

From the Executive Director



Executive Director Richard S. Hobish, Esq.

THE *PRO BONO PARTNERSHIP* HAS COMPLETED ANOTHER YEAR of growth and service to the nonprofit community, and it is with great pleasure that I acknowledge the outstanding commitment of the members of our Board of Directors, our more than 700 volunteer attorneys and our many generous donors. Their leadership, guidance and support are the critical components in the extraordinary success of this organization.

This year, I would like to give special thanks to Bob Healing, our outgoing Chairman and the *Partnership's* founder, who retired from the Board of Directors in January 2004. Bob has been the inspiration and the moving force behind the *Partnership* from its inception in 1997. He has personally raised approximately \$1,000,000 to support the *Partnership* over the past six years, contributed very generously himself and devoted countless hours at all times of the day, every day of the week, to ensure the *Partnership's* programmatic success. His efforts have generated an unparalleled interest and involvement in pro bono activities among inside counsel in New York, Connecticut and New Jersey. Thanks to Bob's efforts, the *Partnership* is viewed as a national model for pro bono programs. Bob has been my mentor and friend. All of us who have had the privilege of working with him over the past six years will miss him when he departs for Maine.



Founding Chairman Robert Healing, Corporate Counsel, General Electric

The *Partnership* is very fortunate that John Liftin, Prudential Financial's Senior Vice President and General Counsel, has been elected to serve as the *Partnership's* new Chairman. John has been an active and committed member of the Board of Directors for several years and played a leadership role in bringing the *Partnership* to New Jersey. We are all looking forward to working even more closely with John as the *Partnership* continues to fortify and expand its programs.

On behalf of the *Partnership's* staff, I thank all of the friends who supported us in our mission in 2003. Due to your efforts, our clients are continuing to ensure the health and vitality of our local communities.



Chairman John M. Liftin, SVP & General Counsel, Prudential Financial

A handwritten signature in black ink that reads "RS Hobish". The signature is fluid and cursive.

Richard S. Hobish

Mission and History

Recognition

1999 American Bar Association/West Group Public Service Award as the most outstanding bar association program in the country providing direct service to the public.

2000 American Corporate Counsel Association Corporate Pro Bono Award for outstanding commitment to the provision of pro bono service.

2001 Lexis-Nexus Corporate Legal Times Distinguished Legal Services Award.

The *Partnership* was also honored, in 2001, by the Stamford, Connecticut Council of Churches and Synagogues, in 2002, by the North West New Jersey Citizen Action Program and the New Jersey Alliance for the Homeless and, in 2003, by the Connecticut Women's Mentoring Network.

Did You Know?

When asked, "Did the assistance provided by the *Partnership's* pro bono attorneys impact your organization's ability to fulfill its mission?" 94% of clients answered "Yes".

FOUNDED IN 1997, by what was then known as the Corporate Bar Association of Westchester and Fairfield Counties, the *Pro Bono Partnership* provides free legal services and educational resources to nonprofit organizations in Fairfield County, Connecticut, Westchester County, New York and New Jersey.

The *Partnership* now serves a client base of more than 600 nonprofits whose programs primarily benefit low-income communities or otherwise serve the public interest, and that are unable to pay for legal services without significant impairment of program resources. The *Partnership* had provided legal assistance on nearly 1,700 different nonprofit legal matters as of the beginning of 2004.

The *Partnership* recruits, supports and supervises a corps of more than 700 experienced volunteer lawyers from the area's leading corporations and law firms. Four *Partnership* staff attorneys also provide direct representation to clients, design and deliver educational seminars and field resource calls from area nonprofits.

Our legal assistance has facilitated:

- Increased options for quality childcare to meet the needs of working families
- Incorporation and tax exempt status for newly formed community nonprofits
- Successful mergers between nonprofits seeking to consolidate for greater efficiency
- Improved services to provide emergency housing, rental assistance and eviction prevention
- Increased job training opportunities
- More affordable housing, both single and multi-family
- Improved access to capital and greater financial independence for many individuals and new businesses
- Resolution of potentially litigious employment issues



Deputy Directors Jenny Hauge and Mo Segall

Services

Case Study:

A senior attorney with Honeywell International assisted Northwest New Jersey Maternal & Child Health Network in a merger with a sister organization that consolidated administrative functions, allowing both organizations to function more efficiently. Northwest provides education, counseling and health care for pregnant women and infants. It serves thousands of women and children annually in Morris, Sussex, and Warren counties. *Pro Bono Partnership* also recruited a team of lawyers from the firm of Pitney Hardin to represent the other side of the merger, making expert legal assistance available to two worthy nonprofit organizations.

Direct Legal Assistance

- Contracts and leases
- Corporate structure and governance
- Employment law
- Environmental law
- Fundraising regulations
- Intellectual property
- Law of nonprofit and tax-exempt organizations
- Merger, bankruptcy and dissolution
- Real estate
- Regulatory compliance

Educational Workshops

The *Partnership* provides numerous educational workshops for the nonprofit community and attorneys throughout the tri-state suburban area. Offered in collaboration with community foundations, United Ways and other organizations, these workshops are designed to help attendees identify pertinent legal issues and avoid crisis management.

- Board Member Roles and Responsibilities
- Child Care Laws and Regulations
- Employment Law
- Fundraising and Revenue Generating Activities
- Insurance and Risk Management for Nonprofits
- Legal Issues in Volunteer Program Management
- Legal Maintenance
- An Overview of the new HIPAA Privacy Rules
- Political Activities
- Sexual Harassment Policies
- Should You Apply for Tax Exemption?
- Website, Technology and Fundraising Issues



Rick Hobish and Mo Segall give a workshop on Website, Technology and Fundraising Issues for Nonprofits at J.P.Morgan Chase, Bridgeport, CT



Mo Segall, Roberta Eichler (of The Volunteer Center) and nonprofit participants at a "Should You Apply for Tax Exemption" workshop at the Volunteer Center of Southwestern Fairfield County

Services *(continued)*

Case Study:

Two Stamford, CT-based nonprofit health agencies, Student Health Services and Stamford CARES, wanted to merge in order to enhance their ability to expand their services, leverage additional financial opportunities and increase marketing capabilities. The organizations turned to the *Partnership*, which had provided pro bono services to each agency in the past. Volunteer attorneys from two of CT's leading law firms, Shipman & Goodwin LLP and Wiggin & Dana guided these nonprofits to a successful merger.

Publications

The *Partnership* makes publications available on legal issues of particular importance to its clients. These publications are written in layperson's terms, ensuring that our clients have easy access to the information they contain. Many publications contain extensive footnotes and can be used as a legal resource for practicing attorneys. Publications relating to the following issues are currently available on our website:

- Background Checking
- Board Members
- Child Care
- Employment Law
- Frequently Asked Questions
- Fundraising & Registration
- Intellectual Property Issues
- Lobbying & Advocacy
- Privacy and Confidentiality Issues
- Real Estate
- Risk Management, Liability & Insurance

Volunteer Services

The *Partnership* carefully screens applicants to ensure that they are community-based organizations whose programs primarily benefit low-income communities or otherwise serve the public interest, and who are unable to pay for legal services without significant impairment of program resources. A *Partnership* staff attorney attends the initial meeting between the volunteer and the client and stays closely involved by offering ongoing support as needed. Our pro bono matters are generally:

- Discrete and manageable
- Not subject to any deadlines
- Consistent with the legal skills our volunteers use on a daily basis.

The *Partnership* also provides professional liability insurance coverage for all its volunteers and maintains an extensive collection of model forms and documents.



Managing Director and General Counsel Sheldon Goldfarb with 2003 Outstanding Volunteer Anahaita Kotval, Managing Director and Associate General Counsel, RBS Greenwich Capital Markets



Executive Director Rick Hobish with 2003 Outstanding Volunteer David Fritz, VP and Group Counsel, Sony Electronics

Volunteer of the Year Awards

Each year, the *Partnership* acknowledges the exemplary pro bono efforts of corporations, law firms and individuals. The following are previous recipients of the *Partnership's* Volunteer of the Year awards.

Case Study:

The Yonkers Downtown/Waterfront Business Improvement District seeks to revitalize and enhance the economic vitality of the city's downtown business area and to promote business activity. The "BID," created by New York State law, enables local property owners and businesses to finance supplemental services such as street sweeping, security and marketing and also facilitates capital improvements beyond those already provided by the City. An attorney from GE Card Services successfully helped the organization apply for federal tax exemption so that it is now an independent 501(c)(3) organization.

1998

Corporate Award
Champion International Corporation
Stephen B. Brown
Senior Vice President and General Counsel

Individual Awards

Margaret Williams
Xerox Corporation

Andrew Gold
Pitney Bowes Inc.

Maria Renna
PepsiCo, Inc.

1999

Corporate Award
Pitney Bowes Inc.
Sara E. Moss, General Counsel

Law Firm Award
Paul, Hastings, Janofsky & Walker LLP

Individual Awards

Jane Alpert
GE Capital

Patricia Squires
Robinson and Cole LLP

Michael Rudy
Texaco

2000

Corporate Award
PepsiCo Inc.
Robert F. Sharpe, General Counsel

Law Firm Award
Jackson Lewis LLP

Individual Awards

Randy Kamen
Sony Electronics, Inc.

Richard C. Stewart, III
International Paper Company

Sandra G. Emerling
General Electric Capital Corporation

2001

Corporate Award
General Electric Capital Services
Nancy E. Barton
Senior Vice President, General Counsel and Secretary

Individual Awards

Toni Anne Nichels
Xerox Corporation

Craig A. Pintoff
Crompton Corporation

Joan Hayden
Prudential Financial, Inc.

2002

Corporate Award
Prudential Financial, Inc.
John M. Liftin
Senior Vice President and General Counsel

Law Firm Award
Shipman & Goodwin LLP

Individual Awards

Lee Braem
Quest Diagnostics

Alan Wolfert
IBM Corporation

David Yawman
PepsiCo, Inc.

2003

Corporate Award
Johnson & Johnson
Roger S. Fine
Vice President and General Counsel

Law Firm Award
Robinson & Cole LLP

Individual Awards

Anahaita Kotval
RBS Greenwich Capital Markets

Susan Corcoran
Jackson Lewis LLP

David Fritz
Sony Electronics, Inc.



2003 Outstanding Volunteer
Susan Corcoran, Partner,
Jackson Lewis LLP and
Mr. Corcoran



Left to right: James Bergin, Louise Weingrod, Manesh Yadav, Lisa Warren, Larry Rickles, of the J&J Legal Department with Roger Fine, General Counsel, joined by Jenny Chandler Hauge, and Rick Hobish, from the Pro Bono Partnership; and Tracy Poole, Dorothy Clarke, Tom Spellman, and Bob Zocca of the J&J Legal Department



Robinson & Cole, 2003 Outstanding Law Firm
Volunteers

Clients (1997 - 2003)

New York

A Kid's Place
 A-HOME
 A Soulful Bowlful
 Adult Learning Center
 AIDS-Related Community Services
 American Lung Association of Hudson Valley
 Avatar Foundation of Westchester
 Bethany House
 Better Housing Opportunities
 Birnam Wood Associates
 Boys & Girls Club of Mount Vernon
 Bridge Fund of NY
 Bridge Fund of Westchester
 Building Block Child Care Center
 Can We Talk Child Care Youth Lounge
 Careers for People with Disabilities
 Center for Career Freedom
 Center for Human Options
 Center for Preventive Psychiatry
 Center for Redirection Through Education
 Chappaqua Friends Nursery School
 Child Advocacy Center of Putnam County
 Child Care Council of Orange County
 Child Care Council of Westchester
 Child Care Resources of Rockland
 Children First Foundation
 CHOICE of New Rochelle
 Church of Our Savior Day Care Center

Country Children's Center
 Croton Harmon Educational Foundation
 Croton/Cortlandt Center for the Arts
 Early Learning Center of White Plains
 Eating Disorder Foundation
 Elizabeth Mascia Child Care Center
 Embracing Ossining
 Excelsior Program Corporation
 Family Information and Referral Service Teams
 Family Resource Center of Peekskill
 Family Service Society of Yonkers
 Family Ties of Westchester
 Finch College Alumni Association Foundation
 First Reformed Church
 Food-PATCH
 Greater Centennial Community Development Corporation
 Groundwork USA
 Groundwork Yonkers
 H.A.R.T. Programs
 Habitat for Humanity of Westchester
 Handicapped Adults Association
 Harrison Children's Center
 Helping Out People Everywhere (H.O.P.E.)
 Hendrick Hudson Community Educational Foundation
 Hope Community Services
 Hospice & Palliative Care of Westchester
 Housing Action Council
 Hudson Link for Higher Education in Prison
 Innovations for Community Advancement
 Institute for Contemporary Psychotherapy
 Institute for School Age Child Care
 Interfaith Volunteer Caring Community
 Japanese Community Association
 KEEPS
 Keon Center
 Kinship Coffee and Cocoa
 Kiryas Joel Social Service Organization
 Larchmont Mamaroneck Little League
 Learning Project
 Leviticus 25:23 Alternative Fund
 Literacy Volunteers of America - Westchester
 Little Angels Child Care Center
 The Loft
 Long Island Community Foundation
 Low Income Housing Fund
 Lower Hudson Conference of Historical Agencies & Museums
 Lung Cancer Online

Mamaroneck Community Nursery School
 Martin Luther King Jr. Child Development Center
 Medical and Health Research Association of New York City
 Memorial Methodist Early Childhood Center
 Mental Health News
 Mid-Hudson Rural & Migrant Ministry
 Montrose Child Care Center
 Mother and Child Center Nursery School
 My Sister's Place
 National Coalition Building Institute, Metro NY Chapter
 National Education Alliance for Borderline Personality Disorder
 New Rochelle Council of Community Services
 New Rochelle Day Nursery
 New York State Child Care Coordinating Council
 North East Westchester Special Recreation
 Northeast Counseling Center of FRMH
 Northern Westchester Center for the Arts
 Northern Westchester Shelter
 NY State School Age Care Coalition
 Oak Lane Child Care Center
 Organization of People Undaunted by Stroke and Other Physical Disabilities of Westchester
 Ossining Children's Center
 Palisades Community Center
 Peekskill Arts Council
 Pelham Children's Center
 Pelham Family Services
 People's Organization for Empowerment
 Prison Communities International
 Putnam County Child Care Council
 Putnam/Northern Westchester Women's Resource Center
 Renaissance Project
 Retired and Senior Volunteer Program of Westchester
 Rockland Community Development Council
 Rockland Parent-Child Center
 St. Peter's Community Outreach Center
 St. Stephen's Outreach
 Scarsdale Edgemont Family Counseling Service
 Sharing Community
 South Broadway District Management Association
 Special Programs and Resource Connection
 Stoney Hill Cemetery Corporation
 Stony Point Child Care Center
 Theatre Action Project

Did You Know?

Our workshops attracted more than 1,000 attendees in 2003.

CITA: Centro Independiente de Trabajadores Agrícolas
 Cluster
 Coalition for the Homeless of Westchester
 Common Ground Community
 Community Joint Ventures
 Community National & Global Progressive Learning Network
 Cornell Cooperative Extension Institute for Nonprofits
 Council of Community Services, Port Chester/Rye Brook/Town of Rye

Clients *(continued)*

Transplant Support Organization
Umoya Family Culture Center
Union Child Day Care Center
Union Church of Pocantico Hills
United Way of Westchester and Putnam
Vernon Heights Day Care Center
Volunteer Center of United Way
Washingtonville Housing Alliance
Weekend Center
Westchester Association of Development Officers
Westchester Association of Volunteer Administrators
Westchester Association for the Education of Young Children
Westchester Children's Association
Westchester Coalition of the Hungry and Homeless
Westchester Community Foundation
Westchester Consumer Empowerment Center
Westchester Disabled on the Move
Westchester Equity Fund
Westchester Hispanic Coalition
Westchester Housing Fund
Westchester Jazz Orchestra
Westchester Nonprofit Housing Coalition
Westchester Parkinson's Disease Support Group
Westchester Residential Opportunities
Westchester Science and Engineering Fair
Westchester/Putnam Legal Services
Westchester/Putnam/Rockland Lactation Consortium
Westchester Women of African American Ancestry
Westhab
Westhab in Mt. Vernon
White Plains Downtown District Management Association
WISH Westchester
World Diamond ERA Foundation
YMCA MRC-NY
Yonkers Community Action Program
Yonkers Downtown/Waterfront BID
Yonkers Public Library
Young Men's Christian Association of Tarrytown and North Tarrytown
YWCA of White Plains
YWCA of Yonkers

New Jersey

Aids Resource Center Community Development Corporation
Allegro School & Programs
Alternatives
Anderson House
Apostles House



Stephen Greene, VP Administration and General Counsel of G&W Laboratories (center), with Carolyn Mori, Chief Financial Officer, and Jorge Cruz, Executive Director, Jersey City Episcopal Community Development Corporation

Arts for Kids
Assisted Living
B's Nurturing Neighborhood
Bergen County Office for Children
Big Brothers Big Sisters of Morris County
Big Brothers Big Sisters of New Jersey
Boys & Girls Club of Monmouth County
Boys & Girls Club of Trenton/Mercer County
The Bridge
Bridgeway
Briteside
Broadway Family Center
Camden County Workforce Investment Board
Cape Assist
CASA of Hudson County
Catholic Community Services
Center for Food Action
Cerebral Palsy Association of Middlesex County
Child Care Connection
Child Relief and You
Children on the Green
Children's Academy
Children's Circle at Saint Andrew's Evangelical Lutheran Church
Children's Health Environmental Coalition
Children's Museum

Children's Playhouse
Christ Church Community Development Corporation
Coalition for Affordable Housing & the Environment
Coalition of Infant/Toddler Educators
COGIC Community Development Corp
Collier Services
Commission on Camps, Conferences and Retreats
Communities in Schools of NJ
Communities in Schools, Newark
Communities in Schools, Union County
Community Agencies Corporation
Community Equity Partners, NJ
Community Food Bank of New Jersey
Community Psychiatric Institute
Community Services
Consumer Credit Counseling Service of NJ
Council of New Jersey Grantmakers
Court Appointed Special Advocates of NJ
Creative Heartwork
Crossroads Programs
CUMAC/ECHO
Daytop-NJ
Dackks Group for Supportive Housing Development
Day Nurseries
Developmental Disabilities Association of New Jersey
Dierdre O'Brien Child Advocacy Center
Disabled Advocates Working for Northwest
Dover Child Care Center
Dress for Success Morris County
E=mc²
Early Childhood Coalition of Newark
Eating Disorders Association of New Jersey
Edmund L. Houston Foundation
Education Works
Elmwood Resident Association
Employment Horizons
Episcopal Community Development
Essex County Court Appointed Special Advocates
Family & Children's Services
Family Connections
Family Resource Associates
First Occupational Center of New Jersey
Fish Hospitality
Flynn Christian Fellowship Houses of N.J.
Forums Institute for Public Policy

Clients *(continued)*

Foster and Adoptive Family Services
 Franklin Lakes Free Public Library Foundation
 Franklin Township Foodbank
 Friends of Homeless Animals
 Friends of Jazz
 Friends of the Madison Educational Endowment Fund
 Gateway Maternal & Child Health Consortium
 Gifted Young Minds – GYM
 Girl Scouts of Rolling Hills Council
 GlassRoots
 Greater Newark Conservancy
 Habitat for Humanity Newark
 Hamilton Street Business & Community Corporation
 Harmonium, A Classical Choral Society
 Hoboken Clergy Coalition Shelter
 Hoboken North Hudson YMCA
 Home Care Options
 Homeless Solutions
 HomeSharing
 Housing and Community Development Network of New Jersey – Newark
 Housing and Community Development Network of New Jersey – Trenton
 Interfaith Food Pantry
 International Institute of New Jersey
 Ironbound Community Corporation
 Isles
 JCC Metrowest
 Jersey Battered Women's Service
 Jersey City Episcopal Community Development Corporation
 Jubilee Community Development Corporation
 K-9 Disaster Relief
 King's Daughters Day School
 La Casa de Don Pedro
 Lakeland Hills YMCA
 Lester A. Drenk Behavioral Health Center
 Let's Celebrate
 Lighthouse Family & Children's Services
 Literacy Volunteers of America – Hunterdon County
 Literacy Volunteers of America – New Jersey
 Literacy Volunteers of America – Somerset County
 Literacy Volunteers of America – Union County Affiliate
 Little Lights Learning Academy
 Maestro Community Development Corporation
 Meadowlands Area YMCA
 Mental Health Association of Passaic County



Dorothy Clarke, Senior Counsel, Johnson & Johnson with her client Denis McGrath, Executive Director of the Franklin Township Foodbank

Middlesex Interfaith Partners With The Homeless
 Morris Area Girl Scouts Council
 Morris Center YMCA
 Morris County Correctional Facility Chaplaincy Board
 Morris Tomorrow
 Morristown Neighborhood House
 Morristown One Community
 Mount Olive Child Care & Learning Center
 Multicultural Community Services
 National Council on Alcoholism & Drug Dependency – Essex County
 National Council of Jewish Women
 Neighbours
 Network Newark
 New Jersey Alliance for the Homeless
 New Jersey Association on Correction
 New Jersey Boys & Girls Clubs Area Council
 New Jersey Business/Industry/Science Education Consortium (NJ BISEC)
 New Jersey Coalition For Battered Women
 New Jersey Community Development Corporation
 New Jersey Community Capital
 New Jersey Family Advocate Management
 New Jersey Health Care Quality Institute
 New Jersey Health Decisions
 New Jersey Statewide Coalition for Child Care
 New Jersey Volunteer Organizations Active In Disaster Relief
 New Jersey YMCA State Alliance
 Newark Arts Council
 Newark Charter School
 Newark Community Development Network
 Newark Emergency Services for Families
 North Jersey 4 C's
 North Jersey Home Care Association

Northwest New Jersey Maternal & Child Health Network
 NORWESCAP
 Old Mill Hill Society
 Oradell Free Public Library Foundation
 Park Alliance
 PARKS
 Parkside Business and Community in Partnership
 Parsippany Child Day Care Center
 Partnership for New Jersey
 Partnership in Philanthropy
 Passaic County Legal Aid
 Passaic Family Head Start
 Passaic River Coalition
 Pathways Counseling Center
 People Against Substance Abuse
 People Helping People in Need
 Police Athletic League of Plainfield
 Policy Development Board
 Princeton Community Housing
 Programs for Parents
 Programs for Parents-Montclair
 Project Acorn
 Project CARE of Morris County
 Project Guidance
 Puerto Rican Action Board
 Puerto Rican Community Day Care Center
 Puerto Rican Family Institute of New Jersey
 Quality of Life Education & Defense Fund
 READS – Real Estate Advisory and Development Services
 Rescue Mission of Trenton
 Rose House
 Roxbury Day Care Center
 Senior Services
 Somerset Hills Handicapped Riding Center
 Somerset Home for Temporarily Displaced Children
 Spina Bifida Association Tri-State Region
 Special Eyes On The Environment
 St. John of God Community Services
 St. John's Community Development Corporation
 St. John's Neighborhood Development Corporation
 St. Matthew Neighborhood Improvement Development Association
 St. Peter's Haven
 Starting Points of Hudson County
 Statewide Parent Advocacy Network
 Therapy Dogs International

Clients *(continued)*

Thursday Morning Club/Madison
Community House
Trenton Area YMCA
Trenton Education and Development
Corporation
Trenton Materials Exchange
Tri-City Peoples
Tri-County Independent Living Center
Triple C Housing
Turning Point
Union Chapel Community Development
Corporation
United Technical Solutions
United Way of Greater Mercer County
United Way of Greater Union County
United Way of Morris County
United Way of Somerset County
United Way of Warren County
Valerie Fund
Visiting Health Service of Morris County
Visiting Health Services of Union County
Volunteers for Morris County
Volunteer Resource Center of United Way
of Essex & West Hudson
West Side Park Conservancy—Friends of
Westside Park
Women Who Write
Women's Fund of New Jersey
Women's Health & Counseling Center
Wynona M. Lipman Child Advocacy Center
YMCA of Eastern Union County
YMCA of Metuchen
YMCA/YWCA of Newark
Youth and Family Counseling Service
YWCA of Patterson
YWCA of Trenton

Connecticut

Alpha Home
American Red Cross of Stamford
AmeriCares Free Clinics
Anthony D. Truglia Music Box
Appalachian Volunteers
Applied Behavioral Rehabilitation Institute
ARC
ASPIRA of CT
Association of Fundraising Professionals
Association of the Free Library and Reading
Room of Rowayton
Branches
Bridge House

Bridgeport Cat Project
Bridgeport Child Advocacy Coalition
Burroughs Community Center
Center for Women & Families of Eastern
Fairfield County
Charles D. Smith, Jr. Foundation
Chemical Abuse Services Agency
Child Care Center of Stamford
Child Charitable Development Association
Children's Aid of Darien
Children's Community Day Care Center
Children's Day School of Wilton
Christian Community Action
City Wide Public Housing Resident Council
CLASP Homes
Colchester Alternative School-Age Total
Learning Experience (CASTLE)
Combined Parishes Action Committee
Communities in Action
Community Closet
Connecticut Assets Network
Connecticut Association for the Gifted
Connecticut Association of School Based
Health Centers
Connecticut CDFI Alliance
Connecticut Communities for Drug-Free Youth
Connecticut Conference on Volunteerism
Connecticut Consortium for Law and
Citizenship Education
Connecticut Council of Parish Nurse
Coordinators
Connecticut Mentoring Partnership
Connecticut Odyssey of the Mind
Connecticut Oral Health 2010 Initiative
Connecticut Oral Public Health Association
Connecticut Valley Basketball Club for Girls
Cottage In Darien
CT Collaborative for Education Against
Violence
CTE
Danbury Children First Initiative
Dental Center of Stamford
Developing Hearts Systems
Dixwell Pastors for Economic Development
Domestic Violence Crisis Center
Domus Foundation
Dress for Success Hartford
Dress for Success Mid-Fairfield County
East Coast Assistance Dogs
East End Community Council
Environmental Council of Stamford

Fairfield Community Development Corporation
Fairfield County Community Foundation
Fairfield County Nonprofit Loan Fund
Fairfield County Safe Kids
Fairfield Housing Partnership
Fairfield Network
Family & Children's Agency
Family Centers
Food Bank of Lower Fairfield County
Frank J. Bosak Learning Center
Gaining Your Voice Through The Arts
Girl Scouts of Housatonic Council
Greater Bridgeport Area Foundation
Greater Bridgeport HIV/AIDS Care Consortium
Greater Bridgeport Opportunities
Industrialization Center

Case Study:

In-house counsel from Xerox Corporation has provided invaluable employment law advice for Family Centers, one of the leading social service agencies in Fairfield and Westchester counties. The attorney has assisted Family Centers with a variety of matters including a revision of its personnel policies, a review of the exempt/nonexempt status of several employees, creation of a background check process, and assistance with individual employment issues.

Groundwork Bridgeport
Haitian Women Association of Connecticut
Healthy Families CT – Northwest – Family
Strides
Healthy Families Network at DVNA
Housatonic Habitat for Humanity
Housing Development Assistance Fund
Housing Development Fund of Lower Fairfield
Institute for Life Coping Skills
Interfaith AIDS Ministry of Greater Danbury
Interfaith Council of Southwestern Connecticut
Interfaith Housing Association
Interlude
International Institute of Connecticut
Laurel House

Clients *(continued)*



Richard Ober, formerly General Counsel of Summit Bank, with his client Shuey Horowitz, the Executive Director of Homesharing

Literacy Coalition of Stamford
 Literacy Volunteers of America/Southeastern Fairfield County
 LMG Programs
 Mathew Gaffney Foundation
 McGivney Community Center
 Mercy Learning Center of Bridgeport
 Merryhill Child Care Center
 MetroPool
 Micah Housing
 Mid-Fairfield AIDS Project
 Music & Arts Center for Humanity
 National Research Fund for Tick Borne Illnesses
 Neighborhood Revitalization Zone
 New Canaan CARES
 New Fairfield Community Trust
 New Milford High School Booster Club
 New Neighborhoods
 New Ventures Community Development Corporation
 Noroton Heights Depot
 North Walke Housing Corporation
 Northwestern Area Health Education Center
 Norwalk Community College Foundation
 Norwalk Mentor Program
 Norwalk Mutual Housing
 Norwalk Senior Center
 Nuestra Casa del Pueblo
 Oak Street Center
 Parent Teacher Council of Stamford
 Person to Person
 Pet Animal Welfare Society (P.A.W.S.)
 Positive Directions
 Rape Crisis Center Of Milford
 RE-FOCUS Outreach Ministry
 Rowayton Arts Center
 Russian American Horizons
 St. Mark's Day Care

Saugatuck Child Care Services – A Child's Place
 School Volunteer Association of Bridgeport
 SCOPES
 Sexual Assault Crisis Center
 Shelter of the Cross
 South End Development Corporation
 Southwest Regional Mental Health Board
 Southwestern Area Commerce and Industry Association of Connecticut
 Southwestern Area Health Education Center
 Spanish Speaking Center
 Sstoneage
 Stamford CARES
 Stamford Community Health Center
 Stamford Counseling Center
 Stamford Health Department
 Stamford High School Band Parents Association
 Stamford Public Schools
 Stamford Senior Center
 Stamford Urban Artists Program
 Stepping Stones Museum for Children
 Student Health Services of Stamford
 Target: Autism Genome
 Tarrywile Park Authority
 Tiny Miracles Foundation
 Today's Family
 Transportation Association of Greenwich
 Trinity Productions
 Union Social Services Corporation
 United Way of Connecticut
 United Way of Eastern Fairfield County
 United Way of Northern Fairfield County
 United Way of Stamford

Vitam Center
 Voluntary Action Center of Mid-Fairfield
 Voluntary Services for the Blind of Fairfield County
 Volunteer Center of Greater Bridgeport
 Volunteer Center of Southwestern Fairfield County
 Volunteer Center of Western Connecticut
 W.I.N. – W.I.N. Foundation
 West End Community Development Corporation
 West Haven Child Development Center
 Western Connecticut Chapter, Society for Amateur Scientists
 William E. Edwards Annual College Tour
 Wilton Library Association
 Wilton Youth Council
 Windsor Independent Living Association
 Witness Project in Connecticut
 Women and Children's Health Network
 Women's Mentoring Network
 Yale Divinity School
 Yerwood Center
 Young Parent Program of Milford
 YWCA of Greenwich
 Zion Lutheran Church



l. to r: Kirstin Hotchkiss, Group Vice President, Cendant Corporation, with clients Cathy Stephens, Director Transitional Housing and Jane Baldwin, Associate Executive Director, Jersey Battered Women's Services

Volunteers

Cecilia Absher Esq.
General Electric Company

Clark Alexander
Megan Alger

Jane K. Alpert Esq.
GE Commercial Real Estate

Richard Altman Esq.
SDB USA, Inc.

Gregory Alvarez Esq.
Jackson Lewis LLP

Louis Amatucci Esq.

Mikeisha Anderson Esq.
Lowenstein Sandler PC

Leonard Andrew Esq.

Susan Angele Esq.
Hershey Foods Corporation

John Araneo Esq.
Jackson Lewis LLP

Lynn Ardese
Quest Diagnostics Incorporated

James Arnold Esq.

Kelly Arrigo
Prudential Financial, Inc.

Jordan Backman Esq.
PepsiCo, Inc.

Jeffrey Bagnell Esq.
*Garrison, Phelan, Levin-Epstein,
Chimes and Richardson*

Aaron Bailly Esq.
Di Sciullo & Eckhaus

Frank Baker Esq.
Robinson & Cole L.L.P.

Debbie Balch Lacivita Esq.

Keir Banks Esq.
Ulticom, Inc.

Katherine Barberi Goodwin
Procter LLP

Darwin Barney Esq.
AIG Technical Services, Inc.

Andy Baron Esq.
Orrick, Herrington & Sutcliffe LLP

Abbie Baynes Esq.

Anabela Beato
Honeywell International Inc.

Tracey Beck Esq.
Kraft Foods, Inc.

Joel Bedol Esq.
Remington Products Company

Beverly Belcamino Esq.
GE Capital

Susan Belkin Esq.

Andreana Bellach Esq.
Shipman & Goodwin LLP

Lisa Bellsey Esq.
March of Dimes Birth Defects Foundation

Bruce Bennett Esq.
Covington & Burling

James Berger Esq.
Paul, Hastings, Janofsky & Walker LLP

James J. Bergin Esq.
Johnson & Johnson

Wendy Berkowitz Esq.
Altria Corporate Services, Inc.

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Case Study:

A trademark attorney with Johnson & Johnson guided Creative Heartwork through the process of protecting its name and logo. Creative Heartwork provides an art therapy program for children in northern New Jersey who have experienced trauma or loss or who are undergoing treatment for severe illness. The attorney counseled the client's board about the options for protecting its intellectual property, and provided guidance when the client decided to register its name and logo with the Federal Trademark Office.

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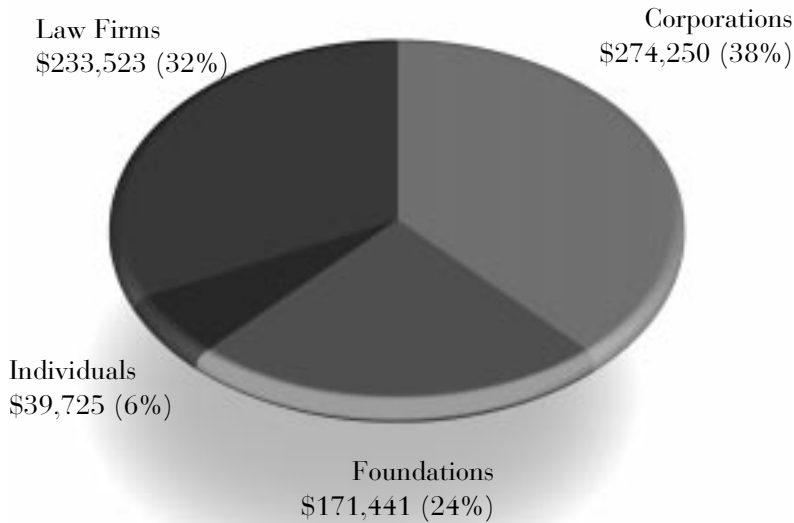
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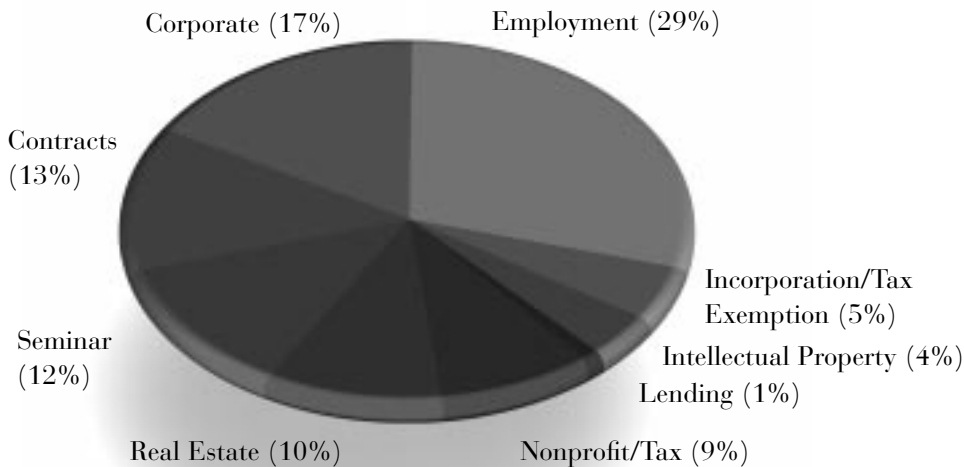
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Case Study:

Groundwork Yonkers, a local arm of Groundwork USA, is a community-based group dedicated to the environmental enhancement of Yonkers' urban landscape. It asked the *Partnership* for help obtaining approvals to use certain poems that would be inscribed in granite on a 9/11 memorial it was building on the Yonkers Waterfront. An intellectual property attorney with PepsiCo researched the owners of the poems and obtained the necessary approvals. The memorial was officially dedicated on Sept. 11, 2003.

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Case Study:

Parkside Business and Community in Partnership is committed to reversing the decline of the Parkside neighborhood of Camden, NJ, through a variety of strategies, including the acquisition and rehabilitation of homes for resale to low-moderate income families. An attorney at Merck & Co. negotiated key elements of Parkside's contract for a neighborhood plan, an essential element in the development of Camden's Master Plan. The client wrote, "Thank you for providing legal expertise and insight... As a result of your assistance, Parkside has embarked on a planning process that will identify critical neighborhood issues and...formulate strategies that will lead to the successful revitalization of Parkside."



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Case Study:

The Center for Women and Families of Eastern Fairfield County, located in Bridgeport, CT, provides crisis services to victims of domestic violence and sexual assault. Because the Center uses several subcontractors to meet the goals and objectives of its government contracts (2/3 of its funding stream), it needed subcontractor agreements that carried forward the commitments made to these governmental funding sources, including issues of confidentiality, lobbying, recordkeeping and discrimination. An attorney from Starwood Hotels reviewed the Center's existing contracts and created a form contract that the Center can use consistently with its subcontractors. The client wrote, "Your expertise, advice and quick response have been incredibly helpful."



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