

STRONGER TOGETHER

PRO BONO & COMMUNITY SERVICE ANNUAL REPORT FY 2020



THE

POWER OF CARING

Richards, Layton & Finger attorneys and staff continued to undertake pro bono engagements in large numbers during FY 2020.

- RLF attorneys and staff logged more than 5,200 hours on pro bono and community service (PBCS) matters.
- 77 percent of the firm's associates recorded PBCS time during the year.
- Approximately 60 percent of our directors spent time on PBCS matters.
- 100 percent of our counsel participated in PBCS.
- More than 70 percent of the firm's attorneys participated in PBCS matters.
- Our staff provided administrative support on nearly all PBCS matters.
- The firm opened 41 new PBCS matters during FY 2020.



OUR INITIATIVES



The Pro Bono and Community Service Committee continues to advance the purposes of the firm's PBCS program, including:

- giving back to the community that we serve;
- enhancing the firm's reputation and the RLF brand;
- associate recruitment, development, and retention;
- community involvement, resulting in relationship building with individuals, public officials, non-profit organizations, and institutions throughout Delaware and beyond;
- relationship building within the firm;
- client development; and
- training for both associates and directors.

Various projects were continued during FY 2020. One of the firm's largest pro bono projects has been its ongoing work on behalf of **Central Baptist Community Development Corporation (CBCDC)**. Under the leadership of **Rob Krapf**, the firm dedicated over 250 hours in the past year representing **CBCDC** in connection with its Eastside Rising initiative, an effort to revitalize Wilmington's Eastside community through housing improvement, workforce development, and economic empowerment. Our efforts included forming, dissolving, and cancelling legal entities; drafting memoranda of understanding involving workforce training programs, low-income housing rehabilitation, and promotion of home ownership; drafting real estate purchase and sale documents; and advising on corporate governance matters. This initiative has improved both the infrastructure and the quality of life in a significant section of our community. **Taylor Anderson, Lori Brewington, Jake Crosetto, Renée Mosley Delcollo, R. Parker Havis, Jennifer Jauffret, Rob Krapf, Mark Kurtz, Wendy Manthorpe, Philip Micha, Fred Mitsdarfer III, Kate Peterson, Tony Roustopoulos, Christopher Ruggiero, Brendan Schlauch, Stan Stevenson, Susan Stewart, and Jane Trueper, among others, contributed their time to this project.**

PRO BONO PROGRAMS

The Federal Civil Panel. The firm participates in the Federal Civil Panel under the auspices of the U.S. District Court for the District of Delaware. Through this program, the firm receives referrals from the Federal District Court of cases filed by indigent plaintiffs. The cases typically involve alleged civil rights violations, and our attorneys are given the opportunity to first-chair active litigation matters in the Delaware District Court. The Federal Civil Panel Team is led by **Kelly Farnan**.

The Non-Profit Team. This team was formed to assist non-profit organizations with various legal projects, including drafting incorporation documents, answering legal questions, and serving on or counseling non-profit boards. It is one of the more popular teams among the firm's attorneys, with 41 members. The Non-Profit Team is led by **Elisa Erlenbach Maas** and **John Mark Zeberkiewicz**.

In FY 2020, the firm's Non-Profit Team hosted a variety of presentations directed to attorneys who serve or are interested in serving on a non-profit board of directors. **Russell Silberglied, Anne Foster, Sara Toner, Don Sparks**, and **Rob Krapf** gave an inhouse presentation on the pro bono work they have performed for local and international non-profits. **John Mark Zeberkiewicz** and **Blake Rohrbacher** presented an in-house CLE on *Fiduciary Duties of a Non-Profit Board Member*. The Non-Profit Team hosted two virtual Lunch & Learn CLEs with **Sheila Bravo**, **president and CEO of the Delaware Alliance for Nonprofit Advancement**, on *Sustaining Non-Profit Missions During COVID-19* and *What it Means to Serve on a Non-Profit Board*.



Anne Foster, Russell Silberglied, Don Sparks, Rob Krapf, and Sara Toner give an inhouse presentation on pro bono work.

PRO BONO PROGRAMS

The Office of the Child Advocate Team. The Office of the Child Advocate (OCA) Team is led by **Jennifer Jauffret**. In FY 2020, 17 RLF attorneys dedicated nearly 450 hours to serving as child attorneys for 28 children in abuse and neglect proceedings, providing an important service while valuable litigation and counseling experience. Since the inception of this program over 17 years ago, our attorneys have dedicated over 13,450 hours to the representation of over 225 children in these Family Court proceedings.

Over the course of the year, the OCA Team hosted **Judge Felice Kerr** from Family Court, who presented the CLE, *Serving as a Child Attorney*, as well as **Eliza Hirst** and **Alex Corbin** for an in-house CLE on *Education, Trauma & Resiliency*. These presentations provided valuable information and suggestions for our lawyers who serve as child attorneys.

Congratulations to the following OCA Team members who were named to the Office of the Child Advocate's Pro Bono Honor Roll in FY 2020: Lori Brewington, C. Malcolm Cochran IV, Brock Czeschin, Kelly Farnan, Travis Hunter, Jennifer Jauffret,



Angela Lam has served as a child attorney for two teenage sisters through the Office of the Child Advocate.

Cory Kandestin, Gregory Ladner, Claire Love, Joshua Novak, Marisa Terranova Fissel, and Greg Williams.

Protection from Abuse Team. The Protection from Abuse (PFA) Team consists of 20 attorneys who assist **Delaware Volunteer Legal Services, Inc. (DVLS)** with obtaining protection from abuse orders for victims of domestic violence. The PFA Team dedicated over 75 hours to handling protection from abuse proceedings this year, including representing victims at virtual hearings throughout the COVID-19 shutdown. This team was led by **Jane Trueper**.

Our PFA team hosted **Commissioners Danielle Blount and Para Wolcott** from Family Court for an in-house Lunch & Learn CLE titled *Preparing for a Protection from Abuse Hearing: Perspectives from the Bench.* The PFA team also hosted a virtual CLE presented by **Lori Sitler and Erica Davis of CHILD, Inc.** discussing the role CHILD, Inc. plays in PFA proceedings and the services it provides to local families who are dealing with abuse.

PRO BONO PROGRAMS

The Estate Planning Team. This team of 27 attorneys is headed by **Monica Ayres** and offers services, through DVLS, to indigent clients with estate planning and related needs. The team assists with the creation of wills, health-care directives, durable powers of attorney, HIPAA authorizations, and planning documents for the disposition of last remains. This pro bono offering affords valuable one-on-one counseling opportunities for our lawyers.

Co-Counsel Project. The Co-Counsel Project arose at the request of **former Chief Justice Strine** and the state's public defender, Brendan O'Neill. Private law firms were asked to provide pro bono attorneys to partner with the Public Defender's Office on some of the most serious felony cases. Our attorneys serve as second chair and are expected to research, prepare, and argue motions. The firm has 11 attorneys on this team.

Unaccompanied Minors. At the request of **former Chief Justice Strine**, the firm participated with other firms in training attorneys to represent unaccompanied minors coming to Delaware. **Marcos Ramos** and **Marisa Terranova Fissel** lead this team, supervising associates as they receive requests for representation in Family Court guardianship and immigration cases.

Lex Mundi Pro Bono Foundation. Richards Layton is the Delaware member firm of the Lex Mundi Pro Bono Foundation. Through Lex Mundi, our attorneys assisted with corporate restructuring and governance issues for mothers2mothers, an international non-profit organization working to eradicate pediatric HIV. Taylor Anderson, Catherine Dearlove, Brigitte Fresco, Wendy Manthorpe, Ellen Rosaio, and John Mark Zeberkiewicz all contributed time to this matter. RLF attorneys also provided pro bono assistance to OmniVis, LLC, a California-based health-tech startup company that designed an innovative method for rapid cholera detection. John Basenfelder and Brian Mammarella, under the supervision of Nate Stuhlmiller, assisted OmniVis in changing its corporate status from an LLC to a Delaware C-Corp.



AD HOC PROJECTS

Our attorneys are invited to undertake pro bono and community service projects that reflect their interests. During FY 2020, RLF attorneys were engaged in a variety of *ad hoc* PBCS projects, including serving on boards and committees, setting up new non-profit organizations, researching issues of law for non-profits, and organizing fundraising efforts to promote various causes. Some of these projects are summarized below.

Anne Foster, the lawyer for the **Episcopal Diocese**, advised the church on issues regarding marketing the sale of the Cathedral Church of St. John and its surrounding property. In preparation for the sale, Anne, **Sara Toner**, and a Richards Layton summer associate considered pertinent property issues, including the legal process for relocating a columbarium. **The Ministry of Caring, Inc.** stepped forward as the interested buyer of the property. After five years of researching, fundraising, purchasing, and restoring this historic property, the Ministry of Caring dedicated the **Village of St. John** in September 2019. The Village of St. John will contain 53 apartments for low-income seniors, enabling the working poor in Wilmington to age in place in a beautiful, safe setting within our community. Anne serves as a director on the Village of St. John's board.

Firm attorneys **Sara Thompson**, **Charles More**, and **Jennifer Veet Barrett** drafted bylaws and reviewed formation documents for **We Walk By Faith**, **Inc.**, a 501(c)(3) Delaware non-profit organization whose mission is to support the re-entry and recovery of formerly incarcerated women by providing them with safe housing, programming, and assistance.

Rob Krapf and **Dorronda Bordley**, with the help of a summer associate, assisted **Girls**, **Inc.** with the renegotiation of its leasing agreement. Girls, Inc. is a non-profit organization whose mission is to "inspire all girls to be strong, smart, and bold." Under the guidance of our attorneys, Girls, Inc. plans to reinvent its rental space as education pods for remote learning in response to COVID-19 and other permit issues.



AD HOC PROJECTS

The **MLK Voice 4 Youth** speech competition, which is open to all Delaware high school students, gives area youth a voice and a platform to be heard on how Dr. Martin Luther King Jr.'s words and actions resonate with them today. **Jason Rawnsley**, with the assistance of a summer associate, reviewed and revised the language that participants in the competition must agree to, and also worked to secure federal trademark registration of the contest name.



Kay's Kamp, a non-profit organization that offers a summer camp for children with cancer, faced concerns regarding their contracts with the provider of their space in light of COVID-19. **Kate Peterson**, under the guidance of **Mark Kurtz**, reviewed the contracts to determine whether a pandemic or other illnesses were covered under the force majeure clause or any other terms of the contracts, and recommended revisions to several contract provisions to protect the camp if the summer program needed to be cancelled due to health concerns. When Kay's Kamp ultimately decided to hold a virtual camp, **Kate** and **Mark** reviewed the camp's relevant form to ensure the camp was protected from any potential liabilities that could arise. **Tara Hoffner** also lent support to this pro bono matter.



COMMUNITY SERVICE PROGRAMS

The Bancroft School Mentoring Team. This past school year, 23 attorneys and staff served as mentors to 15 children in kindergarten through fifth grade through the **Big Brothers Big Sisters of Delaware's Mentoring Program**. RLF attorneys and staff met with their mentees each week, mentored them in reading and math, and developed personal relationships with them. Due to COVID-19 the traditional year-end party at the firm for RLF mentors and their mentees was cancelled, and mentoring was moved to a virtual setting. The Mentoring Team was led by **Lisa Portale**, with help from **Sherry Pittman** and **Ellen Rosaio**, who prepared craft projects for mentors and mentees to do together. The firm also has a resource center with educational games and activities to assist the mentors.

The Emmanuel Dining Room Teams. Teams of lawyers and staff continued the firm's longstanding tradition of serving meals each month to the homeless and working poor within our community at the Ministry of Caring's Emmanuel Dining Room. Although more than 70 members of the firm volunteered to serve lunches at the Emmanuel Dining Room during FY 2020, by March 2020 volunteers were no longer allowed on-site due to COVID-19. Undaunted, our attorneys and staff showed their support for the Emmanuel Dining Room by making personal donations to support the purchasing, preparing, and distributing of to-go breakfasts and lunches every day at the three Emmanuel Dining Room locations that were forced to close. The firm's EDR Teams are led by Albert Feeley, Marisa Terranova Fissel, Kathy Howard, Connor Lynch, Lynne Marchese, Cindy Pollard, Stacey Novinger Smith, and Tami Wilson.



COMMUNITY SERVICE PROGRAMS

Counsel Pro Bono Initiative. In September 2019, the firm's counsel held their first Counsel Pro Bono Initiative at the **Urban Bike Project**'s newly renovated warehouse at 1500 N. Walnut Street. Urban Bike Project aims to empower kids by teaching them to fix and build bikes, volunteer on-site to repair others' bikes, and make bike riding a part of their life. It also strives to empower low-income residents by providing a means of transportation, increasing community safety by getting more people outside, and reducing air pollution. **Jennifer Veet Barrett**, **Marisa Terranova Fissel**, **Brigitte Fresco**, **Jason Madron**, **Christine Morabito**, and **Drew Sloan** worked on repairing and refurbishing bikes to be donated to kids in need during the holiday season.



Marisa Terranova Fissel and Jason Madron work together to repair a bike.



Brigitto Franço Marica Tarranova Jason Madron Draw Sloan

Brigitte Fresco, Marisa Terranova, Jason Madron, Drew Sloan, Christine Morabito, and Jennifer Veet Barrett.

COMMUNITY SERVICE PROGRAMS

Martin Luther King Day of Service. On Martin Luther King Jr. Day, the firm undertakes community service projects to commemorate the memory of Dr. Martin Luther King Jr. and promote outreach to those in need in our community. On the morning of January 20, 2020, Richards Layton was a Gold sponsor and participant at the Delaware State Bar Association's MLK Day breakfast, while nearly 60 members of the firm—including 15 families—gathered in our boardroom to make 500 peanut butter and jelly sandwiches for the homeless and working poor who are served at the Emmanuel Dining Rooms. Then nearly 30 volunteers arrived to make "blessings bags" (toiletry bags), and another team delivered the 500 dinner bags and 500 blessings bags to each of the Emmanuel Dining Rooms. Russell Silberglied and his family handed out the dinner bags to people at Emmanuel Dining Room West. Special thanks to Marisa Terranova Fissel and Christie Williams, who helped organize this event, and Cindy Angeline, Lorraine Landers, Lisa **Portale**, and **Melissa Robinson**, who helped make it a huge success.

The firm also organized a food drive for **Eisenberg Elementary School's food pantry**, which supplies students and their families with much-needed groceries and household items throughout the school year. Eisenberg Elementary School serves over 500 children, many of whom are ethnically diverse and either homeless, living in poverty, or at-risk. The firm donated nearly \$3000 in money, food, and non-food items in 2020. Brigitte Fresco collected the monetary donations and purchased items to be donated in bulk, and teams of attorneys and staff helped load vehicles and deliver the contributions to the school.

In addition to helping the community and advancing the ethical obligations of the legal profession, these team service projects give our attorneys and staff a unique opportunity to get to know one another on a personal level. These service projects provide the firm with valuable opportunities to enhance its reputation, as well as those of its attorneys and staff, as positive role models within the community.



Dorronda Bordley, Richard Facciolo, Lisa Schmidt and Paul Altman help assemble meals Greg Williams, Molly Perdue, Family Crisis for the Emmanuel Dining Room.



Brett Haywood, Bernie Kelley, Richard Facciolo, Therapist at Eisenberg Elementary School, and Danielle Andrisani Nowaczyk shown after delivering the donations to the school.

COMMUNITY SERVICE PROGRAMS

Annual Pro Bono Celebration. Each year the firm holds a pro bono celebration to recognize our attorneys and staff's outstanding contributions and commitment to our community. In 2020 nearly 100 people attended the celebration via Zoom, and **Rev. Dr. Terrence Keeling, president and CEO of the Central Baptist Community Development Corporation (CBCDC)**, was our keynote speaker.

Rev. Keeling thanked **Rob Krapf** and everyone in our firm who has provided legal assistance to the CBCDC in support of its efforts to revitalize Wilmington's Eastside community, alleviate poverty and crime, and provide opportunities for future generations. Following Rev. Keeling's inspiring remarks, the firm started a tradition of recognizing an attorney and a staff member who have done positive work in our community. Staff member **Melissa Robinson** was recognized for her volunteer efforts at the Ronald McDonald House of Delaware, where she organizes arts and crafts projects with the children and families who are staying there. First-year associate **R. Parker Havis** was recognized for his significant pro bono contributions to the Ministry of Caring's Villa Maria project, a planned senior-living facility for the elderly poor in Wilmington, and his legal support for the CBCDC and its Eastside Rising initiative.



PRO BONO AWARDS

The firm was a Gold sponsor of the DSBA Christopher W. White Distinguished Access to Justice Awards Breakfast at the Chase Center's Christina Ballroom. Jane Trueper was awarded the 2019 Christopher W. White Distinguished Access to Justice Achievement Award, presented to a Delaware lawyer who has exemplified an incredible dedication to pro bono work for the underserved populations in Delaware. Jane is the chair of the firm's Protection from Abuse Team and dedicates a substantial amount of time each year to working on PFA matters. Additionally, Richards, Layton & Finger was awarded the 2019 Christopher W. White Distinguished Access to Justice Leadership Award for the firm's outstanding leadership in the field of pro bono services to Delaware's indigent population. Congratulations to Jane and all of our attorneys, whose hard work distinguished RLF in the field of pro bono service.

Congratulations to the following OCA Team members who were named to the **Office of** the Child Advocate's Pro Bono Honor Roll in FY 2020: Lori Brewington, C. Malcolm Cochran, IV, Brock Czeschin, Kelly Farnan, Travis Hunter, Jennifer Jauffret, Cory Kandestin, Gregory Ladner, Claire Love, Joshua Novak, Marisa Terranova Fissel, and Greg Williams.





Left: Jane Trueper receives the 2019 Christopher W. White Distinguished Access to Justice Achievement Award.

Right: Doneene K. Damon and Mark Purpura accept the firm's 2019 Christopher W. White Distinguished Access to Justice Leadership Award.

SPONSORSHIPS

On behalf of the Pro Bono Committee, the firm sponsored the following events and activities during FY 2020:

Delaware State Bar Association. RLF was a Gold sponsor of the DSBA Christopher W. White Distinguished Access to Justice Awards Breakfast at the Chase Center's Christina Ballroom, and a Gold sponsor and participant at the DSBA's MLK Day Celebration Breakfast.



Office of the Child Advocate. The firm was a Silver sponsor of the OCA's annual "Jingle Mingle," which raises funds for foster kids to have opportunities and experiences such as attending summer camps and school field trips.



COLLECTIONS, DRIVES CHARITABLE CONTRIBUTIONS

Combined Campaign for Justice. Since 1999, the Combined Campaign for Justice (CCJ) has been a coordinated approach to fundraising to support Delaware's three non-profit legal aid agencies: Community Legal Aid Society, Inc., Legal Services Corporation of Delaware, Inc., and Delaware Volunteer Legal Services, Inc. Greg Williams, a longtime supporter of the CCJ, was appointed to serve as one of the four CCJ chairs from



Left to right: Janine Howard-O'Rangers, Greg Williams, Douglas Canfield, Daniel Atkins

2017 through 2020. Josh Novak also represents the firm by serving as the **New Castle County co-chair** for the CCJ. In FY 2020, a firm luncheon was held to spotlight the legal assistance provided by Delaware's three legal aid organizations and the critical funding provided to them by the CCJ. Daniel Atkins, executive director of CLASI; Douglas Canfield, executive director of LSCD; Janine Howard-O'Rangers, executive director of DVLS; and Greg Williams gave a panel presentation to the firm. The firm annually solicits support for the CCJ and its fundraising efforts. In FY 2020, **Lisa Schmidt** represented the firm as one of the featured guest bartenders at the CCJ's Oktoberfest Guest Bartender Night. The event was a huge success, and with the firm's support, the CCJ raised over \$20,000 in one night.

Association of Legal Administrators Blood Drive. In FY 2020, the First State Chapter of the Association of Legal Administrators hosted its first blood drive benefiting the Blood Bank of Delmarva. Led by the efforts of **Bill McCall**, a member of ALA's board of directors, the blood drive was incredibly successful, with 50 donors donating 54 units of blood. Thanks to the help of 10 Richards Layton employees who donated blood, the total donations received were twice the expected amount.

COLLECTIONS, DRIVES CHARITABLE CONTRIBUTIONS



Crystal Carter and Brigitte Fresco spearheaded the firm's annual Thanksgiving food drive.

Thanksgiving Food Drive. Crystal Carter and **Brigitte Fresco** spearheaded the firm's annual Thanksgiving food drive to support the more than 500 families who rely on donations from the Ministry of Caring's Emmanuel Dining Room during the holiday season. Crystal organized this building-wide effort, and Brigitte collected over \$1500 from the firm's attorneys and staff. Through the firm's generosity, Brigitte purchased thousands of canned goods to ensure that the many local families in need could celebrate with a traditional Thanksgiving dinner.

Coat Drive for the Ministry of Caring. Crystal Carter organized a building-wide coat drive with Skadden to provide cold-weather gear to the homeless, at-risk, and working poor who are served by the Ministry of Caring. In less than two weeks our firm alone donated 171 items (66 coats, 42 scarves, 36 hats, 22 gloves, and 5 pairs of shoes/boots).

Adopt-A-Child Holiday Gift Drive. Adopt-A-Child is a longstanding and much-loved annual firm tradition in which RLF attorneys and staff are matched with homeless and at-risk children in Wilmington and given the children's holiday wish list. The firm has adopted 1,756 local children in need over the past 21 years, including 150 children in FY 2020. Jennifer Marcolini and Lesley Morris manage this Herculean effort. In 2020, after learning there would be children who had not received Adopt-A-Child gifts spending Christmas Day at the Emmanuel Dining Rooms, Jennifer arranged for them to receive donations of toys and clothing as well. The overwhelming response from the members of our firm epitomized the holiday spirit and surely brought joy to hundreds of local children, as well as to us



Jennifer Marcolini collects gifts for the firm's annual Adopt-A-Child holiday gift drive.

COLLECTIONS, DRIVES CHARITABLE CONTRIBUTIONS

Jeans Days. The firm holds a monthly "Jeans Day," which allows employees to wear jeans in exchange for a donation to a chosen cause. Each month a different non-profit organization is chosen, and the person who nominated the cause is given an opportunity to highlight to the entire firm why this particular organization's mission is important to them. In FY 2020, the firm provided financial assistance to the following organizations through its Jeans Day fundraisers: Sarita and Claire Wright Lucas Foundation, Junior Achievement, American Red Cross, Vai Sikahema Foundation, Nemours Children's Hospital, Food Bank of Delaware, Delaware County Law Enforcement Memorial Fund, American Red Cross Australia Fires, Delaware Youth Leadership Network, Honored Healthcare Workers Covid-19 Fund (two consecutive months), and the Equal Justice Initiative.

The William E. Proudford Sickle Cell Fund, Inc. Under the leadership of **John Mark Zeberkiewicz**, individuals at the firm have collectively contributed well over \$20,000 to the Sickle Cell Fund, a pro bono client of the firm, through their donations and fundraising efforts in connection with their participation in the annual Delaware Running Festival.

Through these and other projects, firm attorneys are encouraged to continue to develop their skills and contacts, while giving back to the community in which they serve.

Thank you to the members of our firm who serve on the Pro Bono and **Community Service Committee:** Russell Silberglied, Chair Elisa Maas Mark Purpura, Vice Chair Christine Morbito Joshua Novak Monica Avres Jennifer Veet Barrett Danielle Andrisani Nowaczyk C. Malcolm Cochran, IV Lisa Portale **Brock Czeschin** Drew Sloan Jennifer Jauffret Stacey Novinger Smith Cory Kandestin Marisa Terranova Fissel Beth Gansen Knight Jane Trueper Mark Kurtz Paul Webb Melissa Lennon John Mark Zeberkiewicz ANTER LEGIS LEGIS LEGIS LEGIS DE LEGIS DE LEGIS DE LEGIS DE

GIVING BACK

Richards, Layton & Finger is proud to have members of its firm dedicating their time and talents to serving in leadership roles in the following community organizations:

- Action for Delaware's Children, Board of Directors, Lori Brewington
- American Civil Liberties Union of Delaware, Board of Directors, Mark Purpura
- American Red Cross of the Delmarva Peninsula, Board of Directors, Drew Sloan
- Boy Scouts of America, Del-Mar-Va Council, Advisory Committee, Fred Cottrell
- Brandywine Conservancy, Secretary, Board of Directors, Donald W. Sparks, II
- Cameron Kravitt Foundation, Board of Directors, Doneene K. Damon
- Camp Rehoboth, Board of Directors, Mark Purpura
- Cancer Support Community Delaware, Board of Directors, Mark Collins
- Centreville Layton School, Board of Directors, Anne Foster
- Children's Advocacy Center of Delaware, Inc., Board of Directors, Lori Brewington
- Christiana Care Health System, Inc. and Health Services, Inc., Chair, Board of Directors, Doneene K. Damon
- Christina Cultural Arts Center, Board of Directors, Alexandra Ewing
- Combined Campaign for Justice, Co-Chair, Greg Williams
- Cornerstone West Community Development Corporation, Board of Directors, Joshua Novak
- Delaware Community Development Corporation, Board of Directors, Frederick Mitsdarfer, III
- Delaware Nature Society, Conservancy Committee, Matthew Ady
- Delaware Prosperity Partnership, Board of Directors, Doneene K. Damon
- Delaware Volunteer Legal Services, Treasurer, Donald W. Sparks, II
- <u>DirectWomen</u>, Board of Directors, Mark Gentile
- Downtown Visions, Board of Directors, Danielle Andrisani Nowaczyk
- Episcopal Diocese of Delaware, Chancellor, Anne Foster
- <u>Equality Delaware, Inc.</u>, Board of Directors, Mark Purpura
- Equality Delaware Foundation, Board of Directors, Mark Purpura
- First State FinTech Lab, Board of Directors, Doneene K. Damon
- Golf Association of Philadelphia, Executive Committee Member, Daniel Dreisbach
- Greyhound Pet Adoptions of Delaware, Board of Directors, Marisa Terranova Fissel
- International FOXP1 Foundation, Board of Directors, Katharine Lester Mowery
- Jewish Federation of Delaware, Vice President, Board of Directors, Russell Silberglied
- Jewish Federation of Delaware, Board of Directors, Jesse Miller
- Jewish National Fund, Delaware, Board of Directors, Russell Silberglied
- <u>Junior League of Wilmington, Delaware</u>, Secretary, Board of Directors, Kinsey Lenehan
- Las Americas Aspira Academy, Board of Directors, Marisa Terranova Fissel
- Make-A-Wish® Philadelphia, Delaware & Susquehanna Valley, Director, Danielle A. Nowaczyk

GIVING BACK

- Mariano Rivera Public Foundation, Corporate Secretary, Counsel, Board of Directors, Russell Silberglied
- Music School of Delaware, Board of Directors, Richard Facciolo
- Odyssey Charter School, Board of Directors, Valerie Caras
- OperaDelaware, Inc., Board of Directors, Samuel Nolen
- Rodney Inn of Court, Executive Committee, Kelly Farnan
- Rodney Inn of Court, Treasurer, Travis Hunter
- Rodney Square Conservancy, Board of Directors, John Ferko and Danielle Andrisani Nowaczyk
- Ronald McDonald House of Delaware, Advisory Board, Lisa Schmidt
- Sacred Heart Village, I, Board of Directors, Christine Haynes and Danielle Andrisani Nowaczyk
- Sacred Heart Village, II, Board of Directors, Sara Toner
- Salem Little League Softball, Vice President, Sandra Roberts
- <u>Selective Service System for Delaware</u>, Board, Fred Cottrell
- St. Mary Magdalene School, Board of Directors, Kevin Gross
- St. Patrick's Center, St. Patrick's Day Society Fundraising Committee, Michael Collins
- St. Thomas More Society, Executive Committee, Michael Collins
- Stroud Water Research, Board of Directors, Robert Whetzel
- Structured Finance Association, Doneene K. Damon
- Temple University Beasley School of Law, Board of Visitors, Doneene K. Damon
- Temple University, Fox School of Business, Real Estate Advisory Board, Vice Chair, Sara Toner
- The American University of Rome, Board of Trustees, Chair, Robert Krapf
- The Grand Opera House, Board of Directors, Kelly Farnan
- The Mary Campbell Center, Board of Directors, Jane Trueper
- Village of St. John, Board of Directors, Anne Foster
- Weinberg Center for Corporate Governance at the University of Delaware, Advisory Board, Anne Foster
- William E. Proudford Sickle Cell Fund, Inc., Board of Directors, John Mark Zeberkiewicz
- Wilmington Classical Guitar Society, Board of Directors, Robert Guerrero
- Wilmington Economic Development Corporation, Board of Directors, Tony Roustopoulos
- Wilmington Institute, Vice President, Samuel Nolen
- Wilmington Institute, Board of Managers, Renée Mosley Delcollo
- Working Group on Legal Opinions Foundation, Treasurer, Board of Directors, William Yemc
- YMCA of Delaware, Central Branch, Board of Directors, Brian Mammarella

In addition to the many community organizations we serve, RL&F attorneys play valuable leadership roles in various professional organizations, including the American Bar Association, Delaware State Bar Association, U.S. Commission on Civil Rights Delaware Advisory Committee, Judicial Nominating Commission, Delaware State Chamber of Commerce, Estate Planning Council of Delaware, and Lex Mundi, among others.



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