

THE
MISSOURIBAR
WE'RE **HERE TO HELP**



Annual Report

President's Message

As humans, we apply our executive function and self-regulation skills to plan, focus attention, remember instructions, and successfully manage multiple tasks.

While use of executive function by organizations can be less than stellar, The Missouri Bar Board of Governors met over the course of two days in 2017 to discuss, debate, and develop a strategic plan for the bar. [The plan resulting from that process is available for review on our website.](#)

It is not at all uncommon for a plan such as this to collect dust and never realize its intended purpose. We strive to do better. Our strategic plan is frequently revisited, regularly reviewed, and often cited during discussion of just about anything we do. The plan also provides a backdrop to the board's annual review of approximately one-third of all activities of The Missouri Bar (on a rolling basis) and consideration of adjustment, expansion, or even termination of existing projects.

Of course, these nuts-and-bolts discussions are not something our members or the public often see, but we have engaged in a focused effort to keep our strategic direction part of any discussion about where we have been, where we are, and where we are going.

The annual report of The Missouri Bar has long provided a platform allowing us to highlight the wide array of programs in which the bar is involved.

This year, an adjustment is being made to the format to demonstrate how these projects are tied to our strategic plan. Each program is tied to the goals and strategies established by the board in 2017. It is our hope that by organizing the annual report in this manner we are able to convey the ways in which our current programs and their outcomes further our strategic goals and are making Missouri a better place for all citizens.

In this report, each of the bar's seven goals are outlined along with each strategy and the outcomes achieved during the last year.

Ultimately, it is our hope that the annual report communicates the time and consideration spent by the board, executive committee, and officers of The Missouri Bar in operating for the benefit of our members and the citizens of the State of Missouri. This work, always done with an appreciation for the bottom line, is most impactful as done by the bar's staff. Often a topic of debate among bar leaders across the country, I have no pause proclaiming that ours is the single best staff in the United States and is led by the top executive director in Mischa Buford Epps.

We hope to hear your suggestions about how we might help The Missouri Bar be even more useful to you. If you have comments or questions regarding any aspect of The Missouri Bar's operations, I encourage you to contact me or your representatives on the Board of Governors.

Sincerely,

A handwritten signature in black ink, appearing to read "John R. Gunn". The signature is fluid and cursive, with a large initial "J" and a stylized "G".

John R. Gunn

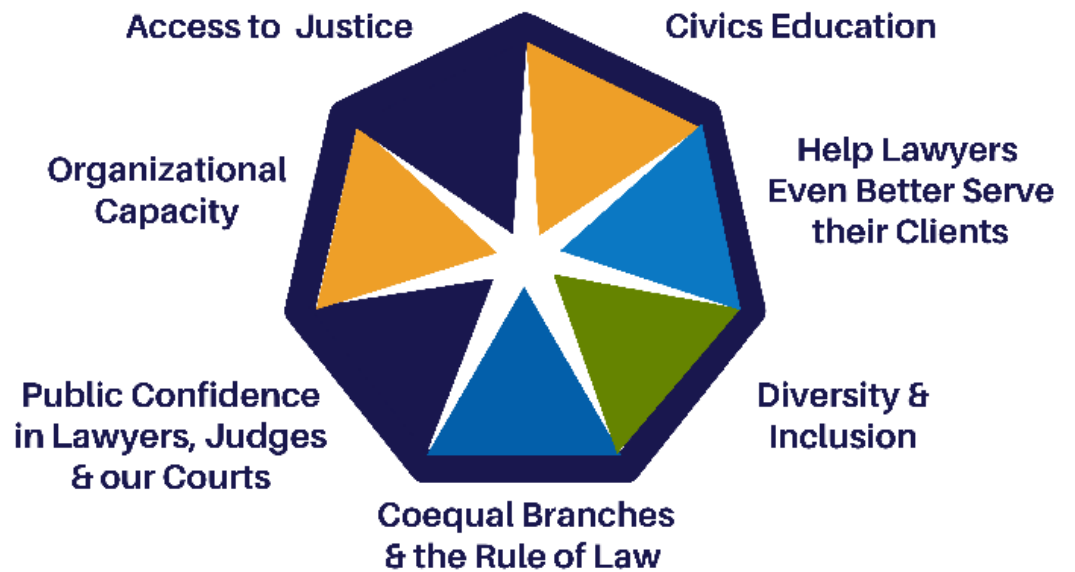
2020-21 President of The Missouri Bar

Understanding The Missouri Bar's Strategic Direction

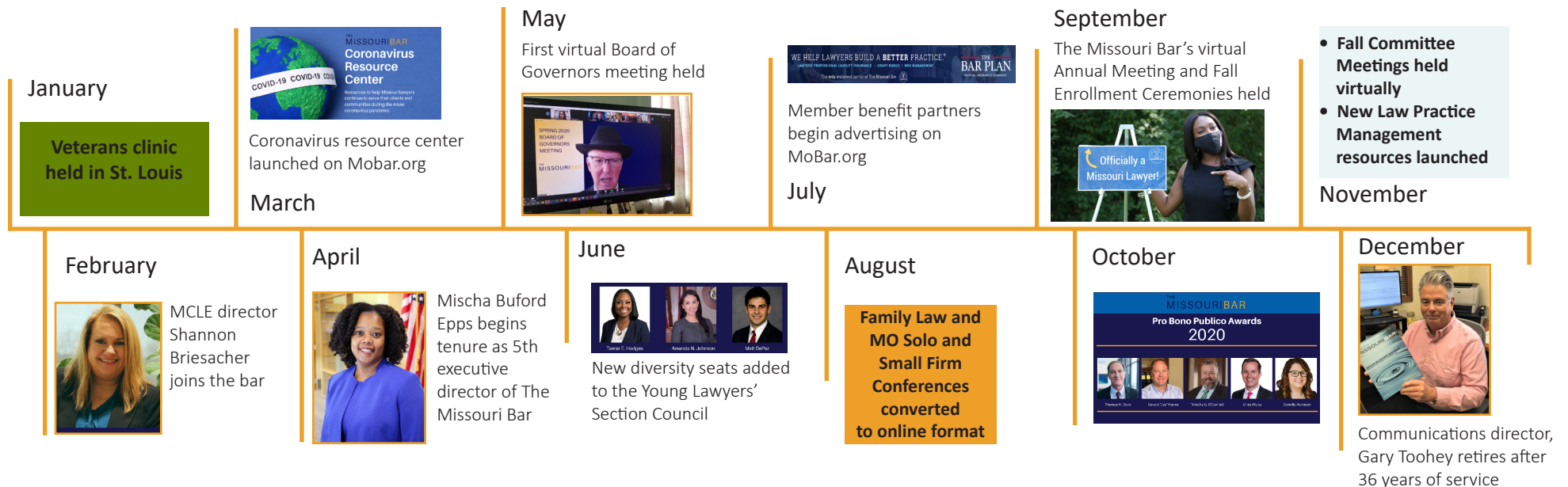
The Supreme Court of Missouri created Missouri's unified bar by order of the Court on June 16, 1944, and charged The Missouri Bar with improving the profession, the law, and the administration of justice on behalf of the public. In recent years, The Missouri Bar has worked to better define and measure how we're fulfilling that charge.

In 2017, the Board of Governors initiated an intensive and in-depth strategic planning process. The result of that process is the bar's [strategic direction](#) which serves as the guiding chart for our organization's activities. To ensure the strategic direction's goals are best fulfilled, the Board of Governors annually reviews a third of all existing programs and considers any newly proposed activities.

The strategic direction is available publicly on MoBar.org. As a quick reference, the graphic to the right outlines the seven core goals found in the strategic direction.



2020 at a Glance



Missouri Bar Leadership



John R. Gunn
President



John W. Grimm
President-Elect



Lauren E. Tucker
McCubbin
Vice-President



Thomas V. Bender
Immediate
Past President



Mischa Buford Epps
Executive Director /
Secretary



Christa Barber Moss
Executive Committee
Member



Hon. Julia Pusateri Lasater
Executive Committee
Member



Jason A. Paulsmeyer
Executive Committee
Member



Shatrasha L. Stone
YLS Council
Representative



Betsy AuBuchon
Treasurer

Board Members

Amy Bender Levy
District 9

Scott Bethune
District 12

Hon. Michael Colona
District 11

Hon. Charles Curless
District 5

Hon. Joseph Dandurand
District 12

Athena Dickson
District 12

Michael Downey
District 9

Shelly Dreyer
District 5

J. Brent Dulle
District 11

Marc Erickson
District 12

Douglas Harris
District 3

Joshua Lynn Hill
District 4

Robert Jones
District 9

Amanda Pennington Ketchum
District 12

Hon. Julia Lasater
District 12

Andrew Lyskowski
District 6

Jennifer Matthew
District 11

Karen McCarthy
District 9

James McConnell
District 2

Mira Mdivani
District 12

Christa Moss
Southern Appellate District

Erica Mynarich
District 10

Kate Noland
District 8

Jason Paulsmeyer
District 4

Megan Phillips
District 11

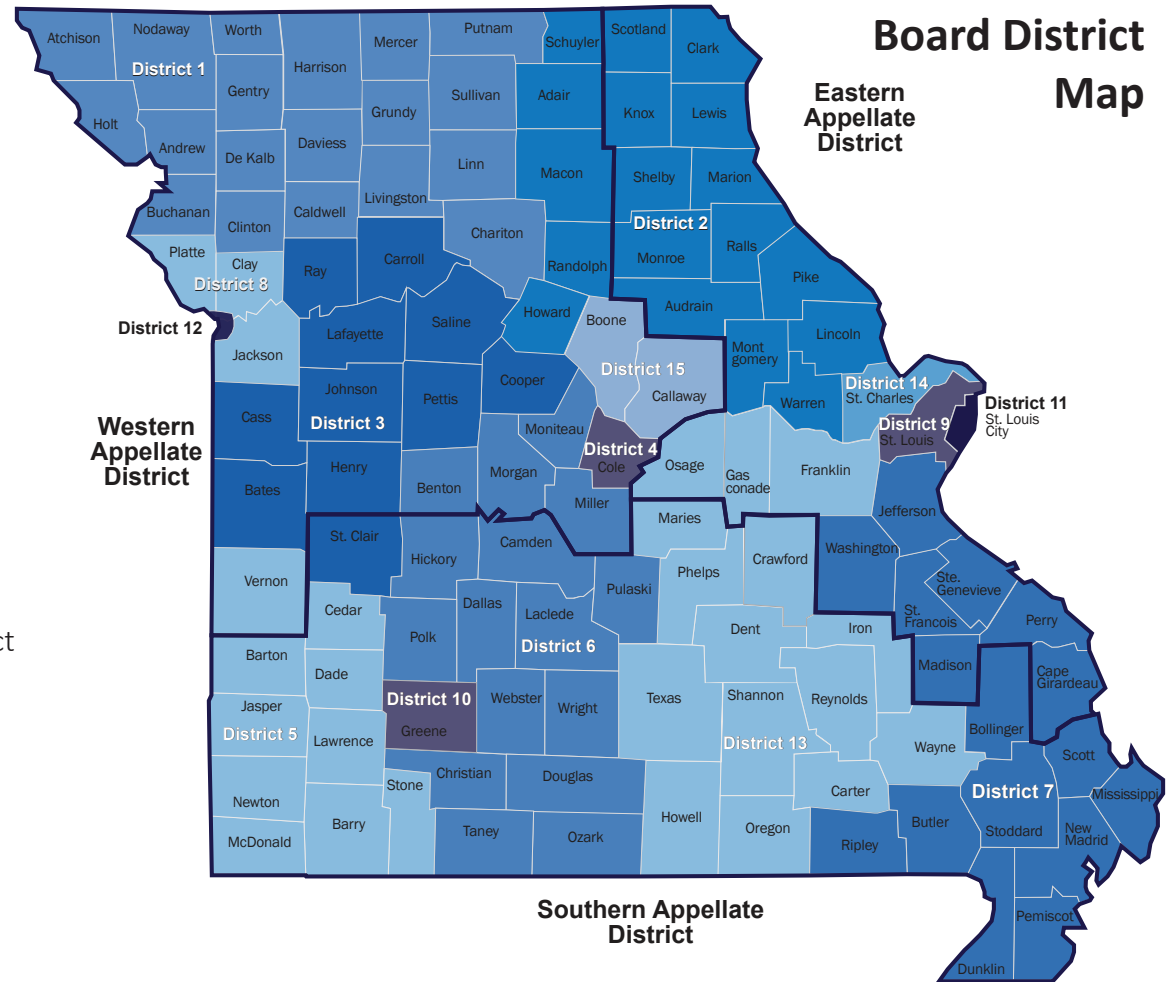
Thomas Porto
District 12

John Price
District 10

Jason Rew
District 8

Scott Robbins
District 7

Patricia Scaglia
District 8



Hon. Jason Sengheiser
District 11

Sander Sowers
District 15

John Spencer
District 1

Joan Swartz
District 9

Hon. W. Douglas Thomson
District 12

Carl Ward
District 13

Alexandra Wilson
Western Appellate District

Casey Wong
Eastern Appellate District

Eric Wulff
District 14

Maria Zschoche
District 11

Goal: All Missourians have equal access to justice

● Strategy 1 Provide access to legal services for those facing barriers to legal representation

Free Legal Answers

Since 2017, The Missouri Bar has worked with the American Bar Association to administer Missouri.FreeLegalAnswers.org, an online legal clinic, which allows low-income Missourians to ask up to three non-criminal legal questions each year. Pro bono volunteer lawyers licensed in Missouri provide written answers through this online portal.

In response to the pandemic, the ABA expanded features of the service to assist those of modest means with legal help. In March 2020, the ABA increased the number of questions that a client can submit from three questions per 12-month period to five. They also updated the client eligibility income question to clarify that users who had been laid off as a result of COVID-19 should indicate their current household income as opposed to income they had been receiving.

The Missouri Bar also increased the income limit for participation from 250% of the federal poverty level to 400%, and increased the asset limit of \$5,000 to \$500,000. These changes, while temporary, allowed more Missourians to participate in this service during a challenging year.

In 2020, 64 volunteers responded to nearly 2,000 questions representing 1,850 clients. Of those volunteers, six responded to 100 or more questions. In March of 2020, Missouri Free Legal Answers began separately tracking questions related to COVID-19. More than 130 questions submitted from March through December were related to the pandemic, and volunteers responded to 98% of those questions.

To learn more or volunteer for this valuable initiative, visit Missouri.FreeLegalAnswers.org.

Missouri.FreeLegalAnswers.org Fast Facts

Since 2017

7,500 Missourians
Registered
5,200 Missourians
Assisted

2020 Data

2,500 New Clients
1,850 Questions
Answered

Response Rate

2019 | 84%
2020 | 88%

\$1,014,732 in 2020

Funds provided to Legal Services in 2020 from enrollment and pro hac vice fees collected by the Supreme Court of Missouri and disbursed to The Missouri Bar.

Legal Aid Programs closed 15,356 cases in 2020.

Main areas of law:

Family -including Orders of Protection	4,908
Other/Miscellaneous	4,086
Housing	2,085
Income Maintenance	1,258
Health	1,129
Consumer/Finance	916
Juvenile	432
Individual Rights	254
Education	145
Employment	143

Disaster Legal Services

When disasters occur, The Missouri Bar establishes a toll-free number (800-829-4128) so those affected can request legal help. This service was not activated in 2020. The last activation was made in 2019 in response to flooding in northern Missouri.

Veterans Clinics

The Missouri Bar, in partnership with some Legal Services offices and in cooperation with the Veterans Administration, conducts clinics, where veterans can ask volunteer lawyers legal questions. Due to the coronavirus pandemic, the bar held one veterans clinic in January 2020.

Pro Bono Recognition

The Missouri Bar's Pro Bono "Wall of Fame" program recognizes lawyers who voluntarily report at least 40 hours annually of pro bono work to assist low-income residents. Inductees' names are permanently affixed to the "Wall of Fame" for each year they qualify and displayed on this [website](#) as well.

2020 Pro Bono Publico Awards

This year's Pro Bono Publico Awards were presented to the following lawyers for their exceptional service to Missouri's most at-risk citizens.



Young Lawyers' Section Pro Bono Projects

Recently, YLS created a new pro bono action item around providing expungement clinics across Missouri. In partnership with Legal Services, the Springfield Bar Association, and other entities, The Missouri Bar created clinics in the Springfield area. The YLS council provided funds in 2019 and planned to provide more funding and volunteers in 2020 to expand the program, but the COVID-19 pandemic has slowed the group's progress.



Strategy 2

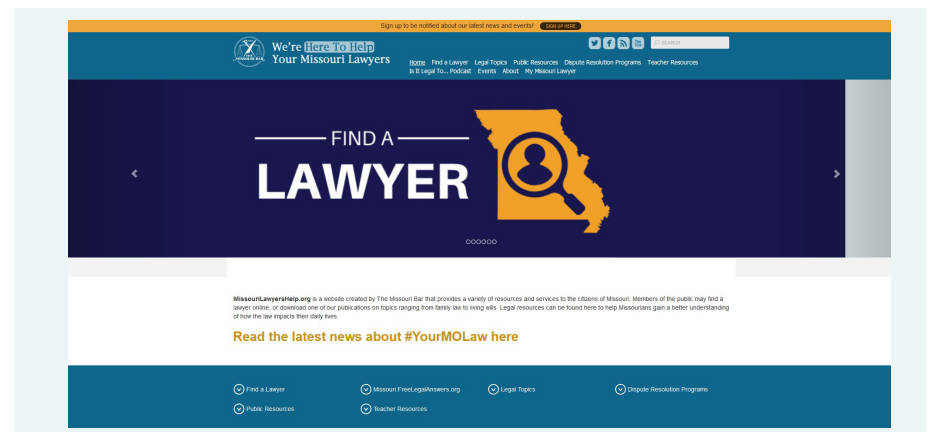
Connect those in need of lawyers with the most appropriate legal services available

MissouriLawyersHelp.org

The Missouri Bar launched [MissouriLawyersHelp.org](#) to provide the public with quick and easy access to a variety of legal tools, including finding a lawyer, downloading publications, and searching for local services. This website allows us to improve Missourians' access to justice by providing easy-to-utilize links to materials that allow them to make better choices regarding representation.

Available resources promoting access to justice include:

- Find a Lawyer Search Tool
- Official Missouri Directory of Lawyers
- Legal Resources Directory by County
- Legal Topic Handbooks
- Dispute Resolution Programs
- The "Is It Legal To...Podcast"
- Legal Glossary
- Court Resources





Strategy 3

Develop professional and practice strategies for adapting legal services to an evolving profession

Open Enrollment Committees

The Missouri Bar's open enrollment committees are largely responsible for developing programs and services for state bar members and the public, including *pro bono* services and volunteer opportunities for committee members.

Joint Task Force on the Future of the Profession

In the fall of 2016, a joint task force of the Supreme Court of Missouri and the Board of Governors of The Missouri Bar released a report on the future of the profession. The recommendations within the report fall under four sections:

- Legal education and entry into the profession
- Leaving or limiting the practice of law
- Technology and its impact on the practice of law
- Access to legal services and sustainability of law practice

Several of the ideas presented in the task force's report have been realized. From the Lawyers Living Well online community to the expansion of services through the bar's website to individuals seeking legal assistance, the task force's concepts are beginning to bear fruit.

Other access to justice efforts

Along with the numerous tools and resources The Missouri Bar offers to enhance access to justice, it continues its commitment to push for adequate funding for the justice system. This includes:

- The Board of Governors' recommendation and subsequent Supreme Court of Missouri's action raising pro hac vice fees, with a large portion of those proceeds directed to legal services programs statewide
- CLE programming addressing challenges and ramifications related to inadequate funding of the justice system
- Publicization of a pilot project created by the Supreme Court of Missouri allowing bar members to seek a waiver of annual enrollment fees in exchange for providing pro bono services and agreeing not to be compensated for any legal work performed during the waiver period

Goal: All Missourians have access to ongoing civics education

Strategy 1 Enhance and expand civics education for all Missouri citizens through programs and cost-effective, alternative platforms

Website and social media

The Missouri Bar places a strong emphasis on making sure information is widely available to citizens. The Missouri Bar's public website, MissouriLawyersHelp.org, provides an abundance of resources and services to Missouri citizens, including information on how to find a lawyer, a county-by-county directory of legal resources, and publications or forms on topics ranging from family law to living wills.

In 2020, 43 blog posts were produced for the public. Topics ranged from historical legal cases to information regarding the impact of the pandemic on the court system.

Examining the analytics for 2020 from Jan. 1 – Dec. 31, there were 99,768 sessions from 81,385 users constituting 176,241 pageviews. Nearly nine in 10 visitors to the site were new. 2020 statistics are in line with 2019 data.

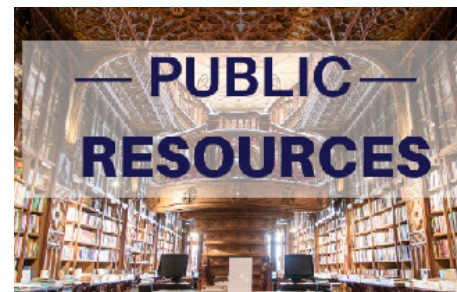
The Missouri Bar also maintains a website, YourMissouriJudges.org, which offers a wealth of information about Missouri's judicial system, including the Missouri Non-Partisan Court Plan, as well as the judicial performance review process.

Along with the websites, The Missouri Bar regularly posts interesting, timely, and relevant topic to social media platforms like Facebook, Twitter, YouTube, and LinkedIn to help inform and engage Missouri citizens.

Is it Legal To...Podcast

Launched in 2019, the podcast is a place where we ask the question "Is it legal to..." because the more you know about the laws that affect you, the easier it is to make good decisions about your life, your family, and your finances.

While the podcast took a backseat when attention shifted to the ongoing coronavirus in 2020, a new episode on Family Law was posted midyear.



Speakers' bureau

The Missouri Bar Speakers' Bureau was initiated to share information about Missouri's Non-Partisan Court Plan. Since then, more than 350 lawyers have signed up as volunteers to speak to civic, social, and service clubs about Missouri's judicial selection system, which affords Missourians fair and impartial judges. In addition, the Speakers' Bureau collaborates with the Supreme Court's Committee on Civics Education to provide speakers to fulfill requests from throughout the state.

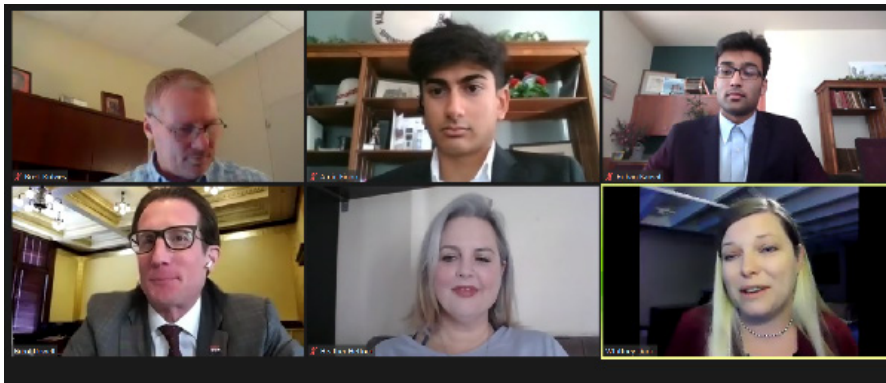
Response to requests for civics education

Missouri Bar Citizenship Education Director, Dr. Tony Simones, delivered several in-person and virtual presentations in 2020 upon request. The presentations included:

- "The President and the Constitution" for the Missouri Department of Elementary and Secondary Education
- "The Fourth Amendment and Cell Phones" for Rotary Club
- "Purposes and Responsibilities of Courts" for the Missouri Municipal and Associate Circuit Judges Association and *guardians ad litem* in Jackson and Cass counties

Strategy 2

Provide civics education to students and teachers in grades K-12 through programs and cost-effective, alternative platforms



Show Me the Constitution competition

In accordance with COVID-19 precautions, the annual Show Me the Constitution competition was held online Dec. 9, 2020. During the mock-Congressional hearing competition, nearly 30 students from four schools made presentations and answered questions regarding constitutional issues surrounding current events, including the Second Amendment and gun violence, the Civil Rights Act and sexual orientation discrimination, and the potential use of the 1807 Insurrection Act.

Nixa High School took the top spot in the competition, which is sponsored by The Missouri Bar's Citizenship Education program and the Young Lawyers' Section.

Street Law

In February 2020, The Missouri Bar, Judicial Learning Center of the Thomas Eagleton Courthouse, U.S. District Court, Eastern District of Missouri, and Street Law partnered to deliver a two-day session in St. Louis that highlighted the structure and function of courts and constitutional issues. During the workshop, more than 30 educators learned teaching strategies and gained classroom-ready materials they could use to teach constitutional issues.

Awards

Every year, The Missouri Bar presents two awards to those who have gone above and beyond to improve citizenship education.

E.A. Richter Award

[The E.A. Richter Award](#) was named after E.A. "Wally" Richter, long-time law-related education director for The Missouri Bar. This year's recipient, Trish Baumgartner, is a civics and government educator from Jefferson High School in Festus.



Dr. Warren H. Solomon Civic Virtue Award

Named after Dr. Warren H. Solomon, a social studies curriculum specialist with DESE, the [Dr. Warren H. Solomon Civic Virtue Award](#) recognizes those who channel and promote civic virtue. This year's award was presented to Millie Aulbur, retired Citizenship Education director for The Missouri Bar.



Law Day essay contest

Nine Missouri students placed in the 2020 Law Day Essay contest, an annual competition that is open to students in grades 4-12. The essay prompted students to discuss the 19th Amendment, which federalized equal voting rights for women, and students had to tie their essays to the May 1 Law Day theme, “Your Vote, Your Voice, Our Democracy: The 19th Amendment at 100.”

The top three essays in each age group were awarded prizes. First place in the 4-5th grade category went to Kailyn Anderson, from Shenandoah Valley Elementary. In the 6-8th grade group the winning essay was written by Claire Echternacht of Camdenton Middle School. Finally, in the 9-12th grade category, Katelin Meek of Smithville High School, authored the prize essay.

The contest is sponsored by The Missouri Bar’s Young Lawyers’ Section and the Missouri National Education Association’s Public Relations Committee.

Summer Institute

Due to the COVID-19 pandemic, the annual Summer Institute for social studies teachers was held online June 23-26, 2020. During the institute, more than 30 teachers from across the state received educational training on civil rights.

With the help of Nisan Chavkin and Russ Sackreiter, veterans of prior institutes, the Citizenship Education Department delivered sessions that covered the first Civil Rights Acts, women’s suffrage rights, and recent U.S. Supreme Court decisions regarding LGBTQ rights.



Teacher resources

Located on MissouriLawyersHelp.org, the teacher resources section provides extensive documents, presentations, lesson plans, and more to help teachers discuss the law, legal system, and courts. In 2020, the Citizenship Education Program created and posted dozens of materials for the teacher research section on The Missouri Bar’s website, including presentations on Civil Rights, as well as what happens between the presidential election and Inauguration Day.



Other civic education activities

For Constitution Day, Dr. Simones developed a “Creation of Civil Rights presentation” for The Missouri Bar’s Young Lawyers’ Section. The Citizenship Education Department worked with the Civic Education Committee of Supreme Court and Judicial Learning Center of Federal court to create a video about federal and state courts. Finally, the department also held a session where Kansas City-area Girl Scouts could interact with judges and lawyers.

Newspapers in Education and the Constitution Road Show were not active in 2020 due to the COVID-19 pandemic.

Goal: Missouri lawyers benefit from affordable education and business-support services to even better serve their clients and communities through professional, competent, and ethical conduct

● Strategy 1 Provide continuing education to support and improve professionalism, competence and ethics

MoBarCLE

In 2020, 12,402 lawyers participated in paid CLE programming.

Lawyers were able to select from MoBarCLE's extensive course catalog containing 219 MoBarCLE-sponsored unique titles, 264 third-party unique titles, in addition to six single-day institutes, and four multi-day conferences. MoBarCLE provided more than 750 online opportunities for lawyers to earn CLE throughout 2020.

In addition to paid programming, a total of 13,917 lawyers took advantage of the 36 free CLE offerings, hosted in response to COVID-19, which totaled \$1.69 million in discounts. In addition, MoBarCLE awarded 12 hardship exceptions to lawyers in need.

Publications

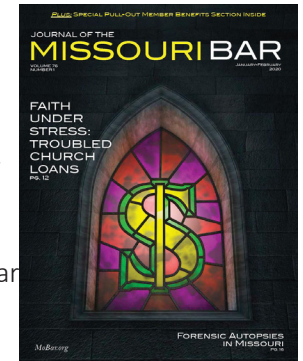
MOBarCLE produced 15 deskbooks and 26 guidebooks. MoBarCLE also published Workers' Compensation Law Volumes 1 and 2 as well as the Guardianships and Conservatorships 2nd Edition eGuidebook.

Courts Bulletin

While ESQ provides weekly summaries of appellate court decisions, *the Courts Bulletin* specializes in providing expanded summaries of appellate decisions of note. Each month, volunteer lawyers prepare case summaries for publication in The Courts Bulletin. This electronic publication is available to all members online.

The Journal of The Missouri Bar

The Journal of The Missouri Bar, published bi-monthly, is The Missouri Bar's official publication. Substantive legal articles, notices of Supreme Court rule changes, and more can be found in each issue. This includes several recurring columns and other articles offering information about timely issues facing members in their practices, enhancing this publication's longstanding reputation as a valuable reference tool for lawyers. Thanks to an agreement with HeinOnline, bar members may access all issues of the Journal dating back to the creation of The Missouri Bar in 1944.



Young Lawyers' Section

In 2020, YLS coordinated the Lunch Break Legal Basics CLE Series. The webinars took place once a month and focused on basic skills for general practitioners, with the target audience of lawyers who are "beginners" at the specific topic/practice area being presented. The topics offered this year were:

- Serving as a GAL in a Child Order of Protection Case
- Drafting a Basic Will
- Handling a Misdemeanor Drug Possession/Paraphernalia Case
- Handling Municipal Traffic Cases
- Conducting a DWI Case
- Debtor Defense in Debtor-Creditor Cases
- Immigration Law Basics
- Modifying Child Custody and Support Orders
- Basics of Settlement Agreements
- Fair Housing 101

The YLS presented two virtual full-day workshops in June and September, 2020. The first workshop focused on discovery, while the second concentrated on trial skills. Normally these programs would take place in-person, but due to the pandemic, were pivoted to online presentations. The YLS started a “Lawyering Outside the Box” webinar series in 2019. The program continued in 2020 with a session on “Nontraditional Law Practice Models.”

YLS hosted a webinar titled “Missouri’s Medical Marijuana Program: Status and Impact on Landlords, Employers, and Others” in fall of 2020. Finally, YLS planned a two-hour well-being webinar in October 2020 hosted by The Missouri Bar President John Gunn and Commissioner William Gust geared toward young lawyers, especially those who were newly admitted to the bar last fall.

YLS Awards

Annually, the YLS presents the [Tom Cochran Community Service Award](#) to a member of the bar whose community service and professionalism have significantly enhanced his or her community. The 2020 recipient of this award was Danielle Atchison of Kansas City.



YLS also presents the [Liberty Bell Award](#). This award acknowledges a non-lawyer or non-legal organization engaged in public service activities that enhance the legal community or are dedicated to the advancement of justice. The 2020 recipient of this award was the Child Protection Center in Kansas City.



Missouri Lawyers' Assistance Program

In September, the Missouri Lawyers' Assistance Program began offering face-to-face sessions through a secure virtual platform. MOLAP staff also maintained regular remote office hours at all four Missouri law schools.

The Missouri Lawyers' Assistance Program served 205 people in 2020, including 146 new matters. Depression was the most frequent new matter at 29%, followed by substance concerns at 21%, and other mental health matters at 16%. Fifty-six volunteer assignments were made, including 38 for peer support.

Overall, MOLAP has provided 1,832 units of service - 443 more than at the end of 2019. MOLAP also created a set of videos about coping with anxiety for the COVID-19 resource page.

In addition, the 25th Annual Missouri Lawyers' Assistance Conference was held virtually Nov. 6 with the highest attendance to date of 138 and an additional 38 at the rebroadcast in December.

New wellness initiative

Supreme Court of Missouri Chief Justice George W. Draper III and 2020-21 Missouri Bar President John Gunn convened in October a diverse cross-section of stakeholders for a Roundtable on Lawyer Well-being in Missouri to jump start efforts to improve the well-being of Missouri lawyers, judges, and law students. The report of the roundtable was submitted to the Board of Governors.

Virtual Conference Attendance 2020

MOSOLO | 632

Family Law Conference | 304

DWI | 133

Estate, Trust & Elder Law Institute | 221

[Annual meeting](#)

The 2020 Annual Meeting and Judicial Conference, originally planned to be held in Kansas City, was reinvented as a virtual event. More than 2,280 members attended at least one of the three-day lunchtime series featuring national speakers discussing timely topics.

Featured presenters included professors David Wilkins and Lawrence Gostin and attorneys Bree Buchanan and Madeleine McDonough. More than 78% of those members attending had not attended a Missouri Bar annual meeting in the last six years. Almost 1,200 members attended all three sessions.

[The Leadership Ceremony video](#), including Chief Justice George W. Draper III's speech, the passing of the gavel, and special recognitions, was well received with more than 1,500 views.



[Committees and Sections highlights](#)

The Missouri Bar's open enrollment committees/sections are comprised of six divisions which include 44 committees and one section. Approximately 8,300 lawyers are a member of at least one of these groups. The Solo & Small Firm Practice Committee has the most members with 2,193.

The new Senior Lawyer Committee launched in March. The committee has met three times and is exploring CLE programs to offer related to winding down one's practice, as well as future social activities for committee members, utilizing senior lawyers for community service projects, and identifying opportunities to offer mentoring/advice to younger lawyers.

[connect.MOBAR](#)

Missouri Bar members continue to connect and learn from one another through this valuable communication tool. The connect.MOBAR site combines the instant, active response features of a listserv with a newer, digital-friendly discussion forum. Members can start new threads in each "community" or find archived conversations through a search feature. In addition, members can choose to receive email notices about new threads in real time, through daily digests, or by logging into the platform.

As discussions develop within a community, users' posts and uploaded documents create a rich archive of searchable content to help new and existing community members find answers to their practice questions. In addition, the online communities offer such advantages as the ability to share files and instant access to member contacts through a more user-friendly member directory. The platform also has a robust Forms Bank, where members can share forms and other relevant documents in folders sorted by area of the law.

Committee meetings

Spring Committee Meetings were being planned when the decision was made to go virtual in light of the COVID-19 pandemic. As a result, 11 committees chose to meet virtually from April to July, including one that offered a CLE program. Total attendance counts for these meetings was 253 members.

Fall Committee Meetings included an entire week of virtual meetings, and all committee members were invited to register and participate. In total, 28 committees met, holding 25 meetings of which 16 included CLE. Total attendance counts for these meetings included 1,295 members.

[MCLE](#)

The Missouri Bar transitioned to a new online MCLE reporting system in March. In the 2018-2019 reporting year, 18,000 lawyers filed their hours via the bar's online portal. For the 2019-2020 reporting year, 98% of reports filed, representing 22,079 lawyers, were filed online.

For the 2019-2020 MCLE reporting year, 63 hardship accommodations were granted. In addition, 26,748 CLE programs were approved for accreditation in Missouri.

The Missouri Bar's Committees

Division Chairs

Business Corporate Division

Eric L. Johnson

Lawyers in Community

Barbara E. Birkicht

Litigation Division

Susan F. Robertson

Practice and Procedure Division

Katharyn B. Davis

Probate Trust Division

Hon. Daniel P. Wheeler

Specialty Division

Nalini Shivram Mahadevan

All members of The Missouri Bar are encouraged to become involved in committee/section activities. Missouri lawyers can join any of these committees/sections at any time of the year by logging on to the practice portal. In addition, all members of the bar are sent a committee sign-up form once a year during the summer.

In addition to the open enrollment committees, several other permanent standing committees are established by the Board of Governors or Executive Committee, and special committees are periodically created by the president, the Board, or the Executive Committee to address specific issues or concerns.

The Missouri Bar has two sections – the Family Law Section, which is an open enrollment section available to all members, and the Young Lawyers' Section, which is a space for members of The Missouri Bar who are 36 years of age or younger, and who have been admitted to the practice for five years or less.

Open Enrollment Committees

Access to Justice

Kirsten F. Dunham, Chair

Administrative Law

David F. Barrett, Chair

Alternative Dispute Resolution

Michael S. Geigerman, Chair

Animal Law

Currently open

Antitrust

Arindam Kar, Chair

Appellate Practice

James R. Layton, Co-Chair
John M. Reeves, Jr., Co-Chair

Banking and Financial Service

Mara J. Lahnar, Chair

Bankruptcy Creditor-Debtor Rights

Brian W. Hockett, Co-Chair
Joy N. Jackson, Co-Chair

Biotech and Life Science

Yvette M. Boutaugh, Chair

Business Succession Planning

Scott T. Filmore, Chair

Charitable Gift Planning

Hermann H. Eisele, Chair

Civil Practice and Procedure

Brandon L. Corl, Co-Chair
Daniel L. McClain, Co-Chair

Committee on Diversity

Mohsen Pasha, Co-Chair
Camille L. Roe, Co-Chair

Construction Law

Michael Q. Murphy, Chair

Criminal Practice & Procedure

Christopher S. Hatley, Co-Chair
Stephen P. Sokoloff, Co-Chair

Elder Law

Julie A. Berkowitz, Chair

Eminent Domain

Paul G. Henry, Chair

Environmental and Energy Law

Jacob T. Westen, Chair

Estate Planning and Probate Administration Law

Brian E. Hamburg, Chair

Family Law Section

Chad T. Courtney, Chair

Fiduciary Litigation

John M. Challis, Chair

Government Attorneys

David L. McCain, Jr., Chair

Health and Hospital Administration Law

Denise H. Bloch, Chair

Immigration Law

Danielle M. Atchison, Chair

In-House Counsel

Jennifer A. Feldhaus, Chair

Insurance Law

Ann Monaco Warren, Chair

Intellectual Property Law

Sandra J. Wunderlich, Chair

Judicial Administration

Hon. Joseph M. Ellis, Chair

Juvenile Courts and Laws

Natasha J. Hastings, Co-Chair
Ellen K. Haynes, Co-Chair

Labor and Employment Law

Jonathan C. Berns, Chair

Lawyers' Assistance

Daniel P. Dennis, Co-Chair
Link W. Schrader, Co-Chair

Local Government Law

Joseph A. Gagnon, Co-Chair
Robert M. Hibbs, Co-Chair

Media Law

Mary Ann L. Wymore, Chair

Mergers & Acquisitions

Gordon D. Spring, Chair

Paralegals Committee

Barbara E. Thomas Wiseheart, Chair

Real Estate Practice and Procedure

Caroline Luepke Hermeling, Co-Chair
Harry Marks Murray, IV, Co-Chair

Senior Lawyer

Lynne Jaben Bratcher, Co-Chair
Spencer J. Brown, Co-Chair

Solo & Small Firm Practice

Karolin Solorzano Walker, Chair

Taxation Law

Charles F. Jensen, Chair

Technology and Innovation Law

Anjali Bajaj Dooley, Chair

Tort and Transportation Law

Timothy M. Etzkorn, Co-Chair
John F. Wilcox, Jr., Co-Chair

Veterans and Military Law

Scotty L. Allen, Chair

Women in the Profession

Amy E. Bender Levy, Co-Chair
Stephanie L. Wan, Co-Chair

Workers Compensation Law

Kevin M. Johnson, Chair

Appointed Committees**Advisory Committee on
Citizenship Education**

Danielle M. Atchison, Chair

Annual Meeting Planning

Sara G. Neill, Chair

Board Appointments Committee

Athena M. Dickson, Co-Chair
James D. McConnell, Co-Chair

Board Archives Committee

Max E. Mitchell, Co-Chair
John E. Price, Co-Chair

**Board Committee/
Division Assessment**

Hon. Julia Pusateri Lasater, Chair

**Board Member Services and
Resources**

Scott A. Robbins, Chair

Board Resolutions

Hon. Jason Mark Sengheiser, Chair

Board Strategic Planning

John W. Grimm, Co-Chair
Jennifer E. Matthew, Co-Chair

Client Security Fund

Shira Truitt, Chair

Complaint Resolution

Lisa A. Herder, Chair

COVID-19 Response Task Force

Hon. Lisa S. Van Amburg, Co-Chair
Hon. James E. Welsh, Co-Chair

Editorial Board

Scott A. Robbins, Chair

Fee Dispute Resolution

James A. Broshot, Chair

Finance Committee

Jason A. Paulsmeyer, Chair

Find a Lawyer Advisory Committee

Charles H. Lonardo, Chair

Intervention Committee

Hugh F. O'Donnell, III, Chair

**Lawyer to Lawyer Dispute
Resolution**

Ronald E. Mitchell, Chair

**Lawyers Living Well Special
Committee**

Athena M. Dickson, Chair

Legal Education Committee

Vanita Ransom Massey, Chair

Legislative Committee

Raymond E. Williams, Chair

**Special Committee on Lawyers of
Color**

Pamela Meanes, Co-Chair
Asst. Dean Robert Bailey, Co-Chair

**Special Committee on Legislative
Procedure**

Raymond E. Williams, Chair

**Independent Commissions
and Committees****Joint Commission on Women
in the Profession**

Amy E. Bender Levy, Co-Chair
Stephanie L. Wan, Co-Chair

Judicial Performance Review

Dale C. Doerhoff, Chair

Missouri Press-Bar Commission

Hon. Mary R. Russell, President

Strategy 2 Develop membership programs including legal research, insurance, finance, member activities, travel and others

Member benefits

The Missouri Bar continues to strengthen our relationships with sponsors, exhibitors, advertisers, and member benefit providers. In 2020, 11 new member benefits were approved by the Board of Governors.

In 2020, The Missouri Bar had a total of 52 separate partners providing 63 member benefits. These ranged from discounts on firm resources to free access to Fastcase.

Members of The Missouri Bar have access to a range of savings and discounts. These member benefits include savings on services that help lawyers even better build and manage their practices, write and research, and plan and insure. Additionally, lawyers have access to work-life balance perks such as reduced rates for travel needs and savings on gyms and workwear.

11 New Member Benefits of 2020

- Brooks Brothers
- Casetext
- Court Buddy
- Identillect
- Indexed I/O
- LAWCLERK
- Showboat Branson Belle
- Silver Dollar City
- Six Flags St. Louis
- Smokeball
- Tracers

Law practice management

The Missouri Bar's newly expanded law practice management program features consultations and a bank of resources to help members even better serve their clients.

The program is free to Missouri Bar members and includes access to more than 150 white papers, checklists, comparison charts, and other resources for lawyers looking to open, build, manage, protect, or wind down a practice.

Members can also ask an expert their legal technology and law practice management questions. These resources are available to all Missouri Bar members at [MoBar.org/LPM](https://mobar.org/LPM). More than 8,000 bar members utilize one or more of our current member benefits.

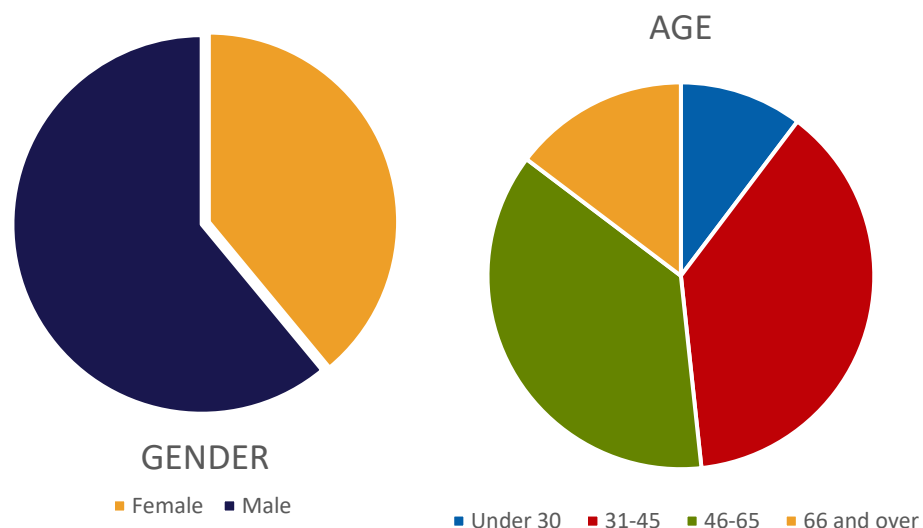
Economic survey

Since 1958, the bar has conducted an Economic Survey.

The results of the survey provide a guide for Missouri lawyers in evaluating their firm's performance relative to comparable law firms in terms of geographical location and other indicators.

The report also provides economic information about Missouri's lawyers who practice as solo practitioners, government attorneys, and corporate counsel, as well as those who work in law-related and non-legal professions.

The entire survey is available through the bar's [practice portal](#).



Economic Survey Fast Facts

Median Income Changes from 2016 to 2018

- Private practice of law increased 9.5% from \$105,000 to \$115,000
- Government law-related increased 1.5% from \$61,063 to \$62,000
- Corporate law-related remained stable at \$130,000
- All employment categories increased 2.1% from \$94,000 to \$96,000

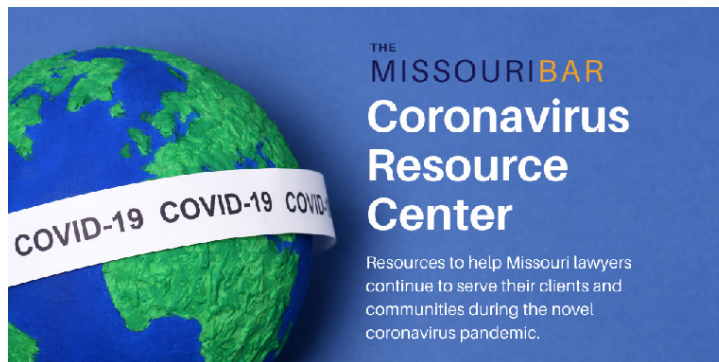
● Strategy 3 Demonstrate relevance by communicating the value of The Missouri Bar to its members

Coronavirus resource center

In March, The Missouri Bar launched an online Coronavirus Resource Center for Lawyers to provide members helpful information and resources for their practice during the global pandemic.

Then-President Tom Bender established a COVID-19 Response Task Force, chaired by Judges Lisa Van Amburg and James Welsh, which has listened to lawyers about their needs and made recommendations to bar leadership and the Supreme Court of Missouri on issues related to court operations and challenges faced by practitioners and their clients due to the pandemic.

Led by task force members, the bar also provided webinars at no charge on timely topics such as remote notarization and jury trials in a pandemic. To assist members in satisfying their MCLE requirements, the bar offered up to five free COVID-19 related CLE programs to members, including ethics and diversity/inclusion/elimination of bias programs. From May to the end of the 2020 compliance year in September, MoBarCLE provided over 18,000 hours of CLE, at no charge, to members through this program.



ESQ.

Another commitment to easy access to timely information is embodied in ESQ., The Missouri Bar's weekly e-newsletter. Each Missouri Bar member whose email address is on record with the state bar receives ESQ. every Friday.

Each issue includes summaries of every Supreme Court or Missouri Court of Appeals decision from that week, along with links to the full text of those opinions. Practice tips, member discounts and benefits, key governmental press releases, issues affecting the practice of law, state legal services information, law school alumni news, and upcoming MoBarCLE programs are included in each issue.

Given the breadth of its content and the timeliness of that information, ESQ. continues to be a "must read" for lawyers.

[MoBar.org](https://mobar.org)

The premiere source for instantaneous information is The Missouri Bar's website - MoBar.org. The site includes extensive information related to virtually every program, benefit, or service available to members.

Lawyers will find the website's [practice portal](#) especially appealing. Lawyers may sign in to perform a variety of functions. For example, they can update their member profile, join committees or sections, pay their annual enrollment fees, complete and submit their MCLE Annual Compliance Report, and choose their preferred delivery format for various bar publications.

Additionally, lawyers may register online for upcoming CLE programs or order and download deskbooks and guidebooks. A popular feature is free access to the Missouri Approved Instructions-Criminal and Missouri Approved Charges-Criminal made available through an agreement with the Supreme Court of Missouri.

Examining the analytics for 2020 from Jan. 1 – Dec. 31, there were 1.16 million sessions from 555,425 users constituting 4.58 million page views. More than four out of five visitors were new. The standard session pattern routinely peaks on Friday due to ESQ. Weekday visits average 2,000 to 5,000 visits per day, with rare peaks upward of 10,000 corresponding with conferences, MCLE deadlines, and enrollment fee deadlines.

Facebook.com	Twitter.com	YouTube.com
<i>The Missouri Bar has more than 5,000 "fans"</i>	<i>@mobarnews has over 4,000 followers</i>	<i>The Missouri Bar's videos had 9,874 views in 2020</i>

Social media

The Missouri Bar is active on social media giants Facebook, Twitter, LinkedIn, YouTube, Instagram, and Snapchat. Through these platforms, the bar connects with members and law school students by sharing information in visually appealing and conversational ways.

These fans and followers help share bar content and messaging with an even broader audience through "shares" and "retweets."



During 2019, the bar's social media content generated 2 million impressions. This reach stemmed from posts including news about award winners, newly elected members of the Board of Governors and YLS Council, teaching strategies and student winners from the bar's civics education programs, and member benefits. In 2020, impressions across our five social media platforms increased 46% to 2.79 million with more than 80,000 engagements and nearly 15,000 link clicks.

[The Newsroom](#)

Several committees and sections of The Missouri Bar, as well as Missouri Bar departments, regularly produce blog content to keep members abreast of upcoming events, resources, and developments in particular areas of the law.

In addition, bar members receive special mailings throughout the year for meeting registrations, committee materials, and more. Finally, areas of content are produced for the general public in areas of civics education and public information.

The most popular regular articles tend to be the case summaries and monthly In Memoriam posts which identify members of the bar who have passed away. However, the single most popular article of the year was "Missouri judicial performance review findings now available" with over 11,000 total visits to that post alone.

Newsroom content resulted in 281,822 visits to news.mobar.org in 2020

In 2020, 282 articles were posted to the Newsroom for members

Strategy 4 **Develop alliances and partnerships that help benefit lawyers and the profession**

In 2020, The Missouri Bar began allowing approved member benefit providers to display limited advertising on our website. By Dec. 31, 2020, this advertising mechanism generated more than \$36,900 in revenue.

Eight partners have provided content, resulting in a total of 38,632 impressions and 1,041 clicks to member benefit links. The top four vendors in 2020 were: The Bar Plan, MyCase, LawPay, and REJIS.

Goal: Missouri lawyers reflect the diverse constituencies that we serve and all members view The Missouri Bar as an inclusive organization where they belong

Strategy 1 Increase the retention of diverse lawyers in the profession

Special Committee on Lawyers of Color in the Profession

In September, The Missouri Bar launched its new Special Committee on Lawyers of Color in the Profession, which is working to identify and recommend programs to help increase the retention, advancement, and promotion of lawyers of color in Missouri.

This special committee is co-chaired by University of Missouri School of Law Dean Bob Bailey and Thompson Coburn partner Pamela Means. Eastern District Governor Casey Wong serves as the vice-chair. This subcommittee will submit its recommendations to the Board of Governors in early 2021. Currently the group has 18 lawyer members, including President John Gunn, Immediate Past President Tom Bender, Executive Director Mischa Buford Epps, and several board members.

The Joint Commission on Women in the Profession

Two new co-chairs for the Joint Committee on Women in the Profession were selected this year. They are [Amy Bender-Levy](#) and [Stephanie Wan](#). This commission currently has 20 members, 10 appointed by The Missouri Bar and 10 appointed by the Supreme Court of Missouri. The Hon. Mary Russell is the Supreme Court liaison to the commission.



Ethnicity of Missouri lawyers

- 0.01% Native Hawaiian/Other Pacific Islander
- 0.03% Unknown
- 0.05% American Indian/Alaska Native
- 1.22% Other
- 1.60% Hispanic or Latino
- 1.80% Multiracial
- 1.90% Asian - Far East / Southeast Asia / Indian subcontinent
- 4.70% Black / African American
- 87.90% Caucasian / White

49.9% of Members Reporting

Strategy 2 Boost relationships with specialty and local bars

While The Missouri Bar Leaders' Institute was not held in 2020 due to COVID-19, at least one officer from nine of the diversity/affinity bars in Missouri and the chair and vice-chair leadership of the Missouri Bar Committee on Diversity – the hosts for the annual summit – attended a virtual summit in August

In addition, the Diversity Bar Leaders' Annual Summit hosted a CLE, focusing on diversity, inclusion, cultural understanding, and equity topics, which was open to all members of the bar. A total of 239 individuals attended this portion of the summit activities.

Strategy 3
**Promote greater participation among diverse lawyers
in bar leadership roles**

Diversity seats

In the fall of 2007, the Missouri Bar Board of Governors was expanded to include three appellate district seats, which help ensure that members representing diverse elements of the bar within the state including, but not limited to, age, race, gender, sexual orientation, disability, geography, and areas/type of practice, serve on the board. This year, the YLS Council decided to expand its [diversity seats](#) to match. The YLS diversity seats were divided among the three appellate districts in the state.



The Leadership Academy

The Missouri Bar Leadership Academy is designed to foster development of future bar leaders. Since its launch in 2000, 223 lawyers have participated.

The program encourages diversity in leadership of The Missouri Bar by recruiting and targeting young or recently admitted lawyers who are already outstanding leaders in their communities for participation in the program and a commitment to work for the bar. Graduates actively participate in multiple bar activities.

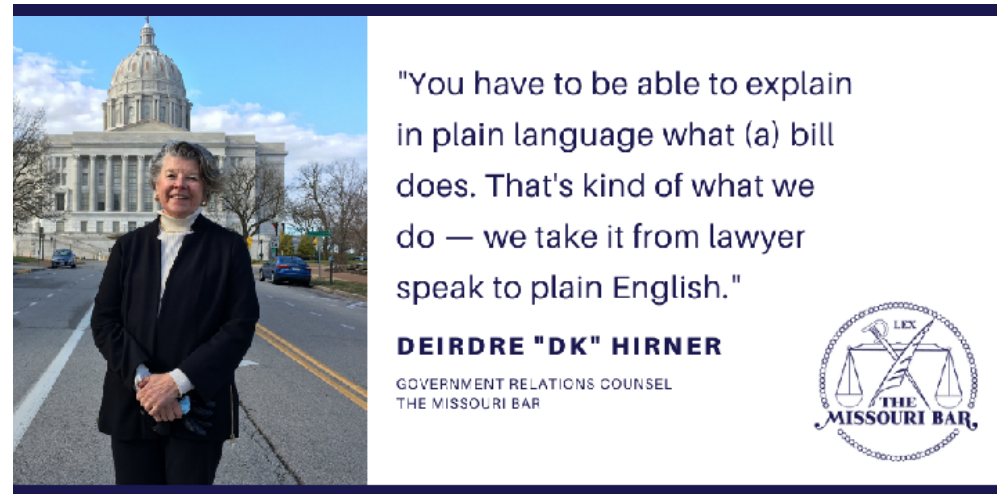


Goal: Missouri laws are uniform, clear, and precise, and the justice system, which interprets and applies them, is supported with adequate resources to fulfill its assigned constitutional role in a just, prompt, and economic manner

The public interacts with the legal system daily, so the effective and efficient administration of justice in our state matters greatly in the lives of every Missourian.

Through its Government Relations department, The Missouri Bar works to inform members about legislation and legislative developments of interest to the profession, educate the public and elected officials about the justice system and the legal profession, and engage members of The Missouri Bar in the development of law improvement measures and the review of relevant legislation.

On Dec. 1, 2020, Deirdre K. ("DK") Hirner [joined the Government Relations Department](#) as government relations counsel.



Strategy 1

Improve the law by positioning The Missouri Bar to be an authoritative and comprehensive source of information for the legislature, the executive branch, and the judiciary

Government relations staff foster communication between members of The Missouri Bar and elected officials, responding to requests from information from each.

The Government Relations Department publishes an annual [Legislative Digest](#) as a service to all members of The Missouri Bar and the public. The most recent issue provides complete summaries of legislation passed by the legislature in 2020 and enacted into law, as well as information about the leadership and members of the 100th General Assembly. Current and recent archived issues of the Legislative Digest are available online through our [Legislative Engagement Center](#).

Government relations staff regularly provide support to a wide range of special committees and task forces established to look at specific matters related to the justice system. In 2020, a Special Committee on Guardians ad Litem reviewed guardian ad litem services in Missouri and submitted a 340-page [final report](#) with recommendations for the Supreme Court of Missouri, the Missouri General Assembly, and The Missouri Bar. In addition, government relations staff also provided support to The Missouri Bar's COVID-19 Response Task Force, assembled to identify challenges being faced by the bench and bar during the pandemic and recommend potential responses to the Board of Governors and the Supreme Court of Missouri.



Strategy 2

Advocate for policies that promote the effective administration of justice and the fiscal stability of the justice system, consistent with the scope of a unified bar and the purpose for which The Missouri Bar was created

The Missouri Bar has worked to promote the effective and efficient administration of justice in Missouri. Its efforts are limited to matters concerning the administration of justice, the integrity of the judiciary, improvement of the law, or the dignity of the profession of law. In particular areas of long-standing interest (such as judicial selection, constitutional right to counsel, and court costs, fees, and surcharges), the Board of Governors has adopted [general resolutions](#), which are regularly reviewed and revised, as circumstances dictate.

Staff also provide support to the open enrollment committees / sections of The Missouri Bar, many of which regularly develop legislative proposals to improve the law, the administration of justice, and the quality of legal services available to the public.

In November 2019, the Board of Governors endorsed three committee-initiated legislative proposals for introduction to the 2020 General Assembly: **2020-02 (Mediation)**, from the **Alternative Dispute Resolution Committee**; **2020-03 (Assignments for Benefit of Creditors)**, from the **Bankruptcy Creditor-Debtor Rights Committee**; and **2020-04 (Revised Decanting Statute)**, from the **Probate and Trust Division**. The bills did not advance to the floor for debate before the adjournment of the 2020 Regular Session.

Finally, the Board of Governors and its Executive Committee regularly review legislation arising outside the bar and may take positions on behalf of The Missouri Bar on individual bills, under certain circumstances, or provide information or input to the General Assembly. This bill review process involves a standing Legislative Committee and legislative review subcommittees drawn from the membership of the open enrollment committees. The [2020 Legislative Digest](#) contains a list of bar input on selected bills.

In September 2020, President John Gunn formed a Special Committee on Legislative Procedure to review the legislative policies, procedures, and practices of The Missouri Bar and submit a written report to the Board of Governors on its research and recommendations to modernize or streamline the process.



Members of The Missouri Bar Board of Governors meet with House leadership at the State Capitol in March 2, 2020

During the 2020 Regular Session, which was interrupted by the pandemic, members of the General Assembly introduced 2,223 bills and joint or concurrent resolutions.

Of those bills or resolutions, 86 were referred to the Legislative Committee and legislative review subcommittees for review and comment.

Of those, 39 bills were referred to the Executive Committee, which took positions on 11 bills.

● **Strategy 3**
Foster personal relationships and working partnerships between lawyers across Missouri and their local and state elected officials

In recent years, The Missouri Bar has sponsored a Legislative Day at the State Capitol in Jefferson City. In 2020, due to pandemic restrictions, The event was limited to legislative visits by The Missouri Bar Board of Governors.

Elected officials, particularly lawyer-legislators, regularly participate in events or educational opportunities presented to members by The Missouri Bar.

In 2020, three departing lawyer-legislators (Speaker Elijah Haahr, Rep. Gina Mitten, and Sen. Scott Sifton) were selected for [Missouri Bar Legislative Awards](#), recognizing Missouri lawmakers who have made significant contributions to legislation affecting the administration of justice and the integrity of the judiciary.

A panel of lawyer-legislators also participated in the 2020 Annual Government Practice Institute, providing updates and perspectives on the 2020 and 2021 legislative sessions.

● **Strategy 4**
Keep members informed about changes to the law and provide them with the tools to contact elected officials and be engaged in the lawmaking process

Through regularly written legislative updates in ESQ., our online [Legislative Engagement Center](#), MoBarCLE Legislative Updates, and presentations to local bar associations, the Government Relations Department provides members with information about legislation impacting the justice system and the legal profession.

● **Strategy 5**
Promote increased member engagement as public citizens, including volunteer civic activities and service in elected or appointed office

Through its ongoing Public Service Initiative, The Missouri Bar encourages lawyers to serve their communities at the local, county and state level, in either appointed or elected positions.

Nearly 9 in 10 Missouri lawyers are currently volunteering in their communities. Of those, 70% serve as leaders in those organizations.



Goal: The people of Missouri respect the law and the role judges and lawyers play in a civil society

● Strategy 1 Ensure the public has confidence their judges are fair and impartial and will decide matters before them based on the law and facts

This goal covers ongoing efforts to engage and inform Missouri citizens about how the law impacts their daily lives and the efficient and effective work of Missouri's courts.

Judicial Performance Reviews

An independent committee conducts judicial performance reviews, with administrative, financial, and public information assistance from The Missouri Bar pursuant to Supreme Court Rule 10.5.

In 2020, more than 2.6 million voters participated in judicial retention elections through the Missouri Non-Partisan Court Plan. Those voters represent 87% of voters who participated in the state's gubernatorial race. This participation level sets a record in Missouri since 2008 when participation tracking began under a modern judicial performance review process.

Voters are more likely to participate in judicial retention elections if they feel informed. Educating voters with the objective information provided by the Judicial Performance Review Committee is vitally important to making sure the people of Missouri have good, skilled, and fair judges. This year's public information campaign was highly successful. Visitors to YourMissouriJudges.org grew by 56% as compared to 2018.

This public information initiative to inform Missourians about the Judicial Performance Review Committee's findings at YourMissouriJudges.org resulted in 234,825 unique visitors from the date of the announcement (Sept. 22) through the election (Nov. 3). This is 56% more than the number of unique visitors to the website in 2018 and the highest number of visitors since implemented in 2008.

The initiative coupled earned media with targeted, paid traditional, and new media strategies to reach Missouri voters with a limited budget. Marketing efforts included:

- Earned media through a virtual press conference held Sept. 22 (first day of absentee voting) and subsequent media interviews with the committee chair and committee members
- E-newsletters were distributed to the following groups with the announcement and links to the website: circuit clerks, library administrators at all libraries in the state, and a list of more than 3,000 voters who provided contact information in order to be informed when the JPR findings were published

Four-tiered paid media strategy including:

- Statewide media buys for radio on MissouriNet and enhancement stations to better saturate radio markets in nonpartisan circuits. All spots ran Monday-Friday between 6 a.m. and 7 p.m. for a total of 4,230 campaign messages. The radio campaign had a reach of 1.1 million listeners and garnered 2.53 million gross impressions
- Print ads in nearly 40 Missouri newspapers the week before the election, a full-page ad in Rural Missouri magazine (500,000 rural households), and a half-page ad in Nine Magazine (30,000 St. Louis area households)
- Digital media efforts including online ad placements, search engine optimization for the website, and a Google AdWords campaign. Online ads placed on media outlet websites, ranging from national organizations to local papers and TV stations, generated 1.15 million

YourMissouriJudges.org ***Quick Facts***

- **234,825 unique visitors**
- **1.34 million page views**
- **296,071 sessions**
- **86% of visitors were new**

impressions contributing to 1,425 clicks. The Google AdWords campaign improved the site's ranking in search results and accounted for 2,913 visits to the website

- Facebook ads, including specific ads targeting voters in nonpartisan circuits, resulted in 1.2 million impressions (Missourians who saw the content), 114,499 engagements (meaning shares, likes, and comments), and 49,875 link clicks. The Missouri Plan page's fan base also increased to more than 6,000

● **Strategy 2** **Strengthen public understanding of lawyers as problem solvers who improve their clients' lives and our communities**

Resolution Programs

The Missouri Bar administers three distinct programs aimed at helping those involved find resolutions to their disputes.

This year, MoBarCLE assisted in hosting two complimentary alternative dispute resolution training webinars for program volunteers, with 128 participants.

To maintain social distancing safety standards, all in-person meetings were transitioned to telephone or video conferences.

Fee Dispute Resolution

The Fee Dispute Resolution Program is available at no cost and on a voluntary basis to help address fee disputes between Missouri lawyers and their clients. The program provides a confidential process to resolve fee disputes through facilitation, mediation, or binding arbitration. Trained lawyers and non-lawyer professionals serve as volunteer facilitators, mediators, and arbitrators. The program serves the entire state of Missouri.

- 146 petitions received
- 90 opened
- 56 not opened due to lack of jurisdiction

Lawyer-to-Lawyer Dispute Resolution Program

Operating under Supreme Court Rule 5.10, this program offers a mediation-like process and binding arbitration to resolve disputes between lawyers over money and property issues, as well as complaints about professionalism matters. Volunteer lawyers serve as facilitators and the program's services are offered free-of-charge to Missouri Bar members.

- 5 petitions received and opened

Complaint Resolution Program

The Complaint Resolution Program works to improve the legal profession's image through the resolution of complaints referred by the Office of Chief Disciplinary Counsel. Under Supreme Court Rule 5.10, OCDC refers complaints it believes may be resolved through an alternative resolution process rather than through formal disciplinary proceedings. Lawyers from across the state serve as volunteer facilitators who are appointed to assist parties in resolving referred complaints.

- 22 petitions received and opened

Juror Appreciation Week / Law Day

Each year, tens of thousands of Missourians report to jury duty in state courts. Missouri is one of only a few states that hold a statewide Juror Appreciation Week, with more than 50 courts participating annually. During the week, The Missouri Bar stresses the importance of jury duty and encourages judges, lawyers and court clerks to do the same. As in-person jury trials were suspended beginning in March 2020 in the majority of circuits in the state due to the global pandemic, posters were not printed and distributed as in past years. To reach as many Missourians as possible, The Missouri Bar created original blog content about the importance of jury duty as well as used and encouraged others to use #ThankAJuror when discussing the role of jurors on social media.



National Healthcare Decisions Day

The Missouri Bar annually participates in National Healthcare Decisions Day (NHDD). The goal of National Healthcare Decisions Day is to inspire, educate and empower the public and health care providers about the importance of advance care planning. The initiative encourages people to name a health care agent, express their wishes regarding their health care, and to have providers and facilities respect these wishes.

The Missouri Bar has developed and makes available as a public service a “Durable Power of Attorney for Health Care and Health Care Directive” for use by the general public. The state bar’s original digital content and social media campaign ensure thousands of Missourians become aware of the free form and resources to help them initiate their advance care planning.

Client Security Fund

The Missouri Bar created (in 1965) and maintains the Client Security Fund to compensate clients harmed by lawyers who violate professional and ethical standards. The fund is maintained by appropriations from the annual enrollment fees paid by each member of The Missouri Bar. The fund also accrues interest and receives restitution payments from lawyers seeking reinstatement.

In 2020, the fund received 39 claims, plus three deferred claims from 2019. The three deferred claims were reviewed. Additionally, 20 claims from 2019 remained in pending status awaiting the outcome of a criminal matter. The committee met twice and made recommendations to the Board of Governors on 42 claims. The board adopted the committee’s recommendation which resulted in 19 denied claims and payment of 23 approved claims totaling \$87,662.62. The claims authorized for payment involved nine attorneys.



Strategy 3

Strengthen and improve the working relationship between the bar and the media

Working with the news media

The Missouri Bar is aware that, despite its best efforts, it cannot always place information about the legal system directly into the hands of the public. Accordingly, the state bar recognizes the vital role the news media play in disseminating timely information to the general public.

The Bar strives to maintain a partnership with traditional and new media journalists to ensure that Missourians gain a better understanding of their rights and responsibilities under the law.

Working closely with reporters and news directors to explore crucial legal issues is the main goal of The Missouri Bar’s media relations efforts. The communications department serves as a first resource for reporters, fielding questions and arranging interviews with Missouri Bar officers and appropriate sources to discuss the legal issues of the day.

Missouri Press-Bar Commission

The Commission and Missouri Bar staff members work with the bar’s Media Law Committee to provide support for such committee projects as the Media Law Handbook, which is provided to all media outlets and is also available on The Missouri Bar website.



Strategy 4

Provide a strong voice for Missouri lawyers and the judicial branch of government

This year, in response to the increased need for legal assistance, The Missouri Bar released a [public service announcement](#) promoting Missouri.FreeLegalAnswers.org.

A recent public service announcement initiative included radio and television spots distributed by the Missouri Broadcasters Association through a special public education program available only to nonprofits and governmental agencies.

In addition to Public Service Announcements, The Missouri Bar remains ready to respond to unjust criticism on the performance of Missouri judges, works to inform the public about bar efforts to improve the law, and remind lawyers of the examples they can set when it comes to demonstrating civility while serving as a zealous advocate for their clients.

Goal: The Missouri Bar has the capacity, commitment and capability to sustain our efforts in support of the people of Missouri, the judicial system, the profession and the law

Strategy 1

Recruit and support strong governing leaders to guide the organization

The following are activities The Missouri Bar carried out in 2020 to support the recruitment and development of bar leaders.

- Board of Governors Orientation and trainings held virtually
- Young Lawyers' Section Council Orientation and trainings
- Officer trainings including ABA Bar Leadership Institute, National Conference of Bar Presidents, and media relations
- Marketed candidate process, elections, and appointment opportunities to members
- Volunteer training for chair of divisions, sections, and committees
- Support development of future leaders via the Leadership Academy

Strategy 2

Hire and retain outstanding professional staff and support teams

Recruitment and retention strategies

This year included several accomplishments from a human resources standpoint, including the successful executive director transition, recruitment and onboarding of a new MCLE director, reorganization of the CLE and Membership Services department, transition to remote work to protect staff during the global pandemic, and the hiring and onboarding of two new staff members and initial recruitment of a third.

Professional development

Access to online trainings and conferences were provided to staff in light of pandemic travel restrictions.

Workplace committee

The workplace committee has remained engaged in keeping staff morale high while most of the office has been working remotely. As staff retirements, new hires, and holidays have passed, the workplace committee has found new and fun ways to bring everyone together. A few highlights include:

- Trivia contests imbedded in online staff meetings
- Cookie decorating kits for Christmas
- Pottery painting kits for one retirement party
- Thank you cards to staff
- Gift vouchers for a coffee and pastry at a local bakery
- Holiday gift for each staff member and an opportunity to either drive through seasonal lights at Warm Springs Ranch or attend a drive-in showing of Elf

Strategy 3

Steward the financial resources of the organization responsibly and sustainably

Related to our multi-day programs and meetings, the bar was successful in canceling the venue obligations for these events without triggering a cancellation obligation for the bar, thereby avoiding more than \$400,000 in fees.

Finance committee

The Missouri Bar carries out several activities to ensure good financial stewardship. The Finance Committee meets routinely to review expenditures and make sure they are within budget. In addition, the committee oversees the bar's diverse investments of funding reserves as investment income stretches the bar's portion of annual enrollment dollars further, delaying the need for an increase in fees to support operations of The Missouri Bar.

The Missouri Bar also conducts [annual independent audits](#) which are published on [MoBar.org](#). The audits, Annual Report and reports from the Finance Committee at all regularly scheduled meetings of the Board of Governors aid transparency and good financial stewardship. The bar also ensures its disbursements, reporting of such disbursements, and the member protest and fee refund process meet the requirements of case law.

Strategy 4 **Develop multiple revenue streams to leverage the impact of the bar**

While sponsor and exhibitor revenue decreased due to the shift to virtual conferences, the Journal of The Missouri Bar saw a 7% increase in display advertising revenue. The bar also launched web ads from member benefit provider partners on [MoBar.org](#) in the spring, which generated more than \$36,900 in revenue.

Strategy 5 **Invest in organizational systems and infrastructure to support the entire organization**

- Supervisor training
- Educational activities
- Staff meetings held virtually after March 17

Human resources initiatives

Switch to online time and payroll management systems to promote efficiency and accuracy in human resources management.

Remote work

From the outset of the pandemic, The Missouri Bar's top priority has been protecting the health and safety of our members and staff. A key means of accomplishing this has been social distancing and remote work. Since mid-March, The Missouri Bar Center has been closed to the public. A small number of staff are present daily to assure certain operations. Operations have proved to be substantially as effective as ever. Leadership continues to monitor remote working and adjust, as necessary.

Information technology

The Board of Governors has made very deliberate investments in IT over the last few years. The return on those investments was made clear when the COVID-19 pandemic hit as the technology needed to transition to remote work was already in place. Most staff completed the transition in only 24 hours without any interruption of services to members. Investments in cloud solutions for key components of our infrastructure including the phone system, website, and member database made this possible.

The IT Department conducted an IT security review and initiated a plan to remediate the vulnerabilities identified.

While staff have been working remotely, the bar improved key systems at the Bar Center, including upgrading the door access system and consolidating servers that remain onsite. The bar's technology is well positioned to support a return to onsite, to continue remote work, or some combination of both.

Safety and security measures

The Bar Center has shifted to online meetings and remote work to maintain staff and member safety. However, for those individuals who must enter the building, the bar has office safety protocols, including a mandatory mask requirement in the Bar Center as well as available hand sanitizer and masks. Staff were also provided with masks and individual bottles of sanitizer for their work stations.

Facilities

Completed in 1965 through the voluntary donations of hundreds of Missouri lawyers, the original Bar Center structure and two additional buildings added to the complex in the last 50 years are maintained through rent paid to The Missouri Bar Board of Trustees. As updates and improvements are required, the funds are provided via that entity.

Significant facilities improvements in 2020 included refurbishing the second floor and remodeling the basement kitchen of the main building, replacing the storm-water pit, and resealing the parking lot.



Missouri Bar staff directors

Mischa Buford Epps
Executive Director

Kent R. Hopper
Associate Executive Director

Shannon L. Briesacher
MCLE Director

Jason Cecil
Chief Technology Officer

Anne Chambers
Lawyers' Assistance Program
Director

Farrah Fite
Communications Director

Eric D. Jennings
General Counsel and
Government Relations Director

Jeff Markway
IT Director

Garnett Matthews-Campbell
Director of Membership
Services/LPM/CLE

Anthony Simones, JD, PhD
Citizenship Education Director

Robert Stoeckl
Projects Director

Staff numbers

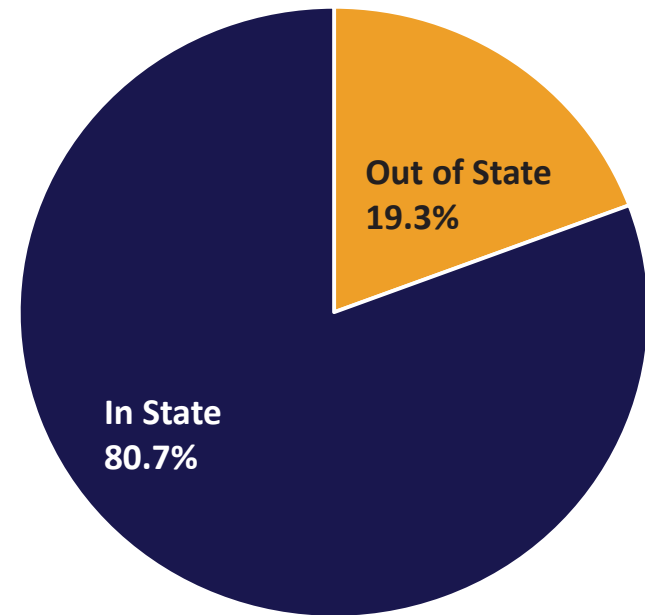


With 42 employees, The Missouri Bar is operating at half the average number of full-time employees at unified state bars (88) which serve 20,000 to 49,999 members.

2020 MEMBER DATA

TOTAL NUMBER OF ACTIVE LAWYERS LICENSED TO
PRACTICE IN MISSOURI

30,565



GENDER*



35.9% Female

64.1% Male

*85.2% of Members Reporting

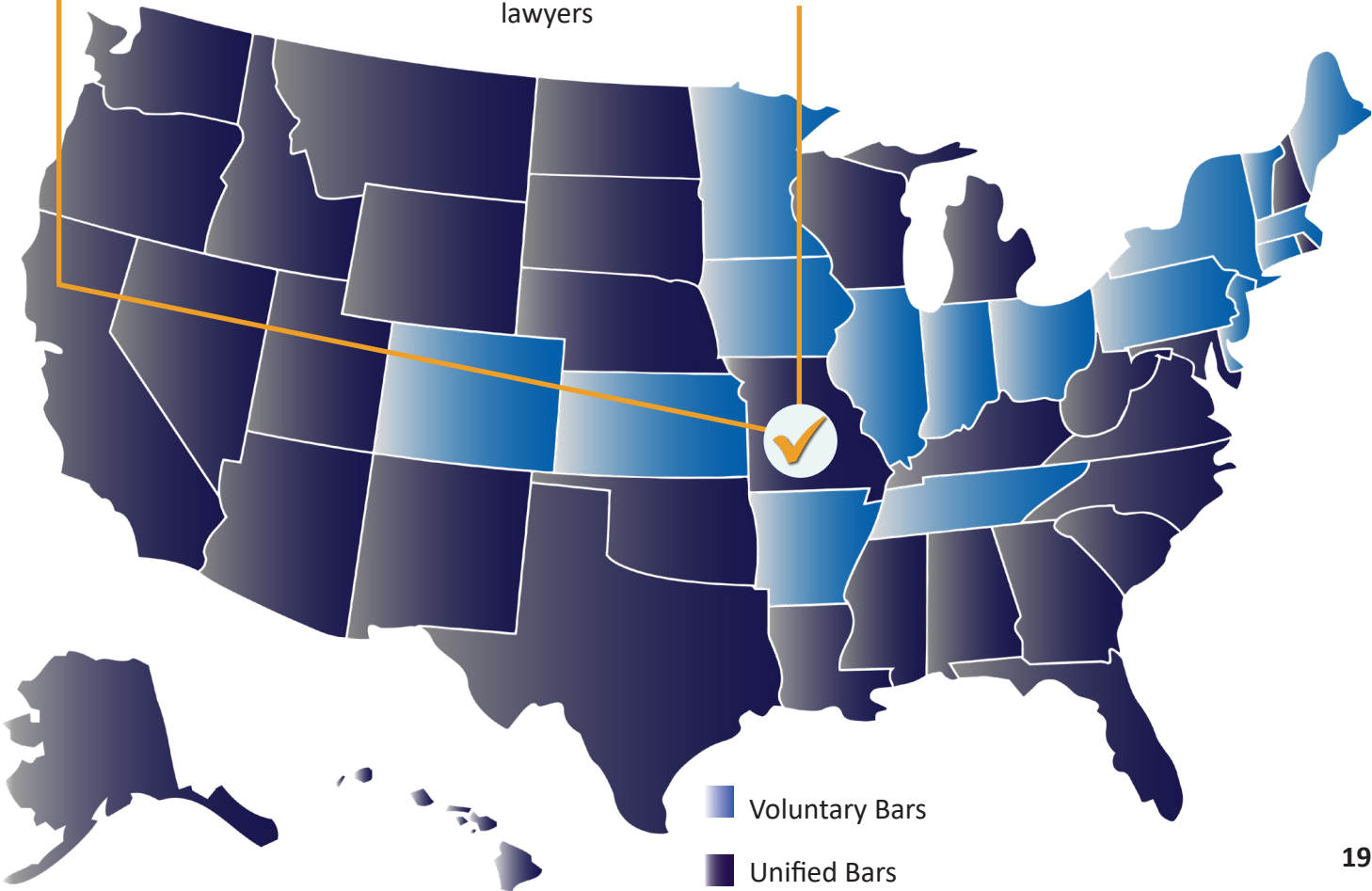
Missouri compared to other states

9th

The Missouri Bar is the 9th largest unified bar out of 33

17th

The total cost to practice in unified bars can be \$687 - Missouri ranks 17th of 33 unified bars in total cost to practice at \$410 for Category 1 lawyers



Where does your enrollment fee go?

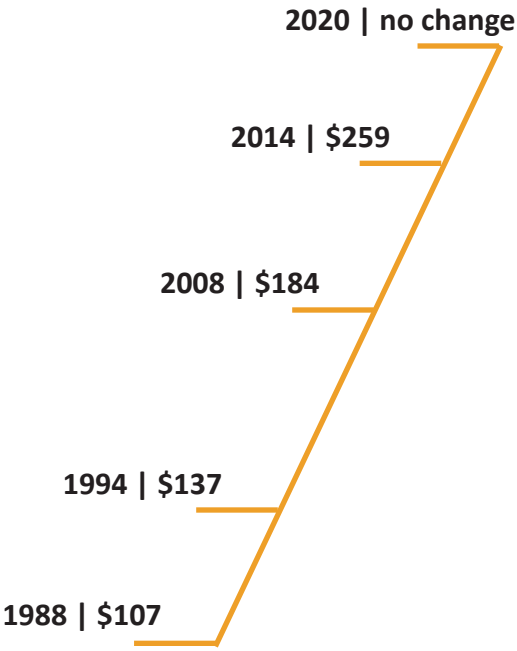


Missouri Bar Operational Funds:
63 cents

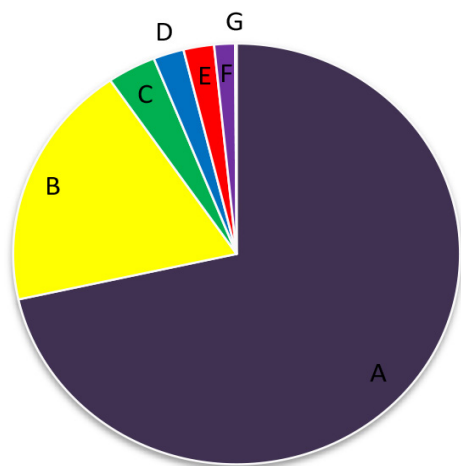
Office of
Chief Disciplinary Counsel:
25 cents

Legal Services
Organizations:
12 cents

The Missouri Bar portion of enrollment fees over time

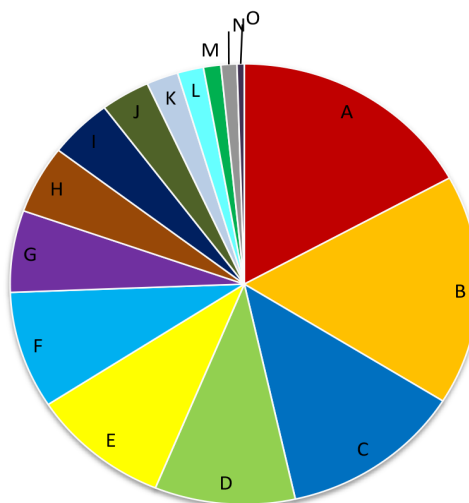


Financial Report 2020



RECEIPTS Total: \$11,445,864

A. Enrollment Fees	71.7%
B. Continuing Legal Education	18.8%
C. Advertising & Publication Sales	3.5%
D. Other	2.2%
E. Interest	2.2%
F. Grants & Awards	1.5%
G. Meeting Registration & Ticket Sales	.01%



DISBURSEMENTS* Total: \$8,237,842

A. Public Information	17.0%	I. Board of Governors	4.4%
B. Continuing Legal Education	16.9%	J. Annual Meeting	3.4%
C. Legal Aid	12.6%	K. Government Relations	2.2%
D. Committees	9.7%	L. Other	1.8%
E. Member Benefits & Assistance Programs	9.6%	M. Young Lawyers' Section	1.2%
F. Administration	8.6%	N. Client Security Fund	1.1%
G. Minimum Continuing Legal Education	6.0%	O. Officers, Delegates & Staff Travel	0.5%
H. Publications	5.0%		

View annual, [independent financial audits](https://www.mobar.org/independent-financial-audits) of The Missouri Bar at MoBar.org.

*Missouri Bar Disbursements in 2020 were significantly and temporarily impacted by the pandemic and other factors, resulting in \$1.35M less being disbursed as compared to 2019. Some of those factors include:

- Shift in mid-March of all in-person meetings and conferences to virtual platforms significantly reducing annual travel and lodging expenses for members and staff.
- Successfully canceled venue obligations for multi-day programs and meetings without triggering a cancellation obligation for the bar, thereby avoiding more than \$400,000 in fees.
- Implemented a MoBarCLE Free COVID-19 Series from April-September including 36 free offerings. A total of 13,917 lawyers took advantage of these free offerings, which totaled \$1.69M in discounts.
- Placed more than \$175,000 of 2020 *pro hac vice* fees into a pandemic relief fund. The fund supports a grant program for the courts and nonprofits for legal services to be carried out in 2021.