

## Pro Bono Development March 10, 2011

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## Presenters

- Nadine Wettstein, IIP Section Director, CLINIC
- Ann Atalla, Advocacy Attorney, CLINIC
- Debi Sanders, Staff Attorney, Catholic Charities of Washington, DC

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## CLINIC's Capacity Building Goals

- Expand the number of charitable legal immigration and naturalization programs
- Increase services
- Improve services

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## CLINIC's Capacity Building Activities

- Board of Immigration Appeals (BIA) agency recognition & staff accreditation
- Immigration Program Management training
- Preparing for Comprehensive Immigration Reform (CIR) training
- Management webinars
- Consultations with Field Support Coordinators

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## Capacity Building Activities, cont'd.

- Project management
- Annual calls
- Flow through funding
- Link members & subscribers to CLINIC services
- Prepare programs for significant immigration changes
- Building other networks' capacity

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## What is "Pro Bono" and what is a Pro Bono Program?

- Lawyers work pro bono when they represent a client or do other legal work without charge.
- Identical professional relationship as if attorney is paid.
- Some state bars require pro bono work. Most do not. All encourage it. Donations in lieu of pro bono are possible.

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### What could developing pro bono resources do for you?

- Expand your resources, at no financial cost to you
- Increase your program's ability to help your clients, and to help additional clients
- Follow up on cases you now must turn away
- Allow your staff more time to do their work, and challenge them to work on more time-consuming and difficult cases

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### Challenges of Developing or Expanding a Pro Bono Program

- Takes resources = staff time
- Requires recruiting = staff time
- Assuring quality representation = training
- Mentoring needs = staff time or more recruiting to identify mentors
- The need exceeds number of available attorneys

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### What are some different models for using pro bono attorneys?

- Refer to experienced lawyers who need little mentoring
- Refer to less experienced lawyers who have more time but need more mentoring
- Refer to large law firms who want to do "signature project"
- Refer to retired lawyers
- Refer to law school clinics
- Seek donations in lieu of pro bono work

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### How do you decide which cases to refer for pro bono assistance?

- One way: Is there a type of case you see in large numbers?
- If so:
  - Train volunteers in groups on these cases
  - Easier for your staff to provide mentoring
  - Offer "signature project" to large law firm, to partner with your staff
  - Can have significant impact on current work of staff, freeing them to do other work
- Other ways?

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### Steps in Creating or Enhancing a Pro Bono Program

- Needs Assessment
- Recruitment
- Management

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### Needs Assessment

- What are the types of calls received?
- What is the frequency and types of referrals?
- Who are you referring cases to?
- Are referrals effective?

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## Recruitment

- How do you identify resources in your community?
- How do you pitch it to a practitioner?
- Who should pitch it?
- How do you cultivate pro bonos, from a firm perspective?
- How should you vet pro bono volunteers?

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## Management Tips

1. Don't take on more than you can handle
2. Be well-organized
  - Follow-up
  - Case-management tools
3. Make the process easy for volunteers
  - Demystify the process
  - Procedural support
  - Legal support

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## Quality Control

### Choosing your volunteers

- How much experience?
- How much legal support will they need?
- Do you have resources to meet needs?
- Ethical issues

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## Marketing

What's in it for them? (Audience-specific selling points and challenges)

1. Large law firms
2. Law schools
3. Solo practitioners/small firms
4. Nonprofit organizations

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## Retaining Volunteers

Make the process rewarding for them

1. Give them new skills
2. Respond to all e-mails/queries immediately
3. Thank them
4. Publish newsletters
5. Give them awards
6. Tell their supervisor/s how valuable their assistance was

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## Questions?



[twitter.com/cliniclegal](https://twitter.com/cliniclegal)

415 Michigan Ave., NE  
Suite 200  
Washington, DC 20017  
202-635-2556  
[national@cliniclegal.org](mailto:national@cliniclegal.org)



[facebook.com/cliniclegal](https://facebook.com/cliniclegal)

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