

GIVING BACK
PRO BONO & COMMUNITY SERVICE ANNUAL REPORT
FY 2023



February 2024

Russell C. Silberglied
Mark V. Purpura
Danielle Andrisani Nowaczyk

A MESSAGE FROM OUR PRESIDENT

As we celebrate our 125th year, we take pride in our tradition of excellence and the crucial role we've played in defining Delaware law since 1899. Another important part of our legacy is our commitment to our community. Our lawyers have been acknowledged leaders of the Delaware bar for more than a century while remaining dedicated to building and improving our community.

I'm proud of the many ways our lawyers have fully embraced the importance of giving back. Year after year we provide legal services to countless non-profit organizations and individuals in our community through our support of Delaware's legal aid organizations, in-house pro-bono teams, and court appointments. Through our pro bono efforts, we have experienced firsthand the personal and professional fulfillment that comes from using our skills to assist the underserved in our community. Most importantly, though, we are maintaining the deep roots Richards, Layton & Finger has always had in our community and continuing to work together to improve the lives of others.



Lisa A. Schmidt
FIRM PRESIDENT

A MESSAGE FROM OUR COMMITTEE CHAIR

We can all be proud to be part of a firm that truly values pro bono service. And it's not just words: Richards Layton has developed a thriving pro bono 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 while making a difference.

Our five pro bono teams provide substantial assistance to those in need in our community and beyond. 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.

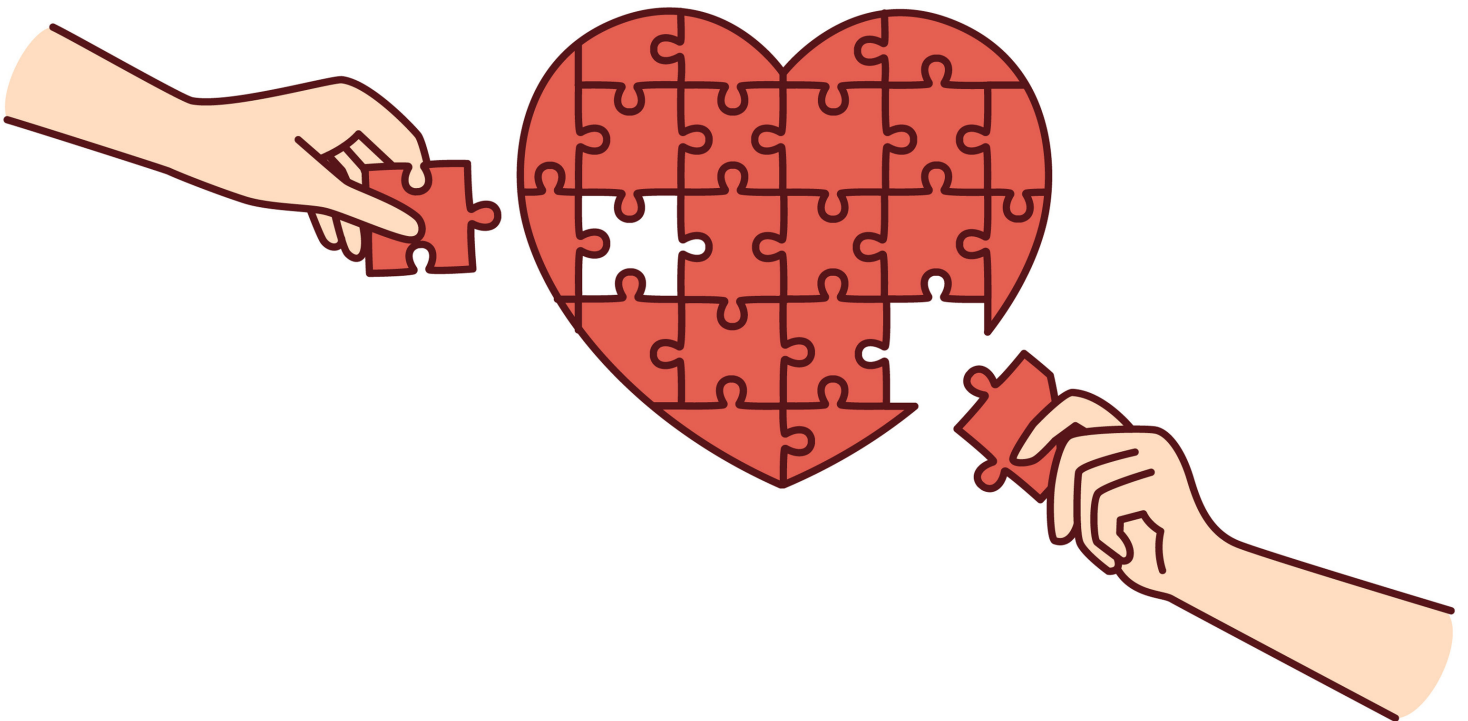
Russell C. Silberglied
COMMITTEE CHAIR



THE POWER OF CARING

Richards, Layton & Finger attorneys and staff continued to undertake pro bono engagements in large numbers during FY 2023, with 72% of the firm's attorneys participating in pro bono and community service ("PBCS") projects. During the year:

- RLF attorneys and staff logged more than 6,170 hours on PBCS matters.
- 83% of the firm's associates recorded PBCS time during the year.
- 57% of our directors spent time on PBCS matters.
- 78% of our counsel participated in PBCS.
- Our staff provided administrative support on nearly all PBCS matters.
- The firm opened 62 new PBCS matters during FY 2023.



OUR INITIATIVES

Various initiatives were continued during FY 2023. 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



One of the firm's largest pro bono projects has been its ongoing work on behalf of **Central Baptist Community Development Corporation** in connection with Eastside Rising, an initiative designed to revitalize and enhance the quality of life in Wilmington's Eastside community through housing improvement, workforce development, and economic empowerment. Under the leadership of **Mark Kurtz, Tony Roustopoulos, and Sara Wagner**, the firm dedicated 320 hours to Eastside Rising in the past year, with significant support from **Chandler Elliott-Fehle, R. Parker Havis, Philip Micha, Alison Mitchell, Daniel Pietaro, Christopher Ruggiero, and Susan Stewart**, among others.



PRO BONO PROGRAMS

Attorney ad Litem Team. In 2022, at the request of **Chancellor Kathaleen McCormick**, the firm started an Attorney *ad Litem* pro bono team to serve as attorneys *ad litem* in adult guardianship hearings in Chancery Court through **Delaware Volunteer Legal Services (DVLS)**. **Rob Burns** and **Chad Shandler** are co-chairs of this team. **Rob Burns**, **Susan Hannigan Cohen**, and **Nicole Henry**, among others, have represented clients in these matters, and many other RLF attorneys have gone through the training process required of all volunteers.

Federal Civil Panel Team. 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**.

Sara Metzler, appointed by **Judge Richard Andrews** and under the supervision of **Kelly Farnan**, represented a plaintiff in a discrete discovery issue in federal court in FY 2023.

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 41 members. The Non-Profit Team is led by **Elisa Erlenbach Maas** and **John Mark Zeberkiewicz**.

In FY 2023, 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 January 12, 2023, the Non-Profit Team hosted **Doneene Damon, Immediate Past Chair, ChristianaCare**; **Kevin Gross, President, Legal Services Corporation of Delaware, Inc.**; and **Russ Silberglied, Chair, Jewish Federation of Delaware**, for a roundtable discussion on the role and challenges of serving as board chair or president of a non-profit organization. On February 21, the Non-Profit Team hosted **Pamela LeLand, PhD, Executive Vice President, Nonprofit Support Programs for the Delaware Alliance for Nonprofit Advancement (DANA)**, for a "Lunch and Learn" on "Measuring Your Impact" as a non-profit board member.



From left to right: Elisa Maas, Russ Silberglied, Doneene Damon, Kevin Gross

PRO BONO PROGRAMS

Office of the Child Advocate Team. The Office of the Child Advocate (“OCA”) Team is comprised of 36 attorneys and led by **Jennifer Jauffret**. Over the course of the year, 22 RLF attorneys represented 17 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 over 445 hours to serving as child attorneys in FY 2023. Since the inception of this program over 20 years ago, RLF attorneys have dedicated over 14,550 hours to the representation of 281 children in these family court proceedings.

On November 16, 2022, the OCA Team hosted **Chief Judge Michael Newell, Family Court of the State of Delaware**, and **Kelly Ensslin, Chief of Legal Services for the Office of the Child Advocate**, for the CLE presentation, “Representing Children in Family Court Proceedings.” On February 15, 2023, the OCA Team hosted **Kelly Ensslin, Chief of Legal Services for the Office of the Child Advocate**, for the training CLE, “Nuts & Bolts of Representing Children in DSCYF.”

Mari Boyle and **Morgan Harrison**, among others, under the supervision of **Travis Hunter**, represented four siblings in an OCA matter. **Bobby Kissel**, under the supervision of **Greg Ladner**, served as the guardian *ad litem* for two children in family court .

Congratulations to the following OCA Team members who were named to the **Office of the Child Advocate’s Pro Bono Honor Roll in FY 2023: Brock Czeschin, Nicole Henry, Travis Hunter, Jennifer Jauffret, Cory Kandestin, Bobby Kissel, Gregory Ladner, Kinsey Lenehan, Claire Love, and Sandy Xu.**

Protection from Abuse Team. The Protection from Abuse (“PFA”) Team consists of 24 attorneys who assist DVLS with obtaining protection from abuse orders for victims of domestic violence.

On January 31, 2023, the PFA Team hosted **Jacki Chacona, Director of Pro Bono Projects**, and **Tom McDonough, Director of Pro Bono Recruitment** at **Delaware Volunteer Legal Services**, for a CLE training presentation on handling PFA cases. On June 21, the PFA Team hosted a CLE lunch presentation featuring **Dr. Lori Sitler, Executive Director**, and **Bridget Walters, Associate Director of Domestic Violence Services**, for **CHILD, Inc.**

On May 19, **Spencer Crawford** successfully litigated a PFA hearing involving a forensic nurse as a witness and the granting of a five-year protection from abuse order for his pro bono client. **Spencer Crawford** and **Morgan Harrison**, under the supervision of **Kevin Gallagher**, served as guardians *ad litem* in a PFA case.

PRO BONO PROGRAMS

Wills Team. This team of 35 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.

On Saturday, October 29, **Edmond Kim** and **Emanuel Perris**, among others, participated in **DVLS's Wills for Seniors Event** at Elsmere Fire Hall in honor of National Pro Bono Week. Throughout the year, RLF's attorneys were invited to attend the training CLE, "Wills for Seniors Drafting for Small Estates," presented by DVLS on the preparation of wills and end-of-life documents for Delaware's indigent seniors.

With the pro bono support of associates **Ryan Brady**, **Edmond Kim**, **Jodi LeBolt**, **Thomas Malone**, **Emanuel Perris**, and **Griffin Schoenbaum**, among others, and supervising directors **Monica Ayres**, **Wills Team Leader**, and **Jeff Moyer**, RLF's Wills Team has renewed its strong partnership with DVLS in providing legal support to indigent seniors seeking assistance with their estate planning, advanced health-care directives, and end-of-life documents.

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**, RLF 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.

Family Court Appointments. Throughout the course of a year, RLF receives a substantial number of family court appointments, in which attorneys are assigned to represent indigent clients. **James McCauley**, under the supervision of **Mandy Steele**, and **Morgan Harrison**, under the supervision of **Matthew Murphy**, separately represented indigent fathers in family court guardianship hearings.

Kevin Kidwell and **Edmond Kim**, under the supervision of **Matthew Perri**, represented a mother in a guardianship matter. **Thomas Malone**, under the supervision of **Greg Ladner**, represented a client in a substantiation matter, and **Mari Boyle**, under the supervision of **Jake Crosetto**, represented a mother in a guardianship case. **Andrea Bomalaski** and **Anastasia Bowes**, under the supervision of **Greg Ladner**, represented a child in a guardianship hearing.

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 2023, 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 2023.

- The firm supports the **Ministry of Caring, Inc.** through various ongoing pro bono and community service efforts to provide safe housing, programming, and basic human needs to homeless, at-risk, and low-income members of our community. In FY 2023, **R. Parker Havis, Jose Hood, Wendy Manthorpe, Sherill Marasigan, Phil Micha, Alison Mitchell, Katharine Lester Mowery, Ellen Rosaio, Tony Roustopoulos, Susan Stewart, and Sara Wagner**, among others, contributed over 325 hours of pro bono assistance to the Ministry of Caring.


THE MINISTRY OF CARING INC.



- **Edmond Kim** and **Griffin Schoenbaum** led a team of then summer associates, including **Jessey Blau, Katie Cannan, AJ Dillione, and Margaret Rockey**, among others, in a research project on behalf of Innocence Project Delaware, the Innocence Project, and the Quattrone Center for the Fair Administration of Justice at the University of Pennsylvania Carey Law School. Under the supervision of **Katharine Lester Mowery**, the firm provided Delaware-specific research to be included in a 50-state survey on post-conviction laws.

Innocence
Project
DELAWARE

AD HOC PROJECTS

- Under the supervision of **Amanda Steele**, associates **Chandler Elliott-Fehle**, **Daniel Barrow**, and **Tom Malone** teamed up with then summer associates **Samantha Jonjo**, **Kendall Dunne**, and **Margaret Rockey**, among others, to assist the Ronald McDonald House of Delaware with the review of two of its service and installation contracts. The firm's pro bono attorneys discussed their findings and recommendations with **Katie Soja Johnson**, **Operations Director of the Ronald McDonald House of Delaware**, and **Pamela Cornforth**, **President and CEO of the Ronald McDonald House of Delaware**.
The logo for the Ronald McDonald House of Delaware features a stylized house with a red roof and a yellow door, with a red heart above it. To the right of the house, the text "Ronald McDonald House of Delaware" is written in blue.
- The firm is a pro bono partner for the **Second Chance Employment Collaborative**, launched in 2021 by **JPMorgan Chase and Wilmington Alliance**, in partnership with **Delaware Volunteer Legal Services**, **Wilmington HOPE Commission**, **Delaware Center for Justice**, and **Project New Start**. Firm attorneys assisted the participants of the Second Chance Employment Collaborative with the expungement process and the filing of FDIC waivers in order to pursue employment in the financial, healthcare, and IT sectors. On April 14, 2023, **Daniel Barrow** and **Griffin Schoenbaum**, among others, volunteered with DVLS at their annual Expungement Clinic at the Chase Fieldhouse. Approximately 130 clients attended the clinic, and RLF attorneys were able to assist with helping the pro bono clients get started on the path towards a clean slate.
- RLF is the Delaware member firm of **Lex Mundi**, which is comprised of more than 150 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.

LexMundi
Pro Bono Foundation

COMMUNITY SERVICE PROGRAMS

The Bancroft School Mentoring Team. The firm has established an enduring 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 grade school children at **The Bancroft School**.

Leadership Council on Legal Diversity's Success in Law School Mentoring Program. In 2020, the firm began participating in the LCLD's Success in Law School Mentoring Program, which matches attorneys at LCLD member organizations with 1L students from underrepresented backgrounds. The Mentoring Program provides guidance and support to law students during their first year of law school and beyond.

The firm's past and current LCLD mentors include **Paul Altman, Doneene Damon, Kevin Gross, Maya Jackson, Jonathan Kaplowitz, Melissa Lennon, Philip Micha, Vicky Liu, Katharine Lester Mowery, Danielle Andrisani Nowaczyk, Nicole Pedi, Marcos Ramos, Matthew Schwalm, Frank Sun, Cassandra Thompson, and Sara Wagner**, among others.



The Emmanuel Dining Room Teams. RLF lawyers and staff are dedicated to continuing the firm's longstanding community outreach effort of serving lunch each month to the homeless and working poor within our community at the Ministry of Caring's Emmanuel Dining Room (EDR) West. The firm's four EDR Teams are led by **Albert Feeley, Jr., R. Parker Havis, Kathy Howard, and Melissa Lennon**.

The firm's 2023 EDR volunteers included **Daniel Barrow, Avery Benesch, Jessey Blau, Mari Boyle, Ryan Brady, Shannon Callahan, Elizabeth Collins, Gabrielle Colson, Spencer Crawford, AJ Dillione, Bryce DiPatre, Kendall Dunne, Andrea Filbeck, Morgan Harrison, Nicole Henry, Ken Jackman, Maya Jackson, Jennifer Jauffret, Bernie Kelley, Kevin Kidwell, Linda Kish, Greg Ladner, Zachary Lawlor, Kinsey Lenahan, Lillian Leitao, Timothy Mangan, Sara Metzler, Alison Mitchell, Katharine Lester Mowery, Grace Myers, Ismat Nawaz, Joshua Novak, Danielle Andrisani Nowaczyk, Katie Reese, Michelle Righos, Margaret Rockey, Griffin Schoenbaum, Stacey Novinger Smith, Marisa Terranova Fissel, and Nancy Whan Tong**, among others.

COMMUNITY SERVICE PROGRAMS

Serviam Girls Academy Tutoring Program. At the outset of FY 2023, the firm launched a tutoring program with **Serviam Girls Academy**, a private, tuition-free middle school that provides a year-round education to low-income girls in grades 5-8 in our community. Its mission is to cultivate the potential of young women through a challenging, holistic education rooted in the Ursuline tradition. The firm hosted all the students for a mock trial presentation where the girls were either assigned roles or served as jurors for a positive educational experience.



The firm's current and past volunteer tutors include **Jessey Blau, Gabrielle Colson, AJ Dillione, Liz Freud, Wilson Guarnera, Morgan Harrison, Maya Jackson, Samantha Jonjo, Vicky Liu, Alison Mitchell, Grace Myers, Danielle Nowaczyk, Ashly Riches, Lisa Schmidt, Puja Upadhyah, Sandy Xu,** and summer associate **Danielle Bell**, among others.

Making Strides Against Breast Cancer. On Sunday, October 23, RLF's American Cancer Society's Making Strides Against Breast Cancer team walked several miles together at Bellevue State Park in support of the organization's mission and our co-workers and loved ones who have battled breast cancer. Our team included **Diane Austin, Anastasia Bowes, Ryan Brady, Noah Brown, Tina Innis, Maya Jackson, Beth Gansen Knight, Sherrill Marasigan, Sara Metzler, Alison Mitchell, Danielle Nowaczyk, Emanuel Perris, Ashly Riches, Lisa Schmidt,** and **Susan Stewart.** Joining them were **Holly Fisler, Bella Knight, Alex Knight, Melissa Sayers,** and **Amber Sayers**, among others.



Special Olympics of Delaware. On Saturday, March 18, **Morgan Harrison** and **Alex Steiger** volunteered as scorekeepers with Special Olympics of Delaware at its annual State Basketball Tournament at the University of Delaware.



From left to right: Alex Steiger and Morgan Harrison

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. On January 16, the firm held its annual MLK Day of Service. Our on-site volunteers prepared 100 “Court Care Bags” for Child, Inc. to give to children and adults attending hearings in family court to help ease the stress of those court appearances. Our volunteers provided words of hope and strength in each care bag, and RLF’s child volunteers decorated the bags to help brighten such difficult days.

Off-site volunteers painted and updated three rooms at **Child, Inc.’s Governor Terry Children’s Center**. Our lawyers, staff, and their families and friends revamped the rooms to make the space feel fresh and welcoming, and some of our volunteers even brought items to donate to the Children’s Center.



Additionally, the firm donated a catered lunch provided by Cosmos Restaurant to the Ministry of Caring’s Emmanuel Dining Rooms East and West in honor of Dr. Martin Luther King Jr.’s life and legacy. A special thank you to **Christie Williams** for her efforts in organizing and overseeing this off-site volunteer project, and to everyone else who donated their time and talents towards making our 2023 MLK Day of Service a success.

Thanks to **Mari Boyle, Doneene Damon, Gina Edwards, Melissa Lennon, Marcos Ramos, Lisa Schmidt, and Paul Webb** for representing the firm at the DSBA’s MLK Day Breakfast.

Throughout FY 2023, the firm continued to support **Eisenberg Elementary School’s food pantry**, which supplies students and their families with much-needed groceries and household items throughout the year. Eisenberg



MARTIN LUTHER KING DAY OF SERVICE

Elementary School serves over 500 children, many of whom are ethnically diverse and either homeless, living in poverty, or at risk.

As part of our MLK Day of Service, **Daniel Barrow, Chandler Elliott-Fehle, Katie Reese, Alexander Steiger, Frank Sun, and Cassandra Thompson**, among others, served as digital volunteers for the **Smithsonian's National Museum of African American History & Culture's Digital Transcription Project**, helping to transcribe 1.5 million handwritten pages in the Freedmen's Bureau Records.

Working together 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.

Thank you to all the volunteers who participated in the Martin Luther King, Jr. Day of Service by painting rooms at the Governor Terry Children's Center, a shelter operated by CHILD, Inc. for youth who have experienced abuse or neglect. Thank you also to the volunteers who stuffed Care Bags full of necessities and goodies for the clients in our Domestic Violence Court Advocacy program which assists victims with Protection from Abuse orders. The bags will be distributed to our offices in the three Courthouses statewide to be distributed to clients and their children. A special thank you to Danielle, Sara Stevenson, and painting party coordinator extraordinaire, Christie Williams.

We are incredibly grateful for the support of your RLF staff who not only gave of their time on the holiday but brought family members and friends along to participate in the painting project. Thank you also to the RLF firm leadership for their generous support of the project by purchasing all of the needed supplies. Your firm's commitment to the MLK Day of Service is admirable and much appreciated by the non-profit agencies you select to assist. I'm so pleased CHILD, Inc. was selected as your partner agency for the 2023 MLK Day of Service and we look forward to additional opportunities to collaborate.

Kind Regards,

*Lori Sittler, Ph.D.
Executive Director*



NEW ASSOCIATE CLASS'S PRO BONO PROJECT

On April 4, the new associate class spent the morning mulching and gardening the playground area at **Shortlidge Academy**, a short distance from the firm. Thanks to all of the firm's volunteers and to **Spencer Crawford**, who led this effort.



From left to right: Liz Freud, Zach Javorsky, Alex Steiger, Avery Benesch, Puja Upadhyay, Dave Teklits, Grace Myers, Spencer Crawford, Tim Mangan, Nick Mastria, Ryan Brady, and Noah Brown



From left to right (front row): Liz Freud, Alex Steiger, Avery Benesch, Spencer Crawford, Grace Myers, Puja Upadhyay, Naseeba Saeed, Zach Javorsky, Adriane Kappauf

From left to right (back row): Emanuel Perris, Noah Brown, Ryan Brady, Nick Mastria, Tim Mangan, Ashly Riches, Dave Teklits

Thank you to Richards, Layton & Finger's 2022-23 associate class for volunteering with Wilmington State Parks on Tues. 4/11!

We are extremely appreciative of your group's help to mulch the Shortlidge Academy Playground and remove garlic mustard and sticky weed from the Sawdon hillside garden beds. I hope that everyone learned something about the importance of those efforts and enjoyed contributing to a major service project for our parks. Visitors, staff, and especially those Shortlidge students and neighborhood kids appreciate what all you have done. We cannot accomplish what we do without our volunteers!

Thank you again to Richards, Layton & Finger for volunteering with Wilmington State Parks!

Nicholas Minnix
Manager of Volunteers, ARSP-WSP & BVSP-FPSP
DNREC Division of Parks and Recreation



**DELAWARE
STATE PARKS**
VOTED AMERICA'S BEST



ANNUAL PRO BONO CELEBRATION

On June 7, the firm hosted its annual pro bono celebration to recognize the outstanding contributions and commitment of our attorneys and staff to our community. We embraced our ability to come together in person to celebrate our shared accomplishments this past year and to renew our commitment to helping our community and those in need. **Lisa Schmidt** spoke of the firm's enduring commitment to helping others and highlighted the value the firm places on pro bono and community service efforts.

Russ Silberglied continued the firm's tradition of recognizing a staff member who has positively represented our firm in the community. **Christie Williams** has played an integral role in organizing and planning the firm's Annual MLK Day of Service events. She has also dedicated a significant amount of time to creating the Playbill, designing ads, event tickets and posters for the bi-annual *Pro Fundo Bono* musical which raises money for the Combined Campaign for Justice in support of Delaware's three non-profit legal aid organizations. Through the firm's partnership with Big Brothers Big Sisters of Delaware, Christie served as a past mentor at The Bancroft School. In the broader community, Christie is president of Girls, Inc. of Delaware's alumni association program, Project Accelerate, which provides support to young women ages 18 – 24 as they navigate through college and/or entering the workforce through mentorship and monthly webinars.



Keynote speaker **Pamela Cornforth, President and CEO of Ronald McDonald House of Delaware**, thanked **Christine Dealy Haynes, Nicole Henry, Kinsey Lenehan, Lisa Schmidt, and Amanda Steele** for the leadership roles they play on the Advisory Board and/or various board committees. She also thanked **Melissa Robinson** for her ongoing efforts to bring engaging craft activities to those staying at the Ronald McDonald House, and to the firm for its longstanding partnership and for annually volunteering to provide meals to the families residing at the Ronald McDonald House of Delaware.



From left to right: Pam Cornforth, President & CEO of RMDH of Delaware, Russ Silberglied, Chair of the Pro Bono and Community Service Committee, Lisa Schmidt, President, and Mark Purpura, Vice Chair of the Pro Bono and Community Service Committee

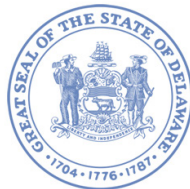
SPONSORSHIPS

On behalf of the Pro Bono Committee, the firm sponsored the following events and activities during FY 2023.

Delaware State Bar Association. On October 27, the firm was a gold sponsor of the DSBA's Christopher W. White Distinguished Access to Justice Awards Breakfast. On January 16, the firm was a platinum sponsor of the DSBA's MLK Day Celebration Breakfast.



Office of the Child Advocate. The firm was a gold sponsor of the OCA's Annual "Jingle Mingle" held on December 7, which raises funds for foster kids to have opportunities and childhood experiences such as attending summer camps and school field trips.



Office of the
Child Advocate

Delaware Bar Foundation. The firm continued its support of the Delaware Bar Foundation's mission to improve the administration of justice in Delaware by providing funding for legal services for those less fortunate, promoting study and research in the field of law, fostering knowledge of citizenship rights and responsibilities, and enhancing public respect for the rule of law.



Delaware Bar
Foundation

& 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.

Professional Clothing Drive. On September 14, the firm donated many large boxes and racks of beautiful suits and professional clothing to the Kingswood Community Center's Annual Job & Resource Fair, where the items will be distributed to underserved members of our community as they seek employment opportunities. Thanks to everyone at the firm who donated clothes to help others "dress for success," and especially to **Crystal Carter**, among others, for organizing this first-time donation for the firm.



Pictured from left to right: Crystal Weathers Carter, Danielle Andrisani Nowaczyk, Celeste Enzor, Community & Family Service Manager at Kingswood Community Center, and Sara Stevenson



We WRK Together To...
empower the community to reach its full potential
by eliminating the barriers of structural racism
and revolutionizing teen engagement.

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., Legal Services Corporation of Delaware, Inc., and Delaware Volunteer Legal Services, Inc.. **Josh 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 to serve the legal needs of low-income Delawareans.

Thanksgiving Food Drive. RLF continued its 23-year tradition of supporting the **Ministry of Caring's** annual **Turkeython** to provide Thanksgiving dinners to the homeless, at risk, and working poor in our community. Thank you to **Brigitte Fresco**, whose inspiring emails and unwavering support of this annual tradition led the firm to an overall donation of \$8,710 towards Thanksgiving dinners for 500 local families in need, and to everyone who donated to the Ministry of Caring's Turkeython.

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 time-honored 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

& COLLECTIONS, DRIVES & CHARITABLE CONTRIBUTIONS

list, and we have adopted 2,283 local children in need over the past 23 years. This holiday season we donated \$14,225 to provide gift cards for over 142 children in Wilmington. We thank **Crystal Carter** for her passion and conviction in leading this effort—together we have helped spread joy to so many children as well as to all of us.

United Way of Delaware’s Winter Wonderland Toy and Coat Giveaway. For the first time, the firm participated in United Way of Delaware’s Winter Wonderland Coat and Toy Drive, held on December 17 at the Wilmington Library. Thanks to the generosity of those at the firm, many children in Wilmington received new coats and toys this past holiday season. A special thank you to **Crystal Carter**, who volunteered at this event and who, among others, organized the firm’s participation in it.

Charity of the Month. Each month a different non-profit organization was chosen, and the person who nominated the cause was given an opportunity to tell the entire firm why this particular organization’s mission is important. Through its FY 2023 monthly fundraisers, the firm provided financial assistance to **Faithful Friends Animal Society, Read Aloud Delaware, Inc., William E. Proudford Sickle Cell Fund, Inc., American Red Cross, Delmarva Region (hurricane efforts), Waggies by Maggie & Friends, Kind to Kids Foundation, Food Bank of Delaware, Be Positive (B+) Foundation, American Red Cross, Delmarva Region (earthquake disasters in Syria and Turkey), The FoxP1 Foundation (FOXP1), Our Daily Bread Dining Hall of MOT Charter, It Takes a Village Animal Rescue (ITAVAR).**

Race Judicata. Despite a torrential downpour and gusty winds, RLF was well represented at the **17th Annual Art Connolly Race Judicata** on Saturday, May 7 at the Midnight Oil Brewing Company in Newark. The firm received awards for Largest Team, 1st Place Female, and 1st place in an age division.

The funds raised support the **Delaware Law Related Education Center, Inc. (“DELREC”)**, a private non-profit, 501c(3) organization that has provided services to Delaware’s schools and the community for nearly a decade. Its most widely known programs are the Delaware High School Mock Trial Competition, the “We the People” Competition, and Law Day in the High Schools. The firm served as an event sponsor, and more than \$11,000 was raised in support of DELREC.



& COLLECTIONS, DRIVES & CHARITABLE CONTRIBUTIONS

Jewish Family Services. On December 13, Renna Van Oot, Chief Executive Officer, and Vlad Cerbov, Community Relations Manager, of Jewish Family Services (JFS) gave a presentation on the role JFS plays in resettling refugee families to Delaware, their gratitude for the gift cards the firm donated to the effort, and the ways in which we can help. Russell Silberglied, Chair of the Pro Bono and Community Service Committee, provided the introductory remarks. Featured in the photo from left to right are Russ, Renna, Vlad, and Alyssa Pietrobono, JFS board member.



Ronald McDonald House of Delaware. Volunteering is a tradition in our firm's summer associate program. Recently our summer associates spent two fun days preparing and serving lunch at the Ronald McDonald House of Delaware.



From left to right: Kevin Rodriguez, Paige Diminick, Dani Bell, Benjamin Allen, and Keegan Hicks



From back to front: Kevin Rodrigues, Danielle Bell, Benjamin Allen



From left to right (front row): Quamaine Montgomery, Brendan Clark, Chase Butler
From left to right (back row): Camille Awono, Sophia Goettke, and Nick Franchi



From left to right: Danielle (Dani) Bell, Nicholas (Nick) Trotto, Andres Castillo, Kevin Rodriguez, Paige Diminick, Benjamin Allen, and Keegan Hicks

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.

& OUR PRO BONO COMMUNITY SERVICE COMMITTEE



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Silberglied
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Beth Gansen
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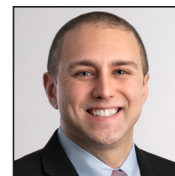
Mark A.
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John Mark
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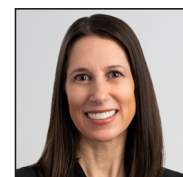
Stacey Novinger
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Melissa
Lennon
*Chief Legal Talent
Officer*



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



Danielle A.
Nowaczyk
*Director of
Attorney
Development*

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 Red Cross of the Delmarva Peninsula, Board of Directors, Jake Crosetto
- Beebe Healthcare, Real Estate Committee, Sara Wagner
- Boy Scouts of America, Del-Mar-Va Council, Advisory Committee, Fred Cottrell
- Brandywine Conservancy, Board of Directors, Secretary, W. Donald Sparks, II
- Cameron Kravitt Foundation, Board of Directors, Doneene Keemer Damon
- Cancer Support Community Delaware, Board of Directors, Mark Collins
- Catholic Charities of the Diocese of Wilmington, Board of Directors, Nicole Henry
- Centreville Layton School, Board of Directors, Anne Foster
- Christina Cultural Arts Center, Board of Directors, Executive Committee, Alexandra Ewing
- Church of Jesus Christ of Latter Day Saints, Activities Committee, Spencer Crawford
- Cobbs Creek Golf Foundation, Community Advisory Board, Melissa Lennon
- Combined Campaign for Justice, New Castle County Co-Chair, Joshua Novak
- Cornerstone West Community Development Corporation, Board of Directors, Joshua Novak
- Cornerstone West Community Development Corporation, Board of Directors, Vice Chair and Treasurer, Alyssa Pietrobono
- Delaware Bar Foundation, Board of Directors, President, Kelly Farnan
- Delaware Community Development Corporation, Board of Directors, Alison Mitchell
- Delaware Greenways, Board of Directors, Philip Micha
- Delaware Nature Society, Board of Directors, Matthew Ady
- Delaware Prosperity Partnership, Board of Directors, Doneene Keemer Damon
- Delaware Volunteer Legal Services, Board of Directors, Treasurer, W. Donald Sparks, II
- DirectWomen, Board of Directors, Mark Gentile
- Downtown Visions, Board of Directors, Danielle Andrisani Nowaczyk
- Equality Delaware, Inc., Board of Directors, Mark Purpura
- Equality Delaware Foundation, Board of Directors, Mark Purpura
- First State FinTech Lab, Board of Directors, Doneene Keemer Damon
- International FOXP1 Foundation, Board of Directors, Founder and Vice President, Katharine Lester Mowery
- Jewish Family Services, Board of Directors, Audit and Finance Committee Member, Alyssa Pietrobono
- Jewish Federation of Delaware, Board of Directors, Chair, Russell Silberglied
- Jewish National Fund, Delaware, Board of Directors, Russell Silberglied
- Junior League of Wilmington, Delaware, Member Engagement Committee, Kinsey Lenehan
- Las Americas Aspira Academy, Board of Directors, Marisa Terranova Fissel
- Legal Services Corporation of Delaware, Inc., Board of Directors, President, Kevin Gross
- Mariano Rivera Public Foundation, Board of Directors, Corporate, Counsel, Secretary, Russell Silberglied
- Ministry of Caring, Inc., Board of Directors, Vice President, Danielle Andrisani Nowaczyk
- Music School of Delaware, Board of Directors, Chair, Richard Facciolo
- 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

GIVING BACK

- Ronald McDonald House of Delaware, Leadership Advisory Council, Lisa Schmidt
- Ronald McDonald House of Delaware, Building and Grounds Committee, Nicole Henry
- Ronald McDonald House of Delaware, Development Committee, Christine Dealy Haynes and Kinsey Lenehan
- Ronald McDonald House of Delaware, Strategic Planning Committee, Amanda Steele
- Sacred Heart Village, I, Board of Directors, President, Christine Dealy Haynes
- Sacred Heart Village, II, Board of Directors, Vice President, Sara Wagner
- Science, Technology and Research Institute of Delaware (STRIDE), Board of Directors, Robert Whetzel
- Selective Service System for Delaware, Board, Fred Cottrell
- Society of Colonial Wars in the State of Delaware, Governor, Samuel Nolen
- St. Edmond's Academy, Corporate Board, Fred Cottrell
- St. Joseph's University, Board of Trustees, Doneene Keemer Damon
- 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 and Sara Wagner
- Stroud Water Research, Board of Directors, Robert Whetzel
- Structured Finance Association, Board of Directors, Vice Chair, Doneene Keemer Damon
- Sycamore Hill Church, Hockessin, Lead Trustee, Rudolf Koch
- 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 Wagner
- The Forum of Executive Women, Board of Directors, Vice-Chair, Doneene Keemer Damon
- The Grand Opera House, Board of Directors, Kelly Farnan
- Ulster Project of Delaware, Board of Directors, John O'Toole
- United Way of Delaware, Human Resources Committee, Gina Edwards
- University of Delaware College of Engineering, Advisory Committee, Robert Whetzel
- Village of St. John, Board of Directors, Anne Foster
- Waldron Mercy Academy, Board of Trustees, Melissa Lennon
- Weinberg Center for Corporate Governance at the University of Delaware, Advisory Board, Blake Rohrbacher
- West End Neighborhood House, Board of Directors, Audit Committee Member, Alyssa Pietrobono
- 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 University, Human Resources Committee, Gina Edwards
- Wilmington University School of Law, Advisory Board, Kelly Farnan and Blake Rohrbacher
- 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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