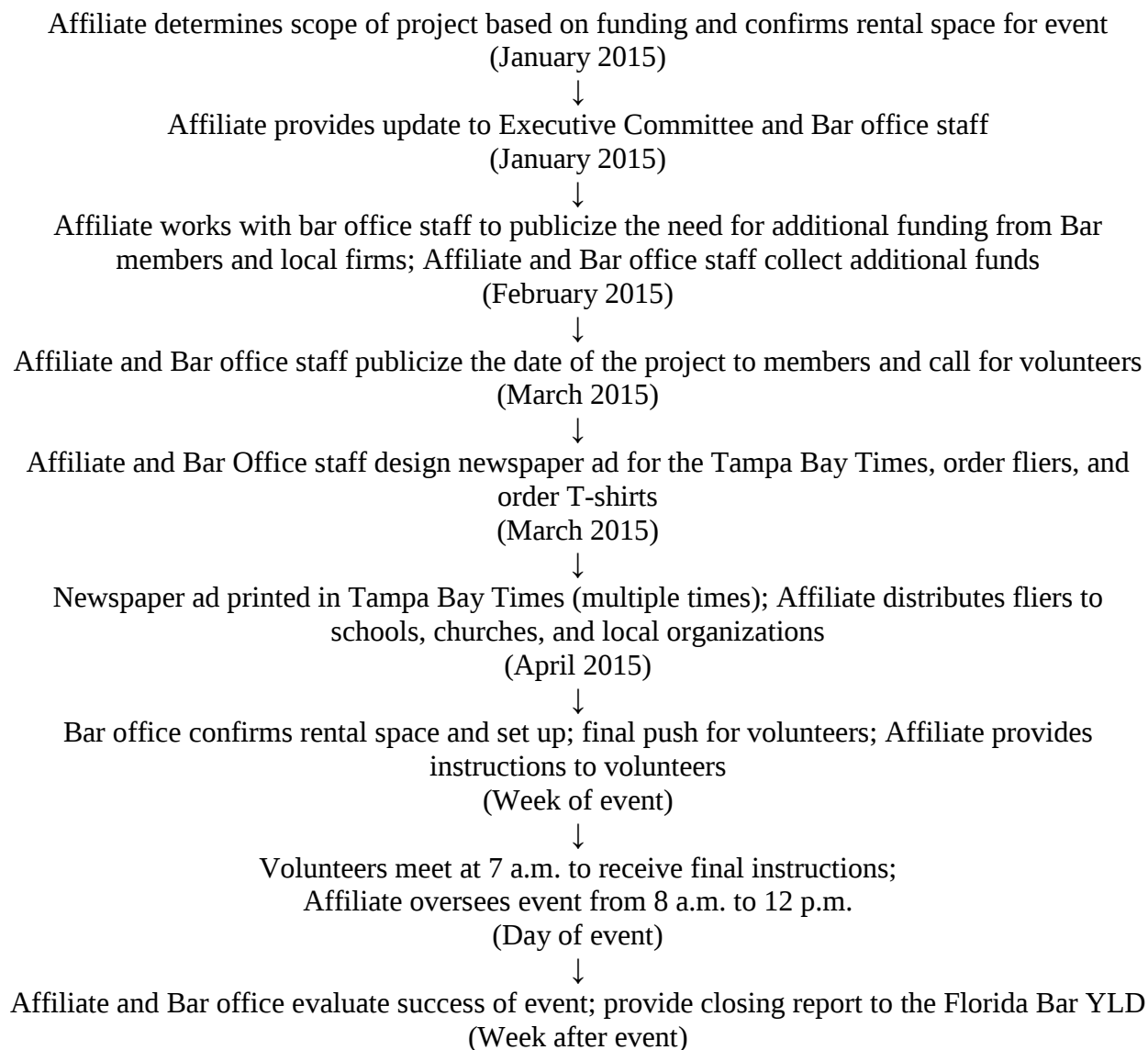
An annual event called "LawFest" has been quite successful during the past ten years in providing similar services to the citizens of south St. Petersburg. We feel that the success of LawFest demonstrates the significant need in St. Petersburg for this type of legal outreach. Our project will take place in a different part of St. Petersburg to hopefully reach a different group of people, who may not have participated in a LawFest day in the past.

The public will benefit from our "Ask a Lawyer" Day by becoming better informed citizens and participants in the legal system. Those who cannot be helped in a single information session will be paired with a legal aid organization or a private attorney willing to serve the individual pro bono. Hopefully, this experience will positively impact the community's perception of lawyers and the local legal system by increasing access to the courts and truly striving for "justice for all."

We will make available to the public informational pamphlets and brochures, as well as free legal forms from the Sixth Judicial Circuit. This would be an easy project for other young lawyer affiliates to replicate because the principal resources required are our knowledge, time and compassion. In every community there are individuals who are currently underserved by the legal community and who are in need of assistance.

VI. **Project Evaluation:** The result our Affiliate expects to have achieved by the end of the funding project is the organization and completion of a pro bono "Ask a Lawyer" Day to provide legal information and resources to members of our community who cannot afford full-priced legal services.

VII. **Project Organization:** The organization of our project will involve the cooperation and work primarily of our Affiliate and Bar Office staff in the following manner:



VIII. **Budget:**

Rental space for event	\$ 700.00
Advertising cost (newspaper)	\$ 400.00
Printing cost for fliers (1,000)	\$ 100.00
Printing cost for yard signs to place at event location	\$ 200.00
Copying costs for brochures, free forms, other legal resources	\$ 100.00
T-shirts to identify volunteers	\$ 200.00
Drinks and snacks for volunteers and participants	DONATED
	\$ 1,700.00

The St. Petersburg Bar Association is requesting a grant of \$1,700.00 from the Florida Bar Foundation to complete this project. If we receive less funding than requested, we will engage in a fundraising effort among our Bar members and local firms to raise the rest of the money. Our other option is to scale back the project as the funding requires. For example, instead of wearing T-shirts to identify the volunteer attorneys, the volunteers could simply wear some type of visible identifying name tag.

IX. **Timetable:** On January 17, 2014, our Affiliate will learn from the Florida Bar whether we have received a grant and the amount of such. At the January 26th meeting of the St. Petersburg Bar Executive Committee, the Affiliate will update senior Bar leadership and Bar Office staff on the proposed project. If additional funding is necessary, fundraising will occur during February 2014. At the February 16th meeting of the St. Petersburg Bar Executive Committee, the Affiliate will provide a second update to senior Bar leadership and Bar Office staff. During the month of March, the Affiliate and Bar office staff will publicize the service day, register volunteers, design the newspaper ad for the Tampa Bay Times, order fliers, and order T-shirts. The newspaper ad will run in the Tampa Bay Times in the month of April. In early April, the Affiliate will distribute fliers to schools, churches, and local organizations to publicize the event. The week of the event, the Bar office will confirm the rental space and set up and the Affiliate will provide instructions to volunteers. On Saturday, May 2nd, the volunteers will meet at 7:00 a.m. to receive final instructions. The Affiliate will oversee the event from 8:00 a.m. to noon, with an evaluation of the event to be completed by the Affiliate and Bar office the week after the event (at which time, the Affiliate will provide a closing report to the Florida Bar YLD).

Tallahassee Bar Association Young Lawyers Section

2015 AOC Grant Application – "Thunderdome Tallahassee"

I. Short Project Title: Thunderdome Tallahassee: Legal Education, Leadership, and a Legacy in Volunteer Family Law Services for Low-Income Leon County Citizens

II. Contact Information: Ian S. Macdonald
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imacdonald@cphlaw.com
We are not yet sure who will present this project at this year's AOC

III. Describe Your Affiliate: The Tallahassee Bar Association Young Lawyers Section (the YLS)

- The YLS is comprised of young attorneys or those attorneys recently admitted to the Bar. The YLS strives to contribute to the educational and professional advancement of attorneys, particularly younger members of the Bar, as well as contribute to the betterment of the community in general through charity functions and projects. The YLS has an unknown number of members.
- The YLS has had a strong presence at the AOC and has received grants the past two years.
- This year is the second time the YLS is presenting this Thunderdome project at an AOC. Last year the YLS presented Thunderdome as a new program and much of the requested funding focused on start-up costs and materials. Thunderdome will be in its second year in 2015 and therefore the funding needs will be different but still quite significant.

IV. Summarize the Purpose of Your Request:

The YLS, in partnership with the Legal Aid Foundation, proposes continued support to further develop "Thunderdome Tallahassee," a cohort training program in family law. Thunderdome gathers and trains diverse community leaders to address the chronic need for pro bono service among low-income Leon County citizens. This innovative model has helped the Legal Aid Foundation to recruit/develop more volunteers, serve more clients, garner new donors/sponsors, and receive widespread publicity, such as in the *Tallahassee Democrat* and *The Florida Bar News*. Based on the successful development of the Thunderdome Tallahassee initiative and launch of the inaugural Class 1, Class 2 participants will commit to taking cases during nine months of family law education, group discussions and leadership development. This supportive and experiential environment will foster new and continued volunteerism, benefitting local families and children unable to afford the legal help they need.

V. Project Objectives/Description:

- *What needs does the project address? Why are these needs important to your Affiliate?*
Finding pro bono volunteer lawyers is always a challenge, particularly in family law issues. Young lawyers, or lawyers inexperienced in family law, are reluctant to handle these cases,

which may involve a high intensity of client emotion as well as a high-stress volunteer experience. They do not have the experience to understand the impact of their service. The Legal Aid Foundation, which was founded 45 years ago for Tallahassee Bar members to assist low-income Leon County citizens with their civil legal needs through pro bono legal service, is always looking for innovative approaches to this ongoing problem. In consulting with the American Bar Association for best practices in volunteer recruitment and education, the Legal Aid Foundation found a promising program model to help us address three important goals: increase pro bono family law to needy Leon County citizens; unite the legal community with larger community efforts for social change; and deliver volunteer training supported by continuing legal education credit, intensive networking, and public recognition. Implementation in year 1 resulted in shortening the wait for a volunteer family law lawyer from 3-4 months or more, to almost immediate assistance for new cases. Young lawyer participants benefit by expanded recognition among colleagues and community peers, as well as leadership training and legal mentorship.

- *To what groups will the project provide services (young lawyers, the community at large)?*
This project provides legal services to low-income Leon County citizens with family law civil legal needs through pro bono legal service. Additionally, this program provides diverse young lawyers with legal training, leadership development, and networking opportunities with established members of the Leon County legal community and each other.
- *How many people will the project serve?*
This project has the ability to serve an immeasurable number of people. The inaugural Thunderdome class consists of 21 young lawyers each of whom handled at least one pending case. Class 2 will benefit 20-25 families in need of legal services. Upon entry, each participant is assigned to a family law case from the Legal Aid Foundation pro bono case list and will be assigned a second case if the first is completed during the course of the program. Thunderdome graduates will be more likely to volunteer for family law cases than will untrained Legal Aid volunteers. Capacity will multiply over time as successful volunteers take family law cases throughout their careers, paying dividends 15-20 years into the future.
- *What other projects in the area provide similar services to the same group(s)? When and with what success? How is your project different?*
The Legal Aid Foundation currently provides pro bono legal services to low-income families, often the working poor. In the full representation Pro Bono program, lawyers represent clients on a volunteer basis in multiple civil matters, approximately 90% of which are family law matters. In the past year, volunteer lawyers donated over 3560 hours and closed 311 pro bono cases, providing over \$800,000 in free legal services to low-income citizens and families in Leon County. Thunderdome will build upon the Legal Aid Foundation's existing supply of pro bono volunteers and provide them with family law training, making the volunteers more effective and efficient and reducing the clients' wait for pro bono assistance.
- *How will the public benefit from the project?*
The public will benefit from having trained attorneys take on pro bono family law cases for low-income Leon County residents. Civil legal aid in family law bolsters family stability, safety, and living conditions, ultimately impacting the public welfare of Leon County.

- *What impact will the project have in the community?*
The community will have access to trained attorneys prepared to handle pro bono family law cases. Intentional participant recruitment among top law firms, diverse bar associations, and law schools, and high-level publicity about the program participants and supporters has helped and will continue to help the community understand the dedication of lawyers to the community and to equal access to the law.
- *Will the materials, if any, be sold or provided to participants?*
In 2014, the Legal Aid Foundation, YLS, FSU Law professors, and other Thunderdome leaders compiled a Florida-specific family law handbook and other support materials geared toward young lawyers or volunteers inexperienced in family law. Having been evaluated by the inaugural class, these materials will be updated for 2015, and Thunderdome will provide participants with the handbook to use in conjunction with the Thunderdome curriculum.
- *Is this an easy project for other young lawyer affiliates to replicate?*
Yes, Thunderdome is an easy project to replicate throughout Florida. Thunderdome Tallahassee is based on Thunderdome family law legal clinics in Chicago and Connecticut. With the Florida-specific handbook and a documented process for implementation, Thunderdome clinics can begin throughout the state. An additional benefit is that such an educational program supported by networking and community leadership development will be attractive to sponsors at local levels.

VI. Project Evaluation:

- In spring of 2015, continue the Thunderdome development process with ways to improve the Thunderdome experience for participants, and establish best practices to address a historically unmet need for pro bono family law assistance to low-income families.
- Beginning fall of 2015, provide Class 2 of 20-25 diverse young attorneys with family law education and experience, leadership development, networking, and public recognition.
- Provide a virtual tool to allow participants to share stories and solutions.
- Use developer/participant experiences and program publicity to inform the community of how Thunderdome impacts the public welfare of low-income families in Leon County, a critical step to build community participation and future support.
- The effectiveness of the project can be evaluated based on the enrollment of Class 2, effective handling of cases, and the retention of Thunderdome graduates as pro bono volunteers for Legal Aid Foundation family law cases.

VII. Project Organization:

The YLS and the Legal Aid Foundation will reconvene Leon County leaders from the judiciary, law firms, universities, and legal associations to review existing ThunderDome programs identified as best-practice models for educating and supporting family law volunteers. They will also incorporate best practices from Leadership Tallahassee, a program that develops local community leaders so successfully that alumni help recruit new participants and sponsors, and from the Florida Bar Wm. Reese Leadership Academy for young lawyers. By combining these proven successes and implementing improvements, the group will establish a firm framework for ThunderDome Tallahassee Class 2, a

family law education/networking/leadership program for diverse young Leon County lawyers. This process will consist of the following elements:

- Continue to develop a curriculum of monthly education in family law, complemented by discussion of challenging experiences and incorporating community leadership development;
- Work with community leaders to identify a strong second cohort of 20-25 young lawyers;
- Implement Class 2, assigning cases and introducing clients in initial sessions;
- Document experiences on video (with client and volunteer consent) to illustrate the impact of civil legal aid on local families and the personal leadership development of participants;
- Celebrate program completion, publicly recognizing participants and contributors; and
- Foster continued networking among the first, second, and subsequent cohorts, to increase future pro bono service and program mentoring/participation.

VIII. Budget:

Contract for videographer to produce client/volunteer stories-	\$ 3,000.00
Administrative expenses (CLE materials/credits/etc)*-	\$ 405.00
Supplies and materials (Thunderdome handbook/clinic materials/etc.)*-	\$ 2,700.00
Space Rental-	\$ 1,800.00
Class meals (evening classes)	\$ 3,500.00
Marketing-	\$ 600.00
Community launch reception, end of program recognition ceremony-	\$ 3,000.00
<u>Total Expenses-</u>	<u>\$15,005.00</u>
<u>AOC Grant Request-</u>	<u>\$ 3,000.00</u>

* YLS anticipates using awarded AOC grant monies for these purposes only. To the extent there are any funds remaining after these expenses, the money will be used for filing and litigation fees for the Class 2 clients.

The Legal Aid Foundation has built relationships with individuals and corporations who sponsored Thunderdome Tallahassee's inaugural class, and with enthusiastic interest from the community, we expect to see increased sponsorship for Class 2.

IX. Timetable: Provide a timetable for the project's major activities.

- By spring of 2015, reconvene diverse Leon County community leaders to improve the Thunderdome experience for participants, and establish best practices to address a historically unmet need for pro bono family law assistance to low-income families.
- Beginning fall of 2015, provide a cohort of 20-25 diverse young attorneys with family law education and experience, leadership development, networking, and public recognition.
- Beginning fall of 2015, enhance virtual access for participants to share stories and solutions.
- Beginning fall of 2015, continue to use developer/participant experiences and program publicity to inform the community of how Thunderdome impacts the public welfare of low-income families in Leon County, a critical step to build community participation and future support.

TALLAHASSEE WOMEN LAWYERS
PROJECT GRANT APPLICATION

I. **Short Project Title:** TWL's 5th Annual Rookie Camp

II. **Contact Information:**

Sarah C. Young
Florida First District Court of Appeal
2000 Drayton Drive
Tallahassee, FL 32399
youngs@1dca.org
(850) 717-8152

Sarah C. Young will be presenting.

III. **Describe Your Affiliate:** Tallahassee Women Lawyers (TWL) has over 200 members. All TWL members who qualify for the Florida Bar's Young Lawyer's Division (YLD) are considered members of TWL's Young Lawyers Section. This is the tenth year that TWL will be represented at the YLD Affiliate Outreach Conference. TWL has been awarded grant funding each year it has participated. This is the fifth year grant funding is requested for TWL's annual Rookie Camp.

IV. **Summarize the Purpose of Your Request:** This project is a total of three events for law students and lawyers in their first two years of practice developed and hosted by the TWL Mentoring Committee and Young Lawyers Section. It has two main goals: to encourage young lawyers and law students to begin community service and pro bono work early in their career as a benefit to their career and to inform participants about professionalism and the importance of relationships in the practice of law.

V. **Project Objectives/Description:** In recent years, law schools and the Florida Bar have increased their efforts to impress upon students and young lawyers the importance of professionalism. With TWL's 5th Annual Rookie Camp, TWL hopes to join this effort and provide professionalism education to law students and young lawyers from a different perspective. While law students are already required to take courses in Professional Responsibility, and young lawyers in Florida must participate in the "Practicing with Professionalism" CLE, these efforts lack the one-on-one contact that our project promises. Participants in TWL's 5th Annual Rookie Camp will come face-to-face with practitioners who believe in the importance of professionalism and who can share their personal experiences.

This project originated out of a desire to emphasize how critical professionalism and relationships are in developing a full and healthy practice of law. The project's

objectives include increasing professionalism in the legal community by instilling an understanding of the practical importance of ethics and civility in some of the newest members of our profession; outlining methods of dealing with unmanageable clients without sacrificing your attorney-client relationship; providing information on financial responsibility; providing practical approaches to stress management and conflict resolution in the practice of law; providing participants with tools to achieve the work-life balance that best suits their lifestyle; inspiring law students and young lawyers to become involved in community and pro bono service by showing them the benefits of community and pro bono service to their careers; raising awareness about specific needs in the community for voluntary service and pro bono legal work by bringing young lawyers and law students together with the organizations that need their service; and helping participants jump-start their careers by providing practical advice and presenting the opportunity to develop mentoring relationships with experienced practitioners.

These objectives will be achieved through the development of the “Rookie Camp” committee to handle each step of the process, and coordinating with the mentors and presenters which will include Florida State University Professors, District Court Judges, Circuit Court Judges, and top attorneys in the Tallahassee area.

The event will be two days of scheduled presentations, which will be capped off with a mixer co-hosted with the Women’s’ Law Symposium at Florida State University. This year’s first event will be modeled after a Table of 8 and held at the Capital City Country Club. Law students and young lawyers will be assigned to tables populated with senior attorneys and judges. After an hour of networking with these knowledgeable attorneys, Dr. Wayne Hochwarter, Jim Moran Professor of Management at the Florida State University College of Business, will give a presentation on how to achieve and maintain work-life balance as a lawyer. Based on his years of research, Dr. Hochwarter will provide us with insight and advice into how to be a “happy workaholic.”

This year’s second event will begin with a presentation by a local financial planner. He will address the various loan repayment options as well as the various hurdles one must overcome in budgeting as a young lawyer. After this presentation, a judicial panel consisting of District Court Judges, Circuit Court Judges, and County Judges will address topics including work-life balance, the importance of good communication skills for young lawyers, and pro bono work. The second event will end with a round of speed mentoring, where senior attorneys and judges will individually speak with attendees.

One of the most important aspects of this year’s Rookie Camp is that it will place students and young lawyers in the position to develop long-term relationships with the practitioners who lead the discussions and participate as mentors. Our event will emphasize the importance of relationships to the practice of law so that participants will understand the value of increased cohesion and collegiality in the legal profession.

Practitioners will discuss the impact community and pro bono service has had on them, as well as the networking opportunities that such service presents.

TWL anticipates that 50 attorneys, law students, mentors, and presenters will participate in this event. The event promises to be a warm and inspiring welcome to the legal profession for the participants, and it is an event that, once established, will be easily replicated annually by future TWL boards and other voluntary bar organizations who wish to develop a similar program directed toward its members. Additionally, because of TWL's plan to record the presentations and provide the recording on the Florida Association for Women Lawyers' website as well as the Florida Bar's website, the event will have statewide impact.

Similar projects in the Leon County area include the "Afternoon at the Courthouse" event hosted annually by the Tallahassee Bar Association (TBA) and the "Table for Eight" program hosted monthly by Tallahassee Women Lawyers. The "Afternoon at the Courthouse" program is designed to provide new members of the Florida Bar with a fundamental guide to practice in the Second Judicial Circuit through seminar presentations and networking events. The "Table for Eight" program is a mentoring initiative that allows TWL members to get to know one another in a casual, small-group setting and enjoy a wonderful evening of food, fun and conversation. "Table for Eight" is typically held at the home of the TWL member seeking to provide mentoring and includes seven attendees who are as diverse as possible in terms of the attendees' experience levels and practice areas. The advantage of "Rookie Camp" is that it combines the above mentioned programs by creating one-on-one mentoring between prominent attorneys, judges and law students on a larger scale. "Rookie Camp" is not limited to TBA or TWL members, but all members of the local legal community. Further, the purpose of "Rookie Camp" is not only to educate members of the legal field about the best law practices, but to foster meaningful relationships within the local legal community.

- VI. **Project Evaluation:** Attendance at TWL's 5th annual Rookie Camp in the anticipated levels will evidence its success. TWL will also document the number of attendees. TWL will ask for feedback from the mentors, presenters, law students, and attorney participants through an evaluation at the end of the event. TWL will also monitor the times the project is downloaded from the FAWL website for other organizations. In addition, we will compare attendance data from the 2015 event with all future "Rookie Camps" in hopes that participation will grow.
- VII. **Project Organization:** The Young Lawyers Section of TWL will play a unique role in helping coordinate and advertise "Rookie Camp," particularly to the Young Lawyer community. Approximately 5-10 TWL members will participate as presenters. TWL mentors from the TWL Mentoring Committee (10-20) will participate as mentors. An additional 5-10 members will assist the event's planning committee in coordinating the

event and its planning. The project will be a joint effort between TWL's Mentoring Committee, FSU's Women Law Symposium and TWL's Young Lawyers' Section. TWL's Mentoring Committee consists of experienced TWL members who volunteer to mentor law students from FSU's Women's Law Symposium and young attorneys from TWL's Young Lawyers' Section.

VIII. Budget:

Category	YLD Grant Requests	Voluntary Bar Association Funds	Other Funds* (list sources below)	In-Kind Support** (list sources below)	Total
Personnel		Volunteers		Volunteers	0
	\$500.00				\$500.00
Location					
Equipment: Vendor to record event	\$1000.00				\$1000.00
Supplies	\$350.00				\$350.00
Postage		ENews/ Advertising \$200.00		TWL members	\$200.00
Printing/Photocopies of educational materials \$10.00/person	\$1,150.00				\$1150.00
Other (specify): Book: Elements of Legal Style (Amazon Price \$25.00/person x 20)	\$500.00				\$500.00
Other (specify): TWL Newsletter^		\$1800.00			\$1800.00
Other (specify): Packet Materials Organization materials, FL Bar CLE notice, FL Bar Guidelines for Prof. Conduct	\$500.00				\$500.00
TOTAL	\$4,000.00	\$2,000.00			\$6,000.00

TWL is committed to continuing to host "Rookie Camp" annually. TWL requests \$4,000.00 in

funding from YLD in order to cover printing costs, video recording of the event and educational materials for the participants to utilize following the event. The main funding requirements of this project will be from the provision of materials to the participants and the preparation of the audio recording for the wider audience on the Florida Association for Women Lawyers' website. TWL hopes to provide lunch all materials to the participants free of charge to ensure that the program reaches as many law students and first year attorneys in the area as possible. TWL has budgeted money to supplement any funds received from YLD to cover refreshments, meeting space expenses, and travel reimbursements for speakers as needed.

IX. **Timetable:** "Rookie Camp" will be held February 11, 2015, February 18, 2015, and February 25, 2015. Advertising for the program has begun and will continue in order to promote optimal attendance.

X. **Exhibits:** None.

2015 YLD AOC PROJECT APPLICATION – VOLUSIA COUNTY

- I. **YLD Luncheon “Alone we can do so little, together we can do so much – Helen Keller”** The young lawyers of Volusia County will participate in team building exercises at a local community park, followed by a BBQ hosted by the young lawyers division which invites the rest of the Volusia County Bar Association and judges to attend and share their experiences as young lawyers.

II. **Volusia County YLD Affiliate Contact Information.**

Ashley Fowler, YLD President-Elect
Fowler & Ahmed, P.A.
645 N. Halifax Ave.
Daytona Beach, FL 32118
(386) 253-9998
ashley@fowlerahmed.com

Chelsea Sims, YLD Board Member
Cobb Cole, P.A.
149 S. Ridgewood Ave., Ste. 700
Daytona Beach, FL 32114
(386) 323 9271
Chelsea.Sims@CobbCole.com

Barbara Reid, YLD Secretary
Doran Sims Wolfe Kunder, Ciocchetti & Wagner
1020 West International Speedway Blvd.
Daytona Beach, Florida 32114
(386) 253-1111
BReid@doranlaw.com

- III. **Volusia County Bar Association YLD Affiliate Description.** The YLD of the Volusia County Bar Association currently has an active membership class of approximately 70. Past projects include Bowling for School Supplies (5 years), Golf Tournament (2009), Essay Contest (2011), Brain Chase Zombie Run 5k (2012 and 2013), YLD Luncheon: Tips for a Successful Practice (April 2014), and a Joint Beach Clean-up with the Orange County Bar Association YLS (September 2014).
- IV. **Request Summary.** The Volusia County Bar Association has established a Board for the Young Lawyers Division, so that our young lawyers will have a more cohesive and productive Division. We have just recently drafted and approved our bylaws and created committees to address different aspects of the Division, including a social committee and a community

service committee. The Board is committed to uniting the Young Lawyers of Volusia County to become more involved with their community and build relationships between each other and with lawyers of all experience levels. This event will consist of a half day of different activities aimed at encouraging working together, promoting trust among colleagues and being a team. The participants will arrive at Tusawilla Park and partake in the different adventure courses: the Lagoon, the Reef and Point Break. This will consist of an approximately four hour period with all the young lawyers in the tree tops learning and exploring together. All those that attend and participate will receive a water bottle with the YLD logo prominently featured. The disbursement of YLD logo goods will advertise the newly established YLD and quickly promote and grow local YLD membership in our organization.

After the group adventure, the Young Lawyers will use the facilities at the Park to host a BBQ for lawyers and judges from all over Volusia County. The BBQ will provide an opportunity for the young lawyers to continue to get to know each other, get to know the more seasoned attorneys and judges in the area, and receive guidance and advice from these more experienced members of the bar to help the young lawyers as they navigate through their growing career.

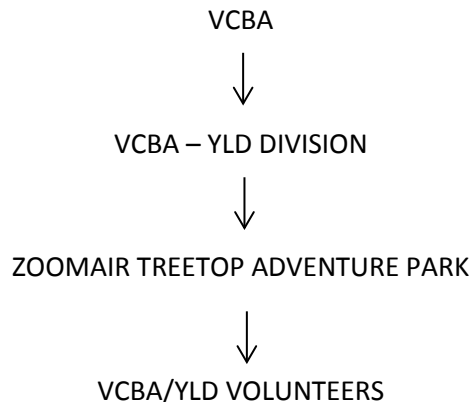
- V. Project Objective/Description.** This project addresses the need for a tighter bond of friendship and camaraderie among the young lawyers in the community, as the YLD works to establish a stronger foothold in the Volusia County Bar and Young Lawyers Division of the Florida Bar. These needs are important to the YLD because in order for the YLD to grow and be successful, it is necessary to have a group that has strong ties to each other and the organization. The goal of this event is to create a feeling in the young lawyers that they are a team whether they are in court or in the community. If the young attorneys work together as a team, then individually each member will have an incentive to be more involved and passionate about the different aspects of the YLD. Furthermore, the second half of the event, the BBQ, will promote a bond between the young lawyers and other members of the bar, providing mentoring, networking, and a connection among the various experience levels of the attorneys of Volusia County. The young lawyers will not only feel that they have a team that they are part of, they will also learn some tips and tools of the trade from the other attorneys in the area that have been in their shoes. This bond will create more active participation in future events among attorneys, including those hosted by the YLD. This will in turn help promote the YLD group, so that more young attorneys will want to be a part of the organization. We hope to have at least 100 people attend the event. There is no other local group we are aware of that offers this event directly to young attorneys.

The public will benefit from this project through the increased participation in YLD which will result in more young lawyers to help with community events created by the YLD community service committee. Further in the legal realm, the community will benefit as the goal of this

project is to create better working relationships between young lawyers which will result in less aggression and bulldogs tactics in court and instead promote efficient and productive representation, providing a more satisfactory resolution on a case. In a team based approach, young lawyers will also feel more open to reaching out to other lawyers, or team members, for help or guidance, which will also promote more productive representation for the community as clients of these lawyers.

YLD water bottles will be provided to the attendees with the YLD insignia. There will be a small fee to attend the event. This project could easily be replicated by other young lawyer affiliates.

- VI. Project Evaluation.** The results expected by the completion of the funding period is the team building event taking place on a Saturday to be set up with the organization that runs the adventure courses at Tuscawilla Park, the participants attending said event in the morning, dissemination of YLD water bottles to participants, a YLD BBQ afterwards that invites the full Volusia County Bar, and a strong commitment from attendees to become more involved in YLD. The success of the project will be determined from the future participation and commitment of the members in the upcoming activities planned by the YLD, as well as a possible influx of new members.
- VII. Project Organization.** The Volusia County Bar Association – YLD will be solely responsible for hosting the event; however through Zoomair Treetop Adventure Park at Tuscawilla Park, many of the logistics (event set up, direction and assistance in safety measures for the adventures; actively participating in the adventures) will be handled by experienced staff. The remainder of the responsibilities (contacting and reserving the date at the Park, leading portions of the event on the day of, selecting, designing and ordering water bottles, gathering the materials for the event, setting up the tables, announcing and promoting the event, and collecting RSVPs) will be handled by the YLD volunteers.



VIII. Budget.

A majority of the budget will be devoted to the attendance at the Park. The price to attend the event will be \$10.00/per person. These funds will provide revenue for the event to cover the cost of the meal. The price of the event will include a BBQ meal, participation in the adventures, and a water bottle bearing the YLD logo. Any additional costs will be covered by VCBA.

- a. Attendance and Participation
 - i. \$31.45/each person
 - ii. $\$31.45 \times 100 \text{ participants} = \3145.00
 - iii. Logo water bottles
 - iv. \$3.44/water bottle
 - v. $\$3.44 \times 100 = \$394.00 + \text{tax and setup fee} = \419.61
 - vi. (TOTAL COST: \$3564.61)
- b. Cost of the BBQ
 - i. $\$10/\text{pp} \times 100 = \1000
- c. Expected Revenue
 - i. $\$10/\text{pp} \times 100 = \1000

TOTAL EXPENSES	(\$4564.61)
Estimated Revenue	\$1000.00
AOC GRANT REQUEST	\$3564.61

IX. Timetable.

February 2015	Receive AOC grant funding Order water bottles with YLD logo Contact Zoomair Treetop Adventures and make a reservation Promote event through announcements at social events and VCBA newsletter
March 2015	Receive water bottles Confirm reservations with Zoomair Treetop Adventures Continue promotion of event through VCBA newsletter
April 2015	Disburse email announcement for event Collect RSVPs for event
Event Day	Enjoy as a Team and have Fun!

**Wilkie D. Ferguson, Jr. Bar Association's
Grant Application to the Florida Bar Young Lawyers Division**

I. Short Project Title: International Human Factor Youth Leadership Program: 2015 Leadership Workshop

II. Contact Information

Main Contact: Leigh-Ann A. Buchanan, 1450 Brickell Ave., Suite 1900, Miami, Florida 33131; (305) 982-4036; lbuchanan@bergersingerman.com

Presenters at AOC: Leigh-Ann A. Buchanan and Akivia Bassaragh

III. Description of the Wilkie D. Ferguson, Jr. Bar Association (the "Ferguson Bar")

The Ferguson Bar, formerly known as the Black Lawyers of Miami, was formed in 1977 when a group of lawyers sought to remove the barriers to full inclusion of blacks into the Miami-Dade legal community. The founding members realized that change of this magnitude could only be accomplished through collective effort. Through the years, the Ferguson Bar has had a profound impact on the legal, civic, and political landscape of Miami-Dade County. The Bar is committed to the constructive development of its members and the development of opportunities to ensure that our judiciary and legal community understand, appreciate and are responsive to the concerns of the diverse community in which we live and serve.

The Ferguson Bar has over 100 members and has presented at the AOC conference in the past.

IV. Summarize the Purpose of Your Request

Last year, the Ferguson Bar founded its flagship youth leadership program, the [International Human Factor Youth Leadership Program](#), a collaborative venture with the International Institute for Human Factor Development.

The requested funding will contribute to the costs associated with hosting the Program's 2015 Youth Leadership Workshop for a diverse group of 20-25 talented teens from Miami's most underserved communities.

The project will serve several community based youth organizations: Overtown Youth Center, Hands2Help, and Urgent, Inc. and Educate Tomorrow. All four organizations implement youth development programs that focus on enhancing personal and career development, positive relationships, business and economic literacy, civic engagement, conflict resolution, academic achievement, independent living skills and technology literacy in the lives of underprivileged minority teens.

V. Project Objectives/Description:

The Ferguson Bar will select a cohort of talented and diverse teens to participate in a two-day Leadership Workshop in Miami, Florida during April 2015 lead by Dr. Senyo Adijibolosoo, best-selling author of [*The Human Factor in Leadership Effectiveness*](#), along with prominent members of the South Florida legal community. Participants in the Leadership Workshop will also be selected for the one-week experiential learning program in Ghana at the IIHFD's Leadership Academy in the summer of 2015.

This request seeks funding for the Leadership Workshop component of the Program, which will occur in April 2015. This Leadership Workshop will expose under-served minority teens who reside in low-income areas to legal careers and opportunities. This project is critical to the Florida Bar's mandate of ensuring that the legal community represents and remains involved in diverse constituency it serves.

Over the course of the two-day Leadership Workshop, notable leaders from Miami's legal community will facilitate interactive presentations concerning their individual paths the practice of law and personal strategies for success in leadership. Presenters will include Dr. Adijibolosoo, legal community leaders from the 11th Judicial Circuit Court, the Miami-Dade County Commission, the Southern District of Florida United States Attorney's Office as well as local law firms to serve as presenters.

The Leadership Workshop will explore the key attributes of successful leaders, provide an introduction to social entrepreneurship and focus on incorporating the guiding principles of human factor development philosophy to inspire and encourage participants to become active and engaged leaders in their personal lives and communities.

These leaders will also facilitate lunchtime roundtables focused on careers in the law. These roundtables will cover: (1) the importance of law in society, (2) the various types of lawyers, practice areas, and daily activities performed by attorneys, (3) the path to becoming a lawyer, with a particular focus on academic requirements and beneficial extracurricular activities, (4) the importance of representation of minorities in the legal profession, as well as (5) disseminate a comprehensive guide of books, websites, and other resources relating to careers in the law. Further, Members of the Ferguson Bar's YLD will serve as mentors for each teen participant.

VI. Project Evaluation

The Program will meet the outcome of providing access to opportunities for disadvantaged youth by creating a training platform for the growth of personal leadership and social entrepreneurship skills as well as a unique environment within which to utilize those skills.

Further, the Program is an opportunity for teens from economically challenged backgrounds to have intimate access to Miami legal and community leaders, training from leadership experts and to partake in a cultural exchange through international travel and the HFLA. For many, such an experience will positively change the trajectory of their academic and personal paths.

The Program objectives are to (1) equip participants with the skills and experience to be leaders in their community and their personal lives, (2) provide a unique forum to facilitate the exploration and development of their strength of character, ability to lead and desire to serve, (3) provide access to a supportive and safe environment within which each participant can discover their true potential, and (4) through instruction and experiential learning, instill in each participant an understanding and appreciation for the guiding principles of Human Factor Leadership.

The Program evaluative process will measure success through surveys, interviews, journaling and activity and content summaries.

VII. Project Organization

The Program will be organized principally by the board of the Ferguson Bar as well as the Advisory Committee to the Program.

Specifically, the following individuals/organizations will be responsible for the following tasks:

- Leigh-Ann Buchanan, President: Oversight of project; execute time table; arrange logistics, Leadership Workshop content development; solicit presenters.
- Jocelyn Brown, President-Elect and Rochelle Wimbush, Secretary: Generate and execute marketing plan and materials; contact all news outlets, including the Daily Business Review to highlight the Program.
- Ian Ward, Treasurer: Collect all contributions, coordinate payment for budget items listed in Section VIII.
- Akivia Bassaragh, Vice President, and Sophia McGill, Group I Director: Serve as a liaison to participants and law students volunteers; generate interest among young lawyers and law students to serve as mentors.
- Law Student members: Assist in writing and preparing age appropriate educational materials for the Leadership Workshop, as well as instructional support to attorneys hosting the event.
- Community youth organizations: identify prospective participants and assist with application

VIII. Budget:

The project budget is allocated to reproduction costs of any workshop materials, purchasing resource books which will be provided to the workshop attendees, and for any equipment rentals that may be necessary. Some of the grant money will also be used for general operation of the project. However, any funds received by the Ferguson Bar would not be used to cover staff or

attorney time, rental or meeting space, alcoholic beverages or travel reimbursement. Outside sponsorship has been secured to cover such expenditures.

The Ferguson Bar will seek to cover any costs which exceed the provided grant funding through Ferguson Bar fundraisers and financial and in-kind sponsorships by local law firms, companies and organizations. The Ferguson Bar will also apply for other grants that fund legal diversity pipeline initiatives such as this one.

This grant will serve as one of several sources of funding. We intend to again seek financial and in-kind support from our 2014 sponsors, which included Berger Singerman LLP, Carlton Fields Jorden Burt and many individual contributors.

Budget Item	Amount	Sub-Total
<i>Workshop Expenses</i>		
Printing and duplication of reference materials	\$350	
Purchase of copies of legal career resource books and copies of <i>Human Factor Leadership</i> for participants	\$550	
Transportation of participants to and from workshop	\$300	
Workshop space rental (\$300 per day x 2 days)	\$600	
A/V and presentation set-up	\$600	
Food for participants (breakfast and lunch)	\$1200*	
Marketing, and publicity of program and dissemination of application to community organizations	\$200	
Copies of surveys and intake forms	\$100	
Advertisements and communications to Ferguson Bar membership to solicit volunteer attorneys to give presentations about the practice of law	\$100	
Workshop Leadership Lecturer for two-day institute (\$500 minimum presentation fee)	\$500*	
Lecturer travel expenses for workshop	\$800*	
Total Workshop Expenses		\$ 5,300
*Total expense for which outside funding will be sought		\$ 2,500

IX. Timetable

- **December 2014:** AOC grant application
- **January 2014:** Applications will be disseminated through Miami youth development/support partner organizations.
 - AOC presentation
- **March 2014:** Participants are selected
- **April 2015:** Leadership workshop and participants submit reflection papers and complete post-program surveys.

- **July 2015:** Ghana experiential learning program.
- **August 2015:** Participants submit reflection papers and complete post-program surveys.

X. **Exhibits:** More information about the Program and the 2014 class is available at www.miamihumanfactor.com.