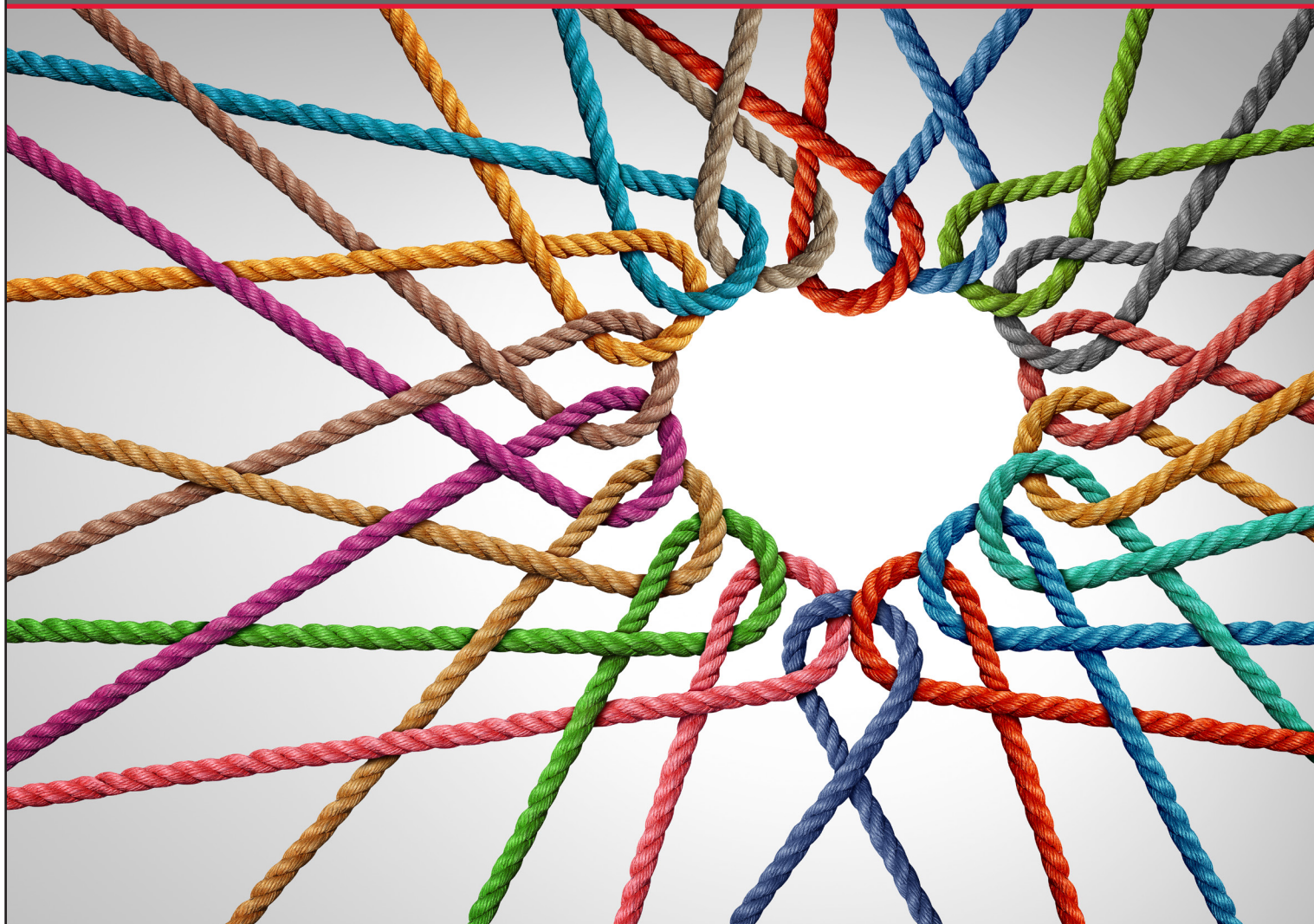


BETTER TOGETHER
PRO BONO & COMMUNITY SERVICE ANNUAL REPORT
FY 2021



November 2021

Russell C. Silberglied
Mark V. Purpura
Danielle Andrisani Nowaczyk

A MESSAGE FROM OUR PRESIDENT

Richards, Layton & Finger's commitment to serving others runs deep. For more than a century, our lawyers have been acknowledged leaders of the Delaware bar, and our firm has played an important role in building and improving our community. We take this leadership role seriously, investing significant time and resources to develop our attorneys and professionals into dedicated community leaders. And the investment has certainly paid off—collectively we have truly made a difference to many of our neighbors in need.

I'm delighted that our lawyers have fully embraced the importance of giving back. Year after year we advocate for Delaware's vulnerable and underserved, including the poor, minorities, people with disabilities, children, seniors, and the LGBTQ+ community. Through our pro bono efforts, we create deep roots in the community, experience the personal and professional fulfillment that comes from doing meaningful work, and, most importantly, work together to improve the lives of others.



Doneene K. Damon
FIRM PRESIDENT

A MESSAGE FROM OUR COMMITTEE CHAIRS

We can all be proud to be part of a firm that truly values pro bono and community service work. And it's not just words: Richards, Layton & Finger has developed a thriving pro bono and community service program that allows attorneys to donate their talents to causes that are meaningful to them, credits pro bono work as billable hours, and features specialized pro bono teams to help attorneys readily take part in projects that offer valuable professional development opportunities. In addition, the firm's attorneys and staff work together on numerous community service efforts throughout the year, providing aid and support to those in need in our community and beyond.

Our five pro bono teams offer much-needed legal assistance addressing a wide range of issues. Our work includes serving as child attorneys, representing victims of domestic violence, and assisting indigent seniors with end-of-life needs. We represent local and global non-profits, and we work on civil rights cases in the Delaware District Court. In addition to the efforts of our teams, we conduct a variety of important pro bono initiatives, helping to revitalize distressed areas of our community, championing underserved children, and working with Lex Mundi to advance non-profits around the world.



Russell C. Silberglied
COMMITTEE CHAIR



Mark V. Purpura
COMMITTEE VICE CHAIR

& OUR PRO BONO COMMUNITY SERVICE COMMITTEE

Committee Leadership



Russell C.
Silberglied
*Committee
Chair*



Mark V.
Purpura
*Committee
Vice Chair*



Doneene K.
Damon
President



Lisa A.
Schmidt
*Executive Vice
President*



Paul M.
Altman
*Senior Vice
President*

Directors



Monica M.
Ayres



C. Malcolm
Cochran



Mark D.
Collins



Brock E.
Czeschin



Jennifer C.
Jauffret



Beth Gansen
Knight



Mark A.
Kurtz



Elisa Erlenbach
Maas



Joshua J.
Novak



John Mark
Zeberkiewicz

& OUR PRO BONO COMMUNITY SERVICE COMMITTEE

Counsel



Jennifer Veet
Barrett



Cory D.
Kandestin



Christine M.
Morabito



Drew G.
Sloan



Marisa
Terranova
Fissel

Senior Attorney



Stacey Novinger
Smith

Associate



Sara C.
Thompson

Staff



Melissa
Lennon
*Chief Legal Talent
Officer*



Paul D.
Webb
*Director of Marketing
& Business
Development*



Danielle A.
Nowaczyk
*Director of
Attorney
Development*



Lisa
Portale
*User Support
Manager*

THE POWER^{OF} CARING

Richards, Layton & Finger (“RLF”) attorneys and staff continued to undertake pro bono engagements in large numbers during FY 2021, with 70% of the firm’s attorneys participating in pro bono and community service (“PBCS”) projects. During the year:

- **RLF attorneys and staff logged more than 6,000 hours on PBCS matters.**
- **67% of the firm’s associates recorded PBCS time during the year.**
- **Approximately 70% of our directors spent time on PBCS matters.**
- **100% of our counsel participated in PBCS.**
- **Our staff provided administrative support on nearly all PBCS matters.**
- **The firm opened 55 new PBCS matters during FY 2021.**



OUR INITIATIVES

Various initiatives were continued during FY 2021. The Pro Bono and Community Service Committee continues to advance the purposes of the firm's PBCS program, including:

- Giving back to the community we serve
- Enhancing the firm's reputation and the RLF brand
- Associate recruitment, development, and retention
- Community involvement and relationship building with individuals, public officials, non-profit organizations, and institutions throughout Delaware and beyond
- Relationship building within the firm
- Client development
- Professional development training for all attorneys

Several projects were continued during FY 2021. 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 430 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 among low- and moderate-income families on the Eastside of Wilmington; drafting real estate purchase and sale documents; and advising on corporate governance matters. The success of this initiative has improved both the infrastructure and the quality of life in a significantly disenfranchised section of our community. During the past year, **Michael Collins, Jake Crosetto, Renée Mosley Delcollo, R. Parker Havis, Kenneth Jackman, Jennifer Jauffret, Robert Krapf, Mark Kurtz, Sean MacDonald, Philip Micha, Frederick Mitsdarfer III, Ellen Rosaio, Tony Roustopoulos, Stan Stevenson III, Susan Stewart, Robert Troiano, Beth Ward, and Mikell Washington**, 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. Through this program, it is intended that attorneys will have 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's goal is assisting non-profit organizations with various legal projects, including drafting incorporation documents, answering legal questions, and serving on or counseling non-profit boards. It is a popular team among the firm's attorneys, with 39 members. The Non-Profit Team is led by **Elisa Erlenbach Maas** and **John Mark Zeberkiewicz**.

In FY 2021, the 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. On November 18, 2020, **Doneene Damon** and **Mark Purpura** presented an informative and inspiring in-house CLE titled *Non-Profit Boards: What You Need to Know About Serving and How to Find One*. Doneene and Mark highlighted considerations that should be given to any board opportunity, noting that what is most important is one's passion to sustain and advance the mission of the organization.

On May 13, 2021, the Non-Profit Team hosted a virtual CLE with **Sheila Bravo, President and CEO of the Delaware Alliance for Nonprofit Advancement ("DANA")**, on *Creating and Retaining Diverse Board Talent*. On June 3, 2021, the Non-Profit Team hosted a firm-wide event and CLE, *Community Non-Profit Organizations: Their Missions and Leaders*, featuring guest panelists **Mike Brickner, Executive Director of the American Civil Liberties Union of Delaware**; **Jane Pierantozzi, Founder and Executive Director of Faithful Friends Animal Society**; **Annie Slease, M.Ed., Director of Advocacy and Education at the National Alliance on Mental Illness Delaware**; and **James Spadola, Executive Director of Read Aloud Delaware**. This event was moderated by **Elisa Maas**.



Left to right, starting at top: Mike Brickner, Doneene Damon, James Spadola, Elisa Maas, Jane Pierantozzi, and Annie Slease

PRO BONO PROGRAMS

The Office of the Child Advocate Team. The Office of the Child Advocate (“OCA”) Team is comprised of 33 attorneys and led by **Jennifer Jauffret**. Over the course of the year, 13 RLF attorneys represented 24 children in abuse and neglect proceedings, providing an important service to the court and the children as well as valuable litigation and counseling experiences for our lawyers. Our attorneys dedicated nearly 475 hours to serving as child attorneys in FY 2021. Since the inception of this program over 18 years ago, RLF attorneys have dedicated over 13,900 hours to the representation of 249 children in these Family Court proceedings.

On November 2, 2020, the OCA Team hosted **Kelly Ennslyn, Chief of Legal Services for the Office of the Child Advocate**, who presented the CLE, *Family Court Practice - Evidence and Ethics of Representing Children in DSCYF Custody*. On March 31, 2021, the OCA Team hosted the **Honorable Robert Burton Coonin, of the Family Court**, for the in-house CLE, *Serving as a Child Attorney*. The guest presenters provided valuable information on how to be an effective advocate when volunteering to serve as a child attorney.

Congratulations to the following OCA Team members who were named to the **Office of the Child Advocate’s Pro Bono Honor Roll in FY 2021: C. Malcolm Cochran IV, Brock Czeschin, Kelly Farnan, Travis Hunter, Jennifer Jauffret, Cory Kandestin, Gregory Ladner, Claire Love, Joshua Novak, Marisa Terranova Fissel, and Gregory 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 its time to handling protection from abuse proceedings, including representing victims at virtual hearings throughout the COVID-19 shutdown.

On November 10, 2020, the PFA team hosted **DVLS staff attorney Tom McDonough** for the CLE, *How to Handle a PFA Case*, which was open to all Delaware attorneys.

PRO BONO PROGRAMS

The Estate Planning Team. This team of 30 attorneys is headed by **Monica Ayres** and offers services, through DVLS, to indigent clients with estate planning and related needs. In addition to the preparation of wills, the team offers various other estate-planning options, such as the creation of 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 former public defender, Brendan O'Neill**. Private law firms were asked to provide pro bono attorneys to partner with the Public Defender's Office on serious felony cases. Our attorneys serve as second chair and are expected to research, prepare, and argue motions, such as suppression of evidence. 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. RLF is the Delaware member firm of Lex Mundi, which is comprised of more than 150 member law firms spanning 100 countries across the globe, and the Lex Mundi Pro Bono Foundation. Through the Lex Mundi Pro Bono Foundation, the firm's attorneys provide legal support to global organizations focused on societal changes that will improve lives and communities around the world.

Through Lex Mundi, RLF attorneys **Brian Mammarella** and **Nate Stuhlmiller**, among others, provided pro bono assistance to OmniVis, LLC, a California health-tech startup company that designed an innovative method for rapid cholera detection, which generates early warning signs for diseased hotspots, in an effort to prevent medical outbreaks. The firm's attorneys assisted OmniVis in changing its corporate status from an LLC to a Delaware C-Corp.

LexMundi

Pro Bono Foundation

AD HOC PROJECTS

All firm attorneys are invited to suggest and participate in pro bono and community service projects that reflect their interests. During FY 2021, 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. Below are some of the more significant *ad hoc* PBCS projects in FY 2021.

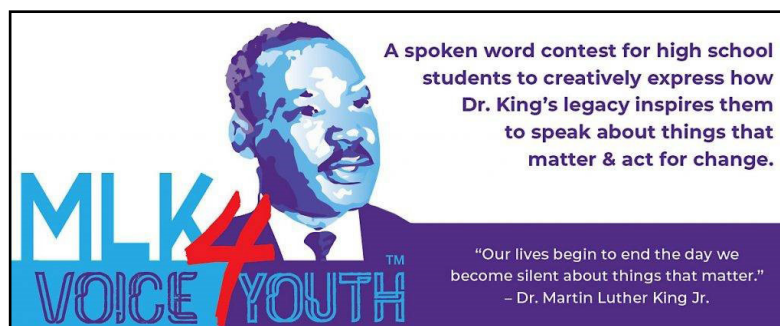
- Firm attorneys **Dorronda Bordley, Marina Leary, Mark Purpura**, and others assisted the ACLU of Delaware by providing research on citizens' Constitutional rights and rights to access information under Delaware law. Mark supervised then summer associate **Emily Mathews** and several other RLF summer associates, who researched a person's rights at the time of his or her arrest in Delaware. These research matters are paving the way for local policy changes as well as the accurate dissemination to the public of individual rights under Delaware law.
- Then summer associates **Edmond Kim, Zoe Matherne, Daniel Barrow, and Thomas Malone**, under the supervision of **Mark Purpura**, provided research to the Equality Delaware Foundation in light of the recent decision by the United States Supreme Court in *Bostock v. Clayton County*, which held employees cannot be discriminated against based on their sexual orientation or gender identity.
- In August 2020, **Russell Silberglied** advised **Congregation Beth Shalom**, a Wilmington synagogue, in connection with Beth Shalom's operating concerns in light of COVID-19 in anticipation of the Rosh Hashanah and Yom Kippur holidays. He was asked to analyze the synagogue's risks and advised Beth Shalom on its legal obligations during the COVID state of emergency declaration.
- On December 10, 2020, the **Ministry of Caring, Inc.** completed its acquisition of parcels of land located along downtown Wilmington's Race, Hutton, and North Market Streets for its Villa Maria project. The Ministry will be developing these parcels into 72 units of high-quality, low-income senior housing, with a storefront unit for a commercial business to serve the surrounding neighborhood. RLF real estate attorneys **R. Parker Havis, Philip Micha, and Sara Toner**, and paralegal **Susan Stewart**, assisted the Ministry with several aspects of the acquisition, including preparing documents to facilitate the purchase and assisting with rezoning the parcels in order to support the Ministry's pioneering use of the property. Due to the contaminated nature of the property, RLF also coordinated the efforts of the Ministry, the seller, and Delaware Department of Natural Resources and Environmental Control, and assisted in drafting



AD HOC PROJECTS

protective agreements for the Ministry in its new role as owner and developer. Following the acquisition, the Ministry expressed its deep appreciation for RLF's ongoing dedication and quality work product regarding pro bono matters such as these.

- **John Miraglia, Charles More, and Russell Silberglied** reviewed the contracts between **Delaware Alliance for Nonprofit Advancement** and **Philanthropy Delaware** with the State of Delaware to allow these organizations to provide advice on the rollout of CARES Act funding to local non-profits.
- **Jason Rawsley**, with the assistance of then summer associate **Jennifer Siew**, reviewed and revised the language regarding the licensing of intellectual property that participants in the **MLK VOICE 4 YOUTH** competition must agree to. Jason also worked with **Jane Rubini**, the local founder, to secure federal trademark registration of the contest name. **MLK VOICE 4 YOUTH** is a statewide spoken-word contest for high school students presented by **Christ Church Christiana Hundred** and the **YWCA Delaware**. Over the years, the contest has provided an opportunity for more than 200 youth to creatively speak up for social change through respect, understanding, and compassion.



- The firm is providing pro bono assistance to **TeenSHARP**, a local non-profit organization that aims to provide access to college to underrepresented students while developing and advancing successful student leaders. The firm is preparing the necessary documents for TeenSHARP to re-domesticate its incorporation location from New Jersey to Delaware and to review and suggest modifications to its bylaws. **David Milano, Wes Peterson, Nate Stuhlmiller, Wendy Manthorpe**, and an RLF summer associate all contributed time to this matter.
- **Samuel Nolen** and **Mikell Washington** assisted **Nehemiah Gateway Community Development Corporation**, a community development project of Shiloh Baptist Church (Delaware's oldest Black Baptist Church), by reviewing a recent grant it received from the state of Delaware. Nehemiah Gateway CDC's mission is to provide access to financial education and services for low- and moderate-income individuals.

COMMUNITY SERVICE PROGRAMS

The Bancroft School Mentoring Team. The firm has a longstanding relationship with **Big Brothers Big Sisters of Delaware's Mentoring Program**. For years firm attorneys and staff, individually and in pairs, have served as mentors to children in kindergarten through fifth grade at **The Bancroft School**. Unfortunately, due to COVID-19, the mentoring program was delayed and then eventually moved to a virtual setting in the spring of 2021. The members of the team look forward to returning as in-person mentors at the school when it is safe to do so.

Leadership Council on Legal Diversity's Success in Law School Mentoring Program. In 2020, the firm joined the Leadership Council on Legal Diversity (LCLD), whose mission is to promote inclusivity in order to enhance the recruitment, retention, and advancement of attorneys of diverse backgrounds within the legal profession. The firm also participates in the LCLD Success in Law School Mentoring, which matches attorneys at LCLD member organizations with 1L students of diverse backgrounds to provide guidance and support to diverse law students throughout their first year of law school and beyond. The firm's 2020-21 LCLD mentors were **Doneene Damon, Marcos Ramos, Sara Toner, Kate Mowery, Nicole Pedi, Melissa Lennon, and Danielle Andrisani Nowaczyk**.



The Emmanuel Dining Room Teams. RLF lawyers and staff are dedicated to continuing the firm's longstanding community outreach effort of serving meals each month to the homeless and working poor within our community at the Ministry of Caring's Emmanuel Dining Room. The firm's 9 Emmanuel Dining Room teams include over 70 volunteers who traditionally serve a total of 36 annual lunches at the Emmanuel Dining Room. Beginning in March 2020, the Emmanuel Dining Rooms could no longer allow volunteers on site due to COVID-19; as such, the firm has made periodic donations to the Emmanuel Dining Rooms and continues to make direct contributions to its annual TurkeyThon fundraiser. 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**.

MARTIN LUTHER KING DAY OF SERVICE

On Martin Luther King Day, the firm hosts a day of service to commemorate the memory of Dr. Martin Luther King Jr. and to promote outreach to those in need in our community. For the first time, in FY 2021 the firm's annual Martin Luther King Day of Service was held virtually, on January 14. Despite it being virtual, it was incredibly impactful for the people and organizations we supported with our efforts. The firm and our families created coloring pages and uplifting notes for the low-income senior residents at Sacred Heart Village I, which were delivered on Martin Luther King Day. And as a result of firm donations, hundreds of homeless and at-risk people were provided a hot lunch at Emmanuel Dining Rooms East and West on MLK Day. Below is an excerpt of the response we received from ReeNee LaFate, program director of the three Emmanuel Dining Rooms:

We thank you for your consideration in wanting to help the Emmanuel Dining Room, in a special way, honor the memory of Dr. Martin Luther King. You truly are our Earth Heroes, Our Rescuers and most definitely the most caring, supportive and generous spirits. You don't just help lives, you change and save them, and the Emmanuel Dining Room is the witness of the greatness you do. In this time of uncertainties, you stand extremely tall in defining the representation of compassion, caring, kindheartedness and exceptional generosity. The Emmanuel Dining Room feels blessed to be the recipients of your kindness in wanting to help others.

What a wonderful way to honor the memory of Dr. Martin Luther King, then through caring.

Again, we thank you.

ReeNee

Maureene LaFate, Program Director, Emmanuel Dining Room

The firm was invited to participate in the 8th annual donation 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. Unable to host an in-person collection for the Eisenberg Elementary School's Food Pantry due to the pandemic, the firm donated a record \$14,475 to the school's food pantry. Special thanks to **Brigitte Fresco** and **Ed Pierce** for their leadership in advocating for and supporting this project.

Eisenberg Elementary is truly grateful for the firm's annual donations and the crucial role they play in servicing the basic needs of their students' families. **Molly Perdue**,

MARTIN LUTHER KING DAY OF SERVICE

family crisis therapist and organizer of Eisenberg Elementary School's food pantry, attended our firm's virtual event and spoke of the impact our donation will have on the students and their families.



As part of our MLK Day of Service, individuals at the firm partnered with the **National Museum of African American History and Culture** and the **Smithsonian Institution's Transcription Center** to volunteer on their digital transcription project, helping to digitally transcribe more than 1.5 million handwritten pages found within the Freedmen's Bureau Records detailing enslaved people's journey to freedom following the Civil War. Special thanks to **Peter Calder, Jordan Cramer, Laura Dietrich, Cayla Dupuis, Chandler Elliott-Fehle, Erica Koran, Kinsey Lenahan, Elisa Maas, James McCauley, Christine Morabito, Allison Munter, Katie Reese, Rachel Sharp, Russell Silberglied, Alena Smith, and Nancy Whan Tong**, among others, who together contributed over 70 hours to this national service effort. More information can be found at: [The Freedmen's Bureau Records | National Museum of African American History and Culture \(si.edu\)](https://www.si.edu/freedmen).

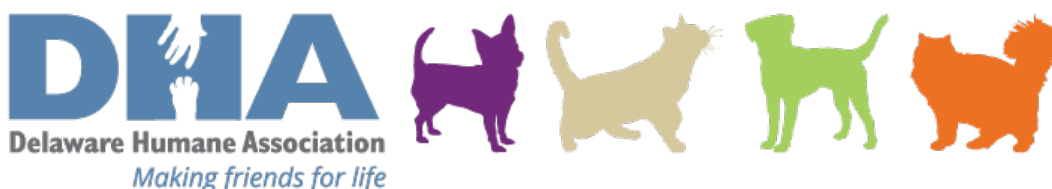
Working together in teams on such service projects gives attorneys and staff who may not otherwise have regular contact the opportunity to get to know one another on a personal level while giving back to the local community.

CLASS PRO BONO PROJECT

The **2020 associate class** initiated the firm's new tradition of a **Class Pro Bono Project**, a community service effort to be shared by all future entering classes. The fall 2020 associate class chose the **Delaware Humane Association ("DHA")** as its organization to support. DHA was founded in 1957 as a no-kill shelter and has been a formidable force within the Wilmington and Rehoboth communities, providing care, shelter, and adoption services to homeless dogs and cats for more than 60 years. In 2020, DHA took in and adopted out nearly 2000 animals, some of which went to our own associates.

The virtual collection ran from May 14 through June 11. Everyone at the firm was encouraged to donate physical items to DHA through their Amazon and Chewy wish lists, in addition to monetary donations. Through adorable weekly "(pup)dates" highlighting the firm pets that have benefitted from DHA and other local animal organizations, the 2020 associate class far exceeded its goal of \$1,000 in donated items. Due to the generosity of those at the firm, the combined total value of the donations was \$4,845.65. More information can be found at: [Home | DHA | Delaware Humane Association | Friends For Life - Delaware Humane Association](#).

A special thank you to the 2020 associate class: **Nik Albright, Travis Coon, Jordan Cramer, Cayla Dupuis, Chandler Elliott-Fehle, Melissa Lagoumis, Vicky Liu, Sean MacDonald, James McCauley, David Milano, Vaghif Salem, Josh Salzer, Rachel Sharp, Alena Smith, Cassandra Thompson, Mikell Washington, and Sandy Xu**, and to **Samantha Stern**, who lent support to this effort, for the positive impact they had on **DHA** and the animals in its care.

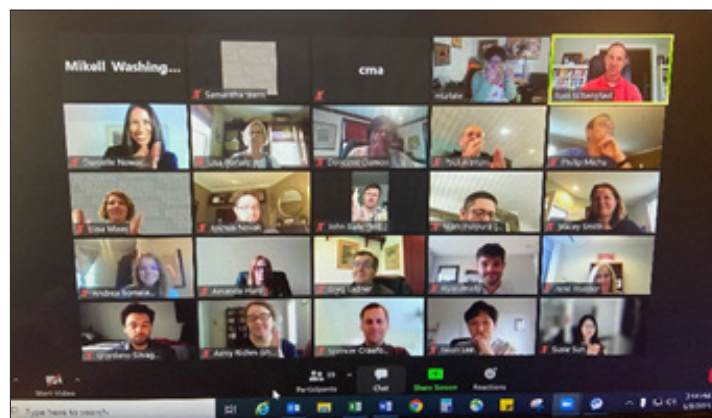


ANNUAL PRO BONO CELEBRATION

On June 9, 2021, our firm hosted its annual pro bono celebration, via Zoom, to recognize the outstanding contributions and commitment of our attorneys and staff to our community. We embraced the ability to come together to celebrate our shared accomplishments this past year and to renew our commitment to helping our community and those in need. **Doneene Damon** highlighted the value the firm places on pro bono and community service efforts and welcomed **ReeNee LaFate, Program Director of the Ministry of Caring's Emmanuel Dining Rooms**, as our honored guest and keynote speaker.

Ms. LaFate expressed deep gratitude to everyone at the firm who has contributed time and money to serving the Ministry of Caring's homeless and at-risk clients at its three Emmanuel Dining Rooms, as well as through its annual Thanksgiving TurkeyThon and Adopt-A-Child program during the holiday season. To thank Ms. LaFate for her remarks, the firm made a contribution to the Emmanuel Dining Rooms in her honor.

Russell Silberglied, chair of RLF's Pro Bono and Community Service Committee, continued the firm's tradition of recognizing a staff member who has positively represented our firm in the community. **Jennifer Marcolini** was recognized for her ongoing volunteer efforts to organize and oversee the firm's annual participation in the Ministry of Caring's Adopt-A-Child program, which provides holiday gifts to local children in need.



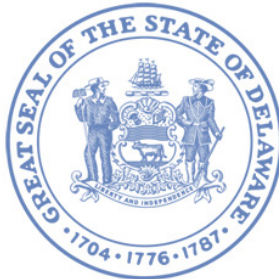
SPONSORSHIPS

On behalf of the Pro Bono Committee, the firm sponsored the following events and activities during FY 2021:

Delaware State Bar Association. On October 29, the firm was a gold sponsor of the virtual DSBA Christopher W. White Distinguished Access to Justice Awards Breakfast. The firm also traditionally sponsors the Delaware State Bar Association's MLK Day Celebration Breakfast, which was not held in 2021.



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 "normal" childhood experiences such as attending summer camps and school field trips.



Office of the
Child Advocate

& COLLECTIONS, DRIVES & CHARITABLE CONTRIBUTIONS

On behalf of the Pro Bono and Community Service Committee, the firm organized food drives and gift collections for those in need throughout the holiday season and in conjunction with the firm's annual MLK Day of Service.

Combined Campaign for Justice. Since 1999, the Combined Campaign for Justice ("CCJ") has supported Delaware's three non-profit legal aid agencies: Community Legal Aid Society, Inc. ("CLASI"), Legal Services Corporation of Delaware, Inc. ("LSCD"), and Delaware Volunteer Legal Services, Inc. ("DVLS"). **Joshua Novak** represents the firm by serving as the **New Castle County co-chair** for the CCJ. The firm annually solicits support for the CCJ and its fundraising efforts in order to best serve the legal needs of low-income Delawareans.

Thanksgiving Food Drive. RLF continued its tradition of supporting the Ministry of Caring's annual TurkeyThon, providing Thanksgiving dinners to the homeless, at risk, and working poor in our community. Due to COVID-19, RLF suggested that the Ministry of Caring create an online donation link in order for our firm and our extended community to provide monetary support in lieu of a food collection. Thanks to **Crystal Carter** and to **Brigitte Fresco**, whose inspiring emails and unwavering support of this annual tradition led the firm to break its previous record and donate nearly \$4,000 towards Thanksgiving dinners for nearly 700 local families.

Adopt-A-Child Holiday Gift Drive. In 1999, the firm "adopted" six children from the **Ministry of Caring's Adopt-A-Child program**; now, the Adopt-A-Child program is a longstanding and much-loved firm tradition. Each year RLF attorneys and staff are matched with homeless and at-risk children in Wilmington and given the children's holiday wish list, and we have adopted 1,966 local children in need over the past 22 years. **Jennifer Marcolini** spearheads this effort and handles all of the responsibility and work that goes with it. While the challenges of FY 2021 were great, Jen did not let that interfere with the firm's annual tradition. Discussions began with the Ministry of Caring in September, making RLF



& COLLECTIONS, DRIVES & CHARITABLE CONTRIBUTIONS

the first organization to reach out to the Ministry of Caring about the necessary changes to the 2020 program due to COVID-19, which motivated other organizations to pledge their support as well. RLF far exceeded its goal of adopting 150 children—together we donated \$15,725, which provided gift cards for 210 local children during the holiday season. The overwhelming response from the firm’s attorneys and staff epitomized the holiday spirit and surely brought joy to hundreds of children, as well as to us.

Jeans Days. The firm offers monthly “Jeans Day” opportunities for employees to wear jeans in exchange for a donation to a specific cause. Each month a different non-profit organization is chosen, and the person who nominated the cause is given an opportunity to tell the entire firm why this particular organization’s mission is important. Through its FY 2021 Jeans Day fundraisers, the firm provided financial assistance to **Delaware Humane Association, True Access Capital, Greater Philadelphia Chapter of ALS, Reading Assist Institute, Food Bank of Delaware, Snehama Association, Sjögren’s Syndrome, Central YMCA of Delaware, American Foundation for Suicide Prevention, Stop AAPI Hate, Boys & Girls Clubs of Delaware, and Memorial Sloan Kettering Cancer Center’s Cycle for Survival.**



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.

GIVING BACK

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

- American Civil Liberties Foundation of Delaware Inc., Mark Purpura
- American Civil Liberties Union of Delaware, Board of Directors, Mark Purpura
- American Friends of Loveltaly, Board of Directors, Robert Krapf
- American Red Cross of the Delmarva Peninsula, Board of Directors, Drew Sloan
- Beebe Healthcare, Real Estate Committee, Sara Toner
- Boy Scouts of America, Del-Mar-Va Council, Advisory Committee, Fred Cottrell
- Brandywine Conservancy, Board of Directors, Secretary, Donald W. Sparks, II
- Cameron Kravitt Foundation, Board of Directors, Doneene Keemer Damon
- Cancer Support Community Delaware, Board of Directors, Mark Collins
- Centreville Layton School, Board of Directors, Anne Foster
- Christiana Care Health System, Inc. and Health Services, Inc., Board of Directors, Chair, Doneene Keemer Damon
- Christina Cultural Arts Center, Board of Directors, Executive Committee, Alexandra Ewing
- Combined Campaign for Justice, New Castle County Co-Chair, Joshua Novak
- Cornerstone West Community Development Corporation, Board of Directors, Joshua Novak
- Delaware Bar Foundation, Board of Directors, President, Kelly Farnan
- Delaware Community Development Corporation, Board of Directors, Frederick Mitsdarfer, III
- Delaware Prosperity Partnership, Board of Directors, Doneene Keemer Damon
- Delaware Volunteer Legal Services, Board of Directors, Treasurer, Donald W. Sparks, II
- DirectWomen, Board of Directors, Treasurer, Mark Gentile
- Downtown Visions, Board of Directors, Danielle Andrisani Nowaczyk
- Episcopal Diocese of Delaware, Chancellor, Anne Foster
- Equality Delaware, Inc., Board of Directors, Mark Purpura
- Equality Delaware Foundation, Board of Directors, Mark Purpura
- Family Promise of Northern New Castle County, Board of Directors, Charles More
- First State FinTech Lab, Board of Directors, Doneene Keemer Damon
- Golf Association of Philadelphia, Board of Directors, Executive Committee, Daniel Dreisbach
- Greyhound Pet Adoptions of Delaware, Board of Directors, Marisa Terranova Fissel
- International FOXP1 Foundation, Board of Directors, Vice President, Katharine Lester Mowery
- Jewish Federation of Delaware, Board of Directors, Chair, Russell Silberglid
- Jewish Federation of Delaware, Board of Directors, Jesse Miller
- Jewish National Fund, Delaware, Board of Directors, Russell Silberglid
- Junior League of Wilmington, Delaware, Board of Directors, Ways & Means Council VP, Kinsey Lenehan
- Las Americas Aspira Academy, Board of Directors, Marisa Terranova Fissel
- Legal Services Corporation of Delaware, Inc., Board of Directors, Kevin Gross
- Make-A-Wish® Philadelphia, Delaware & Susquehanna Valley, Director, Danielle Andrisani Nowaczyk
- Mariano Rivera Public Foundation, Board of Directors, Corporate, Counsel, Secretary, Russell Silberglid
- Mid-Atlantic Women's Ice Hockey League, Board of Directors, President, Valerie Caras
- Music School of Delaware, Board of Directors, Richard Facciolo

GIVING BACK

- Odyssey Charter School, Board of Directors, Valerie Caras
- OperaDelaware, Inc., Board of Directors, Samuel Nolen
- Rodney Inn of Court, Executive Committee, Katharine Lester Mowery
- 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
- Ronald McDonald House of Delaware, Building and Grounds Committee, Nicole Henry and Marina Leary
- Ronald McDonald House of Delaware, Development Committee, Christine Haynes and Kinsey Lenehan
- Ronald McDonald House of Delaware, Strategic Planning Committee, Amanda Steele
- 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, Board of Directors, Vice President, Sandra Roberts
- Selective Service System for Delaware, Board, Fred Cottrell
- Society of Colonial Wars in the State of Delaware, Deputy Governor, Samuel Nolen
- St. Edmond's Academy, Corporate Board, Fred Cottrell
- St. Joseph's University Haub School of Business, Board of Visitors, Doneene Keemer Damon
- St. Patrick's Center, St. Patrick's Day Society Fundraising Committee, Michael Collins
- St. Thomas More Society, Board of Directors, Executive Committee, Michael Collins
- Stroud Water Research, Board of Directors, Robert Whetzel
- Structured Finance Association, Board of Directors, Doneene Keemer Damon
- Sycamore Hill Church, Hockessin, Lead Trustee, Rudolf Koch
- TeenSHARP, Board of Directors, Dorronda Bordley
- Temple University Beasley School of Law, Board of Visitors, Doneene Keemer 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 Forum of Executive Women, Board of Directors, Doneene Keemer Damon
- The Grand Opera House, Board of Directors, Kelly Farnan
- 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 Friends School, Alumni Board of Directors, Katharine Lester Mowery
- Wilmington Institute, Board of Directors, Vice President, Samuel Nolen
- Wilmington Institute, Board of Managers, Renée Mosley Delcollo
- Working Group on Legal Opinions Foundation, Board of Directors, Treasurer, William Yemc
- YMCA of Delaware, Central Branch, Board of Directors, Brian Mammarella

In addition to the many community organizations we serve, RLF attorneys play valuable leadership roles in various professional organizations, including the American Bar Association, Delaware State Bar Association, U.S. Civil Rights Commission 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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