



## **The 2014 Tennessee Pro Bono Report**

### **Introduction**

The Tennessee Supreme Court declared access to justice its number one strategic priority in 2008, thereby launching its Access to Justice Initiative. The Court appointed an Access to Justice Commission and made the Commission responsible for developing a strategic plan for educating the public about the legal needs crisis, identifying priorities for improving access to justice, and recommending projects and programs to enhance access to justice. The Access to Justice Coordinator at the Tennessee Supreme Court Administrative Office of the Courts staffs the Commission and the Court's Initiative and provides supervision to the Pro Bono Coordinator.

In 2011, the Chair of the Commission tasked the Access to Justice Coordinator with developing a snap shot of all of the pro bono work being done across the state. To the Commission's knowledge, the 2011 Pro Bono Report was the first endeavor to catalog pro bono work in Tennessee. The Commission decided to compile pro bono data on an annual basis.

This 2014 Tennessee Pro Bono Report contains information about and statistics on the hours devoted to pro bono activities of legal aid providers, bar associations, law schools, mediation centers, and other organizations in 2014. It contains information and statistics on pro bono work done by individual attorneys in 2013 and reported in 2014. Comparisons with previous years' statistics have also been completed.

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## Executive Summary

- In 2014, 8,710 of All Attorneys licensed to practice in Tennessee reported 673,464 hours of pro bono service provided in 2013.
- The average number of pro bono hours per reporting Attorney increased to 77.32 hours in 2014 from 73.80 hours in 2013.
- In 2014, 41.01% of Tennessee Attorneys, attorneys with a primary address in Tennessee, reported that they provided 578,644 hours of pro bono service in 2013.
- The average number of pro bono hours per reporting Tennessee Attorney increased to 78.47 hours in 2014 from 74.13 hours in 2013.
- The total number of pro bono hours reported by Tennessee Attorneys on the annual Board of Professional Responsibility registration form increased by over 2,500 hours from 2013 to 2014.
- The number of pro bono hours reported by Tennessee Attorneys in the category of legal services provided to non-profit organizations serving persons of limited means without a fee increased by over 4,000 hours.
- The number of pro bono hours reported by Tennessee Attorneys in the category of legal services to improve the law, the legal system, or the legal profession increased by 7,794 hours.
- The average number of pro bono hours per reporting Tennessee Government Attorney rose to over 50 hours of pro bono service.
- The four legal service providers which are funded by the Legal Services Corporation reported that they helped 5,770 clients through their various pro bono programs.
- Thirty-six law offices reported providing pro bono assistance to over 2,000 clients.
- The Supreme Court recognized 201 attorneys as *Attorneys for Justice* for providing 50 or more hours of pro bono service in the 2013 calendar year. These attorneys provided over 10,000 hours of pro bono work.

## **Attorney Voluntary Pro Bono Reporting Statistics**

The Tennessee Supreme Court adopted Supreme Court Rule 9, Section 20.11 on November 2, 2009. The Rule requests that every attorney who is required to file an Annual Registration Statement with the Board of Professional Responsibility (“BPR”) voluntarily file a statement reporting the attorney’s pro bono service and activity during the last calendar year. The Voluntary Pro Bono Reporting Form was first included in the 2010 BPR Registration Statement and reported data for the 2009 calendar year.

The Tennessee Supreme Court approved a change in BPR Registration procedures to require renewals on the first day of each attorney’s birth month. Under this new procedure, pro bono reporting data for the previous calendar year is not available until all reporting for that year has been received.

The Access to Justice Commission now has pro bono reporting data for pro bono work reported in five calendar years, 2010 to 2014. The Access to Justice Commission is pleased to provide an analysis of the 2014 data and a comparison to that of the previous four years.

The data is labeled to correspond with the year the pro bono work was reported, not the year the pro bono work was performed. For example, the pro bono work reported in 2014 and completed in 2013 will be labeled as the 2014 Voluntary Pro Bono Reporting Statistics.

The following definitions apply to the breakdown of the reporting groups:

“All Attorneys” - all attorneys licensed to practice law in Tennessee regardless of the location of their primary address

“All Government Attorneys” - all attorneys licensed to practice law in Tennessee and employed by a government agency regardless of the location of their primary address

“All In-House Counsel” - all attorneys licensed to practice law in Tennessee and employed as in-house counsel regardless of the location of their primary address

“Out-of-State Attorneys” - all attorneys licensed to practice law in Tennessee whose primary address is outside of Tennessee

“Out-of-State Government Attorneys” - all government attorneys licensed to practice law in Tennessee whose primary address is outside of Tennessee

“Out-of-State In-House Counsel” - all attorneys licensed to practice law in Tennessee, employed as in-house counsel, and whose primary address is outside of Tennessee

“Tennessee Attorneys” - all attorneys licensed to practice law in Tennessee whose primary address is in Tennessee

“Tennessee Government Attorneys” - all attorneys licensed to practice law in Tennessee and employed by a government agency whose primary address is in Tennessee

“Tennessee In-House Counsel” - all attorneys licensed to practice law in Tennessee, employed as in-house counsel and whose primary address is in Tennessee

### **2014 Statistics**

Pursuant to the Access to Justice Commission’s 2012 Strategic Plan, the Access to Justice Commission is focused on pro bono work that aids Tennesseans. The 2014 statistics reflect pro bono work performed in 2013 and reported during the 2014 annual registration period. The 2014 reporting form asked for feedback from attorneys in four categories of pro bono service.

- Legal services without a fee or at a substantially reduced fee to persons of limited means;
- Legal services without a fee to non-profit organizations serving persons of limited means;
- Legal services to groups and organizations at a reduced fee when payment of standard fees would create a financial hardship; and
- Legal services to improve the law, the legal system, or the legal profession.

## 1. Pro Bono Hours Reported by All Attorneys

The group of All Attorneys subject to the 2014 annual registration process totaled over 22,000 attorneys.

**Chart 1(a): Total Pro Bono Hours Reported by All Attorneys**

Total number of All Attorneys subject to the annual registration	Number of Attorneys Reporting	Total Number of Reported Hours	Average Hours per Reporting Attorney	Percent of Attorneys Reporting
22,059	8,710	673,464	77.32	39.49

\*Rounded to the nearest 100<sup>th</sup> of a decimal point.

**Chart 1(b): Pro Bono Categories - All Attorneys**

Pro Bono Category	Number of Attorneys Reporting*	Total Number of Reported Hours	Average Hours per Reporting Attorney**	Percent of Total Hours Reported**
Legal services to persons of limited means without a fee or at a substantially reduced fee	7,166	453,230	63.25	67.30
Legal services to non-profit organizations serving persons of limited means without a fee	3,030	97,683	32.24	14.50
Legal services to groups and organizations at a reduced fee when payment of standard fees would create a financial hardship	1,153	44,486	38.58	6.61
Legal services to improve the law, the legal system, or the legal profession	2,060	78,065	37.90	11.59

\* The total of this column will be greater than the total number of attorneys reporting pro bono work because attorneys can report pro bono service in multiple categories.

\*\* Rounded to the nearest 100<sup>th</sup> of a decimal point.

In addition to providing pro bono services, 3,888 (17.63%) of All Attorneys reported voluntary contributions of financial support to organizations providing legal services to persons of limited means.

## 2. Pro Bono Hours Reported by Tennessee Attorneys

Tennessee Attorneys, which includes 167 in-house counsel and 236 government attorneys, reported 578,644 hours of pro bono services, averaging 78.47 hours per attorney.

**Chart 2(a): Total Pro Bono Hours Reported by Tennessee Attorneys**

Total number of Tennessee Attorneys subject to the annual registration	Number of Attorneys Reporting	Total Number of Reported Hours	Average Hours per Reporting Attorney	Percent of Attorneys Reporting
17,980	7,374	578,644	78.47	41.01

**Chart 2(b): Pro Bono Categories: Tennessee Attorneys**

Pro Bono Category	Number of Attorneys Reporting*	Total Number of Reported Hours	Average Hours per Reporting Attorney**	Percent of Total Hours Reported**
Legal services to persons of limited means without a fee or at a substantially reduced fee	6,143	396,239	64.50	68.48
Legal services to non-profit organizations serving persons of limited means without a fee	2,525	78,619	31.14	13.59
Legal services to groups and organizations at a reduced fee when payment of standard fees would create a financial hardship	985	37,717	38.29	6.52
Legal services to improve the law, the legal system, or the legal profession	1,729	66,069	38.21	11.42

\* The total of this column will be greater than the total number of attorneys reporting pro bono work because attorneys can report pro bono service in multiple categories.

\*\* Rounded to the nearest 100<sup>th</sup> of a decimal point.

In addition to providing pro bono services, 3,274 (18.21%) of Tennessee Attorneys reported voluntary contributions of financial support to organizations providing legal services to persons of limited means.

### 3. Pro Bono Hours Reported by Tennessee Government Attorneys

The Board of Professional Responsibility (“BPR”) was requested to break down the hours reported by Tennessee Government Attorneys. The BPR also disclosed the number of attorneys who indicated they were in-house counsel; however, we did not request that the BPR break down the number of hours this category of attorneys provided. In the 2010 and 2011 data, the hours reported by Tennessee Government Attorneys and Tennessee In-House Counsel were simply included in total attorney hours noted in chart 2(b) above.

**Chart 3(a): Comparison of Number of Hours Reported by Tennessee Government Attorneys, 2010-2014**

Year	Total number of Tennessee Government Attorneys Reporting Pro Bono Hours	Total Number of Hours Reported*	Average Number of Hours per Tennessee Government Attorney*
2014	236	11,896	50.41
2013	241	9,557	39.66
2012	269	12,446	46.27
2011	286	-	-
2010	218	-	-

\* Not available in 2010 and 2011.

Most of the Tennessee Government Attorneys’ pro bono services were provided to persons of limited means without a fee or at a substantially reduced fee.

**Chart 3(b): Pro Bono Categories: Tennessee Government Attorneys**

Pro Bono Category	Total Number of Reported Hours	Percent of Total Hours Reported*
Legal services to persons of limited means without a fee or at a substantially reduced fee	5,038	42.35
Legal services to non-profit organizations serving persons of limited means without a fee	1,447	12.16
Legal services to groups and organizations at a reduced fee when payment of standard fees would create a financial hardship	805	6.77
Legal services to improve the law, the legal system, or the legal profession	4,606	38.72

\* Rounded to the nearest 100<sup>th</sup> of a decimal point

#### 4. Pro Bono Hours Reported by all Out-of-State Attorneys

Out-of-State Attorneys reporting pro bono service hours compose 6.06% of All Attorneys. Twenty attorneys whose primary address is outside of Tennessee indicated that they are in-house counsel and 23 attorneys residing outside of Tennessee indicated that they are government attorneys. The reporting data from attorneys residing outside Tennessee reflect the same trends as to category and number of hours reported in each category by Tennessee Attorneys residing in Tennessee.

**Chart 4(a): Total Pro Bono Work Reported by All Out-of-State Attorneys**

Total number of Out-of-State attorneys subject to the annual registration	Number of Attorneys Reporting	Total Number of Reported Hours	Average Hours per Attorney	Percent of Attorneys Reporting
4,079*	1,336	94,820	70.97	32.75

\* Total number of attorneys with an active Tennessee law license less the total number of attorneys residing in Tennessee with an active law license

**Chart 4(b): Pro Bono Categories: All Out-of-State Attorneys**

Pro Bono Category	Number of Attorneys Reporting*	Total Number of Reported Hours	Average Hours per Attorney**	Percent of Total Hours Reported**
Legal services to persons of limited means without a fee or at a substantially reduced fee	1,023	56,991	55.71	60.10
Legal services to non-profit organizations serving persons of limited means without a fee	505	19,064	37.75	20.11
Legal services to groups and organizations at a reduced fee when payment of standard fees would create a financial hardship	168	6,769	40.29	7.14
Legal services to improve the law, the legal system, or the legal profession	331	11,996	36.24	12.65

\* The total of this column will be greater than the total number of attorneys reporting pro bono work because attorneys can report pro bono service in multiple categories.

\*\* Rounded to the nearest 100<sup>th</sup> of a decimal point.

## 5. Comparison of 2014 Data with Previous Years

In four years, the highest category for both the number of attorneys and the number of hours is the provision of legal services without a fee or at a substantially reduced fee to persons of limited means. The ranking of all categories is set out in the table below.

**Chart 5(a): Comparison of All Attorneys Reporting and Hours reported, 2010-2014**

Pro Bono Category	2014 Data		2013 Data		2012 Data		2011 Data		2010 Data		Change from 2010-2014	
	ATTORNEYS	HOURS	ATTORNEYS	HOURS								
Legal services to persons of limited means without a fee or at a substantially reduced fee	7,166	453,230	7,418	450,845	8,022	524,670	7,690	351,408	3,600	170,019	+3,566	+283,211
Legal services to non-profit organizations serving persons of limited means without a fee	3,030	97,683	3,073	100,638	3,345	129,578	2,499	79,678	1,187	35,212	+1,843	+62,471
Legal services to groups and organizations at a reduced fee when payment of standard fees would create a financial hardship	1,153	44,486	1,163	41,367	1,365	60,341	1,590	69,102	734	39,110	+419	+5,376
Legal services to improve the law, the legal system, or the legal profession	2,060	78,065	2,100	80,126	2,202	90,372	1,872	67,186	845	49,331	+1,215	+28,734

**Chart 5(b): Comparison of Tennessee Attorneys Reporting and Hours reported, 2012-2014\***

Pro Bono Category	2014 Data		2013 Data		2012 Data		Change from 2012-2014	
	ATTORNEYS	HOURS	ATTORNEYS	HOURS	ATTORNEYS	HOURS	ATTORNEYS	HOURS
Legal services to persons of limited means without a fee or at a substantially reduced fee	6,143	396,239	6,401	407,486	6,854	462,939	-711	-66,700
Legal services to non-profit organizations serving persons of limited means without a fee	2,525	78,619	2,567	74,478	2,898	103,970	-373	-25,351
Legal services to groups and organizations at a reduced fee when payment of standard fees would create a financial hardship	985	37,717	1,000	35,521	1,208	50,787	-223	-13,070
Legal services to improve the law, the legal system, or the legal profession	1,729	66,069	1,763	58,275	1,895	72,149	-166	-6,080

\* Data on Tennessee Attorneys was not collected until 2011. Further, the categories on the reporting form were modified in 2012, therefore the change will be measured from 2012.

**Chart 5(c): Comparison of Data Reported by All Attorneys, 2010-2014**

<b>Category</b>	<b>2014 Data</b>	<b>2013 Data</b>	<b>2012Data</b>	<b>2011 Data</b>	<b>2010 Data</b>	<b>Change from 2010-2014</b>
Total number of All Attorneys subject to annual registration process	22,059	21,645	21,111	19,878	20,255	+1,804
Total number of All Attorneys who reported pro bono	8,710	9,119	9,736	7,745	3,698	+5,012
Percentage of All Attorneys who reported pro bono	39.49%	42.13%	46.11%	38.96%	18.26%	+21.23
Total number pro bono hours reported by All Attorneys	673,464	672,976	804,961	567,374	294,672	+378,792
Average number of hours per reporting Attorney	77.32	73.80	82.68	73.25	79.68	-2.36

**Chart 5(d): Comparison of Data Reported by Tennessee Attorneys, 2011-2014\***

<b>Category</b>	<b>2014 Data</b>	<b>2013 Data</b>	<b>2012 Data</b>	<b>2011Data</b>	<b>Change from 2011-2014*</b>
Total number of Tennessee Attorneys subject to annual registration process	17,980	17,527	17,352	16,391	+1,589
Total number of Tennessee Attorneys who reported pro bono	7,374	7,767	8,190	6,598	+776
Percentage of Tennessee Attorneys who reported pro bono	41.01	44.31%	47.20%	40.25%	+76
Total number of pro bono hours reported by Tennessee Attorneys	578,644	575,760	689,845	490,996	+87,648
Average number of hours per reporting Tennessee Attorney	78.47	74.13	84.23	74.41	+4.06

\* Since data on Tennessee Attorneys was not collected until 2011, change will be measured from 2011.

## **Additional Information, Data and Survey Highlights**

### **Bar Association Pro Bono**

Using [www.surveymonkey.com](http://www.surveymonkey.com), the Access to Justice Coordinator surveyed regional and local bar associations about the pro bono initiatives and efforts sponsored by each bar association. Bar association presidents were emailed a link to complete the survey. The Pro Bono Coordinator followed up with phone calls and emails to encourage additional responses.

To date, 12 responses were received from bar associations. Highlights and insights obtained from some of the survey responses are listed below. A chart detailing pro bono opportunities and pro bono statistics for the bar associations is attached as Exhibit A.

#### **Bar Association Survey Highlights**

- Five bar associations indicated that 25% of their members participated in pro bono activities.
- Eight bar associations indicated that 50% of their members participated in pro bono activities.
- One bar association indicated that 75% of its members participated in pro bono activities.
- Four bar associations indicated that 99-100% of their members participated in pro bono activities.

Many of the rural bar associations do not have formal organized pro bono programs but do accept referrals from their local legal aid offices.

Several bar associations noted specific pro bono initiatives or are working on developing pro bono initiatives:

- Blount County Bar Association members participate in a monthly Saturday Bar Clinic.
- Bradley County Bar Association members provide assistance to the public for the Order of Protection docket two times per month.

- Chattanooga Bar Association members serve as the volunteer attorneys for the Chattanooga office of Legal Aid of East Tennessee.
- Cheatham County Bar Association expressed interest in starting a new pro bono project.
- Greene County Bar Association hosts free legal advice clinics and free uncontested divorce clinics with Legal Aid of East Tennessee.
- Knoxville Bar Association Access to Justice Committee co-sponsored a training event with the Tennessee Faith and Justice Alliance for clergy to assist them to recognize legal needs of individuals in their congregations.
- Memphis Bar Association served 1200 clients through its pro bono programs and plans to implement medical legal partnerships in 2015.

### **Law School Pro Bono**

In its 2012 Strategic Plan, the Access to Justice Commission acknowledged the importance of introducing pro bono services to future attorneys while they are still in law school. The Access to Justice Commission committed to convening meetings with law school deans, law school pro bono directors, and students at least annually to explore increasing the participation of law students in pro bono activities. The Commission also compiled the pro bono policies of Tennessee law schools into one document, a Pro Bono Policy Compilation, as a resource for Tennessee law schools and for law schools nationwide.

The ATJ Commission partnered with the Tennessee Bar Association's Access to Justice Committee to participate in a statewide conference for law school Deans, faculty, and students to discuss issues specific to pro bono work done by law students. The meeting was held at the University of Memphis Cecil C. Humphreys School of Law in September 2014. Students learned how they can do pro bono work through the Tennessee Alliance for the Legal Services and various Alternative Spring Projects. Justice Cornelia Clark, ATJ Commissioners Houston Gordon and Ann Pruitt, and Jonathan Steen, the President of the TBA, all spoke to students on the importance of pro bono work. The Pro Bono Coordinator surveyed the six law schools in Tennessee on their pro bono work done in 2014.

## Law School Survey Highlights

- Belmont College of Law: In 2014, 60% of Belmont University College of Law students participated in pro bono activities. Leadership members of all student organizations including the Student Bar Association are required to do some pro bono service. About 75% of the faculty engages in pro bono activities, and the students are widely encouraged to participate. The encouragement surfaces as the school hosts different pro bono events such as the TBA's Access to Justice Pro Bono Summit and collaboration with [www.onlinetnjustice.org](http://www.onlinetnjustice.org). Students have worked in collaboration with the following organizations and projects: Justice For Our Neighbors, Magdalene, Sophia's Heart, Tennessee Justice Center, Court Appointed Special Advocates (CASA), the Legal Aid Society of Middle Tennessee and the Cumberlands, Volunteer Lawyers & Professionals for the Arts, a clinic by Waller Lansden and Shade Tree MLP.
- Duncan School of Law: Law students are required to complete 30 hours of pro bono services to graduate. Each member of the faculty is required to complete 20 hours of pro bono per year to be considered for tenure.
- Nashville School of Law: All students are part-time, and many work in law-related jobs during the day. The school does not currently track all their pro bono activities. At the present time, approximately 10-15% of the students are involved in school-related pro bono activities. There is no mandatory pro bono requirement at this time, but the school encourages students to participate in pro bono activities to the extent that their home, job, and school commitments permit. This encouragement surfaces primarily through emails and posters. Pro bono opportunities are also available through several courses. There is also an expectation that faculty will engage in pro bono activities. Most of the professors are practitioners and work in some law-related field during the day. Three members of the faculty help organize the students' pro bono opportunities. Examples of projects include preparing wills for persons receiving housing through Habitat for Humanity, and the representation of clients in general sessions cases. In the future, a new program with the Davidson County Juvenile Court will enable students with a limited license to represent clients in parentage and paternity proceedings.
- University of Tennessee College of Law: In 2014, 43% of UT College of Law students participated in pro bono activities, which represents 161 students. The number of pro bono hours reported was 8,764, which is a record for the school. During UT's "Graduate and Professional Student Appreciation Week," UT Pro Bono was recognized by the Vice Chancellor Ricky Hall and Dr. Ferlin McGaskey for the exceptional service the program provides to the community. The Dean participated

in pro bono activities through the actual provision of services and from a support and advertising standpoint. Examples of pro bono projects include an expungement clinic, an alternative spring break project, volunteering with Online Tennessee Justice, volunteering with multiple projects for Legal Aid of East Tennessee, working with various public defenders offices and attorney general offices, and over 40 other organizations. UT College of Law is exploring new opportunities to collaborate with other law schools and new service providers in Memphis, Nashville, Chattanooga, and Johnson City. UT College of Law has a long-term goal of reaching 50% participation level by 2016.

- University of Memphis Cecil C. Humphreys School of Law: In 2014, approximately 40% of University of Memphis students participated in pro bono activities. Memphis has a mandatory Pro Bono Program that requires all students to volunteer 40 hours before graduating. Examples of pro bono projects in 2014 include volunteering with Memphis Area Legal Services, Memphis Immigration Court, Online Tennessee Justice, an Advanced Directives Clinic, a Veteran's Court and Clinic, various offices with the Shelby County court system, and Wills for Heroes. Memphis is developing a Healthy Homes Partnership with the Health Law Program to partner with hospitals to work on solving medical and legal issues.
- Vanderbilt University: Vanderbilt offers five different clinical programs. Pro bono organizations include Vanderbilt Legal Aid Society and Law Students for Social Justice. Externship programs, stipends for internships, and post-graduate stipends are available, as well as loan repayment assistance.

### **Legal Service Providers – Legal Services Corporation (“LSC”)-Funded**

In Tennessee, there are four legal aid providers that receive federal funding from the Legal Services Corporation (“LSC”): Legal Aid of East Tennessee, Legal Aid Society of Middle Tennessee and the Cumberland, Memphis Area Legal Services, and West Tennessee Legal Services. In October 2011, the Access to Justice Commission Chair and the Access to Justice Coordinator met with the executive directors of these organizations to begin an ongoing discussion about how the Access to Justice Commission and the LSC-funded legal aid providers can collaborate to increase pro bono assistance provided by Tennessee attorneys. The Access to Justice Commission Chair now holds quarterly conference calls with these directors.

According to federal regulations, LSC-funded legal aid providers must use at least 12.5 percent of their LSC funds for Private Attorney Involvement (pro bono). Each of the four LSC-funded organizations has at least one Pro Bono Coordinator/Director. The

coordinators provide a wide range of services and interact with a variety of partners to provide assistance to substantial numbers of clients. These services range from arranging classic attorney-client representation to providing unbundled services. The coordinators also provide support services for pro bono activities such as intake, referrals to a variety of programs, continuing legal education, malpractice coverage, legal clinics, partnering with bar associations to highlight the profession's commitment to access to justice, recognition activities, and numerous other activities.

General information gathered from the four LSC-funded organizations' directors and websites is provided below. A chart detailing pro bono opportunities and pro bono statistics for the organizations is attached as Exhibit B.

- Legal Aid of East Tennessee (LAET): LAET has been part of the community structure of East Tennessee for over 40 years, serving 26 counties from Hamilton County to Johnson County. LAET has six offices with locations in Chattanooga, Maryville, Johnson City, Morristown, and two offices in Knoxville (Family Justice Center and LAET office). There are Pro Bono Directors in the Knoxville and Chattanooga offices.
- Legal Aid Society of Middle Tennessee and the Cumberlandds (LASMTC): LASMTC serves 48 Tennessee counties with its eight offices: Clarksville, Columbia, Cookeville, Gallatin, Murfreesboro, Nashville, Oak Ridge, and Tullahoma. To qualify for assistance from the Legal Aid Society of Middle Tennessee and the Cumberlandds, clients must be at least 60 years of age or from a low-income household. People living outside the Nashville office's service area are instructed to call the LAS office serving their county to find out about pro bono opportunities. LASMTC has a full-time Pro Bono Director in the Nashville office.

The Nashville office has the most pro bono resources. In addition to providing legal counsel for nonprofit organizations, LASMTC will accept cases in the following areas: domestic violence, family law, employment (federal income tax disagreements, wage claims, discrimination, job training courses), health (TennCare, Medicaid, Medicare, nursing home issues, living wills, powers of attorney), housing (Section 8 or public housing, evictions, foreclosures, rental issues, unfair loans, homeowner counseling), and money (illegal collection methods, bankruptcy, SSI, Families First, TANF, SNAP, unemployment, simple wills for individuals over 60 years of age and the seriously ill). LASMTC generally does not accept immigration issues or divorce cases unrelated to domestic violence.

- Memphis Area Legal Services (MALS): MALS provides civil legal assistance to low-income individuals and the elderly in southwestern Tennessee, anchored by its office in Memphis. Its Covington office serves three smaller rural communities: Tipton, Fayette, and Lauderdale counties. MALS has a full-time Pro Bono Coordinator. Priorities include cases involving issues related to family and children, housing and real property, consumer issues, individual and civil rights, health and income maintenance, and seniors.
- West Tennessee Legal Services (WTLS): WTLS serves Benton, Carroll, Chester, Crockett, Dyer, Decatur, Gibson, Hardeman, Hardin, Haywood, Henry, Henderson, Lake, McNairy, Madison, Obion, and Weakley counties. Its main office is in Jackson, with offices in Dyersburg, Huntingdon, and Selmer. It has one part-time Pro Bono Director/Coordinator. WTLS accepts the following types of civil cases: access to health/medical care, securing or retaining housing, ensuring compliance with Fair Housing Laws, securing or retaining income, personal freedom and security rights, parental rights with state action, rights of persons in institutions, freedom of all persons from abuse, family issues, education rights, consumer rights, and community education. WTLS does not accept cases with the potential of a high monetary judgment or adult criminal cases.

### **LSC-Funded Legal Service Provider Highlights**

- LAET served almost 1,500 clients through its various pro bono projects in 2014.
- LASMTC is the largest LSC-funded organization in Tennessee. It provided pro bono assistance to 2,869 clients in 2014.
- MALS served 1,300 clients through its pro bono projects in 2014 and plans to launch a medical legal partnership in the near future.
- WTLS focuses on full representation of its clients. One hundred and four clients were served through WTLS's pro bono program in 2014.

## **Legal Service Providers – Non-LSC-Funded**

In Tennessee, there are many legal service providers that do not receive funding from the Legal Services Corporation. The Tennessee ATJ Commission considers any organization that does not receive funding from the Legal Services Corporation a non-LSC-funded legal service provider. Non-LSC-funded organizations can serve segments of the population and handle legal matters that LSC-funded providers cannot. Non-LSC-funded organizations do not have to follow federal income guidelines to determine if a person is eligible to receive legal services.

The Commission has gathered data from the following non-LSC providers: Disability Rights Tennessee, Southern Migrant Legal Services, the Tennessee Justice Center, and Tennessee Volunteer Lawyers and Professionals for the Arts. A chart detailing the pro bono opportunities and pro bono statistics of each provider is attached as Exhibit C.

### **Non-LSC-Funded Legal Service Provider Highlights**

- Over 425 of the organizations' clients were help by pro bono attorneys.
- Volunteer Lawyers and Professionals for the Arts had 260 volunteers in 2014.

## **Tennessee Faith & Justice Alliance Members**



The Tennessee Faith and Justice Alliance (TFJA) is a program developed by the ATJ Commission to support and encourage faith-based groups in Tennessee who commit to providing legal resources to their congregations and communities. It's one of the first programs of its kind in the country created to align needs seen at the local church level with possible legal resources that are nearby, perhaps even within the same congregation. The notion is to connect with people in need in a place they already go to seek help with a problem. That place is quite often their place of worship.

The pilot project involved the Tennessee Conference of the United Methodist Church. Church leaders and volunteer attorneys gathered to learn more about the program, assign attorneys to congregations, and receive training on how the program works. The United Methodist Church's TFJA project is designed to pair an attorney with a place of worship. When a leader or clergy member of that congregation learns of a member's

legal need, that leader can then refer the person to the local attorney who has volunteered to serve as a resource to that congregation. That attorney in turn will provide the legal advice needed, or make connections with other resources that can provide the necessary services.

The TFJA program is expanding to all faiths and geographic areas of the state and is flexible to meet the needs of a particular community. For example, the Knoxville Bar Association co-sponsored a regional training event in September to introduce attorneys and faith leaders to the TFJA. The UMC model is just one way to offer services. Other organizations may consider monthly legal clinics or other offerings. For example, the Lipscomb Institute for Law, Justice and Society recruited alumni attorneys to serve at monthly free walk-in legal clinics. Other organizations ask attorneys to educate parishioners about issues common to the congregation such as consumer debt and home foreclosure issues. The Commission surveyed member organizations of the TFJA about the pro bono initiatives and efforts sponsored by each organization. A chart containing information about each TFJA member, including its pro bono statistics, is attached as Exhibit D.

### **TFJA Survey Highlights**

- Lipscomb University Legal Clinic provides a free legal advice clinic at the St. James Missionary Baptist Church in Nashville, TN. The clinic served over 45 clients in 2014 and would like to begin another clinic.
- Family Relationship Center Pro Bono Clinic in Oak Ridge, TN, helped over 100 clients in 2014.
- Cross Point Church assisted 25 clients through its clinic at the church's Dream Center.

### **Pro Bono Legal Advice Clinics**

The ATJ Commission, in its 2014 Strategic Plan, set a goal to have at least one recurring pro bono legal advice clinic in each of the 31 judicial districts in Tennessee by March 2016. To date, there are six judicial districts without legal clinics. The Commission maintains a list of clinics across the state and makes that information available online on the access to justice website, [www.justiceforalltn.com](http://www.justiceforalltn.com). The 2014 Pro Bono Report is the first time that the Commission sought information from clinic providers as a stand-alone category. Some of the clinic providers fall into other Report

categories including but not limited to LSC-Funded Legal Service Providers and TFJA Members. A chart containing information from each clinic provider, including its pro bono statistics, is attached as Exhibit E.

### **Pro Bono Legal Advice Clinic Highlights**

- The Nashville Bar Association Dial-A-Lawyer clinic served 761 clients in 2014.
- The Tipton County Bar Association clinic served approximately 250 clients and plans to help neighboring counties establish clinics in 2015.
- The Kingsport Bar Association Free Legal Clinic served 125-150 clients in 2014.

### ***Attorney for Justice and Law Student for Justice Pro Bono Recognition***

In 2014, the Supreme Court recognized attorneys who devoted 50 or more hours of pro bono service for the 2013 calendar year as *Attorneys for Justice*. The attorneys who were recognized reported over 10,000 hours of pro bono service provided in 2013. The Supreme Court also recognized 2014 law school graduates who provided 50 or more hours of pro bono work during their law school career. There were 95 law students recognized as *Law Students for Justice*. The law students provided over 4,750 hours of pro bono service.

### **Law Offices with Pro Bono Policies, Pillar Law Firms, and *Attorney for Justice* Law Offices**

For the first time, law offices that have adopted pro bono policies were surveyed for the annual pro bono report. As part of its 2012 Strategic Plan, the Commission set a goal to increase the number of law offices with pro bono policies by fifteen. When the Commission set this goal, there were approximately fifty law offices across the state with pro bono policies. As of December 31, 2014, sixty-six law offices in Tennessee have adopted pro bono policies.

Law firms may also coordinate their pro bono efforts by becoming a Pillar Law Firm. Pillar Law Firms partner with a legal aid provider and commit to handling cases on a particular legal issue or from a specific referral source. The legal aid provider trains the attorneys at the Pillar Law Firm on the chosen legal issue. The Pillar Law Firm then

accepts cases referred from the legal aid provider on that issue. Currently there are eighteen Pillar Law Firms across the state.

In 2014, there were nine law offices recognized as *Attorneys for Justice*. These offices provided an average of 50 or more hours per attorney during the 2013 calendar year. The Pro Bono Coordinator surveyed the law offices with pro bono policies, Pillar Law Firms, and offices recognized as *Attorneys for Justice* on their pro bono efforts for the 2014 calendar year. To date, thirty-six law offices have responded to the survey. The responses are attached as Appendix F.

These thirty-six law offices reported the following:

Number of Attorneys Employed:	1,945
Number of Attorneys Participating in Pro Bono Activities:	1,165
Number of Clients Served:	2,048
Number of Hours Given to Pro Bono Efforts:	36,876.09

### **Supreme Court Rule 31 Mediator Pro Bono and Mediation Center Pro Bono**

Supreme Court Rule 31 is a system where litigants, courts, and attorneys can locate qualified alternative dispute resolution mediators and other neutrals and enlist their assistance in resolving matters pending before courts of record. Rule 31 does not affect dispute resolution programs or individual cases that are resolved outside the Rule 31 system. The Rule was set up in 1996 to assist the court in obtaining a mediator or other neutral when the court or the parties want one. Rule 31 also established the Alternative Dispute Resolution Commission that devised a way that ADR neutrals could be trained and approved for use by the courts. The Rule provides required credentials and training for mediators who wish to be listed as a Supreme Court Rule 31 Mediator. All Rule 31 Mediators are required to file a report after each mediation they conduct. If the mediation is done pro bono, this must be noted in the report. In 2014, there were 325 pro bono mediations reported by Rule 31 Mediators. There were six additional court-ordered pro bono mediations reported in 2014. This total may or may not include pro bono mediations that were conducted through the Tennessee Community Mediation Centers.

### **Tennessee Community Mediation Centers providing Pro Bono Mediation**

In Tennessee, there are non-profit mediation centers that provide pro bono mediation services to low-income residents across the state. These centers are known as Community Mediation Centers, or CMCs. CMCs partner with local courts to provide a range of free or low-cost (sliding scale) mediations to those who are most vulnerable in

the court system - namely, pro se litigants or people without legal representation. CMCs also work pro-actively to resolve disputes at the early intervention stage (outside of the courts) so as to prevent litigation. The AOC supports these centers through limited grant funding designed to increase low-income Tennesseans' access to mediation services. The Tennessee General Assembly established the Victim Offender Mediation Program (VORP) in 1993 to provide funding support for the state's earliest non-profit mediation centers. In the 2013-2014 fiscal year, eleven agencies received VORP grant funding. Those agencies reported conducting 1,259 mediations to the AOC under their VORP grants.

The AOC administers another state-funded grant, the Parent Education and Mediation Fund (PEMF) pursuant to Supreme Court Rule 38 and T.C.A. §6-6-413. The AOC distributes funds to grantees to provide education and mediation for indigent parents involved in absolute divorce, legal separation, annulment, or separate maintenance proceedings, and any other custody matters. In the 2013-2014 fiscal year, seventeen agencies received PEMF funding. The agencies which received funding for mediation services reported providing services benefitting 400 parents and 217 children.

The Pro Bono Coordinator surveyed current VORP and PEMF grantees to obtain additional information on their pro bono efforts in 2014. To date, the following mediation center providers have responded: Nashville Conflict Resolution Center; Mid-South Mediation Services; Mediation & Restitution/Reconciliation Services; The Exchange Club Family Center; First Judicial District Court Clinic; Tomorrow's Hope Pregnancy Medical Clinic; Southeast Tennessee Human Resource Agency; Community Health of East Tennessee – Community Health Mediation; Community Mediation Services; Neighborhood Reconciliation Services, Inc.; Community Reconciliation, Inc.; and The Mediation Center. These agencies reported serving 2,755 clients through mediation in 2014.

A chart containing information about each provider, including its pro bono statistics, is attached as Exhibit G.

### **Continuing Legal Education (“CLE”) Credit Attorneys Received for Pro Bono Work in 2013**

Supreme Court Rule 21, Section 4.07(c) permits the Continuing Legal Education (“CLE”) Commission to give Ethics & Professionalism credit at the rate of one hour of credit for every five billable hours of pro bono legal representation provided through court appointment or an organized bar association program or legal services

organization, or of pro bono mediation services as required by Supreme Court Rule 31 or the Federal Court Mediation Programs.

As of February 1, 2015, the CLE Commission has posted 2301.49 hours of CLE credit given to attorneys for pro bono work done in 2014.

<b>Year</b>	<b>Number of CLE Hours for Pro Bono Work</b>
2014	2,301.49
2013	3,384.15
2012	3,780.84
2011	2,080.93
2010	3,635.29

**[www.OnlineTNJustice.org](http://www.OnlineTNJustice.org)**

The Tennessee Alliance for Legal Services and the Tennessee Bar Association, with support from the Tennessee ATJ Commission, has developed an online legal resource that allows those with legal questions to email their questions to a central website. ([www.OnlineTNJustice.org](http://www.OnlineTNJustice.org)). These questions are then answered by volunteer attorneys. Information and statistics regarding this pro bono resource as of December 31, 2014, are below.



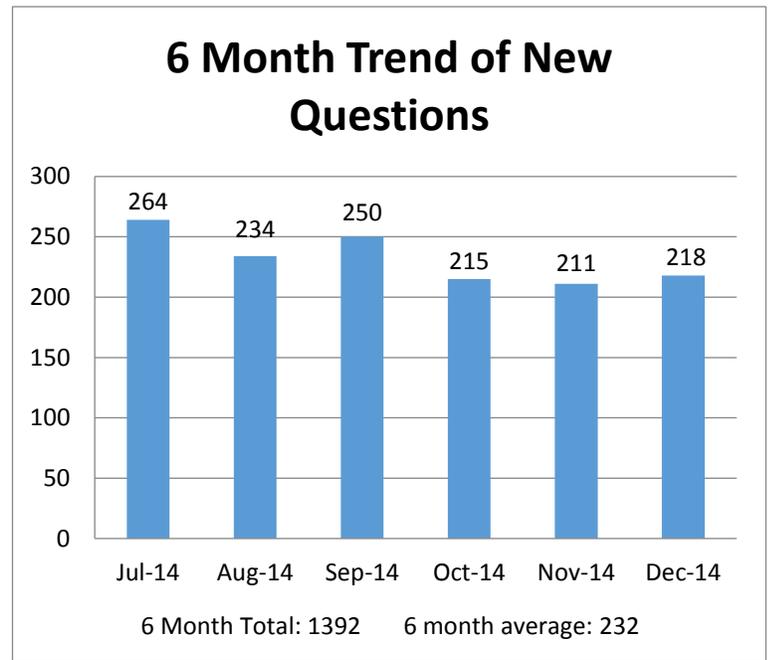
# Online Tennessee Justice Service Report

As of 12/31/2014

ATTORNEYS	This Month	Last Month
<b>Total Volunteer Attorneys</b>	<b>443</b>	<b>436</b>
<b>Have Answered Questions</b>	<b>247</b>	<b>246</b>
50+ questions answered	25	25
10+ questions answered	49	49
< 9 questions answered	173	172

CLIENTS	This Month	Last Month
<b>Total Client Accounts</b>	<b>8302</b>	<b>8064</b>
1 Question Asked	6299	6106
2+ Questions Asked	655	646
<b>Ineligible Applicants</b>	<b>3639</b>	<b>3560</b>
Ineligible by income/assets	2638	2582

QUESTION CATEGORIES	Program Lifetime	% of Total
<b>Total Questions Asked</b>	<b>7855</b>	<b>100%</b>
Family	3513	45%
Other	1274	16%
Housing	1079	14%
Debt and Purchases	893	11%
Work	419	5%
Inheriting Property	127	2%
Disaster Legal Services	124	2%
Health Care	124	2%
Benefits	112	1%
School/Juvenile	108	1%
Seniors	40	<1%
Immigration/Citizenship	25	<1%
Personal Injury	9	<1%
Expungement	8	<1%



Percent of Use by Area	% of Total
<b>Top 10 Counties</b>	<b>60%</b>
Davidson	17%
Shelby	10%
Montgomery	8%
Rutherford	7%
Knox	5%
Hamilton	4%
Anderson	3%
Sumner	2%
Sullivan	2%
Williamson	2%
<b>All Other Counties</b>	<b>40%</b>

#### 2014 Data

- 2,393 new questions were posted in 2014
- 57 new volunteers signed up for Online TN Justice in 2014.
- 47 additional attorneys have answered questions on the site.
- 56% of all volunteers have answered a question.
- 12 volunteers have answered 100 questions or more.

#### Online Justice Model Adoption

- 3 additional states are have confirmed they will launch Online Justice sites.
- Five other states have launched Online Justice websites: Alabama, Indiana, Minnesota, South Carolina and West Virginia.
- TN will present on OTJ at the Equal Justice Conference in May.

#### Notes:

The "Other" category is comprised of questions that do not fit into another category or questions that were answered by an attorney before the administrator could assign the question to the appropriate category.

## **Conclusion**

Tennessee is making great strides in encouraging more attorneys to provide more hours of pro bono each year. This pro bono report demonstrates the impact of pro bono initiatives and documents the great work of our access to justice partners. The Commission urges attorneys to continue to track and report the many activities in which they have provided pro bono representation.

Access to justice cannot be achieved without collaboration. The multiple partners of the Court and the Commission include but are not limited to the many volunteers on the Commission's numerous committees and work groups, attorneys, legal services organizations, bar associations, law schools and law students, mediators, judges, and countless volunteers involved in providing day-to-day assistance to those needing legal services within their communities.

Tennesseans have responded to the civil legal needs gap by donating time, talent, and treasure to pro bono services, programs, and projects. They have provided pro bono assistance by directly providing legal services at no cost or at substantially reduced rates to low-income Tennesseans, by providing legal services to non-profit organizations serving persons of limited means, by providing legal services to groups and organizations at a reduced fee when payment of standard fees would create a financial hardship, and by providing legal services to improve the law, the legal system, or the legal profession.

Thanks to the generosity of so many, Access to Justice has become a reality for many low-income Tennesseans.

2014 Pro Bono Report  
Appendix A

Bar Association	City/Town	# of Members	What pro bono projects was your bar involved with during 2014?	Estimated # of Clients Served	% of Members that Did Pro Bono
Blount County Bar Association	Maryville	150	Our members participate in a monthly Saturday Bar Clinic organized by Legal Aid of East Tennessee, and individual members do pro bono work referred by LAET.	Unknown	50%
Bradley County Bar	Cleveland	61	interviews with indigent through legal services Law Day events Help for indigent through representation volunteer OOP assistance	uncertain	99-100%
Chattanooga Bar Association	Chattanooga	807	Our CBA members are the volunteer attorneys for Legal Aid of East Tennessee	That information is kept at Legal Aid of East Tennessee	75%
Cheatham County	Ashland City	30	None as a group.	n/a	99-100%
Greene County Bar	Greeneville	40	Free Legal Advice Clinics and Free Uncontested Divorce Clinics with Legal Aid,	30-40	25%
Hickman Lewis and Perry County	Centerville	15	NA	NA	99-100%
Humphreys County Bar Association	Waverly	13	None	None	99-100%

2014 Pro Bono Report  
Appendix A

Bar Association	City/Town	# of Members	What pro bono projects was your bar involved with during 2014?	Estimated # of Clients Served	% of Members that Did Pro Bono
Knoxville Bar Association	Knoxville	1665	The KBA ATJ Committee was involved in many activities, including: (1) Led by Co-Chair Ian Hennessey and Committee member Bill Coley, the Committee supported the Tennessee Faith and Justice Alliance in sponsoring a Clergy Training to assist clergy of all denominations in recognizing the legal needs of individuals in their congregations and means of connecting those individuals to legal services. (2) Led by a subcommittee comprised of Debra L. House of LAET, Brad Morgan of UT Law, Janet Gurwitch of the District Attorney's Office, and Co-Chair Sally Goade, the Committee revised KBA's Domestic Violence Handbook, incorporating research assistance from UT Law students, with a pending online publication date of January 2015. (3) On behalf of the Committee, Co-Chair Wynne du Mariau Caffey collaborated with Sam Rutherford to author a DICTA article depicting attorney volunteers' perspective on answering legal questions through Online Tennessee Justice, with inclusion of efforts by the Tennessee Alliance of Legal Services ("TALS") to partner with law students and attorney volunteers, including Committee member Troy Weston, in virtual clinics. (4) The Committee supported the CLE program presented during pro bono month, "What You Don't Know Can Hurt: Representing Victims of Domestic Violence," including presentations and discussion facilitation by LAET and Committee member Kathryn St. Clair Ellis. (5) Committee member Tracy Chain highlighted a nonprofit organization each month through a monthly DICTA feature entitled "The Volunteer Spirit." (6) The Committee provided a forum for law students to present potential programs for collaboration with attorney volunteers in providing access to justice, including the UT Law Voting Project and the Tennessee Medical/Legal Partnership.	Our efforts are not intended to provide direct client service.	50%
Lincoln County	Fayetteville	25	none	personally represent 2-3 pro bono clients per year.	1-10%
Memphis	Memphis	1600	legal clinics, Will for Heroes, Alternative Spring Break, Celebrate Pro bono	1200	25%

2014 Pro Bono Report  
Appendix A

Bar Association	City/Town	# of Members	What pro bono projects was your bar involved with during 2014?	Estimated # of Clients Served	% of Members that Did Pro Bono
Tipton County Bar Association	Covington	35	Free Legal Advice Clinics held throughout the year, serving approximately 250 people with 7-9 attorneys attending. Free Wills/POAttorney day for law enforcement agencies: Tipton County Sherriff's Department, Atoka Police Department, Brighton Police Department, Munford Police Department. We completed approximately 120-140 wills, powers of attorney and living wills for our officers and did it at their offices, during their shift changes so that they could be able to attend. Tipton County Youth Court: We received the court order approving youth court and passed out applications to three area high schools.	over 350	50%
Washington County Bar Association	Johnson City	150	Lawyers Helping People- Good Samaritan Clinic first Saturday of the month. Chancery and Circuit Clinic- pro bono lawyers and mediators.	400	1-10%

2014 Pro Bono Report  
Appendix A

Bar Association	Future Projects	What are the pro bono legal needs of your county?	Additional Comments
Blount County Bar Association	Saturday Bar Clinic	Unknown	
Bradley County Bar	nothing more than done in the past.	Indigent representation in court	
Chattanooga Bar Association	Pro Bono Night	Divorce With Children Bankruptcy	
Cheatham County	There are members who plan to participate in a Habitat build.	Indigent divorce, Wills	Members and potential members of the CCBA have expressed interest in starting a pro bono project. I am not in a position to take on a huge project, but if you have a plan for a project, I would be interested.
Greene County Bar	More frequent Clinics.	People need advise.	
Hickman Lewis and Perry County	None	Present.	
Humphreys County Bar Association	None	None	

2014 Pro Bono Report  
Appendix A

Bar Association	Future Projects	What are the pro bono legal needs of your county?	Additional Comments
Knoxville Bar Association	The Committee plans to provide resource information about expungements through our public education programs and it is anticipated that the committee will be involved in the Homeless Veterans Stand Down in September	Assistance with pro se forms	
Lincoln County	none	Mostly domestic cases	
Memphis	Medical legal partnerships	domestic relations, expungement,	

2014 Pro Bono Report  
Appendix A

Bar Association	Future Projects	What are the pro bono legal needs of your county?	Additional Comments
Tipton County Bar Association	2015 Legal Clinics Wills Day for Covington Police Department Youth Court	In my opinion, to get the word out that local lawyers can rely on our pro bono activities and not feel the burden of trying to build pro bono into their practices. I'm not sure that, being in a rural area, we have the maximum participation because attorneys feel like they do pro bono every day or that our clinics take away business. As far as potential clients, we have a large number of indigent persons who are in need of family law advice, custody issues, TennCare problems, disability/social security issues, and need estate help.	
Washington County Bar Association	Would love to have a clinic with a staff and a physical location. Not in the immediate, but long term. Short term: to work with the new Family Justice Center.	We have a skeleton staff at the local Legal Aid office for 12 counties. This is one of the poorest area. We need to help with housing, domestic violence divorce, and child support assistance.	

2014 Pro Bono Report  
Appendix B

Organization	City:	Website	How many staff members does your organization have?	How many pro bono volunteers does your organization have?	# Clients Served	# Clients Served by Pro Bono	In what areas of law does your organization specialize?
Legal Aid of East Tennessee - Southern Region	Chattanooga		14	500	Approx. 1200	Approx. 300	General.
Legal Aid of East Tennessee	Knoxville	www.LAET.org	16	450	6589	1197	all LSC-permitted civil matters
Legal Aid Society of Middle Tennessee and the Cumberland	Nashville	www.las.org	76	1750	7949	2869	Legal Aid Society provides free legal assistance to low income persons for civil legal help including family law, consumer law, housing and health and benefits.
Memphis Area Legal Services	Memphis	www.malsi.org	50	500	4000	1300	consumer, domestic, housing
West Tennessee Legal Services	Jackson	wtls.org	31	116	1894	104	Housing, Consumer, Victims of DV, Victims of Crime, Family Law, Benefits

2014 Pro Bono Report  
Appendix B

Organization	Please provide a brief synopsis of your pro bono program.	What new pro bono projects was your organization involved with during 2014?	What future pro bono projects is your organization planning to implement?	What resources does your organization need to better fulfill its mission?
Legal Aid of East Tennessee - Southern Region	Your average, run-of-the-mill pro bono program.	Monthly clinics in Cleveland; monthly Juv. Court clinics; expanding pro se divorce to all counties.	The usual-- faith based partnerships; partnership with other legal organizations (local YLD, SETLAW, etc.).	Willing attorney volunteers and money. Mostly money for full-time staff.
Legal Aid of East Tennessee	We provide a variety of opportunities for volunteers to serve, including full or limited representation, general advice clinics, special-purpose clinics, mentoring, and community education.	Baker-Donelson began the H.E.L.P Clinic at a Knoxville homeless shelter. We launched a Faith & Justice Initiative. We began collaborating with the KBA ATJ Committee and the UT Law School on a project to make the expunction of criminal records more available.	expansion of programs begun in 2014	funding for a part-time assistant
Legal Aid Society of Middle Tennessee and the Cumberland	The Legal Aid Society organizes pro bono through a firm-wide Volunteer Lawyers Program. LAS refers individuals to pro bono lawyers for individual representation and supports advice/counsel legal clinics throughout the 48 county service area.	During 2014 LAS extended advice/counsel clinics to our Cookeville service area with 3 clinics in Cumberland and Putnam Counties and 10 clinics in the Oak Ridge office. We obtained the commitment of a Nashville law firm to support pro bono cases in the Gallatin service area.	For 2015 LAS has expanded outreach to the immigrant/refugee community by building attendance at our Casa Azafran Clinic; LAS expects to enhance the volunteer resources available for our more rural offices with a mlp that serves our Columbia service area as well as Williamson County. LAS/VLP expects to extend assistance to rural areas through an enhanced Bankruptcy Project, Debt Collection Project, SSI Cessation Project and Conservatorship Project	The continued support o the AOC in securing state and federal funding, supporting grant funding for legal assistance and recognizing pro bono lawyers for their work
Memphis Area Legal Services	recruit and train volunteers to provide legal representation of eligible applicants	none	medical legal partnership	money; more staff
West Tennessee Legal Services	Our program focuses on full representation for our clients. We try to take them from the beginning to the resolution of their legal problem. We encourage private attorneys to take clients and truly represent them, not just do counsel and advice. Most of our clients are unable to proceed without the help of an attorney.	We are working with the Faith Based Initiative and the effort to provide more legal clinics in rural areas.	We are working with the Faith Based Initiative and the effort to provide more legal clinics in rural areas.	We need more private attorneys that are willing to do full representation for our clients.

2014 Pro Bono Report  
Appendix C

Organization	Website:	Which counties does your organization serve?	How do you receive new clients?	# Staff	# Volunteers	# Clients Served in 2014	# Clients Served Through Pro Bono
Tennessee Justice Center	www.tnjustice.org	All Tennessee counties	walk-in services; online referrals; via another organization/non-profit	12	Variable	300	10
Southern Migrant Legal Services	www.trla.org	All of Tennessee (plus Arkansas, Kentucky, Alabama, Mississippi, and Louisiana)	Mostly telephone intakes and referrals by other non-profits or hotlines	6	2-3 summer interns, no attorney volunteers	around 325	none
Volunteer Lawyers & Professionals for the Arts	www.abcnashville.org	All of Tennessee	walk-in services; free legal clinic; online referrals; via another organization/non-profit; Word-of-mouth	2	260	410	410

2014 Pro Bono Report  
Appendix C

Organization	Website:	Which counties does your organization serve?	How do you receive new clients?	# Staff	# Volunteers	# Clients Served in 2014	# Clients Served Through Pro Bono
Disability Rights Tennessee	www.disabilityrightstn.org	All TN counties	online referrals; via another organization/non-profit; Most clients contact us at our intake number or intake email. Clients typically hear about our agency due to our outreach activities, training activities, and referral from existing/former clients and other organizations.	30	currently 5; number fluctuates-- we generally have 3 pro bono attorneys and at least 2 interns at any given time	422	approximately 20

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Appendix C

Organization	Please provide a brief description of your services.	In what areas of law does your organization specialize?	What pro bono projects was your organization involved with during 2014?	What future pro bono projects is your organization planning to implement?	What resources does your organization need to better fulfill its mission?
Tennessee Justice Center	TJC advocates for low-income Tennessee families in courts, administrative agencies, and before legislative bodies, focusing primarily on access to health care and the impact of health reform in Tennessee. We represent individual clients in administrative appeals and seek systemic change through class action litigation and policy advocacy.	Health law; public benefits law; disability law; Medicaid and the Affordable Care Act.	TBA Corporate Counsel Pro Bono Initiative - Free CLE trainings on representing individual TennCare enrollees in administrative appeals.	TJC has received another grant from the TBA Corporate Counsel Pro Bono Initiative to continue trainings for pro bono attorneys throughout the State.	While better publicity for free CLE trainings would be helpful, recruiting attorneys after they have been trained to take pro bono cases remains the most immediate and pressing challenge.
Southern Migrant Legal Services	free employment-related legal services to migrant farmworkers	Employment law, Farmworker law, limited immigration practice, civil rights	None	None, we find it difficult to incorporate pro bono in to litigation	If local legal services providers offered more services in areas that they could serve but currently do not serve, such as in employment and immigration, where there is a high need but which applicants are turned away
Volunteer Lawyers & Professionals for the Arts	Volunteer Lawyers & Professionals for the Arts (VLPA) provides pro bono legal assistance to low-income artists from all creative disciplines, as well as legal and business services to emerging non-profit arts organizations.	Entertainment, Intellectual Property, Nonprofit, Employment, Corporate, Litigation. Most common services include copyright matters, reviewing contracts, filing trademarks, employment issues, helping to resolve all manner of arts-related disputes.	VLPA is an ongoing project.	We plan to continue the VLPA program and also host some Saturday legal clinics each year.	Consistent volunteer help from recent law grads; Funding.

2014 Pro Bono Report  
Appendix C

Organization	Please provide a brief description of your services.	In what areas of law does your organization specialize?	What pro bono projects was your organization involved with during 2014?	What future pro bono projects is your organization planning to implement?	What resources does your organization need to better fulfill its mission?
Disability Rights Tennessee	Disability Rights Tennessee (DRT) is a nonprofit legal services organization dedicated to protecting the rights of Tennesseans with disabilities. Our agency provides the following services: information and referral investigation of abuse and neglect advocacy services legal representation education and outreach public policy advocacy	Disability Rights. Our disability rights work is currently focused on the following issues: 1. Abuse and neglect in institutional and community settings 2. Appropriate functional behavior assessments and behavior intervention plans for students in K-12 3. Appropriate Implementation of IEPs and 504 plans for students in K-12 4. Access to Vocational Rehabilitation services 5. Access to assistive technology 6. Communication barriers in business, government, and healthcare settings 7. Discriminatory policies and practices	NA. Because our organization provides free legal services to people with disabilities, we are typically the beneficiary of time donated by pro bono attorneys. We currently have 3 pro bono attorneys who assist our staff attorneys with case and project activities on an ongoing basis. In addition, our agency's attorneys do regularly provide technical support to legal services attorneys and outside pro bono attorneys who are working to address disability rights issues.	We plan to continue our current activities,	Our current pro bono attorneys and student interns have increased our ability to serve clients. However, due to limited resources, we remain unable to address all disability rights issues we are contacted about. Additional funding and staff would help us better fulfill our mission.

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Appendix D

Organization	Counties Served	How do you receive new clients?	# Volunteer Attorneys	# Non-Attorney Volunteers	# Clients Served	Please provide a brief description of your services.	In what areas of law does your organization specialize? OR What types of cases do you see most often?	What future pro bono projects is your organization planning to implement?	What resources does your organization need to better fulfill its mission?
Clark Memorial United Methodist Church	Davidson	referral from members or walk-in	1	1	2	Resolution of issue; referral to aLegalz website which resolved issue;	Not enough cases to answer.	None	None at the moment.
Karnes Legal Services	entire state	court referrals; walk-in services; online referrals	2	3	400	FOR PROFIT LAW FIRM; ABOUT 20% OR WORK IS PRO BONO	FAMILY, GENERAL PRACTICE		FINANCIAL
Lipscomb's Institute for Law, Justice and Society	Davidson	court referrals; walk-in services; online referrals; free legal clinic; via another organization/non-profit	2-8	4-8	45	We provide a free legal advice clinic.	We do not specialize. We see expungement and child support cases most often.	We would like to begin another clinic.	Better connections with the communities of need.

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Appendix E

Clinic Name	Sponsoring Organization	Counties Served	How do you receive new clients?	# Volunteer Attorneys	# Volunteer Non-Attorneys	# Clients Served	Please provide a brief description of your services.
Wills for Heroes	Tennessee Bar Association Young Lawyers Division	In the respective counties for the following cities: Lebanon, Clarksville, Memphis, Nashville, Columbia, Murfreesboro, Dyersburg, Jackson, Franklin, Knoxville, Chattanooga, Sevierville, Cookeville, Bristol, Maryville	free legal clinic	It varies from 10-30+	It varies from 0-27+	468	Provide free legal documents (wills, advance healthcare directives, and durable power of attorney) for first responders
Free Legal Clinic	Kingsport Bar Association, Legal Aid of East TN, and TBA Young Lawyers Division	Sullivan, Washington, Hawkins, Greene, Unicoi, Carter	court referrals; walk-in services; via another organization/non-profit; Newspaper, radio and television announcements when we first opened. Now, flyers and business cards distributed around the City.	Approximately 10	Approximately 4	Approximately 125-150	Primarily counseling to lower income people, but we do not restrict based on income. Most issues pertain to debts, collections, housing (landlord/tenant), employment, and domestic (custody and support) issues.
Dream Center Campus Clinic	Cross Point Church	Nashville	walk-in services; free legal clinic; via another organization/non-profit	5-10	1-3	approximately 25	In June 2015, we implemented a monthly clinic at the Dream Center campus to serve the people in the surrounding community and, specifically, the residents of Safe Harbor, a transitional/rehabilitation residential center for men located next door.

2014 Pro Bono Report  
Appendix E

Clinic Name	Sponsoring Organization	Counties Served	How do you receive new clients?	# Volunteer Attorneys	# Volunteer Non-Attorneys	# Clients Served	Please provide a brief description of your services.
LAS/VLP Clinics	Legal Aid Society of Middle Tennessee and the Cumberlands	The clinics supported by LAS with volunteer lawyers in 2014 were sited in Anderson, Cumberland, Davidson, Overton, Putnam, Rutherford and Williamson Counties. Assistance was provided to residents of these counties and more including: Roane, Campbell, Scott, Canon, Sumner, Wilson, Trousdale, Maury, Hickman and Canon Counties.	court referrals; walk-in services; free legal clinic; online referrals; via another organization/non-profit	In 2014 total attorney attendance: 431	In 2014 total non-atty attendance: 175	LAS/VLP served 1363 clients at pro bono legal clinics	Individuals meet with volunteer lawyers privately and receive advice/counsel/information. There is no income test for advice/counsel. Financially eligible clients may be referred to LAS for additional help.
P.A.T.H. Program	Southeast TN Legal Services/Chattanooga Bar	Hamilton		varies	None	Did not track number in 2014	give pro se litigants advice on procedural issues for Sessions Civil Court
HELP Clinic	UT College of Law, LAET, Baker, Donelson	Knox and surrounding counties	free legal clinic	10	20	150	Volunteer attorneys from the Knoxville Bar provide varying advice to the homeless on issues ranging from SS disability, expungments driver's license issues as well as housing.
Saturday legal clinic, attorney of the day, veterans, pro se divorc	Memphis area legal services	Tipton, Shelby, Fayette, Lauderdale	court referrals; walk-in services; free legal clinic; via another organization/non-profit; telephone calls	30-40 each saturday or 4-5 on other days	10	1200	advice and counsel to persons with legal questions.
Washington County Bar Clinic	Washington County Bar Association	Washington, Carter, Unicoi	court referrals; walk-in services; free legal clinic	3-8	2	320	general law clinic

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Clinic Name	Sponsoring Organization	Counties Served	How do you receive new clients?	# Volunteer Attorneys	# Volunteer Non-Attorneys	# Clients Served	Please provide a brief description of your services.
Family Relationship Center Pro Bono Clinic	CoParenting Solutions, inc.	Anderson, Blount, Knox, Loudon, Meigs, Morgan, Roane, Scott, other surrounding counties as resources allow.	court referrals; free legal clinic; online referrals; via another organization/non-profit	15	4 core and students/interns from area schools and para-legal programs.	over 100	pro-bono and modest means (low-bono) limited scope assistance, mediation, and parenting seminars. We also provide intake screening and referrals to other social services agencies as appropriate.
University of Tennessee College of Law Domestic Violence Clinic	University of Tennessee College of Law	Knox County, Tennessee	court referrals; walk-in services; via another organization/non-profit	Currently, 6	1	Approx. 30	We represent Petitioners in Order of Protection Court in Fourth Circuit Court of Knox County, Tennessee.
University of Memphis School of Law Mediation Clinic	University of Memphis School of Law	Shelby. See additional comments.					
LAET Southern Region Clinics	LAET	Hamilton, Bradley, Polk, McMinn, Meigs, and surrounding counties.	court referrals; walk-in services; free legal clinic; online referrals; via another organization/non-profit	1-10	0-2	Approx. 200	General.

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Clinic Name	Sponsoring Organization	Counties Served	How do you receive new clients?	# Volunteer Attorneys	# Volunteer Non-Attorneys	# Clients Served	Please provide a brief description of your services.
Lipscomb St. James Clinic	Lipscomb's Institute for Law, Justice and Society	Davidson	court referrals; walk-in services; free legal clinic; online referrals; via another organization/non-profit	2 to 8	4-6	45	We provide a free advice clinic.
Free Legal Advice Clinic	Tipton County Bar Association and Memphis Area Legal Services	Tipton, Fayette, Haywood, Lauderdale	court referrals; walk-in services; free legal clinic; online referrals; via another organization/non-profit; Facebook, word of mouth from area lawyers, word of mouth from clerks	5-7 -- it depends on the clinic	usually 1-3	approximately 250	Wills, Powers of Attorney, advice on family law, real estate, estate issues, elder issues, personal injury, TennCare, insurance disputes, general practitioner issues, custody and family law.

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Clinic Name	Sponsoring Organization	Counties Served	How do you receive new clients?	# Volunteer Attorneys	# Volunteer Non-Attorneys	# Clients Served	Please provide a brief description of your services.
Saturday Bar	Legal Aid of East Tennessee	Blount, Knox, Loudon, and Sevier	free legal clinic; Clients are seen by appointment scheduled by LAET.	15	30	200	Saturday Bar is a legal-advice clinic open to LSC-eligible clients of LAET. Clients are seen by appointment through LAET. The clinics are held in Knoxville on two Saturday per month and in Maryville on one Saturday per month.
Johnson City Office	Legal Aid of East TN	Washington, Carter, Unicoi, Johnson, Sullivan, Greene, Hawkins, Hancock, Hamblen	walk-in services; free legal clinic; online referrals; via another organization/non-profit	97	3	173	Estate Planning clinics, Pro Se Divorce clinics, Veteran's Stand Down Event, Referrals to the private sector for individual client services
Dial-A-Lawyer	Nashville Bar Association	All of Tennessee	monthly press releases, NBA office and LRIS office	each month varies, 4-7	0	761	On the first Tuesday of each month for two hours licensed volunteer attorneys answer legal questions from members of the public.

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Clinic Name	Sponsoring Organization	Counties Served	How do you receive new clients?	# Volunteer Attorneys	# Volunteer Non-Attorneys	# Clients Served	Please provide a brief description of your services.
Business Clinic	University of Tennessee	greater Knoxville area	walk-in services; free legal clinic; online referrals; via another organization/non-profit; USPTO Chamber of Commerce UT Business School	8-10 law students		25	Entity formation, drafting and interpreting contracts, commercial/consumer litigation, tax and securities issues, trademark and copyright prosecution,
Family AND General Civil Mediation Clinic	UT Law School	Knox	court referrals	8 law students in one, 9 law students in the other	0	100-120	mediation services

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Clinic Name	In what areas of law does your clinic specialize? OR What types of cases do you see most often?	What future projects is your clinic planning to implement?	What resources does your clinic need to better fulfill its mission?	Do you partner with any faith-based organizations in clinic activities?
Wills for Heroes	Probate/Estate Planning	Increase awareness of clinics.	Connections to EMTs, Probation Officers	No
Free Legal Clinic	No actual specialization. Only civil matters. Most issues pertain to debts, collection, housing (landlord/tenant), employment, and domestic (custody and support) issues. Occasional estate planning or estate administration issues.	None planned, except renewed focus on advertising the services through flyers, cards and word of mouth to churches, public service and health services outlets, food pantries, welfare services, courthouses, government/unemployment offices.	More consistent, reliable attendance by volunteer Attorneys.	We partner with Legal Aid of East TN and with Tn Bar Association Young Lawyers Division.
Dream Center Campus Clinic	Domestic issues Outstanding court costs and fines resulting in the suspension of driver's licenses	We have had several discussions with Judge Joe Binkley about setting up a special court docket to handle motions to reduce/waive outstanding fines and costs filed on behalf of individuals who have successfully completed a residential treatment program, maintained employment, etc.	N/A	Cross Point Church

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Clinic Name	In what areas of law does your clinic specialize? OR What types of cases do you see most often?	What future projects is your clinic planning to implement?	What resources does your clinic need to better fulfill its mission?	Do you partner with any faith-based organizations in clinic activities?
LAS/VLP Clinics	General civil legal assistance	LAS/VLP is expanding assistance to the immigrant refugee community by building support for the legal clinic at Casa Aafran. We are expanding outreach to rural areas in our Columbia service area by establishing a mlp in Williamson County which is expected to have a legal clinic component.		We did not do in 2014. We have done so in 2015.
P.A.T.H. Program	Sessions Civil		More volunteers	Not at this time
HELP Clinic	Range of issues facing the homeless	Homeless Court	More volunteers and involvement with the court system especially sessions and criminal court	No
Saturday legal clinic, attorney of the day, veterans, pro se divorc	domestic relations	none	money	sometimes
Washington County Bar Clinic			none	yes, Good Samaritan Ministries

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Clinic Name	In what areas of law does your clinic specialize? OR What types of cases do you see most often?	What future projects is your clinic planning to implement?	What resources does your clinic need to better fulfill its mission?	Do you partner with any faith-based organizations in clinic activities?
Family Relationship Center Pro Bono Clinic	Family Law, including divorce, post-divorce, unmarried parents and relative caregiver situations. We have special programs for adolescent and never-married parents, military and veteran families, relative caregiver situations, and domestic violence intervention.	increasing outreach and professional development (CLE and CME training)	Assistance in networking and locating funding to increase to ability help in cases needing additional support.	Yes, we work with local churches and host both our offices and the clinic in a local church-operated property.
University of Tennessee College of Law Domestic Violence Clinic	Domestic Violence			No
University of Memphis School of Law Mediation Clinic				
LAET Southern Region Clinics	General. We try to cultivate brief services over advice-- advance care plans, wills, child support modification, agreed divorce filings, etc.	Expand to more rural counties; partner with other legal organizations in Chattanooga to help staff more clinics.	Willing attorney volunteers.	Trying to.

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Clinic Name	In what areas of law does your clinic specialize? OR What types of cases do you see most often?	What future projects is your clinic planning to implement?	What resources does your clinic need to better fulfill its mission?	Do you partner with any faith-based organizations in clinic activities?
Lipscomb St. James Clinic	We do not specialize, but we see expungement and child support questions most often.	I would like to hand the St. James clinic off to someone else and start another.	Better advertising for clients.	Yes. St. James Missionary Baptist Church
Free Legal Advice Clinic	We see a good mix of family law and estate issues.	2015 clinics and we are attempting to pull in the Lauderdale County Bar Association and Fayette County Bar.	More information to local lawyers who feel like we are taking away from their businesses or that they already do pro bono and so they should not have to participate. If we could educate them on how this benefits their practice and time management, I think it would increase participation and allow us to serve more people. They would refer them, then participate which benefits everyone.	yes. We host every clinic at First Presbyterian, Covington, TN and are provided with their resources to use. Their Alcohol Anonymous group that meets just prior to our clinic time usually donates coffee and food.

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Clinic Name	In what areas of law does your clinic specialize? OR What types of cases do you see most often?	What future projects is your clinic planning to implement?	What resources does your clinic need to better fulfill its mission?	Do you partner with any faith-based organizations in clinic activities?
Saturday Bar	civil only		office space in Maryville; more attorney volunteers	no
Johnson City Office	Guardianship, Estate Planning, Probate, Adoption			No
Dial-A-Lawyer	Domestic, Criminal and Probate	N/A	N/A	No

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Clinic Name	In what areas of law does your clinic specialize? OR What types of cases do you see most often?	What future projects is your clinic planning to implement?	What resources does your clinic need to better fulfill its mission?	Do you partner with any faith-based organizations in clinic activities?
Business Clinic	Entity formation, drafting and interpreting contracts, commercial/consumer litigation, tax and securities issues, trademark and copyright prosecution,	We would like to partner with law firms to provide a mechanism for them to fulfill their Pro Bono objectives and to allow law students to work with those outside attorneys on joint projects.	We have the dual mission of educating law students in and effort to make them more practice ready before graduation and providing low cost services to individuals and businesses that could otherwise not afford an attorney. We would like to partner with law firms seeking to find Pro Bono opportunities so that we could expand our services and give law students an opportunity to work with a broader array of attorneys with varied legal expertise.	We get referrals and do work with faith based organizations.
Family AND General Civil Mediation Clinic	Primarily, small claims in Knox County General Sessions and visitation cases in Juvenile Court	Continue same program	More sources of referrals	No

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Law Firm	City	# Attorneys	# Attorneys who Did Pro Bono	# Pro Bono Clients	# Pro Bono Hours	Partner with legal services organizations?
Adams and Reese LLP	Memphis	11		7-8	approx. 100	Memphis Area Legal Services
Baker Donelson	Birmingham	690	450	About 600. 701 separate pro bono matters were worked on, some for clients with multiple matters.	20051	Yes.
Bass Berry & Sims	Nashville	202	134	Approximately 125.	3486	Several - MALS, Legal Aid of Middle Tennessee, JFON, Veterans' Consortium, Community Legal Center
Bone McAllester Norton PLLC	Nashville	39	35	About 50 pro bono clients, which includes both individual pro bono clients, charitable organizations and other nonprofits.	890 hours recorded.	Yes, our firm is a strong supporter of Legal Aid Society of Middle Tennessee.

\* Firms could either provide a brief description or submit a copy of their policy.

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Law Firm	City	# Attorneys	# Attorneys who Did Pro Bono	# Pro Bono Clients	# Pro Bono Hours	Partner with legal services organizations?
Bradley Arant Boult Cummings LLP	Nashville	473	238	269	2,741.39	Legal Services Alabama, Birmingham Volunteer Lawyers Program, Legal Aid Society of Middle Tennessee, Access to Justice, Alabama Appleseed Center for Law and Justice, Mississippi Center for Justice, Mississippi Volunteer Lawyers Project, National Foundation for Judicial Excellence, Tennessee Justice Center
Burch Porter & Johnson	Memphis	45	28	35	709	Memphis Area Legal Services Community Legal Clinic
Chambliss Bahner & Stophel, P.C.	Chattanooga	58	Are records are not precise - 15 handled Legal Aid cases, several others have assisted non-profit organizations without charge.	Not sure. More than 10 from Legal Aid. Counting non-profit organizations, it would be between 20 and 30.	Estimate at least 1,000, if organizations are included.	We work with Legal Aid. In addition to accepting cases on an as needed basis, we agreed to handle cases in the
Clark and Washington, LLC	Nashville	6	4	estimated 50 clients	approx 3 hours per case	Legal Aid Society of Middle Tennessee

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Law Firm	City	# Attorneys	# Attorneys who Did Pro Bono	# Pro Bono Clients	# Pro Bono Hours	Partner with legal services organizations?
Dempsey Law	Huntingdon	2	2	average 200	average 200	yes both local district public defender and regional legal services
Dickinson Wright PLLC	Nashville	28	approximately 20 (Nashville)	Unknown (more than 15)	In excess of 200	NBA/ Legal Aid Society/TBA/
Divorce Incorporated	Jackson	6	7	No idea off the top of my head		Yes
Dodson Parker Behm & Capparella, PC	Nashville	10	8	Due to the broad definition of pro bono service and the varied activities our attorneys perform (such as service at clinics) we do not have a single number for that.	We do not have final numbers for 2014 compiled yet, but we anticipate it will be in excess of 800.	Legal Aid Society, Tennessee Justice Center's Raising the Bar Campaign, Tennessee Volunteer Lawyers and Professionals for the Arts, Nashville Conflict Resolution Center
Egerton, McAfee, Armistead & Davis, PC	Knoxville	21	5	unknown	unknown	yes
Elmore, Stone & Caffey, PLLC	Knoxville	5	5	15	As defined in Rule 6: 492	Yes
Glankler Brown PLLC	Memphis	50	50	We do not maintain such records	We do not maintain such records	Yes. We work with and contribute to Memphis Area Legal Service

\* Firms could either provide a brief description or submit a copy of their policy.

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Law Firm	City	# Attorneys	# Attorneys who Did Pro Bono	# Pro Bono Clients	# Pro Bono Hours	Partner with legal services organizations?
Global IP	Knoxville	1	1	10	160	No
h3gm	Nashville	29	Nearly all of them.	29	400	Yes.
Hagan & Farrar, PLLC	Murfreesboro	5	5	10	60	No
International Paper	Germantown	49	not tracked	not tracked	not track	yes
John P. Doyle Law Firm	Murfreesboro	1	1	5	75	Yes - Greenway legal clinic
Law Office of Blair P. Durham	Nashville	2	2	20	100	Murfreesboro Legal Clinic
Law Office of J. Houston Gordon	Covington	5	5	over 75	over 350 (we have a pro bono post conviction relief case and a pro bono practice that we assign to associates, in addition to volunteering at clinics and events)	Yes, Memphis Area Legal Services.
Law Office of James A. Rose	Madison	1	1	9	18.7	No.
Law Offices of Tony Seaton	Johnson City	3	3	200	130	Washington County Bar clinic
McWilliams & Gold	Chattanooga	2	2	5-10	10-20	Legal Aid of East Tennessee

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Law Firm	City	# Attorneys	# Attorneys who Did Pro Bono	# Pro Bono Clients	# Pro Bono Hours	Partner with legal services organizations?
Miller & Drozdowski, P.C.	Knoxville	3	3	~25	~250	no
Miller & Martin PLLC	Chattanooga	84	45	40	Approximately 1098	Yes, including Legal Aid of East Tennessee and Metropolitan Ministries
Ogle, Gass & Richardson, P.C.	Sevierville	3	3	I do not know.	Approximately 1,075	We have handled cases referred by Legal Aid of East Tennessee
Paine Bickers LLP	Knoxville	9	9	20	220	Yes. Legal Aid of East Tennessee
Redding, Steen & Staton, PC	Jackson	3	3	10	180 (estimated)	All of the lawyers in our firm are signed up with the West TN Legal Services Pro Bono Project. We did not receive any pro bono assignments in 2014.
Ritchie, Dillard, Davies & Johnson	Knoxville	6	6	approximately 10	approximately 500	no
Rothschild & Ausbrooks PLLC	Nashville	4	4	40	Approximately 160	Legal Aid Society
Stites & Harbison PLLC	Nashville	45	not sure	not sure-- estimate 45 in TN	not sure-- estimate 405 in TN	Yes: we sponsored a walk in clinic for Legal Aid Society of Mid TN and the Cumberland; we volunteered as a 'pillar firm' for unemployment benefits appeals cases as well;

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Law Firm	City	# Attorneys	# Attorneys who Did Pro Bono	# Pro Bono Clients	# Pro Bono Hours	Partner with legal services organizations?
Tarpy, Cox, Fleishman & Leveille, PLLC	Knoxville	8	8	30	Unknown	Legal Aid of East Tennessee
The Hardison Law Firm, P.C.	Memphis	12	6	Dozens	180, approximately	MALS
White & Rhodes, PC	Brentwood	3	3	est 12	est 100	yes
Woolf, McClane, Bright, Allen & Carpenter, PLLC	Knoxville	32	25	35	675	Legal Aid of East Tennessee

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Law Firm	Description of pro bono policy or program.*	How does the firm encourage attorneys to do pro bono work?
Adams and Reese LLP	Attorneys are pushed to provide 20+ hours of pro bono service per year.	Regular reporting; providing cases and opportunities for attorneys to handle so attorneys don't have to seek them out.
Baker Donelson		We provide billable credit for up to 100 hours of pro bono, plus additional hours for junior associates and for extraordinary time commitments. We have a dedicated pro bono shareholder who oversees our pro bono program and focuses on bringing a wide range of pro bono opportunities to our attorneys. We give firmwide and office pro bono awards each year.
Bass Berry & Sims		Providing opportunities, recognizing attorneys and staff who work on pro bono, and giving billable hour credit for staff attorneys and associates who take pro bono matters.
Bone McAllester Norton PLLC	The attorneys are involved in a wide range of organizations and activities, including nonprofits that support access to healthcare, children, the arts, education, and social and economic advancements. Whether they are helping one of those associations with legal matters or lending their services to those who lack the resources to hire a lawyer, our team of attorneys make invaluable contributions to the access of justice. They are well-versed in the ever-changing issues and laws governing nonprofits and support in our community.	Our firm is proud of its involvement in many pro bono and nonprofit activities. A pro bono committee of 4 attorneys monitors our firm's specific service, but all of our attorneys enthusiastically participate in pro bono activities.

\* Firms could either provide a brief description or submit a copy of their policy.

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Law Firm	Description of pro bono policy or program.*	How does the firm encourage attorneys to do pro bono work?
Bradley Arant Boult Cummings LLP		We encourage all attorneys to participate in pro bono matters. Associates are especially encouraged to gain interviewing and trial experience. All lawyers have an ethical obligation to help address the unmet legal needs of indigent individuals and charitable institutions. Accordingly, the Firm expects its lawyers to devote a significant amount of time to pro bono work. The Firm is a member of the Pro Bono Institute and a challenge member of the ABA's Law Firm Pro Bono Project. As such, the Firm aspires to devote three percent of firm billable hours to pro bono matters.
Burch Porter & Johnson		pro bono policy and encourage participation
Chambliss Bahner & Stophel, P.C.	We do not have a written policy. Our website is a general description of our community efforts.	Remind them it is our ethical duty to provide access to justice and help those who cannot afford lawyers.
Clark and Washington, LLC	Probono services are offered to clients that are below the median income level that have a routine chapter 7 bankruptcy case.	Helping individuals in need is important to the firm and it's partners and all the attorneys we hire are aware of the importance of probono work.

\* Firms could either provide a brief description or submit a copy of their policy.

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Law Firm	Description of pro bono policy or program.*	How does the firm encourage attorneys to do pro bono work?
Dempsey Law	we don't let people that can't pay be unrepresented and thus denied justice	Its just two of us-law partners,and no encouragement necessary-its from the heart
Dickinson Wright PLLC	Our firm strongly encourages providing pro bono services. Our associates can count up to 30 hours of pro bono work towards their total annual goal.	Our firm strongly encourages providing pro bono services. Our associates can count up to 30 hours of pro bono work towards their total annual goal.
Divorce Incorporated		It is simply expected of all
Dodson Parker Behm & Capparella, PC	Attorneys are expected to perform at least 50 hours of pro bono service per year. Full staff resources are available to support each pro bono case.	Pro bono services are recognized at an annual firm meeting. The firm financially supports organizations that provide pro bono legal services.
Egerton, McAfee, Armistead & Davis, PC	our policy is informal; however we have agreed to serve as a partner to LAET to prepare wills, health care powers of attorney and living wills for any of their clients who are in need of basic estate planning, and have just recently finalized the forms and process for implementing that program. It is to be strutured so that every attorney in our firm will take a turn serving to meet with the clients, discuss needs and issues, prepare and help them execute the documents.	By taking young lawyers to meet our local LAET attorneys, inviting LAET folks to speak to our firm, getting young lawyers involved in attorney of the day and other pro bono activities and by implementing the new program we are working on.
Elmore, Stone & Caffey, PLLC	Our policy is consistent with Rule 6 and encourages attorneys to devote at least 50 hours per attorney per year to pro bono service.	First, lead by example. Second, keep the attorneys informed about pro bono opportunities.
Glankler Brown PLLC	Each attorney has a goal of 50 pro bono hours annually.	We discuss pro bono work at our firm's section meetings. We also encourage our attorneys to participate in the various activities conducted by the Memphis area legal services.

\* Firms could either provide a brief description or submit a copy of their policy.

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Law Firm	Description of pro bono policy or program.*	How does the firm encourage attorneys to do pro bono work?
Global IP	Minimum 5% of overall billable time should be devoted to pro bono work.	Find pro bono causes that align with the attorney's particular interests, "moral compass," etc. - animal rights, womens' rights, civil liberties, etc.
h3gm	There is no set policy. Lawyers are encouraged to work pro bono hours as they see fit.	It is part of most marketing plans for the lawyers.
Hagan & Farrar, PLLC	Each lawyer is to strive for 50 hours each year	Legal clinic operated by local bar association; We encourage attorneys to take pro bono cases as well.
International Paper	encourages attorneys to do pro bono work	We sponsor legal clinics and have training in various area of law
John P. Doyle Law Firm	Evaluate on case by case basis. referrals from court clerks, Greenway legal clinic and former clients	not applicable
Law Office of Blair P. Durham	We reached out to local churches and community leaders and planned legal clinics. We also set 2 days a week that attorneys would take calls to talk to pro bono client about legal issues.	
Law Office of J. Houston Gordon		We provide the schedule and the expectation for them to attend events. We also treat pro bono cases that we accept like regular files and assign them, expecting the work to be performed.
Law Office of James A. Rose		N/A
Law Offices of Tony Seaton	Pillar Law firm policy	
McWilliams & Gold	Leslie McWilliams does the adoptions for Legal Aid of East Tennessee in Hamilton County as well as several of the surrounding counties. Barry Gold provides pro bono mediation services when so ordered by the Court.	They are ready to do it.

\* Firms could either provide a brief description or submit a copy of their policy.

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Law Firm	Description of pro bono policy or program.*	How does the firm encourage attorneys to do pro bono work?
Miller & Drozdowski, P.C.	We take referrals from local legal aid program	We assign cases to all the attorneys based on who can best help the client
Miller & Martin PLLC	Miller & Martin was the first firm in Chattanooga to adopt the Pillar Law Firm Model, and we work with Legal Aid of East Tennessee to implement this in our firm.	The firm has an aspirational goal for each attorney to meet or exceed the goal of 50 hours of pro bono legal service per year. Each attorney is given billable hour equivalent credit for time spent on pro bono matters, up to 25 hours per year.
Ogle, Gass & Richardson, P.C.	We have a formal pro bono policy in place.	There is no need for encouragement needed. All attorneys in the firm feel an obligation to perform pro bono activities.
Paine Bickers LLP		There is an expectation and encouragement for attorneys to provide pro bono services when possible.
Redding, Steen & Staton, PC		We take referrals from West TN Legal Services and encourage each other to participate in pro bono service. See also our pro bono policy.
Ritchie, Dillard, Davies & Johnson	The policy encourages pro bono work and we keep track of the pro bono hours.	We haven't had the need to encourage them. The nature of our practice lends itself to numerous opportunities.
Rothschild & Ausbrooks PLLC	We accept any and all Pro Bono bankruptcy referrals from Legal Aid and additionally will file Pro Bono cases for clients whose income is below 1 1/2 times poverty level.	Our firm specializes in consumer bankruptcy and my policy has been to accept all pro bono referrals who qualify and all attorneys share in this.
Stites & Harbison PLLC	We have a pro bono policy that generally tracks Rule 6.1-- attorneys are encouraged to render a minimum of 50 hours of legal services at no fee or a reduced fee to persons of limited means and/or by financial support for organizations that provide legal services to persons of limited means.	The firm has hosted trainings (led by Legal Aid) on unemployment benefits appeals, has volunteered to serve as a pillar firm for those cases, and commits to staff one or two walk in clinics per year. Each office has its own project. Also, the biggest and best influence is having the commitment of the firm leaders in this area-- that's much more important than the written policy.

\* Firms could either provide a brief description or submit a copy of their policy.

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Law Firm	Description of pro bono policy or program.*	How does the firm encourage attorneys to do pro bono work?
Tarpy, Cox, Fleishman & Leveille, PLLC	Encourage all lawyers	Tell them it's an obligation as a lawyer.
The Hardison Law Firm, P.C.	MALS referrals, clinic participation	Arm-twisting
White & Rhodes, PC	most is through Middle TN Legal Aid; also online TN	firm policy and by example
Woolf, McClane, Bright, Allen & Carpenter, PLLC		We begin discussing the importance of pro bono work as soon as an attorney is hired. Our pro bono policy is included in our new associate orientation materials. Attorneys are constantly reminded to actively participate in various bar activities that include services to those in need and to serve on boards of civic and charitable organizations. An associate's annual evaluation includes a section regarding his or her pro bono work. An attorney's commitment to non-fee work and participation in community, professional and bar activities are included in the firm's partnership admission criteria.

\* Firms could either provide a brief description or submit a copy of their policy.

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Organization	City	# Staff	# Volunteers	# Clients Served	# Clients Served by Volunteers	Brief description of your services.	What free or reduced-fee mediation projects were your VOLUNTEERS involved with during 2014?
Community Health of East Tennessee - Community Health Mediation	Jacksboro	1	5	44	1	Community Health Mediation Services serves the five counties of the 8th Judicial District. Nelsie Wooden is a Rule 31 Listed Family Mediator. Five volunteers are tried for Rule 31 mediation. We provide mediation for divorce dissolution and the parenting plan. Our services provide free and reduced cost mediation and a fee for service mediation. Our greatest cases are for never married parents.	Mediation for the Parenting Plan
Community Mediation Services	Clinton	2	40	180	160	We supply mediation services through 4 programs using volunteer mediators. Currently all our program focus on children/families although our mission allows for other types of mediation.	Access and Visitation Mediation, Teen and Parent Mediation. VORP- Victim Offender Reconciliation Program and Attendance Mediation ( truancy issues)
Community Reconciliation, Inc	Chattanooga	2	39	78	52	Victim Offender Reconciliation Program mediations for juvenile offenders referred to the organization primarily from the Hamilton County Juvenile Court.	All our mediations are free to the clients. These are not projects but continuing services to the Chattanooga community. The organization runs as a 501 c3 non-profit but the fundraising and grant requesting with reporting is costly and time consuming.
The Exchange Club Family Center	Memphis	47	200	2		We provide a variety of educational, therapeutic and support programs for families going through the trauma of child abuse and/or domestic violence.	

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Organization	City	# Staff	# Volunteers	# Clients Served	# Clients Served by Volunteers	Brief description of your services.	What free or reduced-fee mediation projects were your VOLUNTEERS involved with during 2014?
First Judicial District Court Clinic	Johnson City	4	3	60	all of them	We work with high conflict divorcing couples as well as unmarried couples from Juvenile Court who need help with orchestrating parenting time. In addition, we provide Supervised Visitation (both therapeutic and 'regular') and Parenting Coordinator services	Mostly with the supervised visitation program

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Organization	City	# Staff	# Volunteers	# Clients Served	# Clients Served by Volunteers	Brief description of your services.	What free or reduced-fee mediation projects were your VOLUNTEERS involved with during 2014?
Mediation & Restitution/Reconciliation Services	Memphis	3	15	123	123	Mediation and Restitution/Reconciliation Services (MARRS) is an outreach ministry that intervenes in the lives of juvenile offenders who are involved in delinquent behavior. MARRS is an operational ministry of Memphis Leadership Foundation (MLF). Our mission is to deter juvenile crime by providing an alternative solution to resolving misdemeanor offenses through mediation sessions between victim and offender. The MARRS program serves first and second-time offenders ages 8-17 utilizing three methods of intervention: 1) mediation between the offender and the victim, 2) restitution which involves monetary payments and/or community service, and 3) evangelism/discipleship including character development and leadership program.	All of our services were free.
The Mediation Center	Columbia	2	7 (4 volunteer mediators)	Approximately 60	Approximately 20	Income-based sliding scale mediations. No fee indigent mediations.	Income-based sliding scale mediations.
Mid South Mediation Services	Hohenwald	10	22	around 500 cases (some with multiple clients)	all	community and victim offender mediation plus conflict resolution and parent education for adults and juveniles	all our mediations were done for free

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Organization	City	# Staff	# Volunteers	# Clients Served	# Clients Served by Volunteers	Brief description of your services.	What free or reduced-fee mediation projects were your VOLUNTEERS involved with during 2014?
Nashville Conflict Resolution Center	Nashville	6	65	1498		We operate seven mediation programs and comprehensive mediation training two times per year, mentoring of new mediators (through our Mediator Apprenticeship), and continuing education classes in the form of our bi-monthly Lunch & Learn program. The seven mediation programs include: 1) Victim Offender Mediation for Adults 2) Victim Offender Mediation for Juveniles 3) Civil Mediation 4) Family Mediation (Juvenile Court) - our largest program 5) Community Mediation - self-referrals from outside the court system 6) Bilingual Mediation - serving the Hispanic/Latino community - the only program of its kind in Tennessee 7) PLANTING SEEDS - Youth Mediation/Conflict Resolution Skills training program in schools	All of our mediation programs/projects are free or reduced-fee.
Neighborhood Reconciliation Services, Inc.	Johnson City	2	7 Volunteer Board Members		0	We provide conferences between youth offenders and their victims	0
Southeast Tn Human Resource Agency	Dunlap	2	0	154	0	working with the court system to settle small disputes and worthless checks to keep from convictions happening.	n/a

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Organization	City	# Staff	# Volunteers	# Clients Served	# Clients Served by Volunteers	Brief description of your services.	What free or reduced-fee mediation projects were your VOLUNTEERS involved with during 2014?
Tomorrow's Hope Pregnancy Medical Clinic	Paris	6	35	56	44	All services free/confidential..Pregnancy test, ultrasound, birthing classes, pre-natal classes, parenting classes and one on one mentoring, anger management sessions, marriage counseling personal counseling. Total of 2,360 clients participating in all of the services offered. Our classes deal with infant to adult..some court ordered some are not. Abused womens support group, re-entry classes for those women coming out of jail.	all our services are free

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Organization	What future free or reduced-fee mediation projects is your organization planning to implement for your volunteers?	What resources does your organization need to better fulfill its mission?
Community Health of East Tennessee - Community Health Mediation	1. Mediation for divorce and the parenting plan 2. Request funding to train mediators in other counties 3. Initiate an Advisory Council 4. Build better relations with each counties General Sessions Judge and Juvenile Judge	1. Travel funding for a fie county region 2. A part-time or full-time assistant to provide office assistance
Community Mediation Services	We just added the attendance mediation program ( truancy issues). Other than expanding this program to include more school , we do not have any additional plans.	Finances are our biggest obstacle since all our programs are free of charge.
Community Reconciliation, Inc	Very few State of TN Rule 31 mediators have sort out our organization and committed to train with us to cover this area of mediation with juvenile offenders. It is a very specialized area and we find that retired special education teachers are often our best volunteers.	Funds for wages, development, training of volunteers and follow up of clients. A data base with information of those who's qualifications recommend them for this area of mediation.
The Exchange Club Family Center		0 More funding

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Organization	What future free or reduced-fee mediation projects is your organization planning to implement for your volunteers?	What resources does your organization need to better fulfill its mission?
First Judicial District Court Clinic	Increase the support for the Supervised Visitation program.....our is the only show in town.	Additional funding to pay for the services we provide. Our organization is based totally upon 'free' services....we are affiliated with the university in our town and two PhD psychology/family studies professionals (academicians) provide these services for FREE....we receive NO compensation for our time. We put in at least 30 hours a month for this. We need access to Justice System grants that focus on these families who are in great need.

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Organization	What future free or reduced-fee mediation projects is your organization planning to implement for your volunteers?	What resources does your organization need to better fulfill its mission?
Mediation & Restitution/Reconciliation Services	All of our services are free.	More volunteer training,
The Mediation Center	This will be our first year in recent history to take part in the Parent Education Mediation Fund grant. We will use it to provide a "Mediator of the Day" program where we provide free mediations to indigent parties in Maury Co. juvenile court.	More pressure on jurisdictions to require mediation in applicable cases. Education to lay persons about the existence and benefits of the mediation process.
Mid South Mediation Services	We would like to get into more court referred Rule 31 mediation for our Rule 31 mediators in 2015.	More funding for sure. Our IOLTA grant was down \$2,000 and the Parent Education grant was down \$3,000.

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Organization	What future free or reduced-fee mediation projects is your organization planning to implement for your volunteers?	What resources does your organization need to better fulfill its mission?
Nashville Conflict Resolution Center	The same programs as implemented in 2014	Increased awareness of the powerful impact of community mediation on thousands of residents in Tennessee; recognition of the crucial role that community mediation plays in increasing access to alternative dispute resolution methods for people in poverty in Tennessee (those who cannot afford to litigate or hire a private mediator); and providing more state funding to support the growth of community mediation in Tennessee.
Neighborhood Reconciliation Services, Inc.	If our case base grows then we may start to use volunteers, but currently our staff is able to handle our case load	We need more funding -- since we do not charge the families of the youth we conference we have to find grants or outside funds in order to stay open.
Southeast Tn Human Resource Agency	n/a	more training

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Organization	What future free or reduced-fee mediation projects is your organization planning to implement for your volunteers?	What resources does your organization need to better fulfill its mission?
Tomorrow's Hope Pregnancy Medical Clinic	nothing in the near future	a larger facility, more funding