



Endowment for Equal Justice Board
Wednesday November 6th, 2019
Davis Wright Tremaine

MINUTES

Present: John Hoerster, Ellen Dial, Margaret Niles, Nancy Isserlis, Kay Frank, Sal Mungia, Bruce Brooks, Michelle Moersfelder, Ron Knox

On the phone: Beth Bloom, Mark Hutcheson

Absent: Judge Michael Schwab, Dick Manning, Gail Mautner, Mark Kamitomo, Ele Hamburger

Staff: Caitlin Davis, Melinda Mann, Emily Van Yuga, Jessica Niewohner

Guests: Mark Griffin (LFW Board President), PJ Grabicki (Former LFW Board President)

Meeting start: 12:05 PM

Welcome:

John Hoerster started the meeting by recognizing Dave Andrews, a proud supporter and co-founder of the Endowment and a member of the Advisory Council, who passed away in early November. He then opened the meeting to Ellen Dial, Mark Hutcheson, and Sal Mungia to share their thoughts about Dave's extraordinary impact.

President's Report:

John discussed the LFW Finance Committee's intention to recommend to the LFW Board that LFW continue a \$500,000 match for the Reach 20 Campaign in 2020. Mark Griffin noted that the LFW Board meeting will be on November 23rd, after which they will have a firm answer on the LFW match. John informed the Board that the next Endowment board meeting will be on December 18th at John's house in Madison Park. John noted that the Advisory Council will be meeting on January 29th from 12:00PM-2:00PM at Davis Wright Tremaine. He invited Endowment board members to attend.

Approval of Minutes:

The 9-11-19 minutes were moved and approved with a correction that the motion to approve the minutes of the prior Board meeting was not made by Mark Hutcheson.

Committee Updates:

Operations and Investment:

990 Approval: Bruce Brooks reported that the committee has reviewed the 990 and barring any objections from board members, will approve it for filing. There were no questions or objections from the board, so it will be signed and submitted.

Financial Statements: Bruce reported that everything is going according to budget through September, but we are still a bit under what we had anticipated both for expenses and revenue. He reported that we have received the Q3 Report on the portfolio, but the committee has not had time to review it yet. Bruce mentioned that anyone who wants a deeper look at Q3 can talk to Nolan Woods. Bruce reported on Canterbury's expectations for the upcoming few months, and then opened the board to questions, of which there were none.

Board Support:

Kay Frank reported on the recent board support meeting and mentioned that in the year 2020, the Endowment will have a full 18-member board with the addition of Gerry Schley. She reviewed a new map, which shows where all the board members live and where all of LFW's grantees are. She reported that all board members who were up for renewal have renewed their terms. She reported on the board survey and asked board members to submit any questions or comments by the 26th of November. The Board Support committee hopes that they will have the survey out soon so that Board members responses will be in by the end of the year and the survey can be reviewed at the January board meeting.

Kay reported that the Advisory Council has an optimal number of members. Kay solicited comments on board onboarding practices and processes and invited Melinda to write down and share the process for those who would like to review. Melinda Mann reported that there is a board book that is sent out, a one-on-one with each new member and the President, and then a follow-up afterwards. Ron Knox, as the newest board member, reported on his onboarding experience and mentioned that it was relatively quick and easy. Ron mentioned that he would be interested in having a further conversation about improving the process, and this will take place at an upcoming committee meeting.

Video Conferencing Technology: Kay reported that the Board support committee is considering a new video conferencing service called Zoom.

Donor Engagement:

EJI Trip: Sal Mungia reported on the recent 2019 EJI Trip, mentioning that it was extremely successful and meaningful. Ellen Dial also reported that we should be thinking about the Bryan Stevenson quote "the opposite of poverty is not wealth, the opposite of poverty is justice" in our communications in the future. Melinda Mann reported on the EJI dropbox, which has a resource section with relevant books, podcasts, and videos. John Hoerster mentioned that there have been preliminary discussions on how the trips should continue—perhaps through LFW or CLS rather than the Endowment.

Voices for Justice Concert: Sal reported that tickets for the Voices for Justice Concert have not all been sold, and that board members should all attend and spread the word as much as possible.

Communications:

Splainer Video: Ellen Dial reported on the Communications committee, mentioning that we will have a new tool in the New Year — a Splainers video on legal aid and the Endowment. It will be a 2 ½ minute video on what civil legal aid is, and the difference between LFW and the Endowment. She reported that we expect this tool to be completed by Thanksgiving and that we will be using it in mass emailing's and on the website.

Law Firm Outreach: Ellen also reported that the committee has been identifying different audiences and outreach strategies. The Communications committee has created a chart listing targeted audiences and outreach strategies, as well as a chart of the top law firms and corporate counsels. She reported that there is a new plan to reach out to the top firms and corporations, and asked the board to let the committee know if they have strong contacts with any of the firms or corporations for the purposed of creating strategies for soliciting Reach 20 gifts. Melinda mentioned that the Campaign recently launched an Associate Campaign that was very successful, and that Keller Rohrback stepped up and won the highest average gift and had 100% participation.

LFW/Endowment Liaison Report:

Nancy Isserlis reported that the next LFW board meeting will be in November, so there is nothing new to report. She also commented on the EJI trip, stating that next year the trip should include a day in Selma.

Reach 20 Fundraising Update:

Melinda reported that we are at \$300,000 raised towards the LFW match. She mentioned that she is closing out the Jim Treadwell pledge later in the week. She also mentioned that the Justice Society is growing with Gail Mautner and Robert Taylor recently joining.

She reported on upcoming events, including the KCBA reception and the Voices for Justice concert. Melinda reported that there will be a K&L Gates event in January, and Margaret reported that David Zapolsky, Jorge Baron, and Erin will speaking at the event. This event will serve as a thank you for past supporters and former colleagues. Melinda reported that an event in Palm Springs is on the calendar for March 27, 2020 and asked board members to report on people who have places in Palm Springs and might want to attend. She also mentioned the women's event in March.

She gave a point update for the three Reach 20 teams and told the board that she will send out point updates to each team for comments and corrections.

Voices for Justice: Michelle Moersfelder reported on the Voices for Justice Concert, at which Paula Boggs, Wei Wei Lee, and FAME Gospel choir will be performing and John McKay will be the MC. She mentioned that about 100 tickets have been sold against a goal of at least 200. Kay Frank mentioned that we might want to offer free tickets to the press. John Hoerster mentioned that everyone should send a list of who they've invited to the concert to EEJ staff.

LFW 2020 Funding and Grant Making:

Mark Griffin invited the board to his home near Green Lake for the President's Holiday Party on Friday, November 22nd. Emily Van Yuga then presented on the 2019 grant making year. LFW has been guided by the State Plan for the last few years to center a race equity lens on all grant making. This led to the

recently launched race equity grants, given to applicants for projects focused on race equity and tackling structural racism. The process for considering these new grants launched in late March with applications due in late May, and LFW received an overwhelming response. They convened a Race Equity Grant Advisory Panel that guides the decision making process to ensure that they are community led. Margaret Niles asked what is meant by "client centered legal aid," and Emily answered that the goal of the new grants is to take a step back with a broad view to see who has not been served by legal aid in the past, and to determine how we can bring them in, lift up their voices, and improve their processes. The Advisory Panel will increase voices in the room, help determine the needs in the community, and then raise their voices. There are 7 panelists across the state who are on the council. She also reported that another focus will be salary parity—paying staff enough to offer them a living wage. She is working with the Equal Justice Coalition to advocate for increased funding for salary parity, getting funds from the state with a match from the board. In total, \$500,000 has been committed to increase salaries. Caitlin added that LFW spends about \$1 million per year to provide development tools for their grantees, including certain legal software and trainings.

John asked how the \$500,000 salary fund is distributed. Emily answered that LFW and the Office of Civil Legal Aid commissioned a study to look into the disparity of salaries across volunteer lawyer programs. The Pro Bono Council worked together with the programs to discuss priorities and discrepancies to start the advocacy campaign with the Equal Justice Coalition. The Coalition recommended that the board distribute based on discrepancies and bring everyone up to the same percentage level.

John then asked if the Race Equity Grants are for a specific purpose and what the guidelines and restrictions on use are. Emily mentioned that she can send out a list of descriptions for the board. She listed one example, Entre Hermanos & QLaw Foundation, which is a new partnership which will help to access Spanish speaking immigrants who identify as LGBTQ.

John also asked what the LFW philosophy has been on how much money they're keeping to ensure protection in the future, versus how much they're distributing to grantees, in light of their increased revenue this year. PJ answered that the idea is not just to maintain grant levels but to increase a small amount every year. At the last finance committee meeting, the committee decided to create a revenue fund to park funds and draw from in the event of an economic downturn. The LFW board is concerned that the IOLTA cycle of the last 8 years will repeat itself, and they want to protect the grantees with a mid-term rainy day fund. Mark Griffin mentioned that in the bad years of low IOLTA rates, they raided the Goldmark fund to continue to support grantees. The Goldmark fund has decreased but is still there and is being re-built as an additional rainy day fund. John Hoerster adjourned the meeting at 1:30 PM.

Next Meeting: December, 18th 2019 3:00-6:30pm

Respectfully submitted,

Jessica Niewohner
Development Associate, Endowment