



## The 2015 Tennessee Pro Bono Report

### Introduction

The Tennessee Supreme Court declared access to justice its number one strategic priority in 2008, thereby launching its Access to Justice Initiative. The Court appointed an Access to Justice Commission and made the Commission responsible for developing a strategic plan for educating the public about the legal needs crisis, identifying priorities for improving access to justice, and recommending projects and programs to enhance access to justice.

Beginning in 2011, the Commission decided to compile pro bono work that aids low-income Tennesseans on an annual basis. Tennesseans have responded to the civil legal needs gap by donating time, talent, and treasure to pro bono services, programs, and projects.

This report highlights 2015 pro bono initiatives according to the following parameters:

- The 2015 Tennessee Pro Bono Report contains information and statistics on pro bono work done by individual attorneys in 2014 and reported in 2015, as voluntarily submitted on the Tennessee Board of Professional Responsibility's Annual Registration Statement required by active attorneys on or before the first day of the attorney's birth month.
- The 2015 Tennessee Pro Bono Report contains information about and statistics on pro bono activities of legal aid providers, bar associations, law schools, mediation centers, and other organizations regarding work performed in 2015.

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## Definitions

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

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

Pursuant to the Access to Justice Commission’s 2012 Strategic Plan, the Access to Justice Commission is focused on pro bono work that aids low-income Tennesseans. The 2015 statistics reflect pro bono work performed by attorneys in 2014 and reported during the 2015 annual registration period. Pursuant to Supreme Court Rule 8, Section 6.1, the 2015 reporting form asked for feedback from attorneys in four categories of pro bono service:

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

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

Pursuant to Supreme Court Rule 9, Section 10, every attorney who is required to file an Annual Registration Statement with the Board of Professional Responsibility (“BPR”) is requested to voluntarily file a statement reporting the attorney’s pro bono service and activity during the last calendar year. The first Voluntary Pro Bono Reporting Form was included in the 2010 BPR Registration Statement and reported data for the 2009 calendar year.

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

Commission has acquired pro bono reporting data for pro bono work reported in six calendar years, 2010 to 2015.

For individual attorney hours submitted to the BPR, the data is labeled to correspond with the year the pro bono work was reported (“Reporting Year”), not the year the pro bono work was performed. For example, the pro bono work reported in 2015 and completed in 2014 will be labeled as the 2015 Voluntary Pro Bono Reporting Statistics.

- In 2015, 41.56% of Tennessee Attorneys reported that they provided 568,170 hours of pro bono service in 2014.
- In addition to providing pro bono services, 3,442 (18.79%) of Tennessee Attorneys reported voluntary contributions of financial support to organizations providing legal services to persons of limited means.

### Pro Bono Hours Reported by Tennessee Attorneys

As of December 31, 2015, Tennessee Attorneys, which includes 175 in-house counsel and 237 government attorneys, reported 568,170 hours of pro bono, averaging 74.61 hours per reporting attorney.

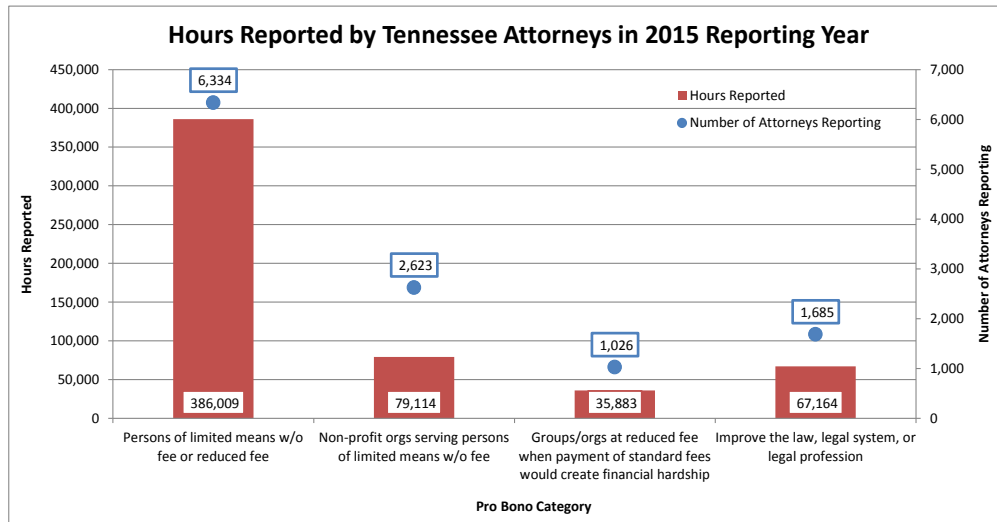
The number and percentage of active Tennessee attorneys who did and did not report pro bono hours follows:

<b>Active TN Attorneys who did Report</b>	7,615
	41.56%
<b>Active TN Attorneys who did not Report</b>	10,707
	58.44%
<b>Total TN Active Attorneys</b>	18,322
	100.00%

The table below shows a comparison of data reported by Tennessee attorneys for the 2011 through 2015 Reporting Years.

<b>Category</b>	<b>2011 Data</b>	<b>2012 Data</b>	<b>2013 Data</b>	<b>2014 Data</b>	<b>2015 Data</b>
Total number of Tennessee Attorneys subject to annual registration process	16,391	17,352	17,527	17,980	18,322
Total number of Tennessee Attorneys who reported pro bono	6,598	8,190	7,767	7,374	7,615
Percentage of Tennessee Attorneys who reported pro bono	40.25%	47.20%	44.31%	41.01%	41.56%
Total number of pro bono hours reported by Tennessee Attorneys	490,996	689,845	575,760	578,644	568,170
Average number of hours per reporting Tennessee Attorney	74.41	84.23	74.13	78.47	74.61

Tennessee Attorneys reported the following pro bono hours during the 2015 Reporting Year:



The table below shows a breakdown of the number of Tennessee attorneys reporting per pro bono category for the 2015 Reporting Year:

Pro Bono Category	Number of Attorneys Reporting*	Total Number of Reported Hours	Average Hours per Reporting Attorney	Percent of Total Hours Reported
Legal services to persons of limited means without a fee or at a substantially reduced fee	6,334	386,009	60.94	67.94%
Legal services to non-profit organizations serving persons of limited means without a fee	2,623	79,114	30.16	13.92%
Legal services to groups and organizations at a reduced fee when payment of standard fees would create a financial hardship	1,026	35,883	34.97	6.32%
Legal services to improve the law, the legal system, or the legal profession	1,685	67,164	39.86	11.82%

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

The table below shows a comparison of Tennessee attorneys reporting and hours reported from 2012 through 2015 Reporting Years:

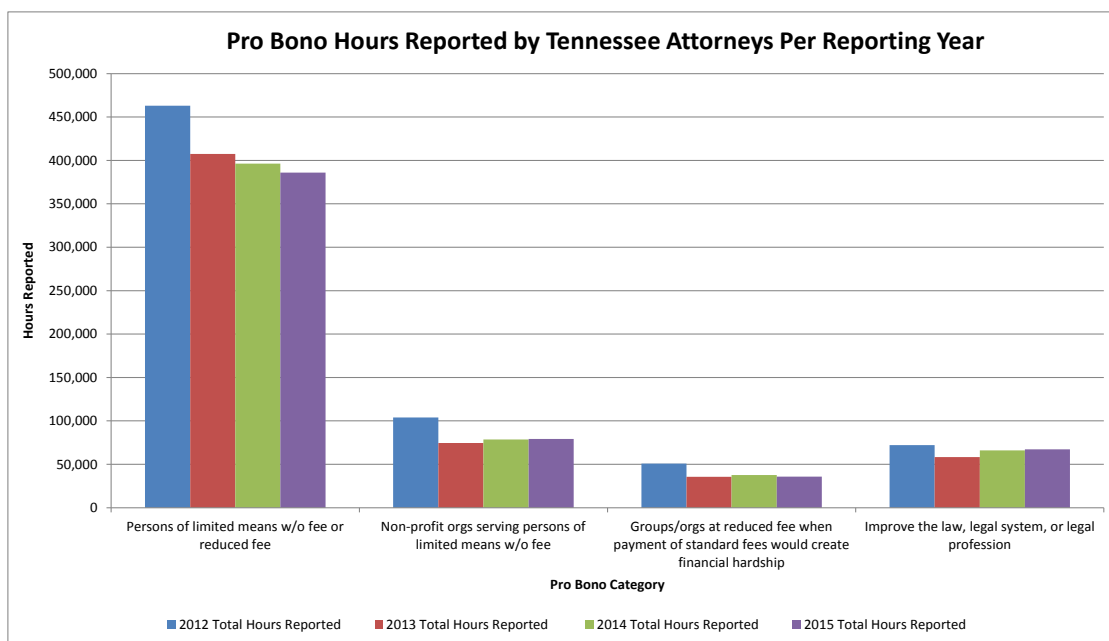
Hours Reported by TN Attorneys Per Reporting Year	Persons of limited means w/o fee or reduced fee	Non-profit orgs serving persons of limited means w/o fee	Groups/orgs at reduced fee when payment of standard fees would create financial hardship	Improve the law, legal system, or legal profession	Total for All Categories
2012 Total Hours Reported	462,939	103,970	50,787	72,149	689,845
2013 Total Hours Reported	407,486	74,478	35,521	58,275	575,760
2014 Total Hours Reported	396,239	78,619	37,717	66,069	578,644
2015 Total Hours Reported	386,009	79,114	35,883	67,164	568,170

## Pro Bono Hours Reported by Tennessee Government Attorneys

Beginning with the 2012 Reporting Year, the BPR was requested to break down the data reported by Government Attorneys, In-House Counsel, and Other Attorneys. A comparison of the number of hours reported by Tennessee government attorneys from 2012 to 2015 Reporting Years is shown below:

Reporting Year	Total number of Tennessee Government Attorneys Reporting Pro Bono Hours	Total Number of Hours Reported by Tennessee Government Attorneys	Average Number of Hours per Tennessee Government Attorney
2012	269	12,446	46.27
2013	241	9,557	39.66
2014	236	11,896	50.41
2015	237	12,284	51.83

The chart below shows a comparison of hours reported by Tennessee Attorneys for each pro bono category for 2012-2015 Reporting Years.



The table below shows a comparison of the percentage of hours reported by Tennessee Attorneys for each pro bono category for 2012 through 2015 Reporting Years.

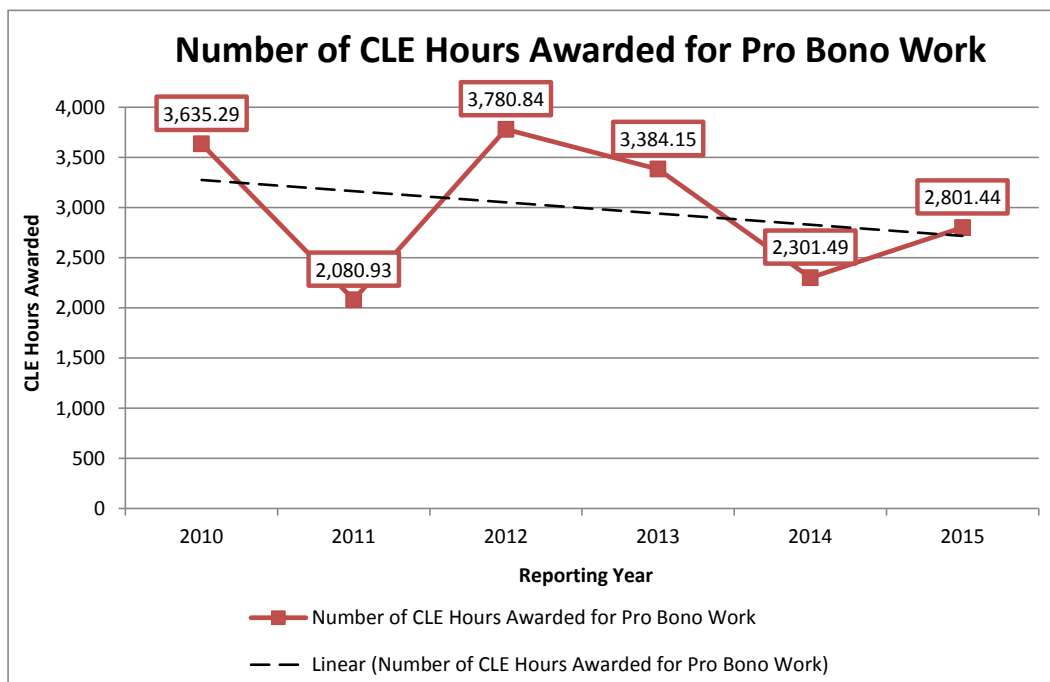
Percentage of Hours Reported by TN Attorneys Per Reporting Year	Persons of limited means w/o fee or reduced fee	Non-profit orgs serving persons of limited means w/o fee	Groups/orgs at reduced fee when payment of standard fees would create financial hardship	Improve the law, legal system, or legal profession
2012 Total Hours Reported	67.11%	15.07%	7.36%	10.46%
2013 Total Hours Reported	70.77%	12.94%	6.17%	10.12%
2014 Total Hours Reported	68.48%	13.59%	6.52%	11.42%
2015 Total Hours Reported	67.94%	13.92%	6.32%	11.82%

## Continuing Legal Education (“CLE”) Credit Received by Attorneys for Pro Bono Work in 2015

Supreme Court Rule 21, Section 4.07(c) permits the Continuing Legal Education (“CLE”) Commission to give Ethics & Professionalism credit at the rate of one hour of CLE credit for every five billable hours of pro bono legal representation provided through court appointment or an organized bar association program or legal services organization, or of pro bono mediation services as required by Supreme Court Rule 31 or the Federal Court Mediation Programs.

As of May 6, 2016, the CLE Commission has posted 2,801.44 hours of CLE credit awarded in the 2015 Reporting Year to attorneys for pro bono work.

A trend of the number of CLE Hours awarded for pro bono work for the 2010 – 2015 Reporting Years follows:



## Survey Responses

Using [www.surveymonkey.com](http://www.surveymonkey.com), the Access to Justice and Pro Bono Coordinators surveyed the following about their pro bono initiatives and efforts: Bar Associations, LSC-Funded Legal Service Providers, Non-LSC Funded Legal Service Providers, Pro Bono Legal Clinics, Law Schools, Law Firms, Tennessee Faith and Justice Alliance members, mediators.

### Bar Associations

To date, seven responses have been received from bar associations. Highlights and insights obtained from some of the survey responses are listed below.

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

Several bar associations noted specific pro bono initiatives:

- Chattanooga Bar Association: members serve as the volunteer attorneys for the Chattanooga office of Legal Aid of East Tennessee.
- Cheatham, Hickman, and White County Bar Associations: indicated that attorneys handle appointed matters or accept referrals from their local legal aid offices or take other cases on a pro bono basis as the need arises.
- Greene County Bar Association: hosts free legal advice clinics quarterly with approximately 20 clients at each. Greene County Bar Association also indicated it participates in Pro Se days and provides Uncontested Divorce Assistance.
- Knoxville Bar Association: held a clinic through the faith-based initiative in conjunction with LAET's Saturday Bar. KBA also reported the Law Talk and Community Law School programs each had 300+ in attendance.
- Memphis Bar Association: served approximately 1,500 clients through its pro bono programs, such as Monthly Saturday Legal Clinic; weekly Attorney of the Day program; monthly Veterans' Clinic; Alternative Spring Break with University of Memphis Law School; Project Homeless Connect; and legal clinic at a jail.

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

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

Below are highlights gathered from the LSC-Funded Providers on 2015 projects:

- Legal Aid of East Tennessee (LAET): LAET’s Chattanooga office reported 266 pro bono volunteer attorneys provided assistance in 2015.
  - The Chattanooga office of Legal Aid of East Tennessee expanded pro bono advice clinics in Bradley County, in partnership with the Bradley County Bar Association, and began targeted efforts to increase will-writing and brief services clinics, such as planning clinics to write wills for Habitat for Humanity homeowners.
- Legal Aid Society of Middle Tennessee and the Cumberland (LASMTC): LASMTC is the largest LSC-funded organization in Tennessee. It provided pro bono assistance to 2,530 clients in 2015.
  - In 2015, the Volunteer Lawyers Program undertook a partnership with Metro Nashville Public Schools to provide free legal help to families with children.
  - LASMTC Low Income Taxpayer Clinic is supported by a comprehensive approach from approximately 80 attorneys, enrolled agents, certified public accounts, and volunteer tax preparers.
- Memphis Area Legal Services (MALS): MALS reports 324 pro bono volunteers served 1,319 clients through pro bono programs in 2015. MALS hosts six recurring legal clinics each month.
  - MALS is working to establish a legal clinic with a local church through Tennessee Supreme Court’s Access to Justice Faith-Based Initiative.
- West Tennessee Legal Services (WTLS): WTLS reports serving 99 clients through pro bono programs in 2015.
  - WTLS organizes a monthly free legal clinic at a local food bank. In 2015, WTLS also offered a free legal clinic at a library in a rural county.



In addition to the four LSC-funded Tennessee providers, there is an additional LSC-funded provider that serves Tennessee as well as five other states.

- Southern Migrant Legal Services (SMLS): provides free legal services to migrant and seasonal farm workers on employment-related matters. SMLS is a project of Texas RioGrande Legal Aid, and the Nashville office serves the following states: Alabama, Arkansas, Kentucky, Louisiana, Mississippi, and Tennessee. SMLS' staff attorneys served 200 clients in 2015.

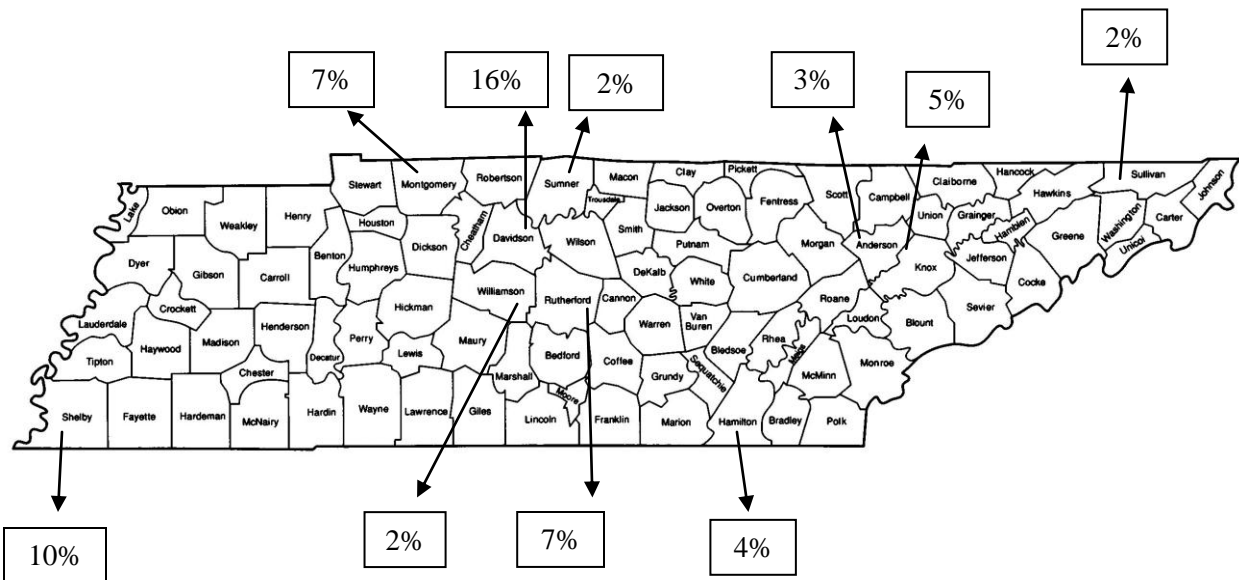
### **Legal Service Providers – Non-LSC-Funded**

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

The Commission has gathered data from the following Non-LSC-Funded Providers and included pro bono successes below.

- Southeast Tennessee Legal Services: Currently funded to focus on domestic violence and some consumer issues and handle pro bono matters on an as-needed basis.
  - The primary pro bono project is Friends of the Court in Bradley County. A “Friend of the Court” attorney does not provide legal advice to litigants. Instead, the attorney’s function is to help the court’s administration of these hearings by discussing with the litigants in the courtroom, before they appear before the judge, whether or not they can agree as to the need to continue the restraints, or the desire to dismiss them.
- Tennessee Justice for Our Neighbors: had approximately 150 pro bono attorneys who provided assistance to 300 clients.
- Tennessee Alliance for Legal Services (TALS): provided help to a total of 6,477 Tennessee citizens, including 2,614 via OnlineTNJustice and 3,863 via 1-844-HELP4TN phone helpline. TALS and the Tennessee Bar Association, with support from the Tennessee ATJ Commission, have developed an online legal resource that allows those who qualify to email their legal questions to a central website. ([www.OnlineTNJustice.org](http://www.OnlineTNJustice.org)). These questions are then answered by volunteer attorneys. This pro bono service allows citizens, especially in rural parts of the state, to receive convenient assistance for free.
  - For 2015, volunteer attorneys reported 897.80 pro bono hours which equates to 179.56 credit hours for CLE purposes.

- Data for the lifetime of the program (April 14, 2011, through December 31, 2015) includes:
  - A total of 488 Tennessee volunteer attorneys have actively registered with the site since it launched.
  - Of the 488 who have actively registered, 301 have answered at least one question.
  - 207 volunteer attorneys (68.77%) have answered 9 questions or less; 62 volunteer attorneys (20.60%) have answered between 10 and 49 questions; and 32 volunteer attorneys (10.63%) have answered 50 or more questions.
  - The top ten counties (by percentage of questions asked) are identified below for a total of 58%. All other counties made up 42% of questions.



### Pro Bono Legal Advice Clinics

The Commission maintains a list of clinics across the state which is available online on the access to justice website, [www.justiceforalltn.com](http://www.justiceforalltn.com). The 2014 Pro Bono Report is the first time that the Commission sought information from clinic providers as a stand-alone category so this is the second reporting year to collect data. Some of the clinic providers fall into other report categories such as Bar Associations, Law Schools, and LSC-Funded Legal Service Providers.

To date, the clinic providers who responded to the Pro Bono Legal Advice Clinic survey or submitted the Pro Bono Initiative Coordinator Summary are:

<b>Clinic Name:</b>	<b>Sponsoring Organization:</b>
Entertainment Law Clinic	Arts & Business Council (Volunteer Lawyers & Professionals for the Arts program)
Coffee County Legal Clinic	Coffee County Bar Association
Fellowship Bible Church Clinic	Fellowship Bible Church (TFJA)
Kingsport Bar Association and LAET	KBA, Legal Aid of East TN (LAET), and TBA Young Lawyers Division
LAET Clinics for Southeast	Legal Aid of East Tennessee (LAET)
Multiple Clinics	Legal Aid of East TN (LAET)
3rd Saturday Free Legal Clinic	Legal Aid Society (LASMTC)
Multiple Clinics	Legal Aid Society (LASMTC)
Putnam, Cumberland, and Overton County Clinics	Legal Aid Society (LASMTC) , Upper Cumberland Young Lawyers Association, Cumberland Bar Association
Lipscomb Clinic	Lipscomb University's Institute for Law, Justice and Society and St. James Missionary Baptist Church (TFJA)
Salvation Army Pro Bono Clinic	Salvation Army (TFJA)
PATH	Southeast Tennessee Legal Services
Elder Law Clinic	University of Memphis School of Law
Business Clinic	University of Tennessee College of Law
UT Immigration Clinic	University of Tennessee, College of Law
Washington County Legal Clinic	Washington County Bar Association

Highlights from Clinic Providers include:

- These 16 pro bono legal advice clinics report serving over 3,000 clients.
- In late 2015, LASMTC established a Medical Legal Partnership with Mercy Community Healthcare in Williamson County. One activity of the MLP was a legal clinic to provide outreach through Mercy to clients in rural counties south of Williamson served by Mercy. LASMTC will continue to work with the Williamson County Bar to expand this clinic to reach low income clients.
- The University of Memphis School of Law's Elder Law Clinic has collaborated with the graduate School of Social Work seeking to provide increased access to elders with health related legal issues.
- The Washington County Bar Association consistently submitted the Pro Bono Initiative Coordinator Summary following each clinic and reported serving a total of 294 clients in 2015.
- The Tennessee Faith and Justice Alliance (TFJA) expanded to support and encourage faith-based groups in Tennessee to provide legal resources to their congregations and communities. The TFJA program is open to all faiths and geographic areas of the state and is flexible to meet the needs of a particular community.

## Law School Pro Bono

In its 2012 Strategic Plan, the Access to Justice Commission acknowledged the importance of introducing pro bono services to future attorneys while they are still in law school. The Access to Justice Commission committed to convening meetings with law school Deans, law school pro bono directors and faculty, and law students at least annually to increase the participation of law students in pro bono activities and discuss issues specific to pro bono work done by law students. The meeting was held at the Nashville School of Law in October 2015.

At the 2014 Law School Pro Bono Summit, the OnlineTNJustice virtual clinic program was introduced. By summer 2015, all six Tennessee law schools participated in at least one clinic. A virtual legal advice clinic is similar to a regular legal clinic, but instead of clients traveling to a destination to ask for legal advice, the client asks over the internet. Students get to network with attorneys and take on genuine issues under the supervision of a licensed Tennessee attorney.

To date, five law schools have submitted responses to the survey and highlights include:

- Belmont University College of Law: reports 40% of students and 75% of faculty participate in pro bono.
  - Current programs include: Field placement program to place students with pro bono organizations, alternative winter and spring breaks through Justice for Our Neighbors, and second Tuesday clinics with the Legal Aid Society for Middle Tennessee and the Cumberlands.
  - Future Program Plans: Partnering with Tennessee Justice Center so students can represent TennCare recipients who have been denied services in administrative hearings. The school is exploring partnerships with the CARA Family Detention Pro Bono Project and AWAKE Tennessee on a truancy intervention project.
- Nashville School of Law: reports 22% of students participated in pro bono activities during 2015. Students who participate in school-sponsored pro bono activities receive a letter from the Dean.
  - Current Programs include: Wills Clinic for Middle Tennessee Habitat for Humanity and Juvenile Court Clinic for Davidson County.
  - Future Program Plans: Nashville School of Law plans to expand both the Wills Clinic for FiftyForward, Inc. and the Juvenile Court Clinic.
- The University of Memphis Cecil C. Humphreys School of Law: All students must do a minimum of 40 hours of pro bono service in order to graduate. Students are encouraged to do more than 40 hours, and awards are given for service substantially beyond the requirement.

- Current Programs include: Memphis Area Legal Services, Community Legal Center, Memphis Immigration Advocates, Foster Care Review Board, CASA, Bridges, Project Homeless Connect, University diversity efforts, and Alternative Spring Break which provides different tracks for student to focus their pro bono efforts for a week. Students also volunteered in many public interest organizations.
- Future Program Plans: The school has a new clinic partnership scheduled where students go to the clients in an underserved area of the city to assist in legal matters. The student-run Public Action Law Society is also expanding work with expungements and restoration of rights in cooperation with Just City.
- University of Tennessee College of Law: reports 43% of students participated in pro bono activities during 2015. The UT pro bono policy also encourages participation through graduation recognition for those that participate in pro bono activities during their time at the law school.
  - Current Programs include: Animal Law, Debt Clinic, Homeless Project, Legal Advice Clinic/Saturday Bar (Knoxville, Oak Ridge, and Maryville), Street Law (Austin East and Pond Gap Elementary), Volunteer Income Tax Assistance, Vols for Vets, CASA's Volunteers, and Expungement Project. Students also volunteered in many public interest organizations and alternative spring break projects.
  - Future Program Plans: University of Tennessee College of Law plans to expand Juvenile and family law projects in the near future. UT also strives to respond to student interests and emergent opportunities in the pro bono arena.
- Vanderbilt Law School: Students may voluntarily commit to performing at least 75 hours of service (50 of which must be law-related pro bono service) prior to graduation through the school's pro bono pledge system. Students who completed the pro bono pledge are recognized at an awards ceremony each spring. Vanderbilt is in the process of formalizing and centralizing systems for monitoring students' pro bono engagement.
  - Current Programs include: Street Law Shade Tree Medical Legal Partnership, The Re-Entry Entrepreneurship Project, Tennessee Justice for Our Neighbors clinics, TIRRC naturalization clinics, and Tennesseans for Alternatives to the Death Penalty.
  - Future Program Plans: Vanderbilt is exploring other possible community legal education and medical legal partnership collaborations in Middle Tennessee.

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

The Access to Justice and Pro Bono Coordinators surveyed law offices with pro bono policies, Pillar Law Firms, and offices recognized as *Attorneys for Justice* on their pro bono efforts for the 2015 calendar year.

Seventeen law firms with offices in the following locations: Brentwood, Chattanooga, Columbia, Huntington, Jackson, Knoxville, Madison, Memphis, and Nashville reported the following:

Number of Attorneys Employed	980
Number of Attorneys Participating in Pro Bono Activities	700
Approximate Number of Pro Bono Clients Served	1,400
Approximate Number of Hours Given to Pro Bono Efforts	47,000

### Mediators

In Tennessee, there are non-profit mediation centers that provide pro bono mediation services to low-income residents across the state, known as Community Mediation Centers, as well as individuals who serve as Supreme Court Rule 31 Mediators.

The AOC administers two state-funded grants related to mediation. The first is the Victim Offender Mediation Program (VORP). The Tennessee General Assembly established VORP in 1993 to provide funding support for the state's earliest non-profit mediation centers. The second is the Parent Education and Mediation Fund (PEMF) established pursuant to Supreme Court Rule 38 and T.C.A. §6-6-413. The AOC distributes these funds to grantees to provide education and mediation for indigent parents involved in absolute divorce, legal separation, annulment, or separate maintenance proceedings, and any other custody matters.

The Access to Justice and Pro Bono Coordinators surveyed current VORP and PEMF grantees to obtain additional information on their pro bono efforts in 2015.

- Community Mediation Centers (CMCs): CMCs partner with local courts to provide a range of free or low-cost (sliding scale) mediations to those who are most vulnerable in the court system - namely, self-represented litigants. The AOC supports these centers through limited grant funding designed to increase low-income Tennesseans' access to mediation services.

To date, the following mediation center providers have responded to the survey: Community Mediation Center; Community Reconciliation, Inc.; First Judicial District Court Clinic; Juvenile Court of Memphis and Shelby County; Mid-South Mediation Services; and Nashville Conflict Resolution Center. These agencies reported serving approximately 3,700 clients through mediation in 2015. Over 80.00% of these clients were served through volunteer mediators.

- Community Mediation Center: reports providing training, supervision, and mentorship to all volunteer mediators. Community Mediation Center also delivers educational presentations, serves on court improvement committees, and administers a never-married parenting class in Juvenile Court.
- Community Reconciliation, Inc.: operates VORP that works with the Hamilton County Juvenile Court. Any organization can request assistance, and every case will be reviewed for feasibility at intake.
- First Judicial District Court Clinic: focuses on family evaluation, collection of records, and mediations when necessary.
- Juvenile Court of Memphis and Shelby County: mediation appointments limited to certain custody/visitation issues.
- Mid-South Mediation Services: provides mediation services and several conflict management classes as specified in the mediation contracts.
- Nashville Conflict Resolution Center (NCRC): programs focus on parenting stability, housing security, and ending the prison pipeline. NCRC's offers free mediation services that bring immediate and lasting change to people's lives. NCRC also provides conflict resolution education and training for volunteer mediators and community partners.
- Supreme Court Rule 31 Mediator Pro Bono: This is a system where litigants, courts, and attorneys can locate qualified alternative dispute resolution mediators and other neutrals and enlist their assistance in resolving matters pending before courts of record. The Rule provides required credentials and training for mediators who wish to be listed as a Supreme Court Rule 31 Mediator. Rule 31 Mediators are required to file a report after each mediation. The below comes from the reports filed by Rule 31 Mediators.
  - *For purposes of this report, Court-Ordered Pro Bono, Pro Bono, Reduced Fee, and Supreme Court Rule 38 Fee Types will be considered "Pro Bono".*
  - Supreme Court Rule 38 sets forth the qualifications and processes for the appointment, compensation, and payment of the reasonable expenses of alternative dispute resolution neutrals and education providers serving indigent parents involved in absolute divorce, legal separation, annulment, or separate maintenance proceedings, and any other custody matters. It provides for the distribution of moneys in the Divorcing Parent Education and Mediation Fund established and funded under Title 36, Chapter 6, Part 4 of the Tennessee Code Annotated.

- The number and percentage of mediations by Fee Type are below:

Fee Type	Number of Mediations	Percentage of Mediations
Court Costs	16	0.30%
Court-Ordered Pro Bono	19	0.35%
Pro Bono	370	6.88%
Reduced Fee	223	4.15%
Standard	4,676	86.96%
Supreme Court Rule 38	73	1.36%
<b>Grand Total</b>	<b>5,377</b>	<b>100.00%</b>

- For the Pro Bono Fee Types, the disputes involved are as follows:

Fee Type/Dispute Type	Number	Percentage
<b>Court-Ordered Pro Bono</b>		
Domestic Relations - Child Custody/Visitation Only	13	68.42%
Landlord/Tenant	3	15.79%
Real Property	2	10.53%
Other	1	5.26%
	<b>19</b>	<b>0.35% of Grand Total</b>
<b>Pro Bono</b>		
Domestic Relations - Child Custody/Visitation Only	138	37.30%
Landlord/Tenant	86	23.24%
Other	84	22.70%
Contract/Debt/Specific Performance	17	4.59%
Domestic Relations - Divorce with Children	16	4.32%
Damages/Torts Other Than Personal Injury	7	1.89%
Real Property	7	1.89%
Domestic Relations - Post Divorce Issue	6	1.62%
Domestic Relations - Divorce without Children	4	1.08%
Domestic Relations - Child Support Only	2	0.54%
Juvenile Appeal	1	0.27%
Personal Injury	1	0.27%
Probate/Trust	1	0.27%
	<b>370</b>	<b>6.88% of Grand Total</b>
<b>Reduced Fee</b>		
Domestic Relations - Child Custody/Visitation Only	98	43.95%
Domestic Relations - Divorce with Children	64	28.70%
Domestic Relations - Divorce without Children	23	10.31%
Domestic Relations - Post Divorce Issue	21	9.42%
Other	13	5.83%
Legitimation/Paternity	2	0.90%
Contract/Debt/Specific Performance	1	0.45%
Real Property	1	0.45%
	<b>223</b>	<b>4.15% of Grand Total</b>
<b>Supreme Court Rule 38</b>		
Domestic Relations - Child Custody/Visitation Only	56	76.71%
Domestic Relations - Divorce with Children	7	9.59%
Domestic Relations - Post Divorce Issue	5	6.85%
Other	3	4.11%
Domestic Relations - Divorce without Children	2	2.74%
	<b>73</b>	<b>1.36% of Grand Total</b>



- The chart below shows the number and percentage of mediations for each Pro Bono Fee Type by District:

FEE TYPE BY DISTRICT	COURT-ORDERED PRO BONO		PRO BONO		REDUCED FEE		SUPREME COURT RULE 38	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
	Pre-Suit	-	-	9	2.43%	18	8.07%	-
District 1	-	-	14	3.78%	7	3.14%	5	6.85%
District 2	-	-	2	0.54%	7	3.14%	-	-
District 3	-	-	2	0.54%	-	-	1	1.37%
District 4	-	-	1	0.27%	2	0.90%	-	-
District 5	1	5.26%	-	-	2	0.90%	2	2.74%
District 6	-	-	15	4.05%	2	0.90%	-	-
District 7	-	-	1	0.27%	-	-	-	-
District 8	-	-	-	-	1	0.45%	-	-
District 9	1	5.26%	4	1.08%	19	8.52%	10	13.70%
District 10	-	-	-	-	-	-	-	-
District 11	-	-	4	1.08%	6	2.69%	-	-
District 12	-	-	40	10.81%	1	0.45%	-	-
District 13	-	-	-	-	3	1.35%	5	6.85%
District 14	-	-	-	-	1	0.45%	-	-
District 15	-	-	-	-	-	-	-	-
District 16	-	-	-	-	4	1.79%	-	-
District 17	-	-	7	1.89%	1	0.45%	1	1.37%
District 18	-	-	-	-	1	0.45%	-	-
District 19	-	-	-	-	1	0.45%	-	-
District 20	12	63.16%	231	62.43%	23	10.31%	1	1.37%
District 21	-	-	3	0.81%	11	4.93%	-	-
District 22	-	-	5	1.35%	11	4.93%	-	-
District 23	-	-	-	-	1	0.45%	-	-
District 24	-	-	-	-	-	-	-	-
District 25	-	-	1	0.27%	15	6.73%	3	4.11%
District 26	-	-	7	1.89%	-	-	-	-
District 27	-	-	-	-	-	-	-	-
District 28	-	-	-	-	-	-	-	-
District 29	-	-	1	0.27%	1	0.45%	-	-
District 30	5	26.32%	23	6.22%	85	38.12%	44	60.27%
District 31	-	-	-	-	-	-	1	1.37%
<b>Sub-Total</b>	<b>19</b>	<b>100.00%</b>	<b>370</b>	<b>100.00%</b>	<b>223</b>	<b>100.00%</b>	<b>73</b>	<b>100.00%</b>

- Rule 31 Mediators report the most pro bono in District 20 with 267 mediations provided across all pro bono mediation categories.
- Districts 10, 15, 24, 27, and 28 did not report any type of pro bono mediation.

## Recognition

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

- In 2015, the Supreme Court recognized 377 attorneys as *Attorneys for Justice*. Each attorney provided 50 or more hours of pro bono service in the 2014 calendar year.
  - The attorneys who were recognized reported a total of over 53,700 hours of pro bono service provided during 2014.
  - Thirty-six attorneys each reported providing 300 hours or more hours of pro bono service in the 2014 calendar year.
- Two law firms submitted an application for recognition directly to the AOC and were recognized as *Attorneys for Justice* for pro bono work done by their attorneys. These offices provided an average of 50 or more hours per attorney during the 2014 calendar year.
- In 2015, 117 *Law Students for Justice* were recognized for performing 50 or more hours of pro bono legal work over the course of their law school careers.

This pro bono report demonstrates the variety of pro bono initiatives and documents the great work of our access to justice partners. The Commission urges attorneys to continue to track and report the many activities in which they have provided pro bono representation or services per Supreme Court Rule 8, Section 6.1.

## Conclusion

Tennessee attorneys reported 568,170 hours of pro bono legal services in Reporting Year 2015. Using a standard hourly rate of \$200.00, the value of these services is estimated to be \$113,634,000.

The Tennessee Supreme Court Access to Justice Commission is proud to highlight the extensive pro bono efforts of organizations, attorneys, and law students in this annual report.

2015 Pro Bono Report  
Appendix A - Bar Associations

Survey Type	What is the name of your bar association?	City/Town:	How many members does your bar association have?	What pro bono projects was your bar involved with during 2015?	How successful were these efforts? (attendance, frequency, participation)	How many clients were served through your pro bono efforts in 2015? (You may estimate.)	What percentage of your members participate in pro bono activities?	What future pro bono projects is your bar planning to implement?	What are the pro bono legal needs of your county?
Bar Association	Chattanooga Bar Association	Chattanooga	800	Several of our members volunteer their time for Legal Aid of East Tennessee Pro Bono cases. The YLD supports the Annual Pro Bono Reception.	Our YLD assists LAET with a clinic on a Saturday morning in October by providing limited pro bono assistance.		50%	We are changing the name of the committee to: ACCESS TO JUSTICE. The CBA Executive Director has met with Sheri Fox of LAET to do a joint fundraising event in 2017. The CBA ED has for years wanted to provide a "Community Legal Forum" for the community. These Forums would meet on Saturdays at a Community Center (each Saturday would be at a different location in Hamilton County.) The thought would be to have this as a joint venture with LAET.	The staff of the CBA receives calls from clients daily needing an attorney, but cannot afford the hourly rate, but does NOT qualify for LAET. There needs to be Pro Bono attorneys who can take ANY case on a Pro Bono basis.
Bar Association	Cheatham County	Ashland City	20	None			99-100%	None. The pro bono needs are being met by individual attorneys.	Outside of court appointed cases, our community needs assistance for victims of domestic abuse to help get divorces once they are removed from the abusive home, other custody matters, small business assistance, artist assistance, and estate planning.
Bar Association	Greene County Bar Association	Greeneville	60	Free Legal Advice Clinics Pro Se days Local Fundraising Events Individual Pro Bono Assistance Uncontested Divorce Assistance	Very successful... 20+ attendees at the clinics which occur 3-4 times a year.	60	25%	Wills for Heroes	General Legal Advice
Bar Association	Hickman County	Centerville	7	NONE. I'm the President and I'm proud of our non-involvement. Most of our bar works on appointed work and I consider that plenty. As well as have families, member of churches, school activities, and other groups to donate our services beyond our law degree.	NA If we tried them, I assume they would not be successful--so I prefer to not risk having an unsuccessful event.	About 10 individual clients for myself.	50%	None. As the President, I am keeping this as one of my top priorities.	Oddly enough, there is an endless demand for people to help others for free. Who knew.
Bar Association	Knoxville Bar Association	Knoxville	1937	Faith Based Clinic, Law Talk, Community Law School	The Faith Based Clinic was held in conjunction with LAET's Saturday Bar and was very successful. The Law Talk and Community Law School programs each had 300+ in attendance.	500	75%	Modest Means Clinic, Faith Based Clinic, Medical-Legal partnerships, Human Trafficking Education	
Bar Association	Memphis Bar Association	Memphis	2100	Monthly Saturday Legal Clinic; weekly Attorney of the Day program; monthly Veterans' Clinic; Alternative Spring Break with University of Memphis Law School; Project Homeless Connect; legal clinic at jail	30-40 volunteer attorneys participate in the Sat. Legal Clinic each month; 4-5 attorneys help with the Veterans Clinic and the Attorney of the Day Program.	1500	25%	Unaccompanied minors (immigration)	Family law, landlord/tenant, immigration, benefits
Bar Association	white county bar association	sparta	12	we don't sponsor specific projects but individually provide these services as we see the need	na	our bar determines this on an individual basis but I would estimate each of us would have provided services on at least 20 cases per year, not counting the numerous cases we handle on a reduced fee basis.	50%	none at the present time	primarily domestic matters

2015 Pro Bono Report  
Appendix B - Law Firms

<b>Firm:</b>	<b>City/Town:</b>	<b>How many attorneys work in your local firm?</b>	<b>How many of your attorneys participated in pro bono activities in 2015?</b>	<b>How many pro bono clients did your firm serve in 2015?</b>	<b>How many hours were devoted to pro bono?</b>	<b>Did your firm partner with any legal services organizations during your pro bono efforts? (ex: Legal Aid Society)</b>
Baker Donelson	Birmingham	283	198	389	9130	Memphis Area Legal Services, Community Legal Center Memphis, Legal Aid of East Tennessee, ACLU Tennessee, Equal Justice Under Law, Legal Aid Society of Middle Tennessee and the Cumberlands, Tennessee Alliance for Legal Services, Nashville Bar Association Corporate Pro Bono Project
Bradley Arant Boulton Cummings LLP	Nashville	123	68	121	2954.89	Legal Aid Society, Tennessee Alliance for Legal Services, Tennessee Justice Center
Burch, Porter and Johnson, PLLC	Memphis	40	at least 24	at least 50	Over 500	Memphis Area Legal Services; Community Legal Center
Dempsey Law Firm	Huntingdon	2	2	We do not keep a data base- it would be more free hours beyond the time spent on each case.	250	Yes- District Public Defender when they have excessive case load or complex litigation
Elmore, Stone & Caffey, PLLC	Knoxville	5	5	23	430	Yes
Global Intellectual Property Asset Management, PLLC	Knoxville	1	1	10	86	No
Law Office of James A. Rose	Madison	1	1	4	27	Volunteer Lawyers and Professionals for the Arts
Martin, Tate, Morrow & Marston, P.C.	Memphis	22	18	Unknown	Unknown - but it was substantial	Yes -- MALS
McWilliams & Gold	Chattanooga	2	1	approximately 10	approximately 12	Legal Aid of East Tennessee

2015 Pro Bono Report  
Appendix B - Law Firms

Miller & Drozdowski	Knoxville	2	2	10	50	
Nelson Mullins Riley & Scarborough, LLP	Columbia	484	356	We opened 287 new matters and had 711 active pro bono matters in 2015.	32886	Yes
Phillips & Associates	Memphis	1	1	5 or 6 plus several non-profits	in excess of 100	Legal Services
Ritchie, Dillard, Davies & Johnson	Knoxville	6	5	05/10/2016	@100-200	No
Rothschild & Ausbrooks PLLC	Nashville	3	3	15	60	Legal Aid Society provided with 12 hours of fundraising time by partners.
Seely Law and Mediation	Jackson	2	2			Yes
Tarpy, Cox, Fleishman & Leveille, PLLC	Knoxville	10	10	Approximately 30	200	Legal Aid of East Tennessee
White & Rhodes	Brentwood	3	3	10-20 apart from online justice work	100 or so	Nashville Bar Association Pro Bono
Woolf, McClane, Bright, Allen & Carpenter, PLLC	Knoxville	30	24	28	575	Legal Aid of East Tennessee

2015 Pro Bono Report  
Appendix B - Law Firms

<p><b>Briefly describe your pro bono policy or program. If you would like to send a copy of your policy to the ATJ Commission, please email.</b></p>	<p><b>How do you encourage attorneys in your firm to do pro bono work?</b></p>
<p>All attorneys are strongly encouraged to do pro bono work, with a goal of at least 50 hours per year. Billable hour credit is provided for up to 100 hours per year. Pro bono matters that meet guidelines in keeping with the Pro Bono Institute's definition of what counts as pro bono are approved by the firm's pro bono shareholder.</p>	<p>Billable credit for up to 100 hours of pro bono time per year, annual pro bono awards and other forms of recognition, assistance with finding appropriate pro bono projects, administrative assistance on pro bono matters.</p>
<p></p>	<p></p>
<p>see emailed copy of policy</p>	<p>Annual reminders; regular opportunities</p>
<p>Common sense is applied on a case by case basis. Every client is provided a legal solution for their problems including those that cannot pay or can only pay a reduced fee. Mostly this applies to young people and students, and senior citizens on fixed incomes, and those disabled or presently unemployed.</p>	<p>In this firm, the encouragement is generated by the relief expressed by those who realize finally they have an attorney when they knew they could never afford legal help.</p>
<p>Will send by email</p>	<p></p>
<p>I make a covenant each year to provide a minimum of 80 hours' pro bono service; part of this time is for youth education programs; part of it is for libraries (copyright being part of my legal speciality); part of it is for animal advocacy.</p>	<p>Since it is only me, I simply make the time to do the pro bono work, even if it means less overall income for me/the firm.</p>
<p>This Office believes that pro bono service to people of limited means is an essential element of the responsibility of lawyers and other legal professionals. Lawyers have a moral duty to contribute to the welfare of the community, to assist in the development of the legal profession, and to broaden the overall commitment to access to justice for all people. Additionally, this Office supports public interest legal service because it provides valuable experience for the attorney and legal professionals who are a part of this practice. We seek to be actively involved in our community in positive ways, including public service.</p>	<p>I take on several cases a year as time allows.</p>
<p>The firm strongly encourages attorneys at all levels to give back to the community through pro bono service. We have acted as a sponsor with MALS for Saturday legal clinics for indigent persons.</p>	<p>We sponsor events and ask out attorneys to participate.</p>
<p>We do pro bono adoptions for Legal Aid of East Tennessee</p>	<p>They are great about doing it if they have the time. Leslie is very active in the pro bono community.</p>

2015 Pro Bono Report  
Appendix B - Law Firms

We have a firm wide coordinator, policy and pro bono committee. We provide pro bono services in most areas of the law. I can send our Pro Bono Report to you in separate email.	Encourage to find something of interest. However, create projects and provide training. Provide collection credit and highlight accomplishments.
I take some cases in response to email requests from Legal Services. If a potential client contacts me about a matter in my area of practice, and I am convinced the person really needs legal help, I will usually take the case regardless of ability to pay, and will charge a very reduced fee, or no fee.	
Our policy is to represent criminally accused individuals, and each attorney represents individuals who cannot pay for any or all of the services provided.	Through regular attorney meetings
Our policy is to accept any Pro Bono clients referred by Legal Aid, assuming they meet Bankruptcy Court guidelines. We also handle Pro Bono cases who come in not referred from other agencies if they qualify.	It is our law firm practice and has been for 38 years to accept pro bono bankruptcy cases, our specialty. I and 3 former partners of mine, while have each separately won the Nashville Bar Association Pro Bono award.
	I don't need to. We simply do it.
We help where and when we can.	reminding us all of our blessings and obligation to help others
previously sent	1
A copy of the policy will be emailed to Christian Donaldson.	We begin discussing the importance of pro bono work as soon as an attorney is hired. Our pro bono policy is included in our new associate orientation materials. Attorneys are constantly reminded to actively participate in various bar activities that include services to those in need and to serve on boards of civic and charitable organizations. An associate's annual evaluation includes a section regarding his or her pro bono work. An attorney's commitment to non-fee work and participation in community, professional and bar association activities are included in the firm's partner admission criteria.

2015 Pro Bono Report  
Appendix C - Law Schools

Law School:	How many law students does your law school have?	What percentage of your students participated in pro bono activities in 2015?	Do you overtly encourage students to participate in pro bono activities? If so, how?	Does your law school have a mandatory pro bono requirement? If yes, please describe the requirement. If no, does your school have any way to recognize students who do pro bono? If so, please describe.
Belmont University College of Law	250	Approximately 40%	Yes. An emphasis on service in the legal profession is part of the mission of the law school, and is emphasized as early as 1L Orientation and throughout the students law school careers.	We do not have a mandatory pro bono requirement. However, we encourage students to take a pro bono pledge of 50 hours of service and recognize students who successfully complete the pledge at a awards luncheon in which they receive a certificate.
Nashville School of Law	445	22%	Yes, we encourage the students to participate in pro bono activities through instructor oral communications in class, direct email, and phone communications.	No, our school does not have a mandatory pro bono requirement. However, students who participate in our pro bono activities receive a letter from our Dean.
The University of Memphis Cecil C. Humphreys School of Law	323	While all students must do pro bono at some time before they graduate the law school, during the 2014-2015 academic year, approximately 35% of students performed some pro bono hours.	Students must complete 40 hours of pro bono service to graduate. The school employs a Public Interest Counselor to guide and encourage these efforts. Among other things, the Public Interest Counselor publicizes pro bono opportunities, assists the Public Action Law Society (PALS, a student organization with a faculty sponsor which focuses on pro bono work), tracks pro bono hours and assists PALS and the Dean of the Law School in giving pro bono awards. The law school also host an alternative spring break program with pro bono activities each year.	All students must do a minimum of 40 hours of pro bono service in order to graduate from The University of Memphis Cecil C. Humphreys School of Law. Students are encouraged to do more than 40 hours, and awards are given for service substantially beyond the requirement.
University of Tennessee	390	43	Yes. Through emails, lunch sessions, television screen announcements, partnering with student organizations, and direct invitations. The UT pro bono policy also encourages participation through graduation recognition for those that participate in pro bono activities during their time at the law school.	No. We recognize students at graduation who perform either 25, 50, or 75+ hours of pro bono service during their law school career. They are recognized with their names being printed in the program and certificate of recognition, a lapel pin, and a cord, respectively.
Vanderbilt Law School	538	Many of our students engage in pro bono work through unpaid summer internships, clinics, externships, and volunteer service. We do not monitor the number of students who participate in all such activities. Students may voluntarily record their pro bono hours through our pro bono pledge system.	Yes. We maintain a student-run voluntary Pro Bono Pledge, through which students may commit to performing at least 75 hours of service (50 of which must be law-related pro bono service) prior to graduation.	No. We recognize students who completed the pro bono pledge at an awards ceremony each spring.



2015 Pro Bono Report  
Appendix C - Law Schools

Does your law school have a pro bono policy for faculty?	What future pro bono projects is your law school planning to implement?	What additional resources does your school need to better fulfill its pro bono goals?
Although there is no specific pro bono faculty policy, service is one of the three areas that faculty are evaluated on for promotion and tenure and pro bono efforts are looked upon very favorably in this evaluation process.	We are working with the Tennessee Justice Center to start a project in which our students will represent TennCare recipients who have been denied services in administrative hearings. Additionally, we are looking into a partnership with the CARA Family Detention Pro Bono Project. Finally, we are also looking into a partnership with AWAKE Tennessee on a truancy intervention project.	A more ready supply of attorney supervisors would be very helpful to better support our students in pro bono opportunities.
Yes, our Dean encourages all faculty to participate in our pro bono activities. Most, if not all, faculty, who are practicing attorneys personally participate in pro bono activities in their law practice.	Expansion of both Juvenile Court Clinic and Wills Clinic for FiftyForward, Inc.	We will provide additional resources when needed, whatever the resource may be.
The law school encourages faculty to do pro bono or community service work, but there is no official policy requiring it.	We are constantly expanding our pro bono placements and we have a new clinic partnership scheduled where we go to the clients an underserved area of the city to assist in legal matters. PALS is also expanding work with expungements and restoration of rights in cooperation with Just City.	As always, pro bono efforts could benefit from increased funding in order to expand their reach.
No.	Juvenile and family law projects in the near future. UT also strives to respond to student interests and emergent opportunities in the pro bono arena.	Increased communication and increasingly diverse and meaningful opportunities for students.
No.	We are exploring other possible community legal education and medical legal partnership collaborations in Middle Tennessee.	

2015 Pro Bono Report  
Appendix D - LSC-Funded Legal Aid Organizations

Survey:	Organization:	City/Town:	How does your organization receive referrals?						How many staff members does your organization have?	How many pro bono volunteers does your organization have?	How many clients did you serve in 2015?	How many of the total clients served were served through pro bono programs?	In what areas of law does your organization specialize?
			court referral	walk-in	free legal advice clinics	online referral	via another organization/non-profit						
Legal Aid	Legal Aid of East Tennessee, Chattanooga Office	Chattanooga						via another organization/non-profit	1-844-Help4114	266	1879	365	General civil practice.
Legal Aid	Legal Aid Society of Middle TN and the Cumberland River	Nashville						via another organization/non-profit	1-844-Help4176	In 2015 626 lawyers provided pro bono representation to clients	LAS does not have an audited number to provide at this time as all clients served through staff and pro bono resources.	IN 2015: 2530	The mission of LASMTC is to advance, defend, and enforce the legal rights of low-income and vulnerable people in order to secure for them the basic necessities of life, providing free civil legal help to people who live at or below the federal poverty line, or who are aged 60 and over.LASMTC handles a broad range of cases, including matters regarding housing (including private landlord/tenant disputes,Section 8 issues, public housing issues, mortgage foreclosure issues), health care (including Medicare and TennCare), domestic violence (including Orders of protection and divorce), and income maintenance (including SSI/SSDI, SNAP, Families First, unemployment benefits, IRS disputes); consumer disputes (including car purchase and repair, fraud, payday loan collection, bankruptcy); and other selective general civil legal issues.
Legal Aid	Legal Aid Society's Low Income Taxpayer Clinic	Oak Ridge						via another organization/non-profit	1-844-Help415	80	380	23	Federal income tax controversies
Legal Aid	Memphis Area Legal Services, Inc	Memphis						via another organization/non-profit	1-844-Help4146	324	4120	1319	Consumer, Education, Employment, Family, Juvenile, Health, Housing, Income Maintenance, Individual Rights and Elder Law
Legal Aid	West Tennessee Legal Services	Jackson						via another organization/non-profit	1-844-Help4132	177	1958	99	Domestic Violence Divorce, Orders of Protection, Wills and Estates, Housing, Benefits, Special Education, Ryan White, Consumer

2015 Pro Bono Report  
Appendix D - LSC-Funded Legal Aid Organizations

Please provide a brief synopsis of your pro bono program.	What new pro bono projects was your organization involved with during 2015?	What future pro bono projects is your organization planning to implement?	What resources does your organization need to better fulfill its mission?
Legal Aid of East Tennessee's Chattanooga office oversees pro bono for 10 counties in southeast Tennessee. While securing full-representation for each client is our goal, we also serve clients through advice and brief services clinics and community education events.	The Chattanooga office of Legal Aid of East Tennessee expanded pro bono advice clinics in Bradley County, in partnership with the Bradley County Bar Association, and began targeted efforts to increase will-writing, brief services clinics-- such as planning clinics to write wills for Habitat for Humanity homeowners.	We are working on developing ways volunteers can help support our Medical Legal Partnership at Erlanger Hospital in Chattanooga.	Funding and volunteers.
The Volunteer lawyers Program (VLP) of LASMTC coordinates pro bono assistance across the 48 county service area. Clients and he most pressing legal needs are identified by offices locally and staff work with teh VLP to develop resources to meet the individual client needs, whether locally through the county bar or drawing on the greater pool of lawyers available in Nashville/Davidson County. The administrative work is provided through the VLP. The VLP has an attorney director, administrative assistance and project coordinator.	IN 2015 the VLP undertook a partnership with Metro Nashville Public Schools to provide free legal help targeted to the immigrant refugee community and second partnership with Mercy Community Healthcare to meet the needs of clients in rural counties south of Williamson.	IN 2016 the VLP expects to expand the MNPS project. IN January the Legal clinic at the core of that project served 40 client families with primary languages of Arabic, Kurdish, Somali, Nepali and Spanish as well as English. This is more than the total served through the clinic in the last quarter of 2015. WE are strengthening the Urban-rural partnership that exists to provide legal assistance for clients in Sumner, Smith, Trousdale, Macon and Wilson Counties g the initial intake for many case types with VLP volunteers and screening cases for referral to lawyers in Nashville, including Bone McAllester lawyers who are committed to provide help in cases in these counties. We are expanding the reach of the monthly legal clinics in Nashville by use of Vidyo technology allowing clients in rural settings to meet virtually with lawyers and we are expanding the resources for help in rural areas for SSI Cessation Cases, bankruptcy, adoption and landlord tenant disputes.	Although funding is always a resource that is required, LAS and the VLP could also benefit from expanded distribution of information about the work that we do and resources available to clients, whether through community partners or through media.
We have around 80 attorneys, enrolled agents, certified public accountants and volunteer tax preparers.	No new pro bono projects. We have a monthly advice clinic staffed with pro bono attorneys. We have a pro bono calendar call program where private attorneys provide consultations at the US Tax Court calendar call.	N/A	
Our pro bono program consists of the Director of Pro Bono and Pro Bono Coordinator/Paralegal. The two work together by attempting to increase private attorney participation and recruit volunteers to assist with the delivery of legal services. The program currently holds six (6) clinics per month. We also collaborate with the University of Memphis Cecil Humphreys School of Law to hold special clinics that give students exposure to various legal issues and areas. We have a panel of volunteer attorneys that assist us by taking cases and participating in our free legal clinics. We hold trainings for new volunteers and ongoing CLE and updates for existing volunteers. Our current project consists of the Faith-Based Initiative of the Tennessee Supreme Court Commission. We held a legal clinic at a local church this past April and are in the process of planning the next one to take place during Pro Bono Month.	As a part of the Tennessee Supreme Court's Faith and Justice Alliances Initiative, Memphis Area Legal Services (MALS) partnered with Idlewild Presbyterian Church to plan a community outreach and legal clinic. This clinic took place in early 2016.	In the future, MALS plans to implement more outreaches. We have an outreach scheduled to take place this October i	In order for MALS to better fulfill its mission "To Provide Excellence in Legal Advocacy for Those in Need," our organization needs more volunteers, case handlers and pro bono attorneys willing to join forces with us to ensure "equal access to justice for those in need."
Our pro bono project strives to serve as many clients as we can thru private attorney volunteers, legal clinics and community education.	We successfully organized and participate in a monthly free legal clinic at a local food bank.We offered a free legal clinic at a library in one of our rural counties.	We are planning to reach out to other organizations that serve the same population and establish an onsite resource for legal needs.	We need more volunteers and money.

Organization:	City/Town:	Website:	Which counties does your organization serve?	How do you receive new clients? (Check all that apply)				Other (please specify)	How many staff members does your organization have?	How many volunteers does your organization have?	How many clients did you serve in 2015?	How many of the total clients served were served through pro bono programs?
				court referrals		online referrals	via another organization/non-profit					
Southeast Tennessee Legal Services	Chattanooga	www.selegal.org	Hamilton, Bradley, Monroe, Meigs, Polk, McMinn, Sequatchie, Rhea, Marion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	online referrals to phone intake	5	varies-average 4 per year	296 cases were closed that year	we do not operate a formal pro bono program but rather seek pro bono assistance when appropriate
Southern Migrant Legal Services	Nashville	www.trla.org	All counties in Tennessee and five other states	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Telephone intakes, referrals	7	1	200	none
TN Alliance for Legal Services	nashville	HELPTN.org, TALS.org	all 95	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	via another organization/non-profit 1-844-Help4TN	4	500	6,477 (2614 via OTJ and 3863 via helpline)	100%
TN Justice for Our Neighbors	Nashville	tnjfon.org	All of Tennessee, primarily Middle TN	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Referrals from District Attorneys' offices and police departments.	4	approx. 150	approx 500	approx. 300

Please provide a brief description of your services.	In what areas of law does your organization specialize?	What pro bono projects was your organization involved with during 2015?	What future pro bono projects is your organization planning to implement?	What resources does your organization need to better fulfill its mission?
We are a non-profit, non-LSC program that that since 1968 has been assisting clients unable to afford legal representation in our community. We are currently funded to focus on domestic violence and some consumer issues	The majority of our works assists victims of domestic violence and we also have a grant to assist with consumer issues	P.A.T.H. project in Hamilton County Friends of the Court project Bradley County		funding is always an issue
Employment-related representation on behalf of migrant farmworkers	Employment law, farmworker issues			More money to hire more full time staff
HELP4TN is a one stop forum for getting connected to free legal help- forms, videos, legal aid clinics, helpline and OTJ are all on the portal. 1 844 HELP4TN is a free civil legal helpline where a licensed attorney triages the callers question, provides brief advice and referral where appropriate. OnlineTNjustice.org is an email based legal advice clinic that can be accessed by entering the website address for OTJ or via a click on HELP4TN.org. TALS also operates an appellate pro bono clinic and supports the Faith and Justice clinics with malpractice coverage when needed. Finally, TALS provides a free helpline during disasters to help connect people with the right assistance.	We do not specialize in a particular area of the law. We provide basic advice on all civil issues via the helpline and otherwise, our role is to provide education and to connect people in need with the right help.	Helpline- 1 844 HELP4TN, onlineTNjustice.org- running the site and doing clinics with all 6 law schools in TN	We'll continue the law school OTJ clinics. In partnership with the Supreme Court ATJC and the AOC, we are working on a project to automate the court approved divorce forms for uncontested divorces with no children.	marketing expertise to help with outreach; continued funding to operate the helpline
TNJFON provides humanitarian immigration legal services, primarily for victims of crime, individuals who came to the U.S. as young children, and children who have recently arrived in the United States.	Immigration	Pro bono attorneys worked with TNJFON staff attorneys to assist young people in applying for Deferred Action for Childhood Arrivals (DACA) and victims of serious crime in applying for U visa status.	We are holding training programs throughout 2016 to prepare pro bono attorneys to work alongside TNJFON staff to assist our clients. A schedule of these opportunities is available at <a href="http://www.tnjfon.org/calendar/">http://www.tnjfon.org/calendar/</a>	

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Appendix F - Faith-Based Organizations

SurveyType	Organization Information	Which counties does your organization serve?	How do you receive new clients? (Check all that apply)					How many volunteer attorneys does your organization have?
Faith-Based	Coparenting Solutions, inc. - Family Law Clinic	Anderson, Blount, Knox, Loudon, Morgan, and Roane	court referrals		free legal clinic	online referrals	via another organization/non-profit	12
Faith-Based	Fellowship Bible Church	Williamson			free legal clinic		via another organization/non-profit	6
Faith-Based	Lipscomb's Institute for Law, Justice and Society	Davidson		walk-in services	free legal clinic		via another organization/non-profit	8-10 attorneys serving multiple times throughout the year.

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Appendix F - Faith-Based Organizations

How many volunteer non-attorneys does your organization have?	How many clients did you serve in 2015?	Please provide a brief description of your services.	In what areas of law does your organization specialize? OR What types of cases do you see most often?	What future pro bono projects is your organization planning to implement?	What resources does your organization need to better fulfill its mission?
6	138	Pro Bono on-site clinic, limited on-call assistance between clinics, a Limited Scope Modest Means Panel, family mediation.	Family Law: divorce, paternity, parenting plans, custody, orders of protection, cases involving veterans and young unmarried parents.	Expanding assistance to victims of domestic abuse	We are working on recruiting both professional and non-professional volunteers.
1	6	Part of Faith and Justice Alliance	bankruptcy	legal clinic	
3 volunteers serving multiple times throughout the year	30 to 40	We provide a general advice walk in clinic.	We do not specialize. Clients have received information on wills, living wills, domestic and criminal issues, and property matters.	We recently began offering a similar clinic at Schrader Lane Church of Christ	

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Appendix G - Clinic Providers

Type of Survey	Clinic Name	Sponsoring Organization:	Which counties does your clinic serve?	How do you receive new clients? (Check all that apply)					Other (please specify)	How many volunteer attorneys does your clinic have?	How many volunteer non-attorneys does your clinic have?	How many clients did you serve in 2015?
Clinic Provider	3rd Saturday Free Legal Clinic	Legal Aid Society	Typically most residents come from Rutherford. However, there have been patrons from surrounding counties who've come as well.			free legal clinic		via another organization/ non-profit	referrals from Legal Aid Society and other community partners			36
Clinic Provider	Business Clinic	University of Tennessee College of Law	We deal with clients from a variety of counties			free legal clinic	online referrals			Typically 8 student attorneys		approximately 80
Clinic Provider	Coffee county legal clinic	None	Coffee	court referrals	walk-in services	free legal clinic						4
Clinic Provider	Elder Law Clinic	University of Memphis School of Law	Shelby					via another organization/ non-profit		1	8	51
Clinic Provider	Entertainment Law Clinic	Arts & Business Council (Volunteer Lawyers & Professionals for the Arts program)	Greater Nashville		walk-in services	free legal clinic	online referrals	via another organization/ non-profit	We refer appropriate clients to the clinic who contact VLPA for services. We also send e-blasts advertising the clinic and usually partner with a church, university or other nonprofit that also sends promotional emails to their audiences	4-10 for each clinic drawn from our pool of 260 attorneys who volunteer year-round with our pro bono program.	10-15 per clinic, mostly law students.	30 through clinics. 400 through the pro bono program.
Clinic Provider	Kingsport Bar Association and LA	KBA, Legal Aid of E. Tn, and TBA Young Lawyers Division	Sullivan, Washington, Greene, Hawkins, Carter, Unicoi	court referrals	walk-in services	free legal clinic			Posters, business cards at area courthouses, service facilities, clinics, churches, harvest/pantries, government offices, lawyers' offices	Approx 6-8	Usually two	Approx 120



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Clinic Provider	LAET Clinics for Southeast	Legal Aid of East Tennessee	Hamilton, Bradley, Polk, McMinn, Monroe, Marion, Sequatchie, Rhea, Meigs, and Bledsoe Counties. The majority of clinics taking place in Hamilton and Bradley.	court referrals	walk-in services	free legal clinic	online referrals	via another organization/n on-profit			35	5	150
Clinic Provider	Lipscomb Clinic	Lipscomb and St. James Missionary Baptist Church	Davidson		walk-in services	free legal clinic		via another organization/n on-profit			9-10 distinct volunteers serving multiple times throughout the year	3 distinct volunteers serving multiple times throughout the year	Approximately 30-40
Clinic Provider	Multiple Clinics	Legal Aid of East TN	Washington, Carter, Greene, Hawkins, Hancock, Sullivan, Johnson, Unicoi, Cocke, Grainger, Jefferson		walk-in services	free legal clinic	online referrals	via another organization/n on-profit			25	5	225
Clinic Provider	Multiple Clinics	Legal Aid Society	LAS held 55 clinics in Anderson, Cumberland, Davidson, Montgomery, Overton, Putnam, Rutherford and Williamson Counties. Clients attended these clinics from Bedford, Cannon, Cheatham, Cumberland, Davidson, Dickson, Jackson, Macon, Maury, Montgomery, Putnam, Robertson, Robertson, Rutherford, Smith, Sumner, Wilson and Williamson Counties.	court referrals	walk-in services	free legal clinic	online referrals	via another organization/ non-profit	1-844-Help4TN		434	209	1447
Clinic Provider	PATH	Southeast Tennessee Legal Services	Hamilton		walk-in services			via another organization/ non-profit		The Judges and other attorneys also refer	varies	0	233 under this program
Clinic Provider	Putnam, Cumberland, and Overton	Legal Aid Society, Upper Cumberland Young Lawyers Association, Cumberland Bar Association	Putnam, Overton, Cumberland primarily but open to Clay, Pickett, Jackson, DeKalb, White, Van Buren, and Fentress residents also.		walk-in services	free legal clinic					Approximately 4-5 each time	Approximately 1 each time	Approximately 60
Clinic Provider	Salvation Army Pro Bono Clinic	Salvation Army	Davidson		walk-in services	free legal clinic		via another organization/n on-profit			1	0	Appx 75
Clinic Provider	UT Immigration Clinic	University of Tennessee, College of Law	Knox, Hamilton, Hamblen (east Tennessee)					via another organization/ non-profit		Immigration Court	8	2	30

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Please provide a brief description of your services.	In what areas of law does your clinic specialize? OR What types of cases do you see most often?	What future projects is your clinic planning to implement?	What resources does your clinic need to better fulfill its mission?	Do you partner with any faith-based or community organizations in clinic activities?
Free general advice clinic to those coming between 9 am and 11 am	General (usually not criminal)	More outreach to the community. Open to partnering with counties that don't have a clinic.		Yes. Higher Ground Worship Center Church which hosts it.
The Business Law Clinic is modeled after the structure of a transactional law firm and provides legal advice to businesses in the following critical areas: •Business planning •Entity selection and registration •State and local business licenses •Federal, state, and local tax issues •Financing documentation and securities issues •Leases and other commercial contracts •Employment agreements •Trademark and copyright registration, IP licensing agreements, and material transfer and non-disclosure agreements •IP counseling regarding branding, copyrights, trademarks, trade secrets, freedom to operate, unfair competition, antitrust, publicity rights, and privacy rights Through this model, the Business Law Clinic, in conjunction with the Anderson Center for Entrepreneurship and Innovation, is one of the cornerstones of the innovation ecosystem in the Knoxville area.	Entity formation and contract drafting. Intellectual property assessment and trademarking.		The Clinic could benefit from local practitioners volunteering their time to work closely with students to widen the breadth of our capacity.	NO
Free legal advice on problems	Juvenile, custody, social security		Help with advertising.	No
Representation in civil matters to indigent elderly clients age 55 and older	elder law	Collaboration with the graduate School of Social Work seeking to provide increased access to elders with health related legal issues	A geriatric case manager would be helpful, as would better technology and the means of creating a mobile office (van, laptop, printer) so that we could better serve clients who are mobility impaired or who lack transportation	Yes
VLPAs provide pro bono legal assistance to low-income artists and emerging nonprofit arts organizations in Greater Nashville. We assist with matters related to their arts practice/business. We do not assist with any family or criminal matters to ensure we are not duplicating services with Legal Aid or any other organizations.	Entertainment, Intellectual Property, Corporate, Nonprofit, Labor/Employment, etc. Common issues include reviewing or drafting agreements, intellectual property registration or infringement, dispute resolution, labor/employment, corporate formation, nonprofit formation, etc.	We plan to increase the number of clinics to reach more clients.	Partners and funding. Partners help provide free facilities and sometimes also volunteers while helping us reach new clients in need of our services. Funding provides support for the staff needed to plan and execute the clinics. Additional funding would allow us to hire a part-time staff person to focus exclusively on clinic coordination which would dramatically increase the number of programs we can offer. We are fortunate to have plenty of volunteer lawyers willing to contribute their time (and of course many clients in need of assistance), so it really is just a matter of having enough staff to bring all of the pieces together.	Yes. We have at least one partner for every clinic we present. A different faith-based or community organization hosts each clinic and also helps promote the opportunity to their constituents allowing us to reach new audiences. Recent partners include Belmont University, Church of the Redeemer, SESAC and Nossi College of Art. We occasionally partner with genre-based community organizations for promotional assistance as well such as Tennessee Craft Association, Film Nashville and Metro Arts.
Generally walk-in "Clinic" at downtown union hall building, once per month. We usually have 3-4 attorneys show up to assist.	No specialization. Mostly domestic, debt-related, or landlord tenant. Occasionally estate planning, workers' compensation, and property disputes.	No projects presently planned. LAET provides a wonderful resource for areas that are outside of the attorney volunteers fields of practice.	More attorneys to show up; is difficult when there is just 1 or 2 attorneys and there are 15 people who want to talk with a lawyer. But the opposite is sometimes true; we have 5-6 lawyers but only 4 "clients" show over a two hour period. I have not detected in meaningful pattern of how many clients to expect on a given Clinic night. We do not have any real expenses except the annual liability and property insurance premium, which our Bar Association pays.	Just Legal Aid of East TN and TBA Young Lawyers Division.

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As a Legal Aid program we host a variety of clinics. A couple examples of regularly occurring clinics include a monthly juvenile law clinic in Hamilton County and a monthly general clinic in Bradley County sponsored by the Bradley County Bar Association. We offer other specialized clinics throughout the year throughout our 10 county region. An example of a specialized clinic, in focus and subject matter, would be an estate planning clinic open to all Habitat for Humanity homeowners.	All poverty law areas. Obviously in specialized clinics, like at juvenile court clinic, we see mostly child support and custody cases.	No specific plans.	More volunteers.	Yes, as much as possible.
We provide a free walk-in advice clinic. Clients have received advice on expungements, wills, living wills, domestic issues and criminal issues.	We are a general advice clinic and do not specialize. Clients have received advice on expungements, wills, living wills, domestic issues and criminal issues.	We recently began a clinic at Schrader Lane Church of Christ.		Yes. Both Lipscomb and the churches we partner with are faith-based organizations.
Pro Se Divorce Clinics, Estate Planning Clinics, and Bar Clinics	Estate Issues	Unknown	Advertisement and Funding	Senior Centers
Volunteer lawyers provide advice/counsel and brief service on general civil legal issues. Volunteer lawyers can provide extended representation through LAS for low income clients or refer clients to LAS for additional representation.	The top 80% of cases are: Family(Divorce/Support/Custody/Visitation/Other) 23% Housing(Landlord Tenant/mortgage/other) 18% Contracts/Other Consumer 13% Collections/Bankruptcy 11% Torts 8% Wage Claim/Employment 7%	At the end of 2015 LAS established a Medical Legal Partnership with Mercy Community Healthcare in Williamson County. One activity of the MLP was a legal clinic to provide outreach through Mercy to clients in rural counties south of Williamson served by Mercy. LAS will continue to work with the Williamson County bar to expand this clinic to reach low income clients. In 2015 LAS also partnered with the Metro Nashville Public Schools (MNPS) to provide a legal clinic monthly for immigrant refugee families. Expanding this clinic is an important project for LAS.	Making clients aware of the availability of clinics is critical and spreading the word is critical. LAS works with partners to do this and additional help - financial help in paying for flyers, for example - would assist us in better fulfilling the mission.	LAS partners with faith based and community partners, including Mercy Community Healthcare, MNPS, Corinthian Baptist Church, TIRRC, Tennessee Justice for Our Neighbors, Conexion Americas, Center for Refugees and Immigrants of Tennessee (CRIT), Nashville International Center for Empowerment(NICE), Financial Empowerment Center.
We provide procedural assistance at Sessions civil docket call	Civil Sessions			Not for this project
Free legal advice on civil issues	Mostly family law matters, debt problems, wills/real estate issues, landlord/tenant issues, POA questions.	Continuation and maybe extend to other counties	More publicity to the community and more volunteer attorneys	No but open to it.
Legal counsel limited to advice and not representation in most cases	Varies	Continuing the services currently providing	None	Salvation Army
The Immigration Clinic provides pro bono representation to immigrants who have humanitarian immigration cases before the Department of Homeland Security and also the Memphis Immigration Courts. These cases include asylum, u-visa, Special Immigrant Juvenile Status cases, and children under 15 who are in removal proceedings.	Humanitarian Immigration Law.		We need more pro bono volunteer attorneys and more financial resources as there are no other non-profit organizations on the east side of Tennessee that provide counsel to immigrants who cannot afford an attorney.	Typically, Centro Hispano and sometimes Catholic Charities.

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Appendix H - Mediation Organizations

Survey	Organization:	City/Town:	How does your organization receive referrals?						Other (please specify)	How many staff members does your organization have?	How many volunteers does your organization have?	How many clients did you serve through mediation in 2015?
Mediation	Community Mediation Center	Knoxville	court referrals	walk-in		online referrals	via another organization/ non-profit	1-844-Help4TN	County agencies	3	50	800-1000 including screening and intake
Mediation	Community Reconciliation Inc	Chattanooga	court referrals				via another organization/ non-profit			2	22	117
Mediation	First Judicial District Court Clinic	Johnson City	court referrals				via another organization/ non-profit			3	2 (two of the three are volunteers)	60-100
Mediation	Juvenile Court of Memphis & Shelby Count	Memphis	court referrals							200	0	Numbers are not available at this time.
Mediation	Mid South Mediation Services	Hohenwald	court referrals	walk-in						10	8	600
Mediation	Nashville Conflict Resolution Center	Nashville	court referrals		free legal advice clinics	online referrals	via another organization/ non-profit		attorneys bring new clients, and word of mouth; Child Support Services referrals; DA's office	5	60	2000

How many of your total clients served were served through VOLUNTEER mediators?	Please provide a brief description of your services.	What free or reduced-fee mediation projects were your VOLUNTEERS involved with during 2015?	What future free or reduced-fee mediation projects is your organization planning to implement for your volunteers in 2015?	What resources does your organization need to better fulfill its mission?
100%	We mediate cases from Juvenile and Sessions Courts in our county as well as from Circuit and Chancery Ct. We also mediate various non court cases. We train all volunteer mediators, as well as supervise and mentor them. We work with other organizations to train their staff. We do educational presentations, serve on court improvement committees. We screen all family cases for DV and refer to other local services. We make referrals linking R31 family mediators to court ordered parenting plan mediation. We also administer a never married parenting class in juvenile court.	All our cases and projects are free or reduced fee	We will maintain our current activities.	More support to communicate and interact with other CMCs across Tennessee. We can help each other tremendously with some help.
31	We are a Victim Offender Reconciliation Program. VORP - that works with the Hamilton County Juvenile Court. Any organization can request out assistance, i.e. Schools, advocates in adult cases, shelters, clubs, police, etc. Every case will be reviewed for feasibility at intake.	Juvenile court referrals.	Juvenile Court referrals.	Money to pay the program expenses and two salaries of the employees. We are operating as a 501 c3 and none of our clients are invoiced. But we need support to continue to operate in this manner.
all of them	We provide reports to the judges who refer our clients to our program. We do a family evaluation and collect records...do some mediations if necessary.	None...we simply don't apply for the funds but are going to begin doing this in January, 2016	We have a supervised visitation program that has been in progress for about 8 years	*A facility where we can conduct these services. *Funding for the professionals who provide their services for our program. Only ONE of our staff receives any financial compensation *Funding to conduct and access collateral services...psychological evaluations, drug testing, etc. *Funding to expand our supervised visitation program so that we are not limited to weekends...an in-kind contribution is from a local church who graciously allows our program to be conducted in their church *A full time paid coordinator so that we are able to expand our services...the coordinator is not paid at this point and it would be great to hire a coordinator who has a salary and can devote more time to this program...it is such a worthwhile program but the resources we need are 'costly'...we don't have the money
Numbers are not available at this time.	Limited mediation appointments for certain custody/visitation issues.	N/A	N/A.	A training manual for new mediators about reduced fee/pro bono mediation would be helpful.
about 300	We provide mediation services and several conflict management classes as specified in the mediation contracts.	All the mediations are free and some of the classes have a nominal fee.	We plan to continue our services and classes.	We can always use more funding.
1800	NCRC delivers highest quality mediation services to those people in Nashville who are most in need of safe conflict resolution. With programs focused on parenting stability, housing security, and ending the prison pipeline, NCRC's free mediation services bring immediate and lasting change to people's lives. In addition to mediation services, NCRC provides conflict resolution education and training for volunteer mediators and community partners.	•DHA (public housing) residents with housing and neighborhood conflicts •Juvenile and adult victims/offenders identified by the DA's office, the Metro Police Youth Division, and Juvenile Court •Parents/guardians with visitation and custody issues through the Juvenile Court •Divorcing couples with limited financial resources •Bro se litigants in General Sessions Court •New homeowners through Habitat for Humanity •Students at local public high schools training for conflict resolution	All programs will continue. Our services to residents living in public housing will expand; referrals from the Juvenile Court will expand; and we will offer new services to people served by the Martha O'Bryan Center.	1. We need increased operating funds to support two additional staff members, so that we can increase our volunteer numbers and respond to increasing need for services from the community; 2. We need more volunteer mediators willing to commit to working with our target population; 3. We need more publicity that will reach potential donors and volunteers; 4. We need engagement from the ADRC (beyond the AOC's funding), including publication of our data. We need the ADRC, the Nashville Bar, and other groups to support and publicize NCRC as an organization similar to Legal Aid, rather than as an oddball threat to the professional world of paid mediation.