

Venable Cares

SPRING 2007

Those Who Can, Should.



AMY J. McMASTER

While interning with the Legal Aid Society my first summer after law school, I gained a new appreciation for attorneys who choose a life of public service. Thinly staffed, the two attorneys I supported managed

more cases between them over the course of that summer than many do in a lifetime.

Although a career in public service may not be for everyone, I am always surprised at how some attorneys are willing to perform hundreds of hours of pro bono work each year, while others would not think twice about checking the “seldom to never” category in an attorney survey. It certainly doesn’t seem to have anything to do with how busy they are. Like so many things, if you need an attorney to handle a pro bono case, ask one who’s busy.

At the College of William and Mary, listening to our Dean lecture on the meaning of “the true citizen lawyer,” I often wondered whether true citizen lawyers were made, or born. Now that I have practiced for a few years and have met dozens of attorneys engaged in pro bono representation, the victor in this nature versus nurture debate seems clear. While the zealotry with which so many pro bono attorneys pursue their client’s cause might suggest a DNA component to their plight, I believe true citizen lawyers are made, not born. Every attorney is capable of giving a tremendous gift to those most in need, and it’s never too late to learn how.

That is not to say that pro bono representation is without its thorns. Far from

“ONE HAS ONLY TO AGREE TO REPRESENT A PRO BONO CLIENT TO REALIZE THAT THE REWARDS ARE PLENTIFUL; ONE MIGHT EVEN SAY, ADDICTIVE.”

it, in fact. For a variety of reasons, such cases often arrive at an attorney’s doorstep like an impetuous orphan - demanding and in need of immediate attention - affording their new caregiver precious little time to get up to speed on the facts of the case before jumping in with both feet. But jump they must. Pro bono clients typically seek representation only in the midst of an active conflict involving emotionally-wrought issues, such as: shelter, livelihood, welfare or medical benefits, social security, incarceration, eviction, custody, divorce, discrimination and other forms of intolerance or injustice. As a result, and due to the seriousness of the issue at stake, few pro bono attorneys insist on limiting client contact to normal working hours, creating a significant demand on personal time. So why do it then?

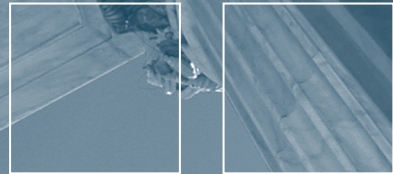
“I swear this is the last pro bono case I’m going to take,” a fellow associate recently commented to me after the case she’d been handling took an unexpected turn for the worse while she was away on a much deserved vacation.

“Right,” I laughed, “that’s what I always say right before I take on another case.”

“I know,” she grinned, “me too.”

For myself, I have both altruistic and selfish reasons for engaging in pro bono

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If you are one of Venable LLP's

many unsung heroes or know of one, we want to hear from you! Please submit stories, articles and pictures to marketing@venable.com and include "Venable Cares" in the subject line. Be sure to include your name and contact information. We look forward to hearing from you soon!

LETTER FROM THE PRO BONO CHAIR



Dear Colleagues:

There are a number of pleasures I get from my involvement with Venable LLP's pro bono program. The opportunity to work with attorneys from all of the firm's many practice groups and offices is certainly among them. Helping to encourage and coordinate our efforts on behalf of the disadvantaged has allowed me a unique perspective on the remarkable skills and deep compassion of a large number of our colleagues. It is particularly the case of the many new lawyers and paralegals who join us each year from a wide variety of law schools, clerkships and other firms. So many come with long personal records of commitments to service. Still others have no such history, but quickly align themselves with the firm's mission of contributing to the well-being of our communities. This issue of Venable Cares describes the efforts and accomplishments of a few. There are many more who are serving our pro bono clients every day in a wide variety of ways.

Among the unsung heroes of our program are the numerous colleagues who manage to roll out of bed on Saturday mornings to staff our walk-in legal clinic in Anacostia and others who meet with new clients on an occasional Wednesday evening at the DC Bar office. Several of our members have become familiar with the attorney check-in procedures of the correctional facilities in Manhattan, Hagerstown and the Baltimore City Jail. Still others have spent long hours driving the back roads of Alabama to interview witnesses whose testimony may help our client avoid being put to death. In addition, our colleagues have spent hundreds of hours in Cuba, Egypt and Albania seeking due process for our clients held, without charges, for the past five years at Guantanamo Bay.

These efforts, and many more, on behalf of families facing evictions, or women in abusive relationships, or children without adequate nutrition, are an integral part of our professional obligation to represent both the unpopular and the unknown. It's important for us to take pride in the contributions that many of our colleagues make. It is equally important in this time of growth and expansion that we not lose sight of this fundamental aspect of our firm's culture.

Gerry

Gerry Treanor is a partner in the Government Division at Venable LLP in Washington, DC and the Chair of Venable LLP's Pro Bono Committee. He can be reached at gtreanor@venable.com

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ALABAMA'S DEATH ROW

JERRY BLOCK
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BRIAN FLACK
MOXILA UPADHYAYA

On August 25, 2006, Venable LLP secured a partial victory on behalf of longstanding client Fredrick ("Freddie") Woods, an inmate on Alabama's death row. The Alabama Supreme Court reversed a 2003 lower court ruling, which summarily dismissed Mr. Woods' petition for post-conviction review. The case has now been remanded to the trial court.

As a result of Venable's thorough investigation of his case, Mr. Woods' petition describes compelling facts that were not known or raised at trial. These include the State's intentional destruction of exculpatory evidence (written statements by the key State's witness), a secret deal with the key State's witness, false testimony at trial by two State detectives about Woods' interrogation, two jail guards' reports about Woods' abusive interrogation, the trial judge's friendship with the victim, three jurors' materially false responses during voir dire and defense counsel's failure to conduct any guilt or mitigation phase investigation (arising in large part from Alabama's statutory cap on court-appointed counsel fees). Now, pursuant to the Alabama Supreme Court's opinion, the trial court must consider Mr. Woods' petition. The trial court had previously dismissed Mr. Woods' petition wholesale by ignoring or misstating Mr. Woods' factual allegations and then simply adopting the State's proposed order.

As the Venable team prepares for further briefing and a possible evidentiary hearing in Alabama trial court, team members **Damon Wright, Brian Flack** and **Moxila Upadhyaya** have been in close touch with Freddie Woods and his family. As his friends, family members, former teachers and former employers confirm, Freddie (who was 19 years old at the time of his arrest) is a thoughtful, intelligent and likable young man. While on death row, he has become a political news "junkie" and an avid Sudoku and chess player (he sometimes lets the guards win). Freddie's legal team is led by partner **Jerry Block** and includes **Dismas Locaria, Eric Blue, Jennifer Spiegel Berman** and **Claudia Reyes**.

In a two-day trial in August 1997, Mr. Woods was tried and convicted for a murder during a September 1996 convenience store robbery. The victim was a prominent former state legislator and liquor store owner. After a jury recommendation of death rather than life without parole by a vote of 10 to 2, Mr. Woods was sentenced to death. Before Venable's involvement, Mr. Woods unsuccessfully appealed to the Alabama Court of Criminal Appeals and the Alabama Supreme Court. His petition for certiorari to the U.S. Supreme

Court was denied October 1, 2001. Unlike many other states, Alabama does not provide counsel to indigent, death-row defendants after they have concluded their direct appeals. Venable has been representing Mr. Woods throughout his pursuit of additional post-conviction, habeas corpus remedies.

AS A RESULT OF VENABLE'S
THOROUGH INVESTIGATION
OF HIS CASE, MR. WOODS'
PETITION DESCRIBES
COMPELLING FACTS THAT
WERE NOT KNOWN OR
RAISED AT TRIAL.

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representation. Selfishly, such cases are also a good way to gain practical experience, to make acquaintances with local judges and to get comfortable advocating in the court room. Indeed, although I am not in favor of making pro bono representation mandatory, I am sure that large firms would see a marked improvement in their junior associates' litigation skills if it was.

Altruistically, I believe that if all attorneys devoted just a small fraction of their time, energy and talent to helping those most in need, a great weight would be lifted from society's shoulders. Such cases are also an opportunity to act as both counselor and confidant to a fellow human during a time of great need.

Finally, I suppose somewhere between altruistic and selfish lies the extreme gratitude and appreciation pro bono clients shower upon their legal champions. Indeed, even the littlest among them appreciate their attorney's efforts more than you might suspect.

This past summer, I was at the DC aquarium with a five-year-old child for whom I have acted as guardian ad litem for nearly two years. In light of an upcoming court hearing, I was attempting to explain my relationship to her, and asked if she knew what a guardian was. With complete confidence, she replied, "Yes. You're like a guard in a bank. You keep me safe."

Each attorney who agrees to undertake pro bono representation likely has a different reason for doing so. The incredible difference it can make in a client's life, however, remains the same. One has only to agree to represent a pro bono client to realize that the rewards are plentiful; one might even say, addictive. But please don't take my word for it. Take on a pro bono case and see for yourself.

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VENABLE CARES ABOUT THE HOMELESS

ELIZABETH PINER

Venable LLP's Litigation Division has undertaken an ongoing project working with persons referred through the Homeless Persons Representation Project in Baltimore, Maryland. Through this project, **Meghan Maloney** and I represent a client who is in danger of having her Section 8 Housing benefits terminated because of a criminal conviction. The Housing Authority has the right to terminate vouchers given to persons with a criminal record and our client has two convictions that fall within this category.

However, upon further examination, we discovered that there was much more to this case than a straightforward criminal termination. Our client has been diagnosed with schizoaffective disorder with a bi-polar component. She has, in layman's terms, a combination of schizophrenia and bi-polar disorder which requires extensive medication and monitoring by medical personnel and social workers. We were also able to determine that during the period when the recent criminal problems occurred, our client was in an ongoing state of deterioration where her medication was not being regulated and her condition was extremely poor. During this period, two of the client's children were placed into state foster care and three of the children were placed in the custody of their father. In order to be reunited with her children, it is vital that our client maintain stable housing.

Upon examination of the procedural background in this case, we also discovered a rather complicated and disturbing range of procedural issues. To summarize, our client received a termination notice on 11/1/05 and 11/30/05 due to failure to provide required information. The client was in a psychiatric hospital and incarcerated at the time and did not receive these notices. The client's social worker informed the Baltimore County Housing Authority of this situation on 1/6/06 and asked for reconsideration due to the above. On 1/12/06 the Housing Authority issued a notice of hearing for 2/7/06 and an "Amended Termination Notice" including the client's criminal history as an additional reason for termination.

A "Participant Hearing Decision," signed by the Hearing Officer, dated 2/16/06, recited the facts and found both that our client was "negligent in providing information..... [and] engaged in violent criminal activity." However, the Hearing Officer found that the client had since provided the necessary information. The Hearing Officer also found that the criminal behavior was mitigated and the termination was "overturned." The client never received a copy of this decision. On 3/10/06 the Housing Authority sent a letter to the client saying it concurred with the attached "Informal Hearing Decision," dated 3/10/06, wherein a different individual from the Hearing Officer, an "Administrator," recited similar, but not exact facts, and did not mention many of the mitigating facts relevant to

the criminal activity. Nevertheless, the Administrator found that the termination notice cited the wrong rule regarding criminal activity and therefore upheld overturning the termination on that procedural ground.

Three days later on 3/13/06, the Housing Authority issued a new termination notice based on the same criminal activity covered in the 2/7/06 hearing. The case was referred to Venable LLP on 4/20/06. After obtaining a postponement, a second hearing was held on 5/11/2006. At this hearing Meghan and I presented a wealth of evidence on behalf of the client. We argued strenuously that the convoluted procedural background was a violation of the proper procedures for termination and a violation of the client's Due Process Rights. We also argued that the client was an American with a disability under the ADA and was entitled to a reasonable accommodation regarding her criminal background.

Since having her medicine regulated in December of 2005, our client has enrolled in a clerical school and has achieved extremely high marks in her training. She also started working with an employment agency and attended parenting classes. Our client now receives help through the Maryland State Department of Education Rehabilitation Program and has faithfully attended meetings with her doctor and counselors to regulate and maintain her mental health status. We were able to obtain and present evidence of these achievements as proof that the regulation of her mental condition has enabled her to begin achieving the goals necessary to be self sufficient and to reunite her family. We presented this evidence in support of the request for a reasonable accommodation in light of our client's mental disability and argued that the regulation of the mental condition will make our client a low risk for future criminal behavior.

We expect a decision from the Hearing Officer on or about 5/25/2006. At this time, if we receive a positive decision, our client will be able to resume her efforts to rebuild her life. If the decision is negative, we have made extensive efforts to put the large number of potential issues for appeal on the record and hope to vigorously pursue an appeal on behalf of the client.

I would like to say that Meghan and I found this case to be an enlightening glimpse of the problems that exist for unrepresented indigent clients in dealing with adverse actions from government agencies. Frankly, I am astounded by some of the actions that were taken against our client. I would like to thank Venable LLP for allowing us the opportunity to use the resources of this firm to assist her. I feel that the combination of her lack of counsel and fragile mental status made our client extremely vulnerable, and I truly believe that our representation has evened the odds in this matter.





Pro Bono Rewards

SETH SHAIFER

From the first few weeks that I began working at Venable LLP, it has been impressed upon me that the culture at Venable promotes pro bono work. Pro bono here is not just the “recommended” 50 hours by the ABA, but a real commitment to helping the less fortunate in our community. After being told that even first-years can help and are encouraged to do so, I signed up for the DC Bar Clinic program in early October.

After getting background information through the interoffice mail from **Jackie Bottash**, I learned that I would be paired with **Rick Joyce**, chair of the communications group. We had a brief orientation and then met with the client. Our client was a young couple, and they were having trouble with their first apartment. The referral agency, since fined by the DCRA, placed them in a substandard unit. The problems with the apartment are too numerous to list, but suffice it to say that almost no one would want to live there.

Eventually, our clients fell behind on paying their rent and were sued for eviction. Procedurally, the building’s managing agent filed a suit pro se in Landlord/Tenant court. Once Venable stepped in to help, a number of issues were brought to our attention. Since our clients did not have a key to their mailbox (they were never given one), there was a question of the validity of the process. Also, because the “plaintiff” suing our client was an

agent of the landlord and worked for an LLC that was not licensed to do business in DC, the agent was unable to pursue the action in her own name. These points became the basis of a motion to dismiss the case.

Rick Joyce, my “partner” on this matter, gave me the responsibility of drafting our motion to dismiss. He was always willing to speak with me and provide guidance, even though on procedural matters, we were both learning at the same time. After a few drafts and corrections, we prepared for the hearing in mid-November. At the first hearing date, after a long roll call of cases, it turned out that the plaintiff did not show up, and while the judge was willing to dismiss the case, he granted a continuance as to afford proper process and allow the property manager to present her case (she had called in that morning with a family emergency).

In early December, at the rescheduled hearing date, another judge took the case. After hearing from the plaintiff, pro se, and Rick Joyce, the judge granted the dismissal that we sought. Additionally, the judge hinted to the property manager that while she could re-file the action against our clients, she should consult an attorney regarding the standing issue – in light of the argument that we put forward in our amended motion to dismiss.

In the end, our clients got what they wanted, which was the time to find another apartment. They planned on moving out by New Year’s and putting this episode behind them as a lesson learned. The case was a valuable experience for me personally, as a first year associate, as I was able to work directly with our client and take the lead on drafting the documents presented to the court. I would recommend this to all associates as a way to get experience in handling matters and to get to know attorneys from other parts of the firm.

Venable Helps

LOWELL ROTHSCHILD

Recently, **Amy McMaster**, **Jamie Weitzel**, **Lowell Rothschild** and **Nick Villani** successfully completed a year-long representation of a client in a custody dispute with his ex-wife.



Referred to Venable LLP through the Whitman-Walker Clinic, our client was seeking physical and legal custody of his son and daughter. He was concerned that the children, who had been living with his wife since the couple’s divorce several years before, were at risk from his wife’s new boyfriend. His children had told him about incidents in which the boyfriend had physically and verbally assaulted them and our client wished to get them out of harm’s way.

A court-ordered home study and psychological evaluation both painted a scary situation in which the children wanted out of their mother’s house as they were not getting adequate protection from their mother. Despite the fact that both reports recommended that our client get custody, his ex-wife’s pro bono lawyers fought aggressively to paint our client as the bad guy. Litigation was necessitated after his ex-wife backed out of a signed settlement agreement on the first day of trial. After that, the litigation dragged through three different court appearances several months apart, including an emergency hearing which resulted in a temporary change in the custody arrangement. A little over a year after our engagement began, the Court sided with our client, issuing an extensive Order stating why the judge believed it is in the children’s best interest for him to have custody. A great deal of the judge’s rationale was based on arguments made by Amy, Jamie, Lowell and Nick. All that’s left is obtaining fair child support, a process we hope does not take another year!



In 2006, Venable LLP hosted patients of the Walter Reed Army Medical Center via the US Army Wounded Warrior Program at the Verizon Center. It was an uplifting event that all were able to enjoy.

Venable Furthers Rule of Law in China



International Bridges to Justice and Hefei City legal aid attorneys collaborate on defense practices.



Shen Suxia, Director of the Jin'An District Legal Aid Center, Anhui Province, one of the participants in the Chinese Defender Program.



Carol Elder Bruce with Chinese defender, Kong Weizhao.



Chinese defenders with Ben Civiletti and Jeff Pankratz at the Chinese Defender Program graduation ceremony.

JEFF PANKRATZ

Despite recent legal reforms under Chinese law, the right of access to justice remains elusive for most Chinese citizens, especially the poor and minorities. Many citizens continue to face arbitrary detention, torture and denial of access to a fair trial. Venable LLP's pro bono client International Bridges to Justice (IBJ) is working with China's emerging legal aid system, the National Legal Aid of China (NLAC) to help address this denial of justice. Through its offices in Geneva, Beijing and Hefei, IBJ has partnered with NLAC to provide training and technical assistance to support China's public defenders. These defenders are at the forefront of the struggle in China to further the rule of law by promoting greater access to justice.

Venable has been representing IBJ with a range of corporate and tax law matters since 2005. In early 2007 Venable collaborated with IBJ to launch the Chinese Defender Training for Trainers Program (Chinese Defender Program). The Chinese Defender Program was made possible due to Venable's special relationship with the Public Defender Service of the District of Columbia (PDS). Phase I of the program involved training seven Chinese defenders as trainers. These Chinese defenders are top caliber attorneys and were carefully selected by IBJ. The Chinese Defender Program, held in Washington, DC for two weeks from January 20, 2007 to February 4, 2007, was designed to serve as a national model for replication in other cities such as New York City and Los Angeles.

Supreme Court Justice Ruth Bader Ginsburg participated in the program, hosting these defenders at the U.S. Supreme Court. The program would not have been possible were it not for Venable's special relationship to PDS. Thanks to **Karl Racine's** leadership on the PDS board, PDS has agreed to devote significant staff time and to donate the use of its excellent training facility for the training sessions. "PDS is one of the premier public defender programs in the country and has an outstanding training



program. It is a privilege for Venable to collaborate with PDS in providing high caliber training to promote the rule of law in China," said Racine.

According to Karen Tse, IBJ's President, "this program will inspire Chinese public defenders to play a more active role in the criminal process by illustrating the essential role of a vigorous and independent defense. We are grateful for Venable's generous assistance in launching this program which we hope to replicate throughout the country."

A team of Venable attorneys participated in the training including **Carol Elder Bruce, Ben Civiletti, Emily Wang Murphy, Jeff Pankratz, Karl Racine, Marina Schneller** and **Gerry Treanor**. In addition, the Venable Foundation provided a grant of \$2,500 to help defray travel costs for the Chinese defenders. A number of other law firms and organizations participated in the program, including Arnold & Porter LLP, Dickstein Shapiro LLP, Geotext Translations, Hogan & Hartson LLP, International Senior Lawyers Project, Lex Mundi, Steptoe & Johnson LLP, Weil, Gotshal & Manges LLP and Zuckerman Spaeder LLP.

The Chinese Defender Program provided training on applicable trial advocacy skills and also trained the Chinese public defenders to train other criminal defenders. Chinese attorney Wang Xiaolin offered words of appreciation, "I think the best way we can thank you is to teach many other lawyers back in China what we have learned during this two week period." These attorneys have now returned to China where they will train hundreds of other public defenders over the course of 2007. In this way, International Bridges to Justice and its DC partners will ensure that the program will both train a core team of lawyers to advocate for their individual clients more effectively and have a broader impact on the development of China's criminal justice system.

PRO BONO PROVIDERS

- ABA Death Penalty Representation Project
- Archdiocesan Legal Network of Catholic Charities
- Bread for the City
- Children's Law Center
- Coalition for the Homeless
- DC Employment Justice Center
- District of Columbia Bar
- Equal Justice Society
- Fairfax Bar Foundation
- Homeless Persons Representation Project
- Justice for Children
- Lawyers' Committee for Human Rights
- Legal Aid Bureau, Inc.
- Legal Aid Society of the District of Columbia
- Legal Counsel for the Elderly
- Maryland Disability Law Center
- Maryland Volunteer Lawyers Service
- Pro Bono Resource Center of Maryland, Inc.
- Veterans Consortium Pro Bono Program
- Volunteer Lawyers Project
- Washington Lawyers' Committee for Civil Rights and Urban Affairs
- Washington Legal Clinic for the Homeless
- Wendt Center for Loss and Healing
- Whitman-Walker Clinic Legal Services Program
- Women Empowered Against Violence



ECHO Praises Venable Team

November 28, 2006

Dear Friends,

On October 15 we enjoyed one of the truly high points of our 38 year history when we inaugurated the newly-completed expanded and renovated ECHO building. That was the culmination of five years of effort on our part and on the part of many, many collaborators. Principal among the latter was the team of lawyers from Venable LLP.

We do not have enough words in our vocabulary to give adequate praise for the work of **Dave Lasso, Jeff Quann, Sean Howley, Doug McDonald, Dana Nifosi** and **Kwasi Bosompem**. What we can say is that they put us on the right path to resolution of some complex and tangled legal and regulatory issues and that without their assistance our project would never have gone forward. Especially noteworthy was their responsiveness to all our queries throughout the five year process. I believe that the contribution of this team of lawyers is fully in keeping with the well-known commitment of Venable LLP to high-quality pro bono community involvement.

When ECHO President Tony Pomilla spoke at the inauguration he revealed that ECHO had succeeded in raising sufficient funds to cover the cost of the building project. That was truly a spectacular achievement for an organization the size of ECHO. However, we are all aware that the true “cost” of the project was lower than it would have been without the pro bono contribution of the Venable legal team and some other like-minded professionals. So, in a very real sense, the participation of the Venable group of lawyers not only made it possible for ECHO to complete the project but also to pay for it. All of us in the ECHO family deeply appreciate Venable’s generous assistance. I think it will also interest you that ECHO has been selected for inclusion in the 2007 edition of the Greater Washington Catalogue for Philanthropy. This annual publication highlights the work of a small number of the most outstanding local nonprofit organizations. We look upon our selection as an honor award and recognition of the high quality of our operations and the importance of our work to the wellbeing of the community.

Sincerely yours,

Pat Gauthier
Executive Director
ECHO, Inc.

Dana Nifosi Receives Distinguished Volunteer Award



Venable LLP partner **Dana Nifosi** has received a Distinguished Volunteer Award from Whitman-Walker Clinic in recognition of efforts as a member of the 2006 Legal Community AIDS Walk Taskforce Core Committee and for her other service to Whitman-Walker and its clients over the past five years.

The Legal Community AIDS Walk Taskforce or LCAT is an annual campaign by attorneys, legal assistants and other law office personnel, law students and representatives of legal industry vendors to raise money, in connection with the Washington AIDS Walk, for Whitman-Walker Clinic’s Legal Services Program. Since 1986, Whitman-Walker Clinic has provided pro bono legal advice and representation to many thousands of persons living with HIV/AIDS throughout the Washington metropolitan area. Venable has been a key supporter of Whitman-Walker through the many hundreds of pro bono hours donated by firm attorneys and through direct financial support. This support is needed more than ever. Despite the misimpression that HIV/AIDS is now under control, or a problem in Africa but not in this country, the epidemic continues to decimate the District of Columbia and the entire Washington metropolitan area. HIV infection rates in DC are higher than in many parts of sub-Saharan Africa. In 2006, Whitman-Walker Clinic’s Legal Services Program experienced an increase in demand of more than 20 percent over 2005.

As a member of the LCAT Core Committee, Dana not only assisted Venable AIDS Walk team captain **Jeff Quann**, but also helped to organize and support teams at a number of other law firms and to obtain law firm sponsorships from Venable and other firms. The AIDS Walk in 2006 was a major success, raising more than \$640,000 for Whitman-Walker. The LCAT effort also was quite successful; more than \$210,000 was raised for Whitman-Walker Clinic’s Legal Services Program. Venable was critical to this success; the firm and our team contributed \$12,260, the third-highest amount of any law firm.

Dana’s contributions to Whitman-Walker and its clients go well beyond the 2006 AIDS Walk. She has been a Whitman-Walker volunteer for five years, serving as pro bono lawyer for people living with HIV/AIDS as well as helping the clinic with fundraising. Dana was an LCAT Core Committee member in 2002, 2004 and 2006. She also has served on the Host Committee for Going the Extra Mile, an annual fundraising reception for Whitman-Walker Clinic’s Legal Services Program, for the past four years.





**Pro
Bono**

DC Bar Pro Bono Program Training Opportunities

To register for any of these courses, or for more information, call 202.737.4700, ext. 293, or visit www.dcbar.org/probono.

Parole Revocation Advocacy Training Workshop

Date: May 1, 2007

HIV/AIDS Legal Advocacy Training

Date: May 11, 2007

Public Benefits

Date: June 6, 2007

Wills and Advance Directives

Date: June 8, 2007

The Pro Bono Resource Center of Maryland's training calendar can be accessed at www.probonomd.org/training_cal.html.

This newsletter is published by the law firm Venable LLP. It is not intended to provide legal advice or opinion. Such advice may only be given when related to specific fact situations where Venable has accepted an engagement as counsel to address.

CDP Presents an Employment Law Workshop for Nonprofits

On November 9, 2006 **Ronald W. Taylor**, a partner with Venable LLP and co-chair of Venable's Labor and Employment Practice Group, offered a free seminar with the catchy title, "Getting Through the Day—A Non-for-Profit Supervisor's Guild to the Easy Life." The seminar was held in partnership with the Maryland Department of Housing and Community Development's Division of Neighborhood Revitalization, and took place at the Center for Healthcare Development Catalyst Training Academy in Baltimore City. Nonprofit managers were treated to valuable lessons in how to comply with employment laws. Attendees learned the basics every supervisor needs to know in treating employees fairly and in compliance with the law to avoid a lawsuit.

The Center for Domestic Preparedness can work with your organization to provide a free legal training for your staff members or volunteers. A minimum of 15 people is required. Topics may include employment law, contracts, tax obligations for nonprofits or another legal subject matter of your choice, tailored to the needs of your nonprofit. To request training, contact CDP Director Jo Carol Snyder at 443.451.4064 or jocarol@mvlslaw.org.

Other resources for legal and management training for nonprofits:

Enoch Pratt Free Library

www.epfl.net
410.396.5320

Maryland Association of Nonprofit Organizations

www.mdnonprofits.org
410.727.6367

Maryland Department of Housing and Community Development

www.mdhousing.org
410.209.5809

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Pro Bono at Venable

Venable LLP has long recognized the importance of providing first-rate legal representation to those who are unable to afford an attorney. This commitment is important to our community, the firm and our profession. Accordingly, Venable strongly supports the Law Firm Pro Bono Challenge, which calls upon law firms to devote no less than three percent of their billable hours to pro bono work.

Since its founding over a century ago, Venable attorneys have been leaders in providing legal services to the community's disadvantaged. Working with national, state and local bar organizations, as well as with nonprofit providers of legal services, we have been in the forefront of efforts to serve those in need of legal representation. At the same time, Venable has recognized the value to our attorneys in obtaining valuable experience on pro bono matters relating to individual clients. Division managers and practice group chairs are fully committed to the firm's policy of strongly encouraging associates to take on pro bono work consistent with their ongoing responsibilities to other firm clients. Thus, Venable considers pro bono work to be a normal, not an exception, aspect of an associate's experience.

Venable provides and encourages training in a wide variety of litigation and non-litigation pro bono areas. Similarly, assistance from more experienced attorneys is always available. Less experienced lawyers are encouraged to form teams to take on projects. The diversity of our activities range from children's rights to death penalty appeals, from veterans' and prisoners' rights to political asylum litigation. Our attorneys routinely staff clinics for several nonprofit and non-governmental organizations. Several of our attorneys and paralegals are actively representing writers and artists in need of pro bono assistance. We also have initiated the establishment of an organization to assist in preserving the intellectual property rights of residents of developing countries. Venable acts as outside counsel to the William Wendt Center for Loss and Healing.

To learn more about pro bono and Venable LLP, please visit our Web site at www.Venable.com or call 1.888.VENABLE.



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