



Building the Network: Third Annual Stakeholders' Round Table on Pro Bono Legal Services in Alberta

Outcomes Report

October 23 - 24, 2008
Calgary, Alberta

Prepared by Susan V.R. Billington, QC - Executive Director

ACKNOWLEDGEMENTS

This document summarizes the outcomes of the sessions at *Building the Network: Third Annual Stakeholders' Roundtable on Pro Bono Legal Services in Alberta* which took place on October 23 and 24 at the Law Society offices in Calgary, Alberta. Attached as Appendix 1 is the Agenda of the programming for the Round Table.

Thanks go to all of the speakers for their stimulating and informative presentations over the course of the two-day gathering and to all of the Stakeholders for their active participation and input throughout the conference. Thanks in particular to Rod Jerke, Q.C., Pro Bono Law Alberta President, for his excellent leadership throughout the gathering.

In addition, many thanks are due to all of the members of the Pro Bono Law Alberta Board of Directors and the Advisory Board members for their leadership in support the delivery of pro bono legal services and promoting the access to justice cause in Alberta.

Thanks are due to the staff of Pro Bono Law Alberta for assisting in organizing this worthwhile event, particularly to my assistant Myra Skerrett, and our new Project Manager, Cecelia Frohlick for their work in making the conference such a success.

The Round Table was made possible through funding from the Alberta Law Foundation and the Law Society of Alberta. The supportive role of the Law Society of Alberta in providing space and amenities for the Round Table, along with their ongoing generous support for and assistance with Pro Bono Law Alberta, is gratefully acknowledged

Goals and Objectives of Building the Network

Building the Network is the third consecutive annual conference of the pro bono stakeholders in Alberta. Our pro bono network is growing and all of the demographic trends indicate that the need and demand for the organized delivery of pro bono legal services for low income Albertans is also increasing. There were some new faces around the table this year and what a great opportunity to gather, share ideas and to build the relationships that will enhance the network of pro bono service delivery in Alberta for the months and years to come. The participant list is attached as Appendix 2.

The goals and objectives of this third conference were somewhat different than the first two Round Table gatherings. The Stakeholders' Round Table held in October 2006 called *Building the Vision* was to determine whether there was a role for a provincial pro bono organization and to discuss the mandate of such an organization. The result was the formation by the pro bono stakeholders (with the support of the Law Society of Alberta during its 100th anniversary year) of *Pro Bono Law Alberta* in 2007. The objectives of the second Round Table held in early November 2007 entitled *Laying the Foundations* was to report to the stakeholders regarding the strategic vision and plan for PBLA and to develop a worthwhile forum for all of the pro bono stakeholders to come together to share information and strategies on the delivery of pro bono

legal services. For copies of the reports from the first two pro bono stakeholder Round Tables, please go to the PLBA website at www.pbla.ca.

In organizing and planning the third Round Table, the objectives were focused on providing a professional development and networking experience for the conference participants. Two strategies were incorporated to ensure this goal was achieved. First, after the second Round Table in 2007, an evaluation of the participants was conducted by an on-line survey. The feedback from the survey from the second Round Table indicated that we had accomplished our objectives in providing a worthwhile experience for participants. The one consistent message for improvement was to provide more opportunities for discussion and networking. In structuring the Agenda for the third Round Table, we attempted to achieve this goal.

Secondly, in advance of the third Round Table, we circulated a request to the stakeholders for suggestions regarding topics. Several suggestions were received that were incorporated into the Agenda planning.

The objectives for Third Annual Stakeholders' Round Table - *Building the Network* were:

1. to provide opportunities throughout the Round Table for interaction and networking;
2. to bring the stakeholders together for professional development opportunities and education on relevant matters to the delivery of pro bono legal services (conflicts, barriers/challenges, volunteer recruitment, etc.) and to allow for small group discussion;
3. to report on outcomes from the Second Annual Stakeholders' Round Table; and obtain input on matters that have arisen in the past year (ex: LSA funding initiative and the role of the staff lawyer);
4. to provide opportunities for sharing information and resources that enhance pro bono delivery to the community
5. to develop new ideas that will enhance the pro bono network of stakeholders in Alberta.

The Agenda for the meeting was tailored to meeting these objectives by:

1. being held over a 1 ½ day period to facilitate networking opportunities including a group dinner and new this year a reception held at the end of the Thursday session to provide networking opportunities for participants unable to attend the dinner or the Friday sessions;
2. having specific facilitated sessions that provided time for feedback and input;
3. requesting input from the participants in advance of the meeting for topics for discussion and incorporating those suggestions into the Agenda planning;
4. asking participants and Board members to be actively participate as presenters;
5. incorporating "outcomes" from each of the sessions.

Summary of Outcomes

The following is a summary of the Outcomes of the Third Annual Stakeholders' Round Table: *Building the Network*. A summary of the sessions follows in the next section of this report.

Conflicts of Interest

- PBLA to continue to pursue the rule amendments with the Law Society on conflicts of interest in the pro bono context
- Generate ideas and options for client referrals when conflicts arise in the pro bono clinics. Suggestions were raised such as: roster program, referral to other clinics, pro bono phone advice etc

LSA Fundraising initiative

- Thank Law Society for the successful “first try”
- Ask Law Society to conduct the fundraising initiative again next year!
- Develop a purpose for the fundraiser. The suggestion of a disbursement coverage program for pro bono files
- Other fundraising ideas– pursue other stakeholder groups such as Judges

Updates from Stakeholders- Challenges - Work towards solutions for the common challenges that are faced in the delivery of pro bono legal services:

- Sustainable funding is always a challenge, leveraging resources
- Awareness and communication amongst stakeholders, the public and the profession
- Technical issues – personnel (turn-over, salary levels, burn-out), continuity of corporate knowledge, space, income/client selection criteria
- Increasing demand for services overall and in particular communities such as immigrant communities

Best Practices for law firm pro bono

- Proceed to liaise with law firms to adopt and implement formalized pro bono programs and policies at the law firm level
- Proceed to develop and implement the Roster program project

Online resources and technological solutions

- Proceed with idea to develop a project to build an online community of the pro bono stakeholders with resource bank and communication network

Volunteer Recruitment strategies

- Proceed to develop a project plan to pursue a volunteer recruitment strategy for newly admitted lawyers based on the best practices and previously successful model from CLG.

Summary of Sessions

Session 1: Conflicts of Interest and the new draft pro bono rule

Presenter - Nancy Carruthers, Practice Advisor, Law Society of Alberta

Arising from the input from Stakeholders on session planning, a session on Conflicts of Interest was the first order of business at the Round Table. Practice Advisor Nancy Carruthers provided a brief background regarding the duties of lawyers to avoid conflicts of interest. This summary included a review of the case law. A copy of Ms. Carruthers' PowerPoint presentation including the case law citations is attached as Appendix 3.

In addition to the background to the law and a lawyer's professional responsibilities regarding conflicts of interest, Ms. Carruthers outlined the proposals for the revisions to the Law Society of Alberta's Code of Professional Conduct to facilitate the provision of pro bono legal services in clinical or court based pro bono programs. On September 4, 2008, a session was held in conjunction with the pro bono stakeholders and the Professional Responsibility Committee of the Law Society and many good comments regarding the draft rule were made at that time. The goal of the rule is to accommodate the provision of pro bono legal services realizing that inadvertent conflicts of interest may occur during the course of the provision of pro bono legal services. The example of landlord and tenant was used. A lawyer may inadvertently give advice to a tenant at a pro bono clinic not knowing that the landlord is represented by another lawyer at their law firm. The proposed rule is intended to accommodate this inadvertent conflict by allowing the law firm to continue to act for their client (in this example, the landlord). The Professional Responsibility Committee will be considering the proposed revisions in the coming months.

Session 2: LSA Fundraising Program, Outcomes and Discussion
Presenter - John Cuthbertson, QC, Board member PBLA

Mr. Cuthbertson outlined the background, outcomes and issues that have arisen from the Law Society of Alberta's fundraising initiative.

Background - The First Pro bono Stakeholders' Round Table on Pro Bono legal services held in October 2006 brought the pro bono stakeholders together to determine whether to establish Pro Bono Law Alberta as a province wide pro bono organization. The funding for a new pro bono organization was an issue for the existing stakeholders; and funding always seems to be an issue for not-for-profit organizations. The funding for legally related not-for-profit organizations is more challenging as many community funders will not fund legally related organizations. The Alberta Law Foundation is the main funder and ALF money that comes from the interest on lawyer's trust accounts are to be used only for the public benefit – not for the benefit of the legal profession.

Funding for staff lawyer positions until recently, not traditionally something ALF funded and something CLG and ECLC in the past found very difficult to raise funds for. As heard at the second annual pro bono stakeholders' roundtable, staff lawyers are key to pro bono clinic legal service delivery model in Alberta.

The President of the Law Society of Alberta in October 2006 was Jim Peacock, QC. Mr. Peacock made a commitment at the first Stakeholder's Round Table on behalf of the Law Society of Alberta to do fundraising for the pro bono clinics and in particular, fundraising for the position of staff lawyers. This was a commitment of the LSA to fundraise and not a commitment of PBLA which had not been formed at that time.

PBLA is not a fundraising organization and has worked hard to ensure that it does not rely on its operations by fundraising within the legal profession. This is because at the first stakeholders' Round Table, there was a great concern by the pro bono stakeholders that the establishment of PBLA would undermine or compete with the established clinics and stakeholders for funding and fundraising.

As PBLA is a charitable organization and can issue tax receipts, the LSA asked PBLA to participate in the fundraising by: receiving donations; issuing a charitable tax receipt; deciding on how any funds raised would be distributed.

To fulfill its commitment, on March 31, 2008 Jim Peacock sent a fundraising letter on behalf of the Law Society to all lawyers in Alberta for a request for money payable to PBLA for the purpose of pro bono clinic staff lawyer funding. A copy of the letter is attached as Appendix 4. The campaign was a direct mail letter campaign only and no separate initiative was made for personal contacts to lawyers or law firms to donate.

Mr. Alan Hunter, QC, PBLA Advisory Board member, added his perspective that contributing financially to the pro bono clinics is the right thing to do.

Outcomes - A total of \$20,570 was received from 89 donors (lawyers) through the direct mail campaign from April through to August 2008. A large number of donations were given by small firm practitioners.

The PBLA Board met in September and considered how to distribute the funds. The PBLA Board is made up of stakeholders from each of CLG, ECLC, CACLC, LLG, VLS, CLERC and the LSA. The issues to be decided were: use of the funds; equal or disproportionate funding; the future.

- It was decided that:
 - each clinic with a staff lawyer is eligible for funds; CLG, ECLC, CACLC, LLG and CLERC
 - the funding will be equally distributed
 - suggestion on how to use the money could be given: salary, bonus, professional training, professional fees
 - each clinic needs to use the funds for their staff lawyer as this was the basis on which the funds were collected by the LSA. There is no discretion on using the funds in other ways
 - PBLA will distribute the funds on this basis and ask for accountability on how the funds are used.

The following issues were discussed by the participants:

- Was the fundraising worth the effort?
- Should the fundraising initiative be done again?
- Should we ask the LSA to undertake the fundraising again next year?

- Did this initiative impact on the clinics fundraising in other ways?
- If the fundraising is done by the LSA again, how should it be undertaken? By mail? Should it be a bigger effort?
- Should PBLA or the clinics be more involved in the fundraising activities and if so, how?
- Does fundraising in this way impinge on our efforts for lawyers to increase their pro bono commitment to provide legal service? ex: lawyers can buy their way out of providing pro bono service?
- How to demonstrate our thanks to the LSA for doing this in 2008?

Consensus was unanimous that the fundraising effort was well worth it. Mary Lynn Dorsey provided the perspective an organization should expect a 1% return on donors contacted. Based on the approximate membership of 8000 lawyers in Alberta, this statistic of 89 donors is a success. Stakeholders agreed that the Law Society should be thanked for this initiative and a request should go forward to be undertaken for a second year. There was some thought that a specific purpose for the funds should be designated. There was strong support for the fundraising campaign to be for the start-up of a “disbursement coverage” program.

Session 3: Updates from Stakeholders – What’s New and Challenging
Facilitators - Doug McCallum and Suzanne Alexander-Smith, PBLA Board Members

Each stakeholder was asked in advance of the meeting to be prepared to make a presentation to update the Round Table participants regarding their pro bono organization. This session heard from each of the following stakeholders:

- Student Legal Services, U of A Faculty of Law: Peter Osadetz, Civil Law Coordinator
- Calgary Legal Guidance: Mary Lynn Dorsey, Executive Director
- Central Alberta Community Legal Clinic: Kathy Parsons, Executive Director
- Edmonton Community Legal Centre: Debbie Klein, Executive Director
- Lethbridge Legal Guidance: Judy Godlonton, Executive Director
- Children’s Legal and Educational Resource Centre: Jo-Anne Clark, Executive Director
- Student Legal Assistance, U of C Faculty of Law: Maureen Mallett, Executive Director
- Volunteer Lawyers’ Service: Amy Cooper, Program Coordinator

The Round Table participants broke off into small groups to discuss the challenges and opportunities that face organizations engaged in the delivery of pro bono legal services. The Stakeholder updates had taken a bit longer than conference organizers had anticipated and we would have liked the breakout groups to have more time for this part of the Round Table. However, participants were able to bring forward their ideas to the larger group.

Mr. Don Bishop QC, PBLA Advisory Board member, added his perspective to the meeting that the front-line role that the pro bono stakeholders play in the delivery of pro bono legal services to low income people in Alberta is “heroic and inspiring”.

Session 4: Best Practices and policies for law firm pro bono

Presenter - Gillian Marriott, PBLA incoming Executive Director

Ms. Marriott introduced the best practices and policies for law firm pro bono. PBLA has developed a law firm pro bono best practice guide entitled *Investing in Pro Bono: A Best Practice Guide for Pro Bono Legal Services by Law Firms*. The guide provides practical information and a policy template for creating a successful law firm pro bono legal services program. The guide covers many aspects of why a pro bono program is important, advantages of having a pro bono program, and how to formalize a pro bono program. Key to the strategy of implementing a law firm pro bono policy is to have a certain number of pro bono hours counted within the lawyer's billable hour quota. This strategy ensures that lawyers know of their law firm's commitment to the pro bono policy.

Sample pro bono policies for law firms have been created that can be adapted by each law firm depending on its needs. It is anticipated that law firms will use this guide as a valuable resource in establishing a pro bono program and creating opportunities for their lawyers to become involved in pro bono service.

The development of the guide arises from Managing Partners meeting held in Calgary in May 2008. A key strategy to engage Managing Partners was to produce a Best Practices Guide and model policies for law firms. The development of this guide is part of PBLA's outreach to law firms to develop pro bono programs and policies for their law firms.

Janice Pasay, a pro bono lawyer volunteering with PBLA through the Volunteer's Lawyer Services provided several hours of her time *pro bono* to assist our two summer students Adolfo Peters and Aidan Henderson in the preparation of the best practices guide.

Development of law firm pro bono policies is a key strategy for PBLA. So far, several national law firms have policies including Blakes, McCarthy, Gowlings and BLG. Several other law firms have recently contacted PBLA for assistance including Davis & Co. and Parlee McLaws. Once the Best Practices guide and sample policies are in place, we can move forward with this outreach initiative.

Roster Program - As part of the outreach initiative to law firms, PBLA hopes to develop a roster program where lawyers can volunteer in certain areas of law to provide pro bono legal representation to clients. The concept behind the roster program is to have clients identified and screened through the process at the pro bono legal clinics. For those clients that require ongoing legal representation beyond the scope of the services offered at the pro bono clinic, PBLA hopes to be able to work with the law firms to match the clients with lawyers at various law firms. Currently the law firm of Miller Thomson provides this service on a limited basis through a project fostered by the Law Society of Alberta's Pro Bono Committee in conjunction with CLG. PBLA hopes to be able to expand this concept through a formalized roster programs with several law firms over the coming months and years.

Stakeholders from the pro bono clinics were encouraged by the PBLA law firm pro bono initiative and the roster program concept.

Session 5: Online Resources and Technological Solutions

Presenter - Adolfo Peters, Third year law student Faculty of Law, U of C and
Cecelia Frohlick, Project Manager, PBLA

During their work with PBLA in the summer of 2008, summer students Adolfo Peters and Aidan Henderson investigated technological tools available to expand the delivery of pro bono legal services. Adolfo kindly agreed to present his findings to the pro bono stakeholders.

In an impressive presentation, Mr. Peters was a persuasive advocate for the impact technology can have in communicating the pro bono message. In particular, Mr. Peters indicated the potential an on-line pro bono network would have for the pro bono stakeholders in Alberta. The network could start as a member's only section of the PBLA website where the stakeholders could access information on the delivery of pro bono legal services. Such a resource bank could be modeled after several such networks in the United States, such as the Immigration Advocates Network developed by Probono.net. This type of network is readily available through the license PBLA holds on the Probono.net software purchased for the PBLA website.

Further the technological tools available can provide an on-line community for communication such as list serves, blogs etc.

Attached is a copy of Mr. Peters PowerPoint presentation as Appendix 5.

Ms. Frohlick facilitated a discussion with the Stakeholders as to whether PBLA should pursue the on-line network for pro bono providers in Alberta. It was indicated by the Stakeholders that such an on-line community in particular for the posting of resources and communication would be invaluable as the network grows and develops.

Session 6: Update on Legal Services Mapping Project

Glynnis Lieb, Canadian Forum on Civil Justice

Ms. Lieb is the Research Coordinator for the Legal Mapping Project, Canadian Forum on Civil Justice. Ms. Lieb's updated the stakeholders on the Forum's progress on the Legal Services Mapping Project. Ms. Lieb's PowerPoint presentation is attached as Appendix 6.

Session 7: National Pro Bono Conference Outcomes

John Henderson, QC, PBLA

Mr. Henderson updated the stakeholders on the success of the National Pro Bono Conference. The Conference reflected the national pro bono movement and is a credit to the legal profession across the country.

The Stakeholders expressed their gratitude to the PBLA Board of Directors for the sponsorship from PBLA (through the Law Society funding portfolio) to attend. The Conference was a

worthwhile experience to share ideas and gain momentum for delivery of pro bono legal services. As well, participants appreciated the affirmation that other Canadian jurisdictions are facing many of the same opportunities and challenges that we are in Alberta and that we are all not alone in the work that is being done to provide access to justice for low income people.

Session 8: Volunteer Recruitment Strategy for New Lawyers

Presenters - Mary Lynn Dorsey, Calgary Legal Guidance and Susan Billington, QC, PBLA Executive Director

Ms. Dorsey presented a PowerPoint (attached as Appendix 7) on Volunteer Recruitment based on the many years of experience CLG has had on managing volunteer lawyers. Ms. Dorsey indicated that the very best way to recruit is based on “word of mouth”. CLG follows the three “Rs” of volunteer management: recruit, retain and recognize. Statistics show that the highest volume of volunteers comes from newly admitted and young lawyers. CLG used to employ a direct recruitment strategy to recruit this demographic relying on the list of articling students and new lawyer supplied by the Law Society of Alberta. With the implementation of the privacy legislation several years ago, the Law Society was unable to provide the list for several years.

The recruitment strategy employed best practices for volunteer recruitment including finding someone “important” to make the request; asking as close to the Bar Admission as possible; and follow-up with direct contact to the potential volunteer lawyer. In the past, the recruitment plan was as follows:

- Request to the Chief/ Associate Chief Justice
- Book and plan event
- Letter from Chief/Associate Chief Justice to the new lawyer
- Invitation from CLG to recruitment event
- Follow-up from CLG Board member
- Volunteer orientation, training and shadow shifts

The Law Society can now facilitate the production of the lists of newly admitted lawyers upon request as long as the information will be used to recruit lawyers for the provision of free legal services (as required by the Rules of the Law Society, rule 45.1 (3)(e).

Susan Billington then facilitated a discussion with the stakeholders as to whether to reinstate this formerly successful recruitment strategy on a province wide basis for each of the clinics (CLG, ECLC, CACLC and LLG). The feedback was to develop a project plan based on the needs of each clinic depending on factors such as number of new lawyers and the timing of the business cycle for each clinic.

Session 9: Pro Bono Law Alberta—update on Strategic Plan

Presenters - Rod Jerke, QC, President and Susan Billington, QC, Executive Director

The PowerPoint on the PLBA Strategic Plan is attached as Appendix 8. Two areas of reporting in particular from the 2007 Strategic Plan: report on PBLA sustainable funding; and project development.

PBLA heard from the original 2006 Stakeholders' Round Table that there was concern about the formation of PBLA regarding sustainable funding. Three principles emerged that have guided PBLA in its funding discussions: 1) do not interfere with existing clinic funding; 2) do not interfere with existing clinic fundraising; and augment clinic funding if possible.

Rod Jerke was pleased to announce to the stakeholders that PBLA has achieved a sustainable funding model while honouring these principles. PBLA will receive funding jointly from the Law Society of Alberta and the Alberta Law Foundation. This decision to fund by the Law Society will be reviewed after three years and further funding will depend on the work of PBLA over that period.

Further, PBLA philosophy is that it should not be in a position to rely on fundraising for its operations at this time and that the fundraising leverage that PBLA may have should be directed towards clinic fundraising as was done for ECLC and through the LSA fundraising initiative (reported above).

On project development PBLA is on track with its strategic objectives to focus project development in three areas: 1) expand legal advice model to new locations; 2) to support the work of the existing clinics; and 3) to work with law firms to adopt pro bono best practices, to develop pro bono policies and to increase pro bono representation and participation. Program development has proceeded in each of these areas: 1) the opening of Grande Prairie Legal Guidance on November 8, 2008; 2) the LSA fundraising initiative, volunteer lawyers for the Women's Centre, sponsorship to the National Conference and to the Round Table; and 3) the development of the best practices guide entitled *Investing in Pro Bono*.

A goal of PBLA is to enhance the pro bono culture in Alberta and to that end much work has been done by PBLA including the sponsorship of the National Pro Bono Conference, hosting the Stakeholders' Round Table, attendance at many pro bono stakeholder events.

The Board of Directors of PBLA will be meeting on November 18, 2008 for a strategic planning session. The goal of the session is to update the September 2007 Strategic Plan and to incorporate the ideas and outcomes from the third Annual Stakeholders' Round Table.

Concluding Remarks

Rod Jerke thanked Susan Billington and the PBLA staff for their work on the conference and the ongoing work for PBLA and the pro bono cause. He thanked all Round Table presenters and participants for the comments and contributions over the past two days, for their passion for ensuring that all Albertans have access to justice, and for their support and enthusiasm for creating and supporting an organization that is a legacy for our province.

The Fourth Annual Pro Bono Stakeholders' Round Table will be held on October 22-23, 2009. Please mark these dates on your calendar and plan to attend. At that time, PBLA will report on its progress on the implementation of the Outcomes developed from *Building the Network; the third annual Stakeholders Round Table*.

Post script

As my secondment from the Law Society of Alberta to Pro Bono Law Alberta draws to a close, I have reflected on the amazing people who have come forward over the past decade to ensure that the Law Society's initiative on pro bono legal services was a success. It has been quite a transformation from the formulation of the *Pro Bono Clinic Start-up Kit* (based on Calgary Legal Guidance) initiated by the Law Society's Pro Bono Committee in 1998 to the programs across the province today.

From that start-up kit in conjunction with the amazing support, participation and leadership of the local lawyers, came the implementation of the pro bono clinics; Edmonton Community Legal Centre – formerly the Edmonton Centre for Equal Justice (2002); the Central Alberta Community Legal Clinic in Red Deer (2006); Lethbridge Legal Guidance (2007); the Children's Legal and Educational Resource Centre (2004); and most recently, Grande Prairie Legal Guidance (2008). Together at the first Stakeholders' Round Table in 2006, with a representative from each pro bono stakeholder (CLG, ECEJ, CACLC, LLG, VLS and the LSA) the vision of Pro Bono Law Alberta was made a reality in 2007. Success is a team sport and over the years we have had quite a team:

Pro Bono Committee Chairs: Mr. Terry Clackson, QC – 1998-99 (now Mr. Justice Clackson); Ms. Rhonda Ruston, QC – 2000-2001; Ms. June Ross, QC - 2002 (now Madame Justice June Ross); Mr. Perry Mack, QC - 2003; Mr. Doug Mah, QC – 2004 - 05; Mr. Rod Jerke, QC - 2006 - 08; and all of the pro bono committee members.

Benchers of the Law Society of Alberta: - whose commitment to access to justice is aptly demonstrated by their unflinching support (and now financial support) of the development of Pro Bono Law Alberta as the 100th anniversary project of the Law Society of Alberta in 2007; and in particular President Jim Peacock, QC for his leadership during the legacy project year.

Lay Benchers: Yvonne Stanford and Norma Sieppert

Executive Directors of the Law Society of Alberta: Mr. Peter Freeman, QC and particularly Mr. Don Thompson, QC who facilitated the secondment of my position to PBLA for almost two years to be the founding Executive Director and implementation manager of PBLA as the Legacy Project of the Law Society of Alberta in celebration of the 100th anniversary of the Law Society;

Law Society of Alberta Summer students (now lawyers): Nadine Nesbitt, Cynthia Hykaway and Sarah Pybus

Law Society of Alberta Staff: including Sharon Allard, IT, HR, Accounting and Communications staff

Pro Bono Law Alberta Board of Directors: Mr. Rod Jerke, QC (President); Mr. John Henderson, QC (Vice President); Mr. John Cuthberston, QC (Treasurer); Suzanne Alexander-Smith (Secretary); Bruce Churchill-Smith, QC; Doug McCallum; Yvonne Stanford

Pro Bono Law Alberta Advisory Board: Rodney A. Jerke, Q.C., Chair (President of Pro Bono Law Alberta); The Honourable Madam Justice M.S. Paperny; The Honourable Madam Justice J.M. Ross; The Honourable Judge A.H. Lefever; Donald G. Bishop, Q.C. (Bishop & Mckenzie LLP); Cheryl C. Gottselig, Q.C. (Burnet Duckworth & Palmer LLP); Alan D. Hunter, Q.C. (Code Hunter LLP); John C. Major, Q.C. (Bennett Jones LLP); Phyllis A.L. Smith, Q.C. (Emery Jamieson LLP)

PBLA summer students 2008: Adolfo Peter and Aidan Henderson.

PBLA staff: Myra Skerrett (Executive Assistant), Cecelia Frohlick (Project Manager), Bianca Cooper (GPLG Program Coordinator) and former Board member and incoming Executive Director, Gillian Marriott– all brave enough to come on board with a new not-for-profit charitable organization.

Pro Bono stakeholders for taking a leap of faith in the development of PBLA; and in particular, Mary Lynn Dorsey, Calgary Legal Guidance and Merrill Cooper (former CLG Executive Director and PBLA consultant) who have been on this journey throughout.

It has been my privilege to work on the pro bono initiatives over the past decade with these outstanding people first as policy counsel with the Law Society and then as founding Executive Director of PBLA.

Susan V.R. Billington, QC
November 2008

Appendices

1. Agenda for *Building the Vision: the third annual Pro bono Stakeholders' Round Table on Pro Bono Legal Services in Alberta*
2. Participant List
3. Conflicts of Interest – PowerPoint presentation by Nancy Carruthers, Practice Advisor

4. Law Society of Alberta fundraising initiative letter dated March 31, 2008
5. Technological Solutions to Pro Bono Service Delivery – Power Point by Adolfo Peters, third year law student, U of C Faculty of Law and PBLA 2008 summer student
6. Canadian Forum on Civil Justice – Legal Services Mapping Project Update – Power Point presentation by Glennis Lieb – project director
7. Volunteer Recruitment – Power Point by Calgary Legal Guidance Executive Director, Mary Lynn Dorsey
8. Pro Bono Law Alberta – Strategic Plan update and outcomes – Power Point presentation- Rod Jerke, QC and Susan Billington, QC