



*2008 Public Service  
& Pro Bono*

*Annual Report*

LINDQUIST & VENNUM<sup>PLLP</sup>

# 2008 Public Service & Pro Bono Annual Report

*Reflecting activity from the 2007 calendar year*

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## PUBLIC SERVICE COMMITTEE

Jonathan M. Bye  
*Pro Bono Committee Chair*

John A. Chanin

Mark C. Dietzen

Meghan M. Elliott

Candace M. Goodman  
*Pro Bono Director*

DeAnne M. Hilgers

Thomas G. Lovett IV

Ann M. Novacheck

George H. Singer

Daryle L. Uphoff

Jennifer L. Wuollet



## *A Letter from Managing Partner*

# DARYLE UPHOFF

The clients who entrust Lindquist & Vennum with their legal work enable our firm to carry on the legacy of community service established by Leonard Lindquist 40 years ago. Commitment to both client service and public service is the cornerstone of our practice, but it is the loyalty of our clients that makes it possible for our attorneys to serve the common good.

The majority of our pro bono work is provided through legal assistance clinics for low-income clients. In 2007, Lindquist & Vennum added two new outreach clinics at which our attorneys provide advice on family law, leases, financial situations, criminal charges, and other matters. We also represented clients with limited resources in nearly 40 matters, some of them transactional in nature—such as helping set up nonprofit organizations and small businesses—and others court cases that involved issues ranging from bankruptcy, probate, and child welfare to immigration and political persecution.

Last year marked the 11th consecutive year that each and every associate and partner in our firm participated in pro bono work, but I do not want to overlook the generous and consistent contributions of our administrative staff. Most paralegals and legal administrative assistants, as well as members of our various administrative groups, honor Leonard Lindquist's legacy by contributing to public service at home and around the world through volunteer work and financial donations. Their activities are highlighted throughout this publication.

To our clients, thank you for allowing Lindquist & Vennum to provide legal representation and advice not only to you, but to citizens who are less fortunate.

*Daryle L. Uphoff*

# Raising the pro bono bar

This year will mark the 12th anniversary of Lindquist & Vennum's formal pro bono program. Our commitment to this work continues to cast us in a leadership role in the legal community.



*Jonathon M. Bye,  
Public Service  
Committee Chair*

We are energized by the momentum occurring on the pro bono front at the local and national level, and gratified that our firm has helped raise the bar for law firms everywhere. Last year we continued to challenge ourselves to achieve 100% participation among our attorneys; contribution of 20 hours of pro bono work or more by 95% our lawyers; and establishment of additional pro bono opportunities. We are pleased to announce that in 2007 we met each of these goals.

Last year we saw an increase in the number of attorneys and paralegals volunteering their time at Lindquist & Vennum's community-outreach and legal referral clinics. Additionally, our ongoing initiatives grew in number. Some of these projects were a result of an individual or group expressing interest in a particular topic or area of law, such as the mediation programs (page 9) and probate-audit project (page 10). Other efforts, such as Wills for Heroes and Legal Access Point, were the result of the connections we continue to develop and sustain with other members of the legal community.



*Candee M. Goodman,  
Pro Bono Director*

This publication profiles many of the organizations we serve. We are as proud of these organizations' accomplishments as we are of the pro bono work our lawyers and paralegals perform. We hope that you will be inspired to participate, and encourage you to discover the many ways you can help.

*Jon Bye and Candee Goodman*

*"Public service is deeply interwoven into our culture. We are committed to the community we serve and will continue to raise the bar for ourselves and others."*

# Outreach Clinics

*In 1996, Lindquist & Vennum launched its first community-outreach legal clinic at Plymouth Christian Youth Center Alternative High School. The clinic was established to provide legal assistance to students of the school and became a model for what would eventually be the core of our firm's pro bono efforts. We now support nine legal clinics that serve recent immigrants, homeless families, students, and other individuals who cannot afford traditional legal counsel. At least half of our attorneys contribute their pro bono hours through one or more of these clinics.*

*The assistance we provide includes counsel in areas such as housing, family, debt collection, bankruptcy, and immigration. For many of our outreach clinics, Lindquist & Vennum partners with the nonprofit Volunteer Lawyers Network, which offers free legal assistance to low-income residents with legal issues in Hennepin County. VLN provides the infrastructure, support, and referral assistance that enables us to operate many of our clinics.*

*In this section, we highlight some of the community-outreach legal advice and referral clinics we staff.*



**CommonBond Communities** is the largest nonprofit developer and manager of affordable housing in the upper Midwest. The organization owns and manages 94 properties in 38 cities that provide quality affordable housing options as well as supportive services for residents. Lindquist & Vennum runs legal clinics at two of CommonBond's low-income-housing high rises, called the Seward Towers, in Minneapolis. The monthly clinics, each staffed by two attorneys, help residents navigate the legal system to resolve issues centering on contracts, traffic violations, paternity, family disputes, and Medicare and other assistance programs.



**Community Emergency Services** is a nonprofit crisis-relief center in south Minneapolis that provides direct service to low-income people with emergency and ongoing needs involving housing, personal safety, childcare, employment, transportation, and self-care. In 2007, Lindquist & Vennum established a new biweekly clinic at which our attorneys provide assistance with child custody, as well as bankruptcy and criminal issues.

“Some clients have unreasonable expectations of what the law can do for them,” says John Bowden, a partner who volunteers regularly at CES. “In those cases, we let them know that they need to move on. Other clients desperately need legal assistance. We help point them in the right direction and are their cheerleaders.”

“The most important thing we do for our clients at the clinic is give them someone to talk to. In some small way, our being there helps lessen their burden.”

**The Division of Indian Work (DIW)** represents a challenging but rewarding opportunity for our attorneys. Founded in 1952, DIW is a division of the Greater Minneapolis Council of Churches that advocates for American Indians in the Minneapolis area. The organization’s mission is to provide American Indian families with a link to their sacred cultural history as well as the support to prosper in today’s society, which encompasses reduced-rent apartments for young families; family-violence counseling; nutrition and diabetes-prevention education; youth mentoring and tutoring; foster care and assistance for foster parents; and work-readiness programs.



Lindquist & Vennum attorneys hold a legal clinic at DIW twice a month. Their work at the clinic includes assisting individuals and families with matters involving Native American rights, child custody, landlord-tenant disputes, and criminal matters.

St. Paul-based **Home of the Good Shepherd** provides transitional housing for low-income homeless women who are recovering from physical abuse or chemical dependency or who struggle with mental health issues. The organization’s mission is to help women achieve self-sufficiency through education, employment, and personal growth. Lindquist & Vennum attorneys provide free legal assistance once a month, assisting residents with issues ranging from child custody to income taxes to recovery of property. We help the women understand their legal rights and connect them with the resources such as legal-aid programs or other court services.



Our legal clinic at **Mary’s Place** (part of the Sharing and Caring Hands organization) in downtown Minneapolis is a partnership with our longtime client Valspar Corporation. Attorneys from our two businesses operate a weekly legal clinic to assist families living in poverty. Working together, lawyers from Valspar and Lindquist & Vennum meet with two to five residents each week, providing advice, referrals, and briefing services.



“I like the mechanism of private law firms pairing up with corporate law departments because they have the resources we lack,” says Joe Thomson, assistant general counsel at Valspar. “It’s also very satisfying to work alongside your outside lawyers in an effort to help someone else. You see them at their finest, most admirable moments.”

# Outreach Clinics



[minneapolis.edu](http://minneapolis.edu)

Students at **Minneapolis Community and Technical College (MCTC)**— the most ethnically diverse college in the state—benefit from the assistance of our attorneys through a legal counsel and referral clinic held on campus weekly during the school year. Lawyers offer students advice on issues such as landlord disputes, declined insurance coverage, employment and immigration issues, family law matters, and creditor disputes. Our attorneys also help students understand and resolve problems and coach them on communications; in essence, we help the students develop comprehensive action plans for dealing with their legal issues.

## Plymouth Christian Youth Center

[pcyc-mpls.org](http://pcyc-mpls.org)

The clinic at **Plymouth Christian Youth Center's** alternative high school was the first community outreach legal clinic our firm established, back in 1996. During the academic year, our attorneys provide weekly legal assistance to students of the school—young people who struggled in traditional classrooms for a variety of reasons, and face challenges such as minor emancipation, lease issues, and employee rights. Lawyers at the clinic offer an objective view of students' situations and practical solutions to their problems.

“We frequently answer questions from students regarding career choices, steps to take toward making a potential career choice reality, and staying on track despite frequent frustrations and setbacks,” says attorney Mark Dietzen, who has volunteered at the clinic for eight years. “We encourage students to check back with us so that we can continue to support them as they take steps in the right direction.”



[resource-mn.org](http://resource-mn.org)

**Resource, Inc.** serves a diverse set of people, young and old, who are working to improve their lives. Committed to eradicating racism and promoting diversity in the community, the Minneapolis organization helps people change their lives by offering childcare, housing, job training, parenting education, and mental-health and addiction-recovery support and services. Resource, Inc.'s mission of empowering people to achieve personal, social, and economic success is founded on initiatives like the Young Dads program, which helps at-risk fathers become stable, self-sufficient and good role models for their children, and Women in Transition, a career service for women of all ages and education and income levels. Lindquist & Venum attorneys help clients with matters involving child support, disability benefits, debt and debt collection, family disputes, and criminal-record expungement.

Minneapolis residents turn to **Project for Pride in Living** for assistance with housing, education, and employment on their paths to self-sufficiency. This clinic, the second of the two new legal outreach clinics Lindquist & Vennum established in 2007, provides low-income clients with weekly access to legal counsel on debtor-creditor matters and general consumer issues.



[ppl-inc.org](http://ppl-inc.org)

In 2007, **Loring Nicollet-Bethlehem Community Centers** merged with Project for Pride in Living, Inc. Lindquist & Vennum continues to operate the Loring Nicollet legal clinic for PPL, an organization to which Minneapolis residents can turn for assistance with housing, education, and employment on their paths to self-sufficiency. This clinic provides low-income clients with weekly access to legal counsel on debtor-creditor matters and general consumer issues.

Says partner Bob Tunheim, “Each time we visit the clinic, we meet with people who simply don’t know where else to turn. I like to think they walk out of there with at least some of their burdens relieved. I always leave with a mixed sense of sadness for the significant challenges facing our clients and gratefulness for my own situation, which I can far too easily take for granted.”

## *Minneapolis Summer Associate Program*

Lindquist & Vennum was one of the first participants in the Volunteer Lawyers Network (VLN) Summer Associate Program. As part of that program, each of our summer associates is assigned a case and represents an indigent client under Minnesota’s Student Practice Rule. The associates assist clients with a variety of matters under the supervision of a Lindquist & Vennum attorney. This aspect of our program presents the students with a real-life, hands-on opportunity to handle a legal matter from start to finish. Typical cases involve employment law matters, landlord-tenant issues, family-court matters, and creditor disputes. The students have the opportunity to advise clients, take depositions, and even appear in court.



# Staff Volunteer Efforts

Lindquist & Vennum launched a staff volunteer program three years ago and has seen an increase in staff participation each year.

Generously volunteering their time and talents, employees are able to assist at three

community organizations—The Link, Sharing & Caring Hands, and YWCA Minneapolis. Firm employees can commit the equivalent of one workday over the course of the year to these organizations, which assist individuals in need in a variety of ways.

Marilyn Olson, a legal administrative assistant with the firm for more than seven years, was instrumental in getting the

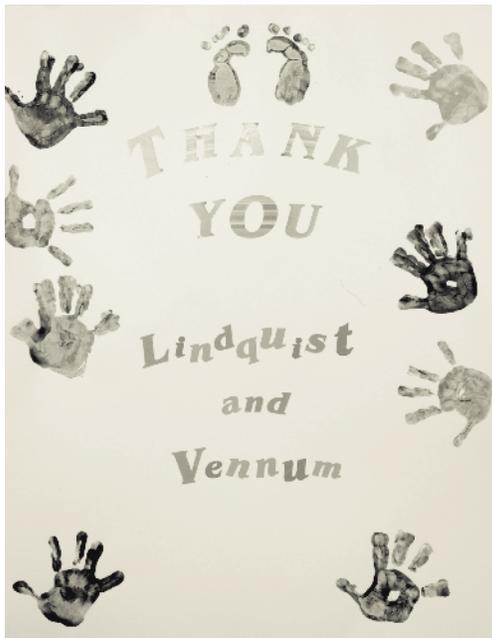
staff volunteer program off the ground. She heard co-workers express their desire to volunteer in the community and knew there was enough interest to make a formalized program successful. For Olson, volunteering has always been a part of life, but for others, the staff volunteer program has provided their first experience with community outreach.

Volunteering for The Link, staff members serve as mentors and collect school supplies for young people. Our work with the YWCA involves assisting teachers in the daycare center. Sharing & Caring Hands,



the most popular volunteer opportunity among employees, involves teams of five to eight staff members who prepare and serve an evening meal to the poor and homeless.

Staff members who dedicate their time notice not only the difference they make in the lives of those they serve, but also the personal satisfaction volunteering creates.



*Kids at the YWCA  
Minneapolis say thank you*

# United Way Campaign

Lindquist & Vennum has held United Way workplace campaigns for more than 10 years. However, last year marked the first year that a group of eight associate attorneys formed a committee and worked with firm managers, staff, and paralegals in planning and executing the firm's United Way campaign. The 2007 campaign was a great success on many levels.

Associate attorneys wanted to increase their involvement both visibly and through contributions in the United Way campaign. They accomplished their goal through the creation of a raffle give-away that served as

an added incentive for employees making an annual pledge.

The raffle incentive increased pledges by approximately \$5,000, resulting in total campaign fundraising results in excess of \$30,000, more than any prior year.

Tina Pruitt, legal administrative assistant, was the lucky winner of the raffle prize—use of a private cottage and vehicle for 10 days on Martha's Vineyard. Tina, along with her daughter and sister, enjoyed their trip to Vineyard Haven, Mass., this past July.



*Greater Twin Cities  
United Way unites  
caring people in  
building stronger  
communities by  
inspiring people to  
help others, increasing  
resources to meet  
needs, and fostering  
innovative solutions to  
problems.*

# Winter Closet Foundation

The Winter Closet Foundation is a program that warms our hearts, just as it provides warmth to hundreds of children in the Twin Cities and Denver. An entirely internal effort, the program involves donating and distributing winter coats to children in need. From soliciting and making donations to shopping for, sorting, and coordinating delivery of the coats, Lindquist & Vennum employees run the program, which continues to grow at an astounding rate.

**In 2007, the Winter Closet Foundation brought in more than \$24,000, and nearly 900 coats were distributed to children at childcare centers and organizations across the Twin Cities and Denver.**

# Ongoing Initiatives

*Over the years, our firm has developed strong and lasting connections within our communities. Those connections help us discover new avenues for providing pro bono service. For instance, we participate in several mediation programs, which offer a more informal and usually less expensive way to resolve disputes than taking matters to court. Mediators work to improve dialogue between the parties involved, with the goal of helping them reach an agreement that both sides find satisfactory. Lindquist & Vennum donates mediation services through Ramsey County Harassment Court and Hennepin County District Court.*

*Attorneys at our firm also participate in the Minnesota State Bar Association's Appellate Program, designed to address the needs of litigants with limited financial resources who seek appeals in unemployment-compensation cases. The program works to the advantage of not only the plaintiffs, but also the court: the plaintiffs receive high-caliber representation that they would be unable to afford on their own, and the court receives clear oral arguments and succinct briefings in the formats to which its judges are accustomed.*

*The following are other examples of ongoing initiatives with which our attorneys are actively involved.*

## **Domestic Abuse Service Center**

What started out as a pilot program seven years ago is now a well-run, ongoing opportunity for our firm's paralegals to contribute legal assistance to community members. Each Tuesday, on a rotating basis, a Lindquist & Vennum paralegal volunteer assists with intake information of harassment victims at the Hennepin County Domestic Abuse Center.

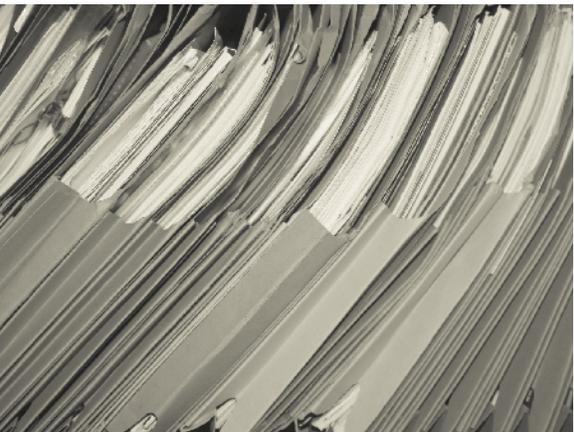
The paralegals use the case information from the victims to draft temporary

restraining orders, which then go to judges for signing. Once signed, the orders are served.

## **FFA Bankruptcy Pro Bono Program**

Attorneys in our Denver office have worked for several years with the Faculty of Federal Advocates of Denver, providing pro bono legal services to debtors in pending bankruptcy cases. Counsel is limited to situations where debtors who meet certain income and asset criteria are sued in adversary proceedings.

The program teams an experienced attorney capable of assuming responsibility



for representing the debtor with an attorney who is interested in learning about civil litigation and bankruptcy matters. This mentoring situation is central to the experience and adds to the quality of the legal services provided, as well as to the education of both attorneys. Paralegals join the team when necessary.

### **Hennepin County Probate Audit Project**

Hennepin County and Ramsey County appoints Lindquist & Vennum to audit various probates, guardianships, and conservatorships on an as-needed basis. Our lawyers perform these duties pro bono to supplement court services because the counties do not have funds to hire personnel to perform this essential function.

### **Katrina Succession Project**

Nearly two dozen attorneys and paralegals from Lindquist & Vennum participated in a project to help New Orleans homeowners obtain federal relief funds in the wake of Hurricane Katrina by establishing title to their properties. Thousands of low-income New Orleans residents discovered they were ineligible for reconstruction grants and other homeowner-assistance programs because they did not have clear title to

their former homes. Extended families, particularly in the African-American community, lived closely together and shared in family homesteads. People usually passed down properties on an informal basis, rather than going through legal channels.

Lawyers and paralegals who worked on this project helped residents establish title by reviewing records and locating the last registered titleholder, which sometimes involved tracking down multiple heirs in numerous states.

### **Housing Court**

For several years, Lindquist & Vennum has supported the Volunteer Lawyers Network's Housing Court program. Working out of the Hennepin County Government Center, pairs of volunteers work with tenants who face challenges in finding and retaining their rights to adequate housing, such as eviction and tenant-manager disputes.

Most often, our attorneys assist clients who have been served with eviction notices. The nature of these cases often requires



*Establishing title to their homes allowed many families to collect reconstruction benefits following Hurricane Katrina.*

# Ongoing Initiatives

immediate action to ensure that the client does not become homeless. Once an eviction notice is served, a summary-proceedings hearing is scheduled within 10 to 14 days, after which a tenant could immediately lose their home. In most cases, our attorneys are able to prevent clients' rights from being infringed. We work with the court to give clients the

maximum allowable time to remedy their situations. This work involves completing court documents, giving advice, preparing clients for hearings, and working through interpreters to fully understand each client's situation.

## Legal Access Point

For more than 10 years, our attorneys have helped staff the Volunteer Lawyers Network Legal Access Point clinic, located in the Hennepin County Government Center's Self-Help Service Center.

Through the clinic, we provide legal advice and referral services to low-income people representing themselves in court on issues related to consumer law, credit problems, medical malpractice,

housing, bankruptcy, employment, and insurance claims.

## Linea Legal Latina

Launched in September 2005, Linea Legal Latina is a legal telephone hotline and weekly legal clinic for low-income Spanish-speaking people. The phone-in hotline is available on Tuesdays; the walk-in clinic, located in St. Paul, is open on Thursdays. Attorneys assist callers and visitors with matters involving employment, family law, finances, insurance, personal injury, and immigration law.

"I am amazed by the increased volume of calls to the Linea, especially on non-immigration-related issues," commented Tom Pursell, who has been instrumental in the development and nurturing of the program. "VLN has done a great job of letting people know about this service, and the calls reflect a maturing community with the same legal needs as their English-speaking neighbors."



## Truth and Reconciliation Commission of Liberia

The TRC investigates the root causes of the conflict in Liberia to correct historical inaccuracies and bring truths to light, creating an independent and accurate record of the rights violations and abuses that occurred during two decades of conflict in Liberia.

In 2007, 10 attorneys from Lindquist & Vennum participated in extensive training for the TRC program and then recorded statements from Liberians living in Minnesota. The organization hopes that the statements will help achieve justice and reconciliation in Liberia, as well as help heal the land and unite the country's people.

## Wills for Heroes

In support of emergency personnel prepared to pay the ultimate price in the line of duty, the Wills for Heroes project gives first responders (police and corrections officers, firefighters, paramedics, and emergency medical technicians) and their spouses peace of mind by offering free preparation of basic

estate-planning documents. This program has been implemented in twelve other states. The Minnesota program—one of more than a dozen across the country—is overseen by the Minnesota Volunteer Attorney Program, Inc.

Lindquist & Vennum paralegals participate in the program, in which volunteers visit emergency-services sites throughout the state to draft wills, healthcare directives, and documents granting power of attorney for eligible first responders and their spouses or domestic partners.

*Wills for Heroes provides peace of mind with free preparation of estate planning documents.*



# Representative Pro Bono Cases



*Mary C. Taylor*  
Partner

## Foreclosure Prevention

Attorney Mary Taylor was asked to help save a client's St. Paul home from foreclosure. The homeowner, who has developmental disabilities, defaulted under her mortgage because she didn't understand a special assessment that had been levied against her property.

Working with the city of St. Paul and the nonprofit Neighborhood Development Alliance, Mary helped arrange a solution that allowed the homeowner to sell part of her property for development of a small apartment building in exchange for a new low-interest loan on her existing house.

Says Mary, "Working on this project has given me a whole new perspective on the challenges faced by the poorest sector of our community, and how these challenges can quickly multiply for individuals who also have developmental disabilities. It was really gratifying to keep this mentally and emotionally fragile client from losing the home where she grew up, especially considering her disability, and her need to live in safe and familiar surroundings."



*Joseph J. Humke*  
Partner

## Minnesota Shubert Arts and Education Center

Partner Joseph J. Humke has worked with the Minnesota Shubert Arts and Education Center, a flagship dance center being developed in downtown Minneapolis, in creating a governance structure for the organization. Joe's work has resulted in the formulation of a dynamic governance structure, including articles of incorporation, by-laws, and committees, that seeks to address the nuanced challenges facing arts organizations generally and the Shubert Center specifically. The governance structure is expected to be implemented as the Shubert Center continues to take shape (doors are now slated to open in January 2010). Joe has also served on the center's steering committee, where he worked closely with the organization's leadership in the financial planning process.

## Questscope

Since 2004, partner Richard Primuth has chaired the board of directors of Questscope, a nonprofit organization that provides educational, occupational, and social services to children and women in poverty in the Middle East. In 2007, Questscope was selected by the United Nations' refugee agency to address the needs of thousands of Iraqi refugee children and teens living in Jordan, including providing shelter to unaccompanied Iraqi children who would otherwise be living on the streets or staying with strangers, and training Iraqi citizens to provide educational services to displaced Iraqi youth. Dick's pro bono assistance to Questscope includes negotiating agreements and contracts, providing advice on tax and governance, and drafting board charters and minutes.



*Richard A. Primuth*  
Partner

## Voices for Victims

Voices for Victims is a nonprofit victims' support group in Denver. By providing free transportation, the organization works to ensure that low-income crime victims can attend sentencing hearings to provide testimony about the crimes that were committed against them. Voices for Victims also acts as a point of contact and primary liaison to help victims navigate and understand Colorado's criminal court system as their assailants are being prosecuted. Partner Matthew S. McElhiney has provided ongoing general legal support to the organization, including drafting and reviewing the contracts, agreements, releases, and waivers used in its everyday business operations.



*Matthew S. McElhiney*  
Partner

# *Pro Bono Award*

## **Hilgers Honored with Leonard E. Lindquist Pro Bono Award**

Partner DeAnne M. Hilgers received the firm's annual Leonard E. Lindquist Pro Bono Award for her work on behalf of clients in 2007. Pro Bono Director Candee Goodman

says that DeAnne stood out among the firm's attorneys for her involvement in more than 20 pro bono matters since 2001 and her commitment of more than 200 hours annually to pro bono service in 2006 and 2007—many of those hours logged during the evenings and on weekends.



*DeAnne M. Hilgers*

The majority of DeAnne's pro bono work is devoted to political asylum cases, although she has also worked on the Liberian Truth and Reconciliation Project (see page 12). Most often she assists asylum applicants who have unsuccessfully represented themselves before an immigration officer and must then appear before an immigration judge. She sees first-hand the difference that having an attorney can make for asylum seekers.

DeAnne's passion stems from the first pro bono asylum case she worked on while a summer associate at Lindquist & Vennum in 1999. Returning to law school afterward, DeAnne set a goal of establishing a formal immigration practice at our firm, which she has steadily built over the years. As the firm's go-to attorney for immigration work, she regularly handles business-related immigration matters, but it is the pro bono asylum work she finds especially compelling.

"The stakes couldn't be higher for asylum seekers," she says. "The decision to grant or deny safe haven can either transform their lives for the better or condemn them to the unspeakable. It's absolutely critical that they have a lawyer, but many just can't afford one."

Through her pro bono work, DeAnne has helped five clients secure asylum in the U.S.; she is currently working on another case. Her enduring commitment to this work made DeAnne the clear choice for the 2007 Lindquist Award.

# *Pro Bono Honor Roll*

Congratulations to the following attorneys and paralegals who contributed at least 50 pro bono hours during 2007. These individuals truly exemplify the spirit of our commitment to pro bono work at Lindquist & Vennum.

ELIZABETH ABY	STEVEN JOHNSON	DEBRA PAGE
DAVID AHLVERS	ANN KENNEDY	STEPHEN PETERS
DAVID ALLGEYER	LAURA KRENZ	RICHARD PRIMUTH
PAUL BANKER	MICHAEL KUHN	THOMAS PURSELL
JERROLD BERGFALK	MARK LARSEN	JAMES REUTER
CHARLES BREGA	BARBARA LINDSEY	SCOTT RODGERS
JONATHAN BYE	BRUCE LITTLE	KIM RUCKDASCHEL-HALEY
JOHN CHANIN	JAMES LODOEN	BARBARA LANO RUMMEL
PATRICK COMPTON	MICHAEL MARGULIES	MICHAEL SAMPSON
J. CHRISTOPHER CUNEO	AMY MASON	DAVID SHAFFER
MARK DIETZEN	GARY MCDOWELL	SAMUEL SIGELMAN
C. DAVID FLOWER	MATTHEW MCELHINEY	GEORGE SINGER
LEE KATHERINE GOLDSTEIN	BERT MCKASY	SANDRA SMALLEY-FLEMING
JOEL GREEN	ROBERT MCLEOD	BRITTANY STEPHENS PEARSON
CHRISTOPHER GRGURICH	JEFFERY MCNAUGHT	JOHN STROTHMAN
THEODORE HARTL	MARK MCNEIL	CHRISTOPHER SULLIVAN
ROBERT HARTMAN	PETER MICHAUD	ROBERT TUNHEIM
ROBERT HENNESSEY	THOMAS MIELENHAUSEN	NANCY VOLLERTSEN
DEANNE HILGERS	CHARLES MOORSE	LAURANCE WALDOCH
WALLACE HILKE	SHIRLEY MUNSON	JAMES WALSTON
MARK JACOBSON	JAMES NELSON	
LINDSEY WARREN JAY	DICK NOWLIN	

# *Awards and Recognition*

## **Colorado Supreme Court Honors the Firm**

Every year, the Colorado Supreme Court honors law firms in the state whose attorneys, on average, each devoted 50 or more hours the previous year to work primarily on behalf of indigent individuals or organizations that serve that population. Lindquist & Vennum's Denver office received this award in 2007, as it did the previous year.

## **Minnesota Judicial Council Awards Firm Pro Bono Award**

In January 2007, the Minnesota Judicial Council—a recently formed policy-making body of the Minnesota Judicial Branch—presented an award to Lindquist & Vennum in recognition of the firm's longstanding pro bono efforts.



*Chief Justice  
Russell Anderson  
presents a plaque to  
Daryle L. Uphoff and  
Candee Goodman.*

While many firms do pro bono work, said Nancy Peters, spokeswoman for Minnesota's fourth judicial district, Lindquist & Vennum historically "really went above and beyond. We wanted to recognize that."

Our firm was honored for its "extraordinary commitment to the betterment of the community through the generous contribution of pro bono legal services and other assistance rendered to the citizens of the State of Minnesota in furtherance of the fair and expeditious administration of justice."

The award was presented by Minnesota Supreme Court Chief Justice Russell Anderson before an audience of judges from across the state. It was the first such award to be presented in Minnesota.

## Walston Recognized for Contributions

Partner James R. Walston received the “Spirit of Camp Fire” award for pro bono legal services he has provided over the past several years to the Minnesota Council of Camp Fire USA. Jim’s work on behalf of the organization included resolving title issues and land-use disputes and negotiating and completing the sales of several Camp Fire properties.

Jim says of his service to Camp Fire, “I’m pleased to be able to use the experience I’ve gained practicing law over the past couple of decades for such a worthy organization.” He continues to provide significant assistance with pro bono real estate matters to Camp Fire.



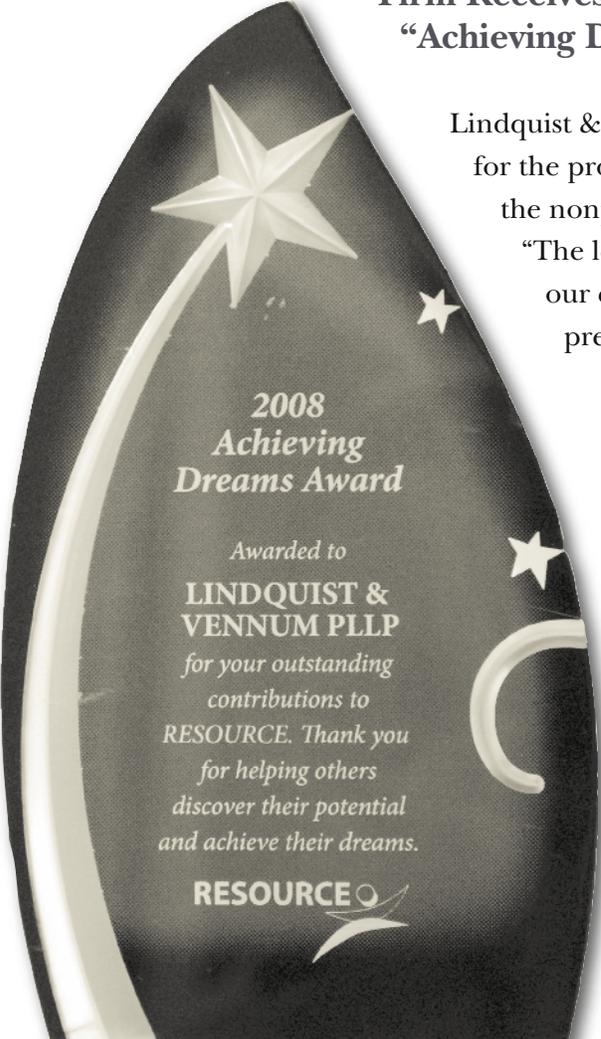
*James R. Walston,  
Partner*

## Firm Receives Nonprofit Organization’s Annual “Achieving Dreams Award”

Lindquist & Vennum received an “Achieving Dreams” award for the pro bono law clinic we sponsor twice a month at the nonprofit organization Resource, Inc. (see page 5).

“The legal advice Lindquist & Vennum has provided to our clients is indispensable,” says the organization’s president.

Gaining access to a lawyer can be a real challenge for many of our clients and a real hindrance to employment.” In 2007, our attorneys assisted nearly 70 individuals through the clinic.

A large, dark, teardrop-shaped trophy with a white star at the top and a white arc at the bottom. The text is engraved in white on the trophy.

**2008  
Achieving  
Dreams Award**

*Awarded to  
LINDQUIST &  
VENNUM PLLP  
for your outstanding  
contributions to  
RESOURCE. Thank you  
for helping others  
discover their potential  
and achieve their dreams.*

**RESOURCE** 

# Charitable Contributions

In addition to performing pro bono work and community service, Lindquist & Vennum also believes it is important to invest financially in the community. The following are some of the charitable and community organizations to which the firm provided financial support in 2007.

10 Days of Giving  
ACE Mentor Program of Colorado  
ACLU of MN Foundation  
American Bank Foundation  
American Bar Association  
American Heart Association  
American Red Cross  
AWARE - Colorado Chapter  
Beth El Synagogue  
Boys and Girls Club of the Twin Cities  
Center of the American Experience  
Children's Hospital of Denver  
Children's Law Center of Minnesota  
Children's Theater Company  
CLIMB Theatre, Inc  
Colorado I Have a Dream  
Colorado Lawyers Committee  
Craig Hospital  
Create A Memory Foundation  
Dodge Nature Center  
Dunker McGrew Scholarship Fund  
Edina Education Fund  
Emily Oberlander Memorial College Fund  
Episcopal Community Services  
ESOP Association  
Fidel Sanchez-Flores Memorial Fund  
Fraser  
Fund for the Legal Aid Society  
Great River Greening  
Hamline University School  
Hammer Residences  
Hennepin County Bar Association  
Headwaters Foundation for Justice  
Hennepin County Bar Foundation  
Hope Chest for Breast Cancer  
Hope for the City  
InnerCity Tennis  
Innocence Project of Minnesota  
Jewish Family & Children's Services  
Legal Rights Center  
MacPhail Center for Music  
Metropolitan Economic Development Association  
Mercy & Unity Hospitals Foundation  
Minneapolis Institute of Arts  
Minnesota Advocates for Human Rights  
Minnesota Justice Foundation  
Minnesota Lavender Bar Association  
Minnesota Ovarian Cancer Alliance  
Minnesota PKU Foundation  
Minnesota State Bar Foundation  
Minnesota Women Lawyers  
Minnesota Rett Syndrome Research Association  
Neighborhood Development Center  
Open Eye Figure Theatre  
Page Education Foundation  
Parkinson Association of Minnesota  
Partnership for Education of Children in Afghanistan  
Ramsey County Bar Association  
Ronald McDonald House  
Senior Care Communities, Inc.  
Shalom Auxiliary  
SMRLS Campaign for Legal Aid  
St. Paul Downtown Lions Club  
St. Therese Foundation  
Stepping Stone Theatre  
The Caring Tree  
The Daulton Foundation  
The Friends of the Saint Paul Public Library  
The God's Child Project  
Theater Communications Group  
Tower Bell Foundation  
Toys for Tots  
Twin Cities Committee on  
    Minorities in Large Law Firms  
United Way  
University of Denver  
University of Denver College of Law  
University of Minnesota  
University of Minnesota Foundation  
University of Minnesota Law School  
Urban Ventures Leadership Foundation  
Volunteer Lawyers Network, Ltd.  
Wishes & More  
YMCA of Greater St. Paul  
Young Life Minneapolis South

# *Pro Bono Policy*

*(This policy was unanimously adopted by the firm's management committee in March 1996 and amended in 2005 and 2007)*

## I. Firm Commitment to Pro Bono

Lindquist & Vennum PLLP is deeply committed to the delivery of pro bono legal services. The legal profession enjoys a unique role in the community. The profession has the skills and ability to provide services for the disadvantaged and to promote the public interest in ways that no other profession can.

To underscore our institutional commitment to pro bono activities, Lindquist & Vennum has accepted the Pro Bono Institute Law Firm Pro Bono Challenge, agreeing to use our best efforts to ensure that we annually contribute, at a minimum, an amount of time equal to three percent of the firm's total billable hours to pro bono work.

The firm expects each partner, associate and paralegal to participate in this fundamental aspect of the firm's culture.

## II. Recognition of Pro Bono Work

The firm wishes to recognize and encourage those individuals who help to fulfill our commitment to pro bono service. Accordingly:

- For partners, up to 50 hours of pro bono service (or higher with Management Committee approval) will be treated, for compensation-setting purposes, as if fees were received.
- For of counsel attorneys, an annual goal of 5 hours of pro bono service will apply.
- For associates, up to 100 hours of pro bono service (or higher with Management Committee approval) will apply towards the associate standard hours requirement or bonus.
- For legal assistants, up to 50 hours of assigned pro bono service (or higher under exceptional circumstances) will apply towards the legal assistant hours requirement.

As used here, "pro bono service" means services which help fulfill the firm's commitment to the ABA Law Firm Pro Bono Challenge (a copy of which is available from our Pro Bono Director), and which are approved by the firm's Public Service Committee. For those who are not full-time equivalents, a pro rata credit shall apply.

LINDQUIST & VENNUM<sup>PLLP</sup>

[www.lindquist.com](http://www.lindquist.com)

*Lindquist & Vennum's nearly 200 attorneys provide a full array of corporate finance, transactional and litigation services for clients from our offices in Minneapolis and Denver.*