

THE

MISSOURIBAR

WE'RE **HERE TO HELP**

2021

ANNUAL REPORT

PRESIDENT'S MESSAGE

Thank you for reviewing The Missouri Bar's 2021 Annual Report.

As evidenced throughout these pages, The Missouri Bar continues to work hard to help lawyers even better serve their clients. As you read, you will find information about the bar's numerous activities – and how you can and do play a role in them. You will also see how Missouri Bar staff and leaders have adapted amid COVID-19 concerns to provide the quality programs and resources you have come to expect.

Each section in the Annual Report was created to walk you through The Missouri Bar's seven key goals, which were carefully determined to reflect our mission and reach. You will gain a better understanding of the various ways our bar is serving the public – from citizenship education about The Missouri Plan and our legal system to podcasts, government interactions, juror celebrations, and more.

In addition, you will find myriad ways The Missouri Bar is here to serve. We understand that being a lawyer can feel both rewarding and overwhelming. In Goal 3, we highlight a range of member benefits and services that are provided to lawyers at no additional cost. These include substantive law committees, discounted practice tools, free legal research, confidential counseling services, opportunities for networking both online and in person, and support as you complete paid and pro bono work alike.

In all these efforts, we consider what will provide the most value to you as a practicing lawyer in an unprecedented time. I hope you will be excited by all we've done in 2021 to better the legal profession and our society.

These listed statistics, resources, and facts will also help guide us as we look to the future, together, as individual lawyers and as a unified bar.

As always, if you have any questions, concerns, or ideas about The Missouri Bar and its work, please reach out to me, other members of the executive committee, or your Board of Governors representatives.

We value your voice.

A handwritten signature in black ink, appearing to read "JW Grimm".

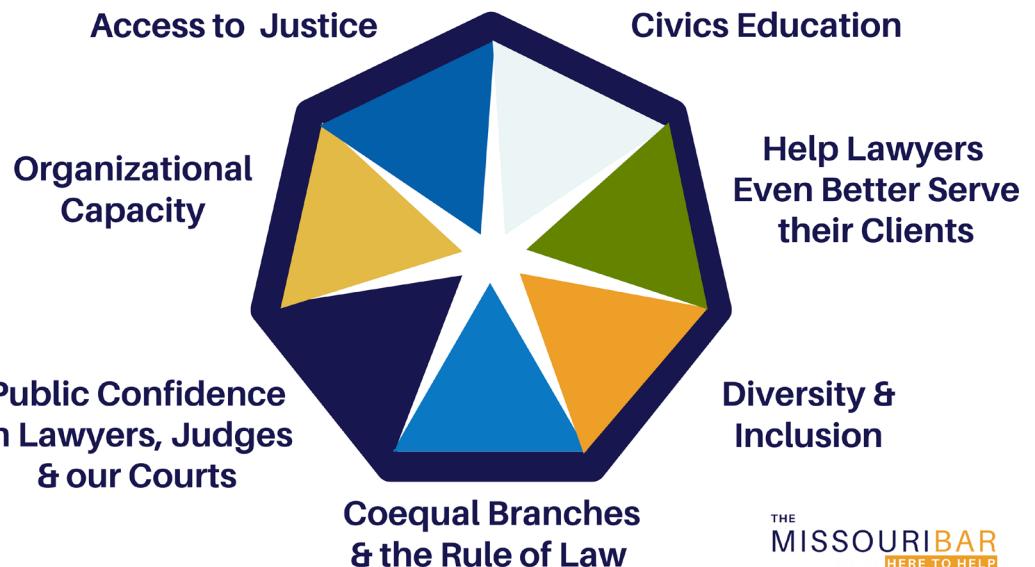
John Grimm, 2021-22 Missouri Bar President

UNDERSTANDING THE MISSOURI BAR'S STRATEGIC DIRECTION

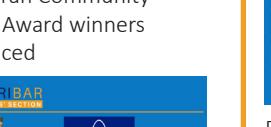
The Supreme Court of Missouri created Missouri's unified bar by order of the Court on June 16, 1944, and charged The Missouri Bar with improving the profession, the law, and the administration of justice on behalf of the public. In recent years, The Missouri Bar has worked to even better define and measure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



2021 HIGHLIGHTS AT A GLANCE

<p>January</p> <p>The Missouri Bar formed new Communications Department</p>	<p>March</p> <p>Special Committee on Lawyers of Color submitted formal recommendations to the Board of Governors</p>	<p>May</p> <p>Virtual Spring Committee Meetings held</p> <ul style="list-style-type: none"> • 26 committees met • 17 CLEs offered • 2,055 attendees 	<p>July</p> <p>Supreme Court of Missouri Judge Paul C. Wilson assumed the role of chief justice</p> 	<p>September</p> <p>First Board of Governors hybrid meeting John Grimm sworn in as 2021-22 president of The Missouri Bar</p> 	<p>November</p> <p>2021-22 Leadership Academy class officially launched and virtual Fall Committee Meetings held</p>
<p>Lawyers Living Well Special Committee was formed with subgroups for policy, education, and stigma</p>	<p>February</p>  <p>Juror Appreciation Week and Spring Enrollment Ceremony held</p>	<p>April</p>  <p>2021 MOSOLO & Small Firm Conference virtual format hosted record 871 attendees</p>	<p>June</p> <p>YLS Liberty Bell and Thomas D. Cochran Community Service Award winners announced</p> 	<p>October</p> <p>2021 Pro Bono Publico Awards</p>  <p>Pro Bono Week celebrated</p>	<p>December</p> <p>Show-Me the Constitution held, Central High School of Springfield wins top honors</p>

MISSOURI BAR LEADERSHIP



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McCubbin
President-Elect



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Member



Karen R. McCarthy
Executive Committee
Member



Erica L. Mynarich
Executive Committee
Member



Cara C. Stuckel
YLS Council
Representative



Betsy AuBuchon
Treasurer

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Scott Bethune
District 12

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Western Appellate District

Hon. Michael Colona
District 11

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Athena Dickson
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Karen McCarthy
District 9

James McConnell
District 2

Mira Mdivani
District 12

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Southern Appellate District

Erica Mynarich
District 10

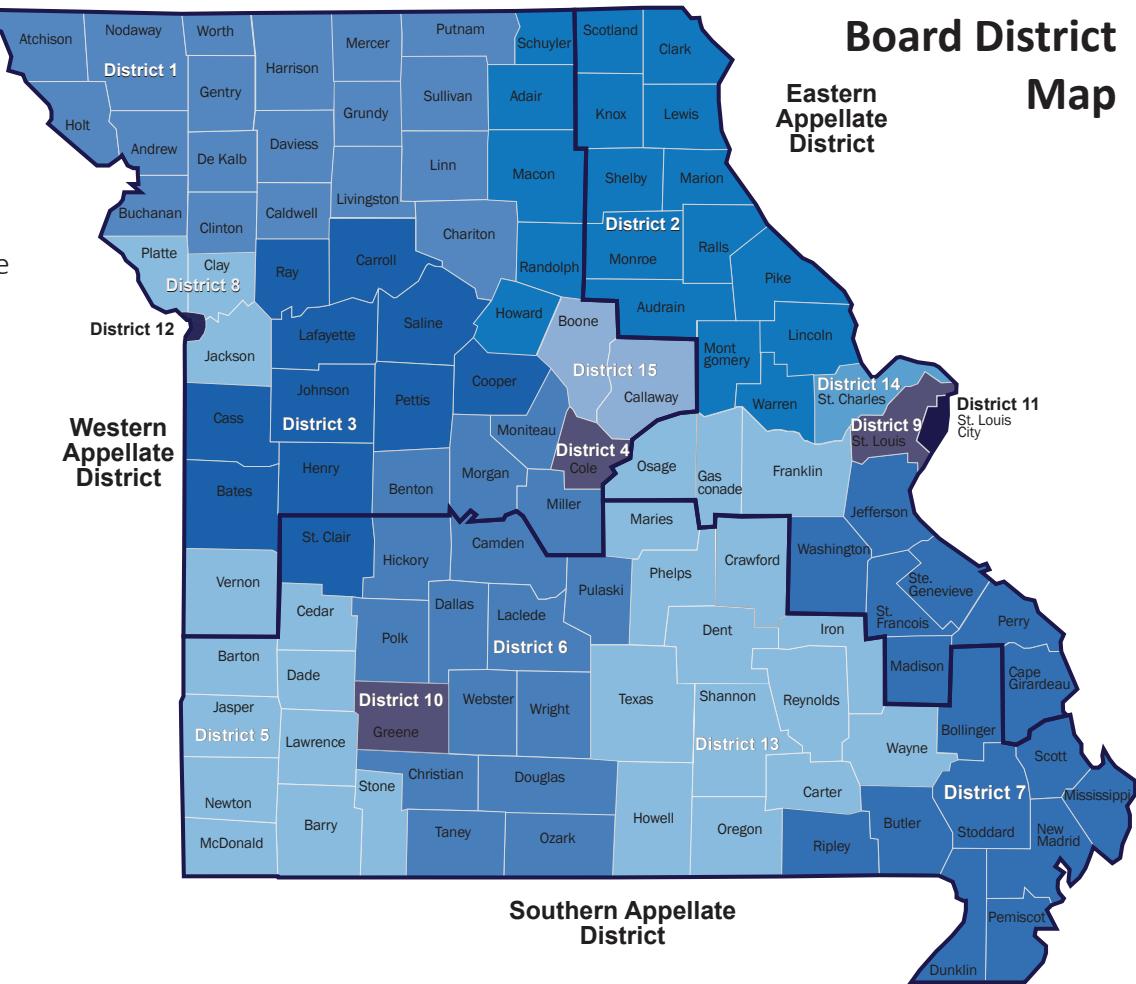
Kate Noland
District 8

Jason Paulsmeyer
District 4

Thomas Porto
District 12

John Price
District 10

Jason Rew
District 8



Scott Robbins
District 7

Joan Swartz
District 9

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District 13

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District 11

Casey Wong
Eastern Appellate District

Sander Sowers
District 15

Eric Wulff
District 14

John Spencer
District 1

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 partnered 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 COVID-19 pandemic, the ABA expanded the program's services to assist those of modest means with legal help. In March 2020, the ABA increased the number of questions a client can submit from three to five per 12-month period. The client eligibility income question was also revised to clarify that users who had been laid off because of the pandemic should indicate their current household incomes as opposed to incomes they had been receiving. In addition, The Missouri Bar increased the income limit for participation from 250% to 400% of the federal poverty level and increased the asset limit of \$5,000 to \$500,000. These changes remained in place for 2021, allowing even more Missourians to participate in this service during these challenging times.

In 2021, 44 Missouri.FreeLegalAnswers.org volunteers responded to 2,164 questions representing 2,028 clients. Of those volunteers, five responded to 100 or more questions. In 2021, 82 questions submitted were related to the pandemic, and volunteers responded to 99% of those questions.

Missouri.FreeLegalAnswers.org by the numbers

Since 2017

10,200 Missourians
Registered

7,221 Missourians
Assisted

2021 Data

2,663 New Clients

2,164 Questions
Answered

Response Rate

2021 | 90%

2020 | 88%

2019 | 84%

\$981,718.80 IN 2021

Funds provided to Legal Services in 2021 from enrollment and pro hac vice fees collected by the Supreme Court of Missouri and disbursed to The Missouri Bar.

Legal Aid Programs closed 16,059 cases in 2021.

Main areas of law:

Family- including Orders of Protection	4,631
Individual Rights	4,073
Housing	3,242
Income Maintenance	1,103
Consumer/Finance	879
Health	826
Other/Miscellaneous	637
Juvenile	369
Employment	168
Education	131

Veterans clinics

The Missouri Bar, in partnership with some Legal Services offices and in cooperation with the Veterans Administration, has conducted clinics in the past where veterans may ask volunteering lawyers legal questions. Due to limitations to in-person gatherings because of COVID-19 safety concerns, the bar has not held such a clinic since January 2020. The program partners continue to review when it may be safe to resume hosting live clinics.

Disaster legal services

When disasters occur, The Missouri Bar may establish a toll-free number (800-829-4128) so those affected can request legal help. This number was not activated in 2021. However, in response to the global pandemic, The Missouri Bar directed those requesting legal assistance pertaining to COVID-19 related issues to MissouriFreeLegalAnswers.org. The virtual clinic has been an effective forum for the public to obtain basic legal advice regarding coronavirus-related legal issues and other disaster-related matters while efficiently utilizing volunteer lawyers and staff resources.

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 virtual "Wall of Fame" for each year they qualify.

2021 Pro bono publico awards

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



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2021 Pro Bono Publico Awards

				
William Goldstein	Tamar E. Hodges	Roland B. Miller, III	Erica Mynarich	Patricia D. Perkins

Young Lawyers' Section awards

Each year, 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 2021 recipient of this award was [Sarah Bardol](#) of St. Louis.

YLS also presents the Liberty Bell Award, which 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 2021 recipient of this award was [Children's Advocacy Services of Greater St. Louis](#).



THE
MISSOURIBAR
YOUNG LAWYERS' SECTION



**Tom Cochran
Community
Service Award**

Sarah
Bardol



**Liberty
Bell
Award**

CHILDREN'S
ADVOCACY
S E R V I C E S
of GREATER
S T . L O U I S

Children's Advocacy
Services of
Greater St. Louis

YLS pro bono projects

In 2020, the Young Lawyers' Section set a new pro bono goal of expanding expungement clinics across Missouri. These clinics were created in partnership with Legal Services of Southern Missouri, the Springfield Metropolitan Bar Association, and other entities. The YLS Council approved funding in 2020 and 2021 to expand in-person expungement clinics but did not utilize the funding as the clinics were transitioned to virtual formats in 2020 and remained as such in 2021. The program has been successful in reaching its target audiences in 2021 via the online format.



STRATEGY 2: CONNECT THOSE IN NEED OF LAWYERS WITH THE MOST APPROPRIATE LEGAL SERVICES AVAILABLE FOR THEIR NEEDS.

MissouriLawyersHelp.org

MissouriLawyersHelp.org is the public's quick and easy access point to a variety of legal tools, including finding a lawyer, downloading resource guides, and accessing free legal forms. This website enables The Missouri Bar to aid Missourians' access to justice through easy-to-utilize links to materials that allow them to make informed choices regarding legal representation.

Available resources promoting access to justice include:

- Find a Lawyer and LawyerSearch Tools
- Official Missouri Directory of Lawyers
- Free and discounted legal services list
- Legal topic resource guides and handbooks
- Dispute Resolution programs
- The "Is It Legal To..." podcast
- Legal Glossary
- Court resources, including self-representation materials



STRATEGY 3: DEVELOP PROFESSIONAL AND PRACTICE STRATEGIES FOR ADAPTING LEGAL SERVICES TO AN EVOLVING PROFESSION.

Missouri Bar committees' access to justice efforts

The Missouri Bar's committees are encouraged to consider strategies to improve access to justice relevant to substantive practice areas, as well as provide Continuing Legal Education programs highlighting pro bono opportunities and inspire lawyers to contribute their time and skills.

Other access to justice efforts

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

- The COVID-19 Assistance Grant program approved by The Missouri Bar Board of Governors, which dispersed grants totaling more than \$178,580 in funding to increase access to justice via technology to 26 various courts, nonprofits, and government agencies across 19 communities in Missouri to help mitigate the pandemic's impact on the legal community.
- Support for additional funding for the Missouri State Public Defender System and publicization of the system's new job opportunities realized from a significant gain in funding for such positions in the most recent fiscal year, thus helping reduce waitlists for indigent clients to receive defense services.
- The Board of Governors' continuation of directing a large portion of the *pro hac vice* fees received by the bar to legal services programs statewide.
- CLE programming addressing challenges and ramifications related to inadequate funding of the justice system.
- Ongoing publicization of a pilot project created by the Supreme Court of Missouri allowing Missouri lawyers 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.
- Advocacy for federal funding supporting access to the courts and justice system.

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 serves as the official source for the public when it comes to accurate, timely, and relevant information on legal topics. 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 as well as resource guides and forms on topics ranging from family law to living wills. The Small Claims Handbook was updated this year to include links to online forms.

The bar's Young Lawyers' Section routinely provides content updates to ShowMeRights.org, a simple and mobile-friendly site which provides answers to general legal questions across more than two dozen topics. Answers to frequently asked questions regarding orders of protection were added to the site in 2021.

In 2021, 64 blog posts were produced for the public. Topics ranged from information about the federal eviction moratorium to Supreme Court of Missouri operational directives. A new feature for 2021 included a monthly news wrap up with recent highlights.

The Missouri Bar also maintains YourMissouriJudges.org, which offers a wealth of information about Missouri's judicial system, including the Missouri Non-Partisan Court Plan, the judicial performance review process, and the statewide committee's findings before each judicial retention election.

Along with these websites, The Missouri Bar regularly posts engaging educational content to social media platforms Facebook, Twitter, Instagram, YouTube, and LinkedIn to help inform Missouri citizens.

"Is it Legal To..." podcast

Launched in 2019, [The Missouri Bar's 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. In 2021, 10 new podcasts were released on the following topics: family law, your rights if arrested, right to assembly, small business, updated expungement law, medical marijuana law, intellectual property, Halloween, guardianships, and veterans law. As of 2021, the podcast's episodes have garnered a total of 12,474 listens with the Medical Marijuana, Your Rights if Arrested, and Lake Law episodes proving the most popular to date.

Each episode of the podcast features the knowledge of guest lawyers, judges, and law professors, which this year included: Diane Howard, Erica Mynarich, Adrienne Haynes, Eric Walter, Prof. Christina Wells, Michael Kahn, Jason Jacoby, Gonzalo Fernandez, Scott Pierson, and Jeff Bunten. Each episode also includes a "Legalese" segment by retired Supreme Court of Missouri Judge and Saint Louis University Dean Emeritus Mike Wolff, as well as constitutional commentaries on the topic at hand researched, written, and recorded by the bar's director of Citizenship Education, Tony Simones.



"Is it Legal To..." podcast by the numbers

Listens since 2019: 12,747

Most popular episodes:

**Medical Marijuana
Your Rights if Arrested
Lake Law**

Speakers' Bureau

The Missouri Bar Speakers' Bureau was initiated to share information about Missouri's Non-Partisan Court Plan. Since its establishment, 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 has expanded to provide speakers who can address other areas of the law, including probate law, estate planning, family law, and more.

Response to requests for civics education

Missouri Bar personnel and members of The Missouri Bar deliver programming on legal topics when requested. The following are examples of requests fulfilled in 2021:

- In collaboration with the Kansas City Public Library, the director of Citizenship Education conducted a Constitution Day online program about the First Amendment and the right to protest.
- In January, the director of Citizenship Education taught a three-day seminar with Judges Gary Lynch and Lisa Page, to a wide range of judicial personnel. In November, he taught a two-hour session with Judges Patricia Breckenridge and Gary Lynch to judges at the Trial College.
- The American Judicature Society invited the director of Citizenship Education to present on "The Necessity of Courts Being Active in Civic Education in Politically Polarized Times," with Justice Sonia Sotomayor at the society's conference in November.
- In the fall, the Citizenship Education program also held two four-hour regional trainings on teaching civil liberties with teachers from the St. Charles County-based Francis Howell School District.

STRATEGY 2: PROVIDE CIVICS EDUCATION TO STUDENTS AND TEACHERS IN GRADES K-16 THROUGH PROGRAMS AND COST-EFFECTIVE, ALTERNATIVE PLATFORMS.

Advisory Committee on Citizenship Education

The Advisory Committee on Citizenship Education met formally in February 2021. Individual committee members worked extensively with the director of Citizenship Education throughout the year to plan programming, develop materials, and engage in the facilitation of events such as the Summer Institute for Teachers and the Show Me the Constitution competition.

Street Law

In March 2021, the annual Street Law Teacher Institute was held online. The one-day institute allowed 25 teachers to participate in a variety of sessions led by the Street Law facilitators. Participating teachers also interacted with judges and other legal professionals from both state and federal court systems. The day's events were organized around a Fourth Amendment theme and culminated with the teachers participating in a moot court activity.

Show Me the Constitution

Three schools participated Dec. 8 in the virtual Show Me the Constitution competition. Those vying for the title were the winners of the last three years of the competition. The students' excellence was revealed in the results. Springfield Central High School won a narrow victory over Joplin and Nixa high schools, who tied for second. The mock-Congressional hearing competition posed questions on the First Amendment rights of students, the selection and tenure of Supreme Court justices, and voting rights. The 27 participating high school students presented oral arguments to a panel of judges (composed of volunteer lawyers and judges) and answered additional questions demonstrating their understanding of the Constitution.

THE MISSOURI BAR CITIZENSHIP EDUCATION

SHOW ME THE CONSTITUTION

The Missouri Bar's Show Me the Constitution gives teams of students the chance to present their ideas on issues that matter.

Students will interact with judges, attorneys, government officials and teachers on subjects such as:

- Freedom of Speech
- Civil Rights
- The Power of the Police
- Presidential Authority

The Show Me the Constitution competition will be held in December 2021.

For more information, contact Dr. Anthony Simones at tsimones@mobar.org

LET YOUR VOICE BE
HEARD ON THE ISSUES
THAT WILL SHAPE
YOUR FUTURE



Example questions from previous competitions

Given the extent of gun violence within the United States in the 21st Century and the continuing controversy that swirls around it, has the Second Amendment become an anachronism, due for a constitutional revision? Why or why not?

Recently, the Supreme Court ruled in *Bostock v. Clayton County* that the Civil Rights Act of 1964 prohibited discrimination based upon sexual orientation. Explain the basis for the majority's decision. How do you feel this ruling will impact employers and employees?

For more information, contact Dr. Anthony Simones at tsimones@mobar.org

Summer Institute

The annual Summer Institute for Teachers was held online from June 22-25. The focus of the institute was on whether the Constitution should be amended on the following topics: selection and tenure of federal judges, the Electoral College, and legislative redistricting and gerrymandering. Teachers were provided with materials on these subjects and led through activities that they could use in their own classrooms. The week ended with a mock-congressional session in which amendments were proposed, debated, and voted upon. Teachers were exposed to a method of deliberating controversial issues that promoted discussion rather than argument. The teachers also interacted with federal and state court judges on these issues.



Awards

The civics education-related Richter and Solomon awards process was suspended in 2021. The awards program will resume when such awards can be presented in person. Of note, the director of Citizenship Education was nominated by the chief justice of the Supreme Court of Missouri for the national Sandra Day O'Connor Award for the Advancement of Civic Education.

Law Day Essay Contest

The Missouri Bar Board of Governors and Young Lawyers' Section Council conducted a formal review of the Law Day Essay contest in 2019 with a focus on how to best maximize access to civics education in light of the Citizenship Education department's limited resources. Given that several regional bar associations sponsor similar essay competitions for Law Day, providing ample opportunity for student participation, it was determined that redirecting the financial investment and staff time into other programs would provide a greater long term benefit to Missouri citizens.

Teacher resources

Several resources were added to the online catalog of teacher resources available at MissouriLawyersHelp.org, including materials on voting rights, discussing the effects of Ferguson, facial recognition technology in schools, freedom of speech, and the foundational elements of our constitutional system.



Answering Ferguson in the Classroom

An article by the National Council for the Social Studies including resources for teaching about the Ferguson incident.

[READ MORE](#)

Voting Rights: A Short History

An excellent article by the Carnegie Corporation of New York. The struggle for equal voting rights dates to the earliest days of U.S. history. Now, after a period of bipartisan efforts to expand enfranchisement, Americans once again face new obstacles to voting.

[READ MORE](#)



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 Programs

[MoBarCLE Programs](#) continues to work with volunteers, national speakers, sections, committees, and other groups to provide high-quality and relevant educational opportunities to members. Via the department's learning management platform, members have access to a robust catalog of live and on-demand CLE programs; easy registration and purchasing; and individualized accounts where they can download electronic course materials, complete evaluations, and track their MCLE hours earned attending MoBarCLE programs.

In 2021, MoBarCLE Programs processed 12,430 registrations, provided members access to more than 300 unique titles, and offered 740 opportunities to complete live CLE. The department ended the year by conducting its first live-streamed, in-person event co-hosted with the Office of the Chief Disciplinary Counsel. Single- and multi-day conferences experienced increased engagement as virtual options, with the 2021 MOSOLO and Small Firm Conference hosting a record 871 attendees.

Annual Meeting

The 2021 virtual Annual Meeting of The Missouri Bar offered the meeting's typical full slate of educational programs, including plenary sessions, track programming, ethics, and the Young Lawyers' Section series. Educational programs were offered during lunchtime slots spanning the full week of the traditional Annual Meeting (Sept. 20-24). Select early ethics and YLS sessions were offered two weeks prior to the primary schedule, and encore sessions were held in the early evenings the following week. The elongated schedule sought to offer a more convenient, less time-consuming way to take advantage of all the meeting's CLE offerings. Registration fees were purposely kept below past in-person rates to reinforce accessibility.

More than 940 Missouri lawyers registered for the Annual Meeting with 818 having attended one or more of the educational sessions. Nearly half (403) were first-time attendees of the Annual Meeting. Plenary sessions featured the following: (1) the nexus between diversity, equity, and inclusion (DEI) and lawyer well-being; (2) voting rights; and (3) regulating the internet. Each plenary averaged 470 members in attendance. All programs experienced strong attendance, including the early-evening, encore sessions which averaged more than 150 attendees for four out of five offerings.

The key leadership components were shared with members through a series of videos, including the presidential farewell remarks and special recognitions, incoming presidential remarks, and the chief justice's annual address to the bar. The collection of videos has received nearly 500 views. The passing of the gavel was streamed live on Facebook from the Sept. 24 hybrid meeting of the Board of Governors held at Capitol Plaza Hotel in Jefferson City. Board members attended in person as well as via Zoom. This was the first meeting of the Board of Governors that offered an in-person option since March 2020.

Virtual conference attendance in 2021

[MOSOLO and Small Firm Conference](#) - 871 attendees

[Family Law Conference](#) - 311 attendees

[Bernard Edelman DWI Law & Science Seminar](#) - 219 attendees

[Estate & Trust Conference](#) - 142 attendees

Missouri Lawyers' Assistance Conference

The 26th Annual Missouri Lawyers' Assistance Conference was held virtually Nov. 5, with the second highest attendance to date of 92.

The 2020 conference was rebroadcast in January 2021 with an additional 57 attendees.



THE MISSOURI BAR YOUNG LAWYERS' SECTION

Young Lawyers' Section CLE programs

The Young Lawyers' Section of The Missouri Bar partners with MoBarCLE and other departments to produce relevant continuing education programs for young and new lawyers.

Coffee & Core Concepts CLE series

In 2021, YLS and MoBarCLE coordinated monthly webinars focused on basic skills for general practitioners, with the target audience of lawyers who are "beginners" in the specific practice area being presented. The topics offered were:

- Missouri Merchandising Practices Act ("MMPA")- Missouri's consumer-protection law
- Drafting a Will
- Handling a DWI Case
- What I Wish I Knew Before My First Jury Trial
- Representing Parents in Abuse & Neglect Cases
- Handling a Rent and Possession Case
- Reviewing Basic Employment Agreements
- Drafting Divorce and Custody Petitions
- Handling a Misdemeanor Drug Case
- Representing Business Entities in Small Claims Court
- Pursuing Grandparent Visitation Rights
- Handling a Car Wreck Case

New Lawyer Practice Series

This YLS program returned to the 2021 Annual Meeting lineup, consisting of two 60-minute programs, resulting in 2.4 total CLE hours, 1.2 of which was ethics, specifically elimination of bias. Those programs were "Best Practices for the Young (or Even Not So Young) Practitioner for Working Remotely – Navigating WebEx, Hearings, Depos..." and "Opportunities for Young Lawyers in Probate Practice – Serving a Diverse Clientele."

One-day skills workshops

YLS partners with MoBarCLE to offer a rotating series of three one-day skills workshops. The workshop topics were about trials, discovery, and alternative dispute resolution, respectively. These programs were held virtually in 2021. To provide for greater attendance, the spring workshop was offered in May and June. The fall workshop was held earlier and offered in July and August. The revised schedule offered Missouri lawyers more opportunities to complete their MCLE requirements during the July-September "grace period." Each program included 8.0 MCLE hours, including 1.0 ethics.

Lawyer well-being webinars

The YLS Council conducted two well-being webinars in 2020 and 2021. The first took place in October 2020 and was hosted by then-Missouri Bar President John Gunn and St. Louis County Probate Commissioner William Gust. This 2.0 hour ethics program was specifically marketed to new bar enrollees and was provided at no additional cost to them. The YLS Council also planned and carried out a well-being CLE program in 2021 which took place during The Missouri Bar's Lawyer Well-Being Week in Law. This program focused on financial fitness and was hosted by YLS Council member Adam Ford and Lawyers Living Well Special Committee Vice-Chair Erica Mynarich. Like the fall program, it was offered at no additional cost to new bar enrollees. This program had greater participation due to its connection to Well-Being Week in Law promotions.

Minimum Continuing Legal Education (MCLE)

In 2021, the MCLE Department implemented changes to the online reporting and programming platform that resulted in increased ease of use, including the development and integration of an online fee payment system, online annual reporting for accredited sponsors, and batch uploads of programs for accredited sponsors.

As of Dec. 22, 2021, 24,590 lawyers who are required to file an Annual Report of Compliance had filed annual reports establishing compliance with Rule 15 for the Oct. 1, 2020-June 30, 2021, reporting year.

MCLE continued...

There were 68 hardship accommodations granted in 2021: 41 for physical or mental disability, one for military service at an isolated location, and 26 for age or other circumstances.

In 2021, 180 sponsors maintained accredited sponsor status, submitting programming directly to the online programming and reporting platform without review. The Missouri Bar reviewed 18,547 CLE programs, and 17,221 of these CLE programs were approved for accreditation in Missouri.

MoBarCLE Publications

MoBarCLE Publications maintains a core library of deskbooks and guidebooks written by Missouri lawyers for Missouri lawyers. In 2021, the department initiated updates to the Elder Law Deskbook and Objections Guidebook, and processed more than 700 purchases. Members can order publications via the MoBarCLE learning management platform or access them electronically via Fastcase and LexisNexis.

Courts Bulletin

[The Courts Bulletin](#) continues to provide Missouri lawyers with in-depth reporting on the latest court decisions of note via the online publication. Volunteer lawyers, all authorities in their respective topic areas, prepare case summaries for publication in the Courts Bulletin.

connect.MOBAR

Missouri Bar members continue to collaborate and learn from one another through this discussion forum platform. As conversations develop within a digital 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. In 2021, Missouri lawyers generated 6,266 total posts across all discussions from 691 total unique contributors.

The platform also has a robust Forms Bank, where members can share forms and other relevant files in folders sorted by area of the law. The Forms Bank features nearly 600 files, including voluminous law practice management content organized by categories thanks to the bar's member benefit partnership with Affinity Consulting.

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, practice management resources, and more can be found in each issue, offering information about timely issues facing Missouri Lawyers. The Journal also publishes notices of dissolution for companies and nonprofits with business in Missouri. This all ultimately enhances the publication's longstanding reputation as a valuable reference tool for lawyers.

In 2021, The Journal of The Missouri Bar added more regular content, including columns on upcoming events, member benefits, law practice management, and well-being. Thanks to an agreement with HeinOnline, Missouri Bar members may access all issues of the Journal dating back to the creation of the bar in 1944.



Committees and sections

The Missouri Bar serves its members through 43 open enrollment committees, six divisions and two sections. Approximately 8,300 lawyers are part of at least one of these groups. The following committees had the largest membership rates in 2021:

- Solo & Small Firm Practice Committee: 2,219
- Estate Planning and Probate Administration: 1,418
- Civil Practice and Procedure: 1,100
- Criminal Practice and Procedure Committee: 1,058

Committee meetings

Spring 2021 Committee Meetings were held virtually May 3-6, with 26 committees hosting meetings (17 offering CLE), drawing 2,055 attendees. Fall 2021 Committee Meetings were held virtually Nov. 15-18, with 34 committees hosting meetings individually or jointly (20 offering CLE), drawing 3,121 attendees.

The virtual format provided Missouri lawyers an opportunity to attend multiple committee meetings from the comfort of their own offices, resulting in a substantial increase in participation compared to the 400-425 members typically attending in-person committee meetings in the past.

THE MISSOURI BAR'S COMMITTEES

DIVISION CHAIRS		
Business Corporate Division Eric L. Johnson	Litigation Division Susan F. Robertson	Probate Trust Division Hon. Daniel P. Wheeler
Lawyers in Community Barbara E. Birkicht	Practice and Procedure Division Katharyn B. Davis	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 by signing up at MoBar.org/Committees-Sections.

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 community 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	Appellate Practice Gretchen Garrison, Co-Chair John M. Reeves, Jr., Co-Chair	Civil Practice and Procedure Mike Murphy, Chair
Administrative Law David F. Barrett, Chair	Banking and Financial Service Currently open	Committee on Diversity Camille L. Roe, Chair
Alternative Dispute Resolution Michael S. Geigerman, Co-Chair Paul Ladehoff, Co-Chair	Bankruptcy Creditor-Debtor Rights Camber Jones, Co-Chair Joy N. Jackson, Co-Chair	Construction Law Michael Q. Murphy, Chair
Animal Law Karima Gilbert, Chair	Biotech and Life Science Yvette M. Boudaugh, Chair	Criminal Practice & Procedure Bethany Turner, Co-Chair Mark Gibson, Co-Chair
Antitrust /Mergers and Acquisitions Arindam Kar, Co-Chair Gordon Springs, Co-Chair	Business Succession Planning Deborah Smiley, Chair	Education Law Dan Rhoads, Chair
	Charitable Gift Planning Hermann H. Eisele, Chair	Elder Law Julie A. Berkowitz, Chair

Eminent Domain
Paul G. Henry, Chair

Environmental and Energy Law
John Borgmeyer, Chair

Estate Planning and Probate
Administration Law
Dyan Zimmerman, Chair

Family Law Section
Pamela Roychaudhury, Chair

Fiduciary Litigation
John M. Challis, Chair

Government Attorneys
David L. McCain, Jr., Chair

Health and Hospital
Administration Law
Elizabeth Ortmann-Vincenzo,
Chair

Immigration Law
Danielle M. Atchison, Chair

In-House Counsel
Marty Miller, Chair

Insurance Law
Zachary Berkstresser, Chair

Intellectual Property Law
Sandra J. Wunderlich, Chair

Judicial Administration
Hon. Joseph M. Ellis, Chair

Juvenile Courts and Laws
Abigail Sapp, 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, Chair

Media Law
Mary Ann L. Wymore, Chair

Paralegals Committee
Barbara E. Thomas Wiseheart,
Chair

Real Estate Practice and
Procedure
Harry Marks Murray, IV, Chair

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

Solo & Small Firm Practice
Maureen Brady, Chair

Taxation Law
Maria Sanders, Chair

Technology and Innovation Law
Anjali Bajaj Dooley, Chair

Tort and Transportation Law
Timothy M. Etzkorn, Co-Chair
Meghan Litecky, 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 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

Government Relations Committee
Raymond E. Williams, Chair

Lawyers Living Well Special Committee
Athena M. Dickson, Chair

Legal Education Committee
Vanita Ransom Massey, Chair

Special Committee on Lawyers of Color
Asst. Dean Robert Bailey, Co-Chair
Christa B. Moss, Co-Chair

Special Committee on Legislative
Procedure
Raymond E. Williams, Chair

INDEPENDENT COMMISSIONS AND COMMITTEES

Intervention Committee
Hugh F. O'Donnell, III, Chair

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

Lawyer-to-Lawyer Dispute Resolution
Ronald E. Mitchell, 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

In 2021, Missouri Bar members had access to 61 member benefits from 46 individual partners. These ranged from discounts on office supplies and practice management solutions to free legal research from Fastcase.

These member benefits include savings on services that help lawyers build and manage their practices; write and research; and plan and insure their businesses. Additionally, lawyers have access to work-life balance perks such as reduced rates for travel needs and savings on work wear.

More than 8,000 Missouri lawyers utilized one or more of their member benefits in 2021.

Practice management

The Missouri Bar's practice management program features consultations and a bank of resources to help members looking to open, build, manage, protect, or wind down a practice. The program is offered at no additional cost to Missouri Bar members and includes access to more than 150 white papers, checklists, comparison charts, and other resources for lawyers.

In November 2021, members became eligible for a Standard Membership to Affinity Insight at no cost. This service provides Missouri lawyers and their teams 24/7 access to in-depth, self-guided legal tech training. Affinity Insight offers more than 150 hours of content covering over 30 different software products. This on-demand training platform provides practical, real-world training and includes access to the entire library of Affinity Consulting software manuals for legal professionals.

Members have two easy ways to ask an expert their legal technology and law practice management questions. At no cost, Missouri lawyers can email questions to an expert or schedule a one-on-one, remote consultation with Affinity Consulting Group. More than 725 Missouri lawyers utilized Missouri Bar practice management resources in 2021.

These resources are available to all Missouri Bar members at MoBar.org/LPM.

Economic survey

The Missouri Bar conducted its biennial Economic Survey in 2021, the results of which provide a guide for Missouri lawyers in evaluating their firms' performances relative to comparable law firms in terms of geographical location and other indicators. The report is based on the responses received from 1,977 members.

The report also provides economic information about Missouri's lawyers who practice as solo practitioners, government employees, and corporate counsel, as well as those who work in law-related and non-legal professions. The 2021 report also includes information regarding the impact of the COVID-19 pandemic on Missouri lawyers.

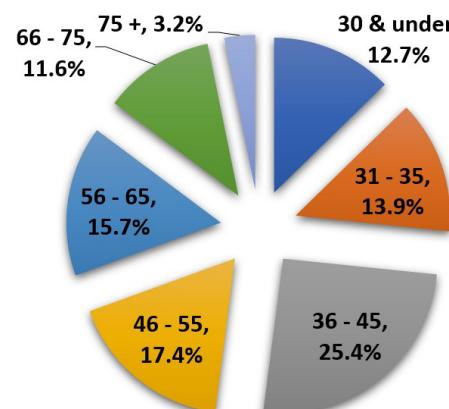
Members can access the results of the 2021 Economic Survey at MoBar.org/EconomicSurvey

Economic Survey by the numbers

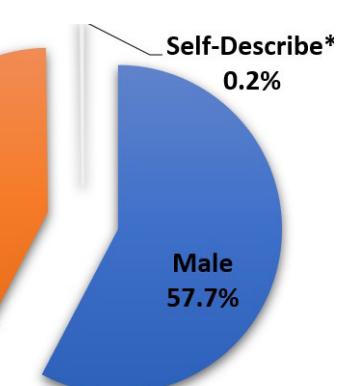
Median full-time income changes from 2018 to 2020

- Private practice of law decreased 9.8%, from \$115,000 to \$103,743
- Corporate law-related increased 15.4%, from \$130,000 to \$150,000
- Government law-related decreased 3.2%, from \$62,000 to \$60,000
- All employment categories decreased 7.4%, from \$96,000 to \$88,900

AGE



GENDER



Not reported: 12 (0.6%)

* Two respondents indicated their gender as nonbinary, and one did not provide an open-ended response.

Missouri Lawyers' Assistance Program

The Missouri Lawyers' Assistance Program maintained its toll-free number, and use of its face-to-face virtual platform increased in 2021. MOLAP staff maintained office hours at all four Missouri law schools, shifting from remote to in-person in the fall semester with safety precautions in place. MOLAP clinicians served 241 people, including 184 new matters. This was the highest number of new matters in the program's history to date.

Depression (28%) was the most frequent new matter, followed by substance concerns (22%) and other mental health matters (16%). Fifty-four volunteer assignments were made, including 43 for peer support. Overall, MOLAP provided 1,881 units of service – 49 more than at the end of 2020, and the highest number per calendar year to date.

MOLAP also created a collection of mindful moments videos for use at virtual events.

Lawyers Living Well Special Committee

The Lawyers Living Well Special Committee, composed of 40 members, was formed in February 2021 and charged with identifying factors that impact the well-being of members of The Missouri Bar and making recommendations on projects, programs, and other efforts to address those issues and improve or promote the overall well-being of members of The Missouri Bar. To accomplish this, the special committee created working groups to focus on three primary areas: education, policy, and stigma.

Key committee activities included:

- Submittal of comments on the ABA Accreditation Standard 508 in March 2021.
- Planned programming in connection with Well-Being Week in Law (May 3-7, 2021).
- Review of character and fitness questions related to applications for licensure.
- Organization of Suicide Prevention Awareness Month (September) activities such as providing a CLE course on depression, organizing a team for the "Out of Darkness Walk" in St. Louis in which more than 40 members participated and raised over \$5,000, and sharing personal story videos of lawyers impacted by suicide.
- Coordination of efforts to increase awareness and implementation of the bar's model policy for law firms to address lawyer impairment.
- Development of a pilot for a wellness class for credit at the University of Missouri School of Law.
- Offering QPR (Question, Persuade, and Refer) training and mental health first-aid.

STRATEGY 3: DEMONSTRATE RELEVANCE BY COMMUNICATING THE VALUE OF THE MISSOURI BAR TO ITS MEMBERS.

ESQ.

ESQ. is 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 Supreme Court of Missouri or Missouri Court of Appeals decisions 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 also 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. In 2021, the 52 weekly e-newsletters were opened a total of 439,536 times with readers making 159,083 combined clicks on the content within the e-newsletters.



MoBar.org

The premiere source for instantaneous information is The Missouri Bar's website (MoBar.org). The site includes information about all the bar has to offer – events, programs, benefits, services, and more – available to Missouri lawyers. By numbers:

- The website had more than 1.3 million sessions from 685,898 unique users, constituting 4.8 million page views in 2021.
- Visitors, 85% of which were new, averaged 3.69 pages per session, lasting an average duration of 2:34 minutes.
- Weekday visits to MoBar.org average 4,000 - 6,000 sessions.

The website's Member Portal provides Missouri lawyers with secure access to perform a variety of functions, including updating their member profiles, joining committees or sections, paying annual enrollment fees, completing and submitting their MCLE Annual Compliance Reports, and choosing their preferred delivery format for various bar publications. Other popular features in the Member Portal include the Economic Survey and free access to the Missouri Approved Instructions-Criminal and Missouri Approved Charges-Criminal made available through an agreement with the Supreme Court of Missouri.

Social Media

The Missouri Bar is active on social media giants Facebook, Twitter, LinkedIn, YouTube, and Instagram. Through these platforms, the bar connects with members and law school students by sharing branded, informative, and eye-catching content across the five social media platforms.

These fans and followers help share the bar's content and messaging with an even broader audience through "shares" and "retweets." During 2021, the bar's social media content generated 1.74 million impressions, resulting in 76,784 engagements and 28,301 post link clicks (an increase of 94% from the prior year).

This reach stemmed from posts including news about award winners, newly elected members of the Board of Governors and YLS Council, continuing legal

Facebook	Twitter	LinkedIn	Instagram
<i>The Missouri Bar has more than 8,135 "fans"</i>	<i>@mobarnews has over 4,104 followers</i>	<i>The Missouri Bar has 2,401 members</i>	<i>@mobarnews 1,350 followers</i>
Impressions 1.74 Million	Engagements 76,784	Post Link Clicks 28,301	94% Increase in 2021

education opportunities, law practice management tactics, lawyer well-being resources, and member benefits.

These and other topics were accompanied by weekly posts linking to new opportunities in the Jobs for Lawyers service, case summaries, and the "NewsMakers and MoveMakers" blog update.

The Newsroom

In 2021, The Missouri Bar published 448 articles (up from 282 in 2020) at News.MoBar.org to inform members of upcoming events, resources, and developments in particular areas of the law. Case Summaries and In Memoriam posts continued to have strong readership among Missouri lawyers, in addition to Journal and practice management articles. This content resulted in 294,262 unique visits to News.MoBar.org in 2021.

**NEWSROOM
CONTENT RESULTED
IN 294,262 VISITS
TO NEWS.MOBAR.ORG
IN 2021**

STRATEGY 4: DEVELOP ALLIANCES AND PARTNERSHIPS THAT HELP BENEFIT LAWYERS AND THE PROFESSION.

The Missouri Bar continues to strengthen relationships with sponsors, exhibitors, advertisers, and member benefit providers. In 2021, The Missouri Bar grew its relationship with Affinity Consulting to further expand law practice management resources available to members.



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.

Diversity, Inclusion, Cultural Competency, and Elimination of Bias CLE offerings

The Missouri bar's multi-day conferences and MoBarCLE continued to offer an expansive library of programming designed to fulfill Minimum Continuing Legal Education requirements aimed at raising lawyers' awareness and understanding of the impact of bias (implicit or otherwise) on the profession, as well as educating lawyers on how to address biases in their workplaces to contribute to increasing the retention of diverse lawyers.

Special Committee on Lawyers of Color in the Profession

Formed in August 2020, this special committee completed its work to identify and recommend programs to help increase retention, advancement, and promotion of lawyers of color in Missouri and submitted its recommendations to the Board of Governors at its March 2021 meeting. For the 2021-22 bar year, a second iteration of the committee was appointed to develop the following recommended areas for implementation:

- Create a diversity, equity, and inclusion (DEI) pledge program for law firms and legal employers;
- Establish DEI awards for individuals and large, legal employers, and once established, expand to mid-sized, and solo and small firms;
- Create a statewide judicial clerkship program, in coordination with existing clerkship programs, for law students and lawyers who are in their first four years of practice;
- Develop and implement the bar's Life Path to Success program to increase the pipeline of potential lawyers of color in the state; and
- Develop and implement a pilot law student mentorship program, which will pair law students of color with Missouri lawyers for meaningful one-on-one mentoring to maximize students' potential.

The committee also recommended establishing the Midwest Bar Diversity Collaborative, which launched in 2021, for Midwest bar associations to share efforts, successes, and challenges in promoting diversity, equity, and inclusion in their respective organizations and states.

The Joint Commission on Women in the Profession

The Joint Commission on Women in the Profession continued its work to both eliminate barriers that exist for women and help secure full and equal participation of women in the legal profession. Under the leadership of co-chairs Amy Bender-Levy and Stephanie Wan and Supreme Court of Missouri liaison the Hon. Mary Russell, the commission hosted two joint meetings with the open enrollment committee on Women in the Profession, delivering CLE programming and encouraging dialogue and idea sharing among members.

The "Closing the Gender Gap on the Bench" CLE program took place Sept. 20 and featured eight panelists who discussed racial and gender disparities, unique challenges women face, and tips for women lawyers aspiring to become judges. More than 180 attended the program.

"Thriving Through Transition: Success Stories from Women in the Profession" was held in conjunction with the 2021 Fall Committee meetings. Hon. Robin Ransom of the Supreme Court of Missouri moderated a panel of women lawyers who spoke to more than 190 attendees about personal and professional transitions that impacted their careers and how they thrived during those periods.

Senior Lawyers Committee

The committee's leadership engaged in developing services and programs to increase the relevance of The Missouri Bar to senior members as well as provide needed services and benefits, including raised awareness regarding retirement transition and successor identification, information exchange, and technology training. The committee also created programming that encouraged public service and pro bono work among this population.



STRATEGY 2: BOOST RELATIONSHIPS WITH SPECIALTY AND LOCAL BARS AND PROSPECTIVE MEMBERS.

The Missouri Bar continued its practice of supporting and attending local, specialty, or affinity bar organization events which benefit Missouri lawyers.

Missouri Bar Leadership Institute

The Missouri Bar Leadership Institute was hosted virtually in April 2021, featuring a three-day lunchtime series providing education on how to be successful leaders of bar associations or other civic and charitable organizations.

Annual Diversity Leaders' Summit

At least one officer from nine of the diversity/affinity bars in Missouri attended the Annual Diversity Leaders' Summit in August. Hosted by the chair and vice-chair leadership of The Missouri Bar Committee on Diversity, the summit was held virtually in 2021. The summit included a CLE focusing on diversity, inclusion, cultural understanding, and equity topics – attracting 103 attendees.

Law student interaction and engagement

To raise law student awareness of the value and resources of The Missouri Bar even more, the following activities were carried out in 2021:

- The Young Lawyers' Section Council continued to assign law school liaisons who, in turn, coordinated sponsorships of programs and speakers for law students at all Missouri law schools.
- The Missouri Lawyers' Assistance Program maintained officer hours, either virtually or in-person, at all Missouri law schools.
- Missouri law students continued to have affordable or no-cost access to Missouri's virtual multi-day conferences.
- Missouri law students continued to receive free access to Fastcase through The Missouri Bar.



STRATEGY 3: PROMOTE GREATER PARTICIPATION AMONG DIVERSE LAWYERS IN BAR LEADERSHIP ROLES.

Diversity seats

The Missouri Bar Board of Governors and Young Lawyers' Section Council maintained each panel's current number of three diversity seats, one from each appellate district in the state.

Leadership Academy

The Missouri Bar Leadership Academy is designed to foster the development of future bar leaders. Since its launch in 2000, 235 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 with the bar.

The 2020-21 Leadership Academy class worked with the bar's Citizenship Education director to create presentations and supporting materials for teachers to use on the First and Fourth Amendment rights of students, as well as Civil Rights issues for young people. After hearing feedback from graduates, the bar slightly restructured the academy service aspect, allowing classes to select from a list of priority bar projects.



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 lawyers about 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 the law.

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 with and between members of The Missouri Bar and elected officials, responding to requests for information from each.

The Government Relations Department publishes two annual issues of the [Legislative Digest](#) as a service to all members of The Missouri Bar and the public. The spring issue provides legislative dates to remember and General Assembly member information (including a listing of lawyer-legislators) for the current legislative session. It also includes summaries of selected bills of interest to the profession, an index of all introduced legislation, a list of the year's Missouri Bar-initiated legislative proposals, and a run-down of bar input to the General Assembly on selected introduced bills. The fall issue is typically published prior to the effective date of most new laws (Aug. 28) and provides complete summaries of legislation passed by the General Assembly during the regular session and enacted into law, as well as information about the leadership and members of the General Assembly. Current and recent archived issues of the Legislative Digest are available online through the [Legislative Engagement Center](#).

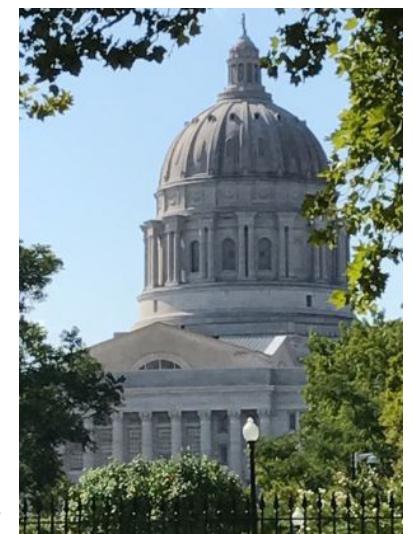
Government Relations staff regularly provide support to a wide range of special committees and task forces established to look at specific matters related to the justice system. For example, from 2020 through 2021, Government Relations staff has provided support to The Missouri Bar's COVID-19 Response Task Force, which was 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 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 and sections of The Missouri Bar, several of which regularly develop legislative proposals.

In July 2021, the Board of Governors approved three bar-initiated legislative proposals submitted by committees for reintroduction to the 2022 General Assembly: 2022-06 (Alternative Dispute Resolution), from the Alternative Dispute Resolution Committee; 2022-07 (Assignments for Benefit of Creditors), from the Bankruptcy Creditor-Debtor Rights Committee; and 2022-08 (Missouri Revised Decanting Statute), from the Probate and Trust Division. All three proposals



had previously been introduced to the 2020 and 2021 General Assembly as bills.

Finally, the Board of Governors and its Executive Committee regularly review legislation arising outside The Missouri

Bar and may take positions on behalf of The Missouri Bar on individual bills (under certain circumstances) or provide information or input to members of the General Assembly. The fall issue of the Legislative Digest contains a list of input on selected bills on behalf of The Missouri Bar.

Previously, this bill review process involved a standing Legislative Committee and legislative review subcommittees drawn from the membership of the open enrollment committees. Based on recommendations from the Special Committee on Legislative Procedure, established in September 2020, the Board of Governors approved revised legislative procedures relating to bar-initiated legislative proposals and legislation arising outside The Missouri Bar. In addition, the Board of Governors approved the establishment of a new Standing Committee on Government Relations and a Standing Committee on Legislative Review.

STRATEGY 3: FOSTER PERSONAL RELATIONSHIPS AND WORKING PARTNERSHIPS BETWEEN LAWYERS ACROSS MISSOURI AND THEIR LOCAL AND STATE ELECTED OFFICIALS.

The officers of The Missouri Bar make regular legislative visits during each legislative session, and elected officials (particularly lawyer-legislators) participate in events or educational opportunities presented to members of The Missouri Bar.

The Missouri Bar annually recognizes lawmakers making significant contributions to legislation that affects the administration of justice and the integrity of the judiciary. In 2021, [five legislators](#) were recognized for their key role in securing funding for (1) Missouri's statewide court automation system and (2) additional lawyers for the Missouri State

DURING THE 2021 REGULAR SESSION, MEMBERS OF THE GENERAL ASSEMBLY INTRODUCED 2,252 BILLS AND JOINT OR CONCURRENT RESOLUTIONS. OF THOSE BILLS OR RESOLUTIONS, THE BOARD OF GOVERNORS OR ITS EXECUTIVE COMMITTEE REVIEWED AND TOOK ACTION ON 11 BILLS.

Public Defender System. Those five legislators were Rep. Cody Smith, chair of the House Budget Committee; lawyer-legislator Rep. Peter Merideth, ranking minority party member on the House Budget Committee; Sen. Lauren Arthur, member of the Senate Appropriations Committee; lawyer-legislator Sen. Barbara Anne Washington, member of the Senate Appropriations Committee; and Sen. Dan Hegeman, chair of the Senate Appropriations Committee.

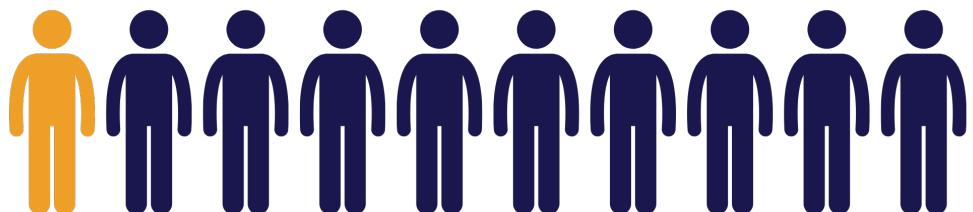
STRATEGY 4: KEEP MEMBERS INFORMED ABOUT CHANGES TO THE LAW AND PROVIDE THEM WITH THE TOOLS TO CONTACT ELECTED OFFICIALS AND BE ENGAGED IN THE LAWSMAKING PROCESS.

Through regular [legislative updates](#) in ESQ. and MoBarNews, our online [Legislative Engagement Center](#), MoBarCLE presentations, and other educational or informational content, 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.

A 2019 SURVEY FOUND THAT NEARLY 9 IN 10 MISSOURI LAWYERS HAVE REPORTED 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.

Public Education program

To help improve Missouri citizens' knowledge of and appreciation for our judicial system and national model of judicial selection in which all Missouri judges are accountable to the voters, The Missouri Bar continues to:

- Publish content about statistics, resources, and public announcements the Missouri courts offer, as well as educational information about the Missouri Plan, including vacancies, public interviews, gubernatorial appointments, and the findings of the Judicial Performance Review Committee.
- Create and publish content across multiple platforms that humanizes the courts, featuring efficient workload and time standards, value to taxpayers, and accountability to all Missourians.

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 of Missouri Rule 10.5. The judicial performance review process takes place in even-numbered years to coincide with retention elections of Missouri's nonpartisan judges. In preparation for the next cycle, The Missouri Bar performed the following administrative activities in 2021:

- Publicized any vacancies on the committee to members of the public which are filled by the Board of Governors pursuant to Supreme Court rules.
- Performed website maintenance and enhanced hosting for YourMissouriJudges.org.
- Attended on-going, virtual meetings of judicial performance review programs across the nation to stay updated on best practices.
- Conducted research concerning transitioning juror surveys to a digital platform.

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 and committee members, with 101 participants. To maintain social distancing safety standards, all meetings continue to be held by telephone or video conferences.

Fee Dispute Resolution Program

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.

In 2021, the Fee Dispute Resolution Program received 122 petitions and opened 85 of them. Thirty-seven petitions were 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. In 2021, four petitions were received and opened.

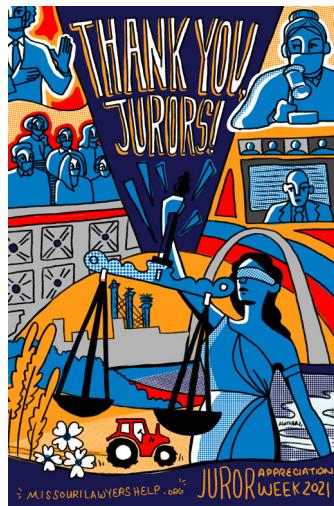
Complaint Resolution Program

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 of Missouri 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. The Complaint Resolution Program received and opened 46 petitions in 2021.

Juror Appreciation Week

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 courts from across the state 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.

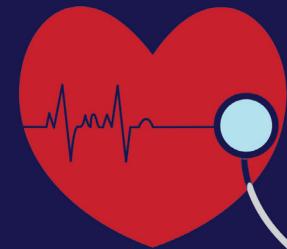
In 2021, The Missouri Bar coordinated with a Missouri artist to develop a Juror Appreciation Week poster, which featured illustrations of Missourians serving as jurors in both in-person and virtual court settings. Missouri courthouses and their staff were invited to order and display these posters at no cost. In total, 161 posters were distributed among 32 courthouses, ranging from circuit courts in metro areas, like Springfield, St. Louis, and Kansas City, to county courthouses in the small towns of Lancaster (pop. 728), New Madrid (pop. 3,116), Ironton (pop. 1,460), and more. To reach as many Missourians as possible, The Missouri Bar also 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 participates annually in National Healthcare Decisions Day (NHDD), a national effort hosted by The Conversation Project. The initiative helps inspire, educate, and empower the public and health care providers about the importance of advance care planning.

National Healthcare Decisions Day



In recognition of NHDD on April 16, The Missouri Bar developed and published content April 11-17 on its social media platforms that promoted the importance of making known one's advance health care decisions. This content included promotion of the bar's free Durable Power of Attorney for Health Care and Health Care Directive forms, a "Is it Legal To..." podcast episode that discusses advance directives, and a FAQ about estate planning and living wills.

The state bar's original digital content and social media campaign ensured thousands of Missourians become aware of the free form and resources to help them initiate their advance care planning.

Client Security Fund

To compensate clients harmed by a small number of lawyers who have failed to maintain their professional and ethical requirement in service to their clients, The Missouri Bar maintains a Client Security Fund. The fund is maintained by appropriations from the annual enrollment fees paid by each lawyer licensed in Missouri. The Client Security Fund Committee may recommend reimbursement of claims, which is then reviewed by the Board of Governors. In 2021:

- The fund received 49 new claims. Twenty claims from 2019 are pending, awaiting the outcome of a concurrent criminal matter before the claims may be reviewed and resolved.
- The committee met in August and made subsequent recommendations to the Board of Governors on 15 claims. The board adopted the committee's recommendations which resulted in the denial of one claim and the payment of 14 claims, totaling about \$20,623.
- The committee met in December to consider 21 claims from 2021. The committee's recommendation with respect to those claims will be considered by the board at its next meeting in March 2022.



STRATEGY 3: STRENGTHEN AND IMPROVE THE WORKING RELATIONSHIP BETWEEN THE BAR AND THE MEDIA.

Working with the news media

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

The main goal of The Missouri Bar's media relations efforts is to work closely with reporters and news directors to explore crucial legal issues. The communications department serves as a first resource for reporters, fielding questions and arranging interviews with Missouri Bar officers and appropriate sources to discuss legal issues of the day. In 2021, the bar updated [MoBar.org/MediaResources](#) for reporters and routinely provided information about these resources with members of the Missouri Press Association and Missouri Broadcasters Association.

Missouri Press-Bar Commission

The commission and Missouri Bar staff members worked with the bar's Media Law Committee to provide support for such committee projects as the Media Law Handbook, which is available to all media outlets through the state bar's website.

In 2021, eight chapters of the handbook were revised thanks to four lawyers and a law student who volunteered as authors for the project. Those lawyers were Joseph E. Martineau, Jean Maneke, Mike Nepple, Rachel Taylor, and Sandra Davidson.

In May 2021, the Missouri Press-Bar Commission adopted Amended and Restated Articles of Incorporation and Amended and Restated Bylaws for the commission. This created three new diversity seats and made available existing at-large seats for elections of new members to the commission. Interested individuals were invited to fill out nomination forms for the available seats in late 2021, and the board plans to fill those seats in 2022.



STRATEGY 4: PROVIDE A STRONG VOICE FOR MISSOURI LAWYERS AND THE JUDICIAL BRANCH OF GOVERNMENT.

In 2021, the bar continued to air one public service announcement through the MO-PEP program with the Missouri Broadcasters Association. The PSA highlighted the continued expanded eligibility through Missouri. FreeLegalAnswers.org to connect Missouri citizens in need with volunteer Missouri lawyers who can help answer their legal questions, including concerns stemming from the ongoing pandemic. This partnership resulted in the PSA being aired in 2021 on radio stations across Missouri in 7,462 spots and on TV stations across Missouri in 1,321 spots. All Missouri Bar PSAs are also available on the bar's YouTube channel.

In addition to public service announcements, The Missouri Bar remains ready to respond to unjust criticism of Missouri judges and works to inform the public about bar efforts to improve the law.

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

In 2021, The Missouri Bar carried out the following activities to support the recruitment and development of bar leaders:

- Promoting to members leadership opportunities to serve on the Board of Governors, Young Lawyers' Section Council, and the bar's divisions, sections, and committees.
- 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, Southern Conference of Bar Presidents, and media relations.
- Marketing the candidate process, elections, and appointment opportunities to members.
- Volunteer training for chairs of divisions, sections, and committees.
- Supporting the development of future leaders via the Leadership Academy and MO BLI.

STRATEGY 2: HIRE AND RETAIN OUTSTANDING PROFESSIONAL STAFF AND SUPPORT TEAMS.

Recruitment and retention strategies

For 2021, The Missouri Bar filled a couple of long-vacant positions and continued to hire in response to retirements and other staff transitions. Since December 2020, six new individuals have joined The Missouri Bar staff. The bar began participating in an internship program with Lincoln University and had an IT intern for the Fall 2021 semester.

Recruiting and onboarding presented new challenges in a remote and hybrid environment but have been successful. Departmental reorganization resulted in returning Member Services to a stand-alone department. Recognizing technological capabilities and changing workforce expectation, the bar implemented a hybrid work arrangement in the spring 2021.

Professional development

Missouri Bar officers and staff continued to have access to online trainings and conferences due to limitations on travel considering the ongoing pandemic.

Workplace Committee

The Workplace Committee remained engaged in keeping staff morale high while most of the office worked in a hybrid remote/in-office setting. 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:

- Recognition of staff service milestones and staff gifts of bar branded apparel
- A Halloween costume contest and pumpkin patch
- Holiday gift for each staff member and an opportunity to either drive through seasonal lights at Warm Springs Ranch, go ice skating, view lights at a drive-through display in Jefferson City, or go for a carriage ride in Hermann
- Thank you cards to staff
- A Chiefs Super Bowl spirit day
- Gift vouchers for lunch from local restaurants

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 substantial cancellation obligations for the bar, thereby avoiding significant fees.

Finance Committee

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.

The Missouri Bar conducts annual independent audits, which are published on [MoBar.org](https://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 stabilized with the shift to virtual conferences, the Journal of The Missouri Bar saw a 18% increase in display advertising revenue. The bar also displayed web ads from member benefit provider partners on MoBar.org, which generated more than \$37,000 in revenue. Royalties from member benefit providers brought in an additional \$61,000.

STRATEGY 5: INVEST IN ORGANIZATIONAL SYSTEMS AND INFRASTRUCTURE TO SUPPORT THE ENTIRE ORGANIZATION.

Human Resources initiatives

In 2021, The Missouri Bar conducted supervisor trainings, held staff meetings virtually, and offered educational activities to all employees. Missouri Bar staff directors held a half day virtual retreat in February, 2021. The bar also remained reliant on online time and payroll management systems to promote efficiency and accuracy in human resources management.

Hybrid work

From the outset of the pandemic, The Missouri Bar's top priority has been protecting the health and safety of members and staff. A key means of accomplishing this has been social distancing and hybrid work. In 2021, the Missouri Bar Center remained closed to the public. Most staff members alternate between in-office and remote work, with operations remaining effective. Leadership continues to monitor remote working and adjust, as necessary.

Information technology

The IT department completed several infrastructure and security projects in 2021 to better prepare for challenges ahead. Those projects are described as follows:

- Assisted in the move to a hybrid work environment for most employees.
- Developed a phase 1 solution for synchronous/bidirectional hybrid meetings.
- Completed two security and feature updates to our member database.
- Began the deployment of new lawyer PINs, which serve to keep lawyer information better protected (completed Feb. 1, 2022).
- Implemented multi-factor authentication for most systems and for all employees.
- Implemented real-time security monitoring and alerting across all major Missouri Bar systems.
- Implemented automated security awareness training and phishing testing for staff and the Board of Governors.

Safety and security measures

The Bar Center has relied heavily on virtual meetings and hybrid work to maintain staff and member safety. However, for those individuals who must enter the building, the bar has office safety protocols, including a mask requirement in the Bar Center, as well as available hand sanitizer and masks.

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 2021 included HVAC upgrades, exterior painting, replacing the keypad building access system, refurbishing the brass rail, and tuckpointing.

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

Garnett Matthews-Campbell
Director of CLE and Dispute Resolution
Programs

Trevor Mulholland
Director of Member Services

Anthony Simones, JD, PhD
Citizenship Education Director

Robert Stoeckl
Projects Director

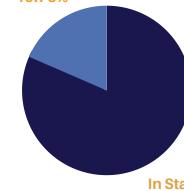
THE MISSOURI BAR 2022 MEMBER DATA

THE TOTAL NUMBER OF ACTIVE LAWYERS
LICENSED TO PRACTICE LAW IN MISSOURI
IS

30,746

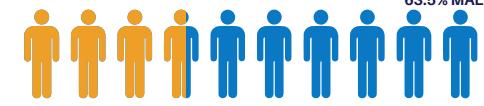
PRIMARY PRACTICE

Out of State
19.75%



In State
80.25%

GENDER



36.5% FEMALE 63.5% MALE
89.1% OF MEMBERS REPORTING

ETHNICITY

0.4% American
Indian/Alaska Native

1.7% Hispanic or
Latino

1.8% Asian

0.1% Native
Hawaiian or Other
Pacific Islander

0.3% Unknown

4.8% Black or African
American

87.3% Caucasian/
White

1.3% Other

2% Multiracial

70.3% OF MEMBERS REPORTING

DATA BASED ON MEMBER BUSINESS ADDRESSES AS OF FEBRUARY 2022



MISSOURI COMPARED TO OTHER STATES

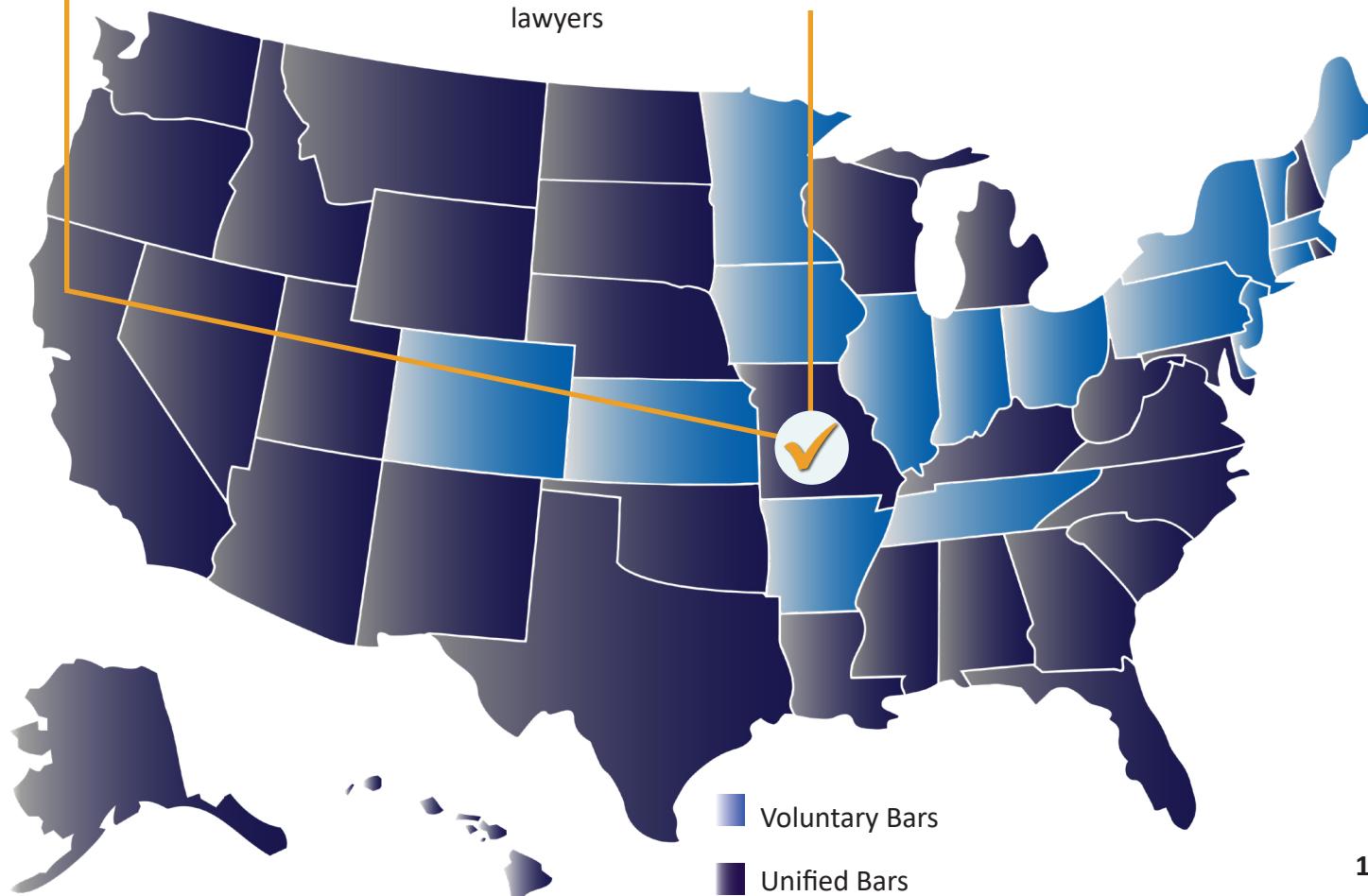
State comparison data is from the ABA Division of Bar Services Benchmark Survey.

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

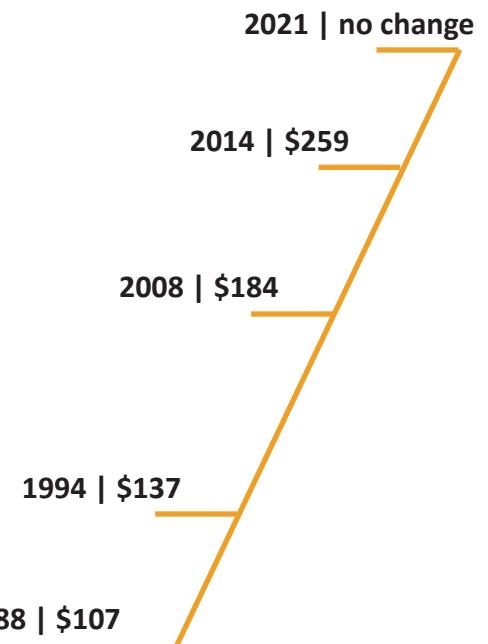


Office of
Chief Disciplinary Counsel:
25 cents

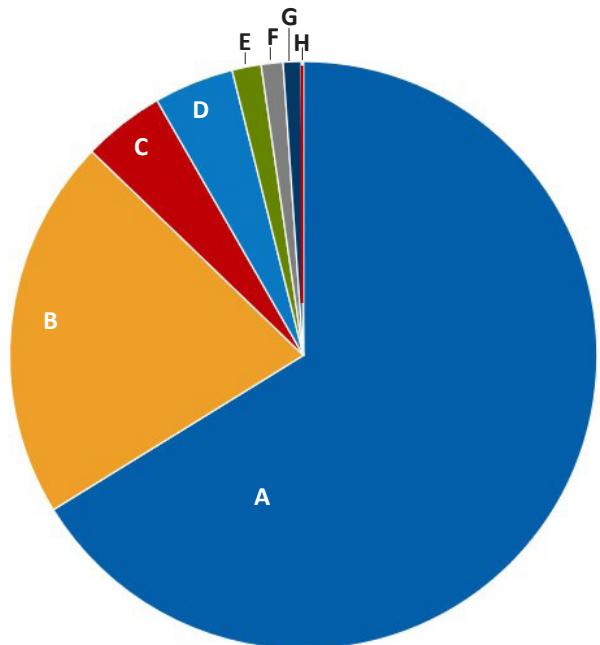


Legal Services
Organizations:
12 cents

THE MISSOURI BAR PORTION
OF ENROLLMENT FEES OVER
TIME



FINANCIAL REPORT 2021



RECEIPTS

Total: \$12,429,059

A. Enrollment Fees	66.2%
B. Continuing Legal Education	21.0%
C. Pass Through Account	4.5%
D. Advertising, Royalties & Publication Sales	4.4%
E. Interest	1.6%
F. Grants & Awards	1.2%
G. Meeting Registration & Ticket Sales	1.0%
H. Other	0.1%

DISBURSEMENTS*

Total: \$9,122,991

A. Continuing Legal Education	19.6%	J. Board of Governors	3.9%
B. Public Information	13.0%	K. Annual Meeting	3.4%
C. Legal Aid	12.7%	L. Government Relations	2.1%
D. Member Benefits & Assistance Programs	10.8%	M. Young Lawyers' Section	1.2%
E. Committees	9.6%	N. Client Security Fund	0.2%
F. Administration	6.7%	O. Officers, Delegates & Staff Travel	0.2%
G. Minimum Continuing Legal Education	5.8%		
H. Pass Through Account	5.8%		
I. Publications	5.0%		

*Missouri Bar Disbursements in 2021 were significantly and temporarily impacted by the pandemic and other factors. Some of those factors include:

- In-person meetings and conferences moving to virtual platforms significantly reduced annual travel and lodging expenses for members and staff.
- Successfully canceled venue obligations for multi-day programs and meetings without substantial cancellation obligations for the bar.
- Distributed \$178,500 of 2020 and 2019 *pro hac vice* fees from a pandemic relief fund. The fund supported a grant program for the courts and nonprofits for legal services.

View annual,
independent financial audits
of The Missouri Bar at
MoBar.org.

