The Heart of the Legal Profession
A NOTE FROM THE

Chair of the City Bar Fund Board & Executive Director of the New York City Bar Association

The City Bar’s pro bono and public service programs have had a busy year addressing the consequences of extraordinary governmental actions on everyday people and on the institutions of civic society.

Our dedicated legal and administrative staff deserve the appreciation of all of the Association’s members for their professionalism and perseverance in a particularly challenging operating environment. In turn, the Association’s membership — you — made that hard and vital work possible by supporting the largest and most effective local bar association pro bono and public interest effort in the country.

Our City Bar Justice Center continued to focus on poverty law and underserved New Yorkers, while working with a broad set of constituencies to minimize the hardship inflicted by new federal immigration enforcement policies and to coordinate pro bono efforts following the hurricane season. Our Cyrus R. Vance Center for International Justice expanded its reach, geographically and substantively, with new programs centered in Africa and new initiatives aimed at governmental corruption, investigative journalism, and the rule of law around the world. Our Office for Diversity and Inclusion has grown to become, over just the past few years, a singularly indispensable resource for law firms and law departments to gauge and enhance their progress. Our Lawyer Assistance Program has continued to expand its reach, from helping individual lawyers and judges to advising legal institutions about how best to prevent or mitigate the emotional difficulties that come with the job.

Each of these programs is strategically focused on innovating to meet needs as they appear and focusing on issues where the collective influence of our 25,000-person membership can make a decisive difference, or at least influence situations in a positive way.

Finally, we would like to thank the City Bar Fund’s Board of Directors, whose personal and institutional contributions to our programs nearly reached, and next year will likely exceed, seven figures in total for the year. And that does not count all of the direct pro bono work they do themselves. Between our Board’s leadership and the Association’s member support, we are in a strong position to anticipate and react to whatever new problems our clients and other constituencies may face.

Sincerely,

Robert F. Cusumano
Chair of the City Bar Fund Board

Sincerely,

Bret I. Parker
Executive Director of the New York City Bar Association
A NOTE FROM THE

President of the New York City Bar Association

The City Bar Fund is the engine that transforms the spirit and skills of our legal community into positive change for people in need.

Your support for the City Bar Fund and its core programs makes a tremendous difference, both on individual lives and on a macro scale, from securing hard-fought benefits for disabled veterans to advancing pro bono practice abroad.

THE CITY BAR JUSTICE CENTER
leverages the time and talent of the private bar to deliver legal services to vulnerable New Yorkers who cannot afford a lawyer.

THE CYRUS R. VANCE CENTER FOR INTERNATIONAL JUSTICE
collaborates with international law firms and other partners to provide pro bono legal representation to non-governmental organizations and develops pro bono systems around the world.

OUR OFFICE FOR DIVERSITY AND INCLUSION
guides law firms and businesses in making meaningful progress toward diversity through data-driven insights and administers programming that opens the legal profession to diverse future lawyers.

OUR LAWYER ASSISTANCE PROGRAM
provides counseling and supportive resources to lawyers, judges, and law students dealing with mental health and substance use issues, and other personal difficulties, helping to stabilize their lives and careers.

Thank you for making this work possible.

We hope that the information that follows serves to confirm your commitment to our shared mission: to uphold the rule of law, expand access to justice and to the legal profession, and to improve the health, and therefore the strength, of our legal community.

Sincerely,

Roger Juan Maldonado
President of the New York City Bar Association
Founded in 1946,

The City Bar Fund is the nonprofit 501(c)(3) arm of the New York City Bar Association aimed at engaging and supporting the legal profession in advancing social justice.
The City Bar Fund operates four programs:

**CITY BAR JUSTICE CENTER**

**CYRUS R. VANCE CENTER FOR INTERNATIONAL JUSTICE**

**OFFICE FOR DIVERSITY AND INCLUSION**

**LAWYER ASSISTANCE PROGRAM**

These programs collectively:

- Expand access to justice for the underserved in New York City — immigrants, the homeless, veterans, victims of domestic violence, and other vulnerable groups.

- Advance global justice by engaging lawyers across borders to support civil society.

- Promote diversity and inclusion in the profession by assisting law firms and corporations in adopting best practices and measuring their progress.

- Provide professional experience, development, and educational programs for underrepresented students interested in pursuing legal careers.

- Provide mental health services and substance use counseling to New York City legal professionals.

City Bar Fund programs help more than 30,000 people each year, in New York City and in communities across the globe. The City Bar Fund reflects the heart of the New York City Bar Association and with your generous support will continue to make a positive impact in years to come.
City Bar Justice Center

The City Bar Justice Center (CBJC) increases access to justice for low-income and disadvantaged New Yorkers by leveraging the volunteered time and expertise of the New York City legal community through an effective pro bono model. CBJC assists 26,000 New Yorkers annually through limited and full scope legal representation, community outreach, and education efforts. With a dozen core projects led by experts in the field, over 1,000 pro bono attorneys trained and mentored by staff, and the largest free civil legal hotline in New York, CBJC handles the ninth highest number of civil cases in the state. CBJC partners with our supporters to efficiently protect the rights, safety, and security of people without the means or support necessary to navigate our justice system.
Our Impact in 2017–2018

26,000
clients obtained over $19.5 million in benefits and monetary awards, including estate settlements

$1,095,477
in retroactive Veterans Disability benefits and over $39,361 in new, ongoing monthly benefits for veterans

$15+ Million
in pro bono leveraged with pro bono volunteers working on over 1,376 client matters

$3+ Million
in client debt divested through consumer, bankruptcy, and foreclosure prevention advocacy, and through avoidance of filing fees, estate taxes, and tuition fees

Year in Review

In 2017-2018, CBJC ramped up its pro bono efforts to protect New York’s most vulnerable residents in the face of new and ongoing threats to the rights and safety of the poor. CBJC’s Immigrant Justice Project (IJP) mobilized pro bono volunteers to hold Family Emergency Preparedness Clinics to assist undocumented immigrants in planning for the care of their citizen children in the event of the parent’s detention or deportation. IJP continued its work to place individual humanitarian cases with pro bono attorneys, organized screening clinics for post-Temporary Protected Status and DACA relief, held a naturalization clinic for college students, conducted research on ICE in the courts, and signed on to two amicus briefs drafted by Simpson Thacher. In response to the fall’s devastating hurricane season, CBJC co-sponsored a FEMA appeals training attended by 175 volunteer attorneys and recruited volunteers from the private bar to hold legal clinics for Hurricane Maria victims who had relocated to New York City.

Collaboration with partners in the non-profit, judicial, governmental, and private sectors enables CBJC to continuously innovate to respond to the emerging legal needs of the poor. CBJC worked with four other service providers to develop and launch the NYC Consumer Help Finder, an online intake and triage tool for low-income New Yorkers applying for legal help with a consumer issue. CBJC’s Planning and Estates Law Project developed a medical-legal partnership with Mount Sinai Health Systems to help low-income Mount Sinai patients with end-of-life planning, including wills, Powers of Attorney, and guardianships of minor children. The Community Economic Development Unit, comprised of CBJC’s Consumer Bankruptcy Project, Neighborhood Entrepreneur Law Project, and Homeowner Stability Project, launched an online Financial Empowerment Hub which hosts free resources to help low-income community members take control of their financial well-being, and also hosted a free three-part financial empowerment workshop series for micro-entrepreneurs.

“I feel privileged to have the opportunity to advocate for clients and their families through CBJC legal clinics. I know that I am able to provide real assistance, thanks to the training and guidance I’ve received from CBJC personnel.”

Paul M. Winke,
Managing Counsel,
BNY Mellon
Cyrus R. Vance Center for International Justice

The Vance Center advances global justice by engaging lawyers across borders to support civil society and an ethically active legal profession. The Vance Center is a unique collaboration of international lawyers catalyzing public interest innovation. We bring together leading law firms and other partners worldwide to pioneer international justice initiatives and provide pro bono legal representation to social justice NGOs and others.
Our Impact in 2017-2018

Pro Bono Representation

The Vance Center represented 47 NGOs and international organizations in 81 matters, with co-counseling by 333 lawyers from 97 law firms in 32 countries.

Our Staff and Volunteers

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<td>Pro Bono Law Firms (US)</td>
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Year in Review

2017-2018 was a year of further expansion for the Vance Center, which confirmed the new structure and procedures for the Pro Bono Network of the Americas, held the first annual conference in Mexico City in March 2018, and welcomed a new clearinghouse member in Uruguay. The Director of Pro Bono Partnerships also made great progress towards establishing a pro bono clearinghouse in Spain. The Lawyers Council for Civil and Economic Rights in the Americas developed strategic initiatives against corruption and in support of civil society. The Women in the Profession program’s 18 national chapters undertook diversity and pro bono programs, regularly sharing ideas and results. The Africa Program Manager relocated to Nairobi, Kenya, focusing on pro bono practice there and exploring opportunities for the WIP program there and in South Africa. Lawyers from Kenya, Nigeria, and South Africa worked at leading New York law firms through the African Legal Fellows program.

The Human Rights and Access to Justice Program began a Business and Human Rights initiative, including pro bono representation and conferences, and secured a 3-year grant from the Novo Foundation to analyze and reform incarceration of women in the global South. The Environment Program focused on justice for environmental defenders and the international legal response to climate change, among other matters. Through the work of the Good Governance Program, the International Consortium of Investigative Journalists became independent and other nonprofit journalism organizations received advice and legal defense. The Vance Center Committee added new members from existing and new law firms.

“We at International Rivers have had a great experience in working with the Vance Center on developing legal briefs to support our efforts to achieve permanent protection for rivers globally. Their experience, dedication, and promptness in attending each case has provided very useful results to achieve our goals. We hope to continue working with the environment team in this capacity. We are grateful.”

Monti Aguirre, Latin America Program Coordinator, International Rivers
Office for Diversity and Inclusion

The Office for Diversity and Inclusion works to foster a more diverse and inclusive legal profession, while supporting and tracking the progress of more than 150 signatory law firms and corporate legal departments on key diversity representation metrics. In collaboration with the New York City Bar Diversity and Inclusion Committees, affinity bar associations, and other organizations, the Office hosts an array of programs each year to support excellence and innovation in diversity and inclusion initiatives. The Office also runs a comprehensive pipeline initiative which helps high school, college, and law students develop necessary professional skills and gain exposure to the legal profession.

City Bar Diversity and Inclusion Committees

- Committee to Enhance Diversity in the Profession
- Diversity Pipeline Initiatives
- Disability Law
- Lesbian, Gay, Bisexual, and Transgender Rights
- Minorities in the Courts
- Minorities in the Profession
- Recruitment and Retention of Lawyers
- Women in the Courts Task Force
- Women in the Legal Profession
Our Impact in 2017–2018

In the 2017-2018 Committee year, the Diversity and Inclusion Committees hosted more than two dozen programs on issues impacting women, minority, LGBT, and disabled attorneys, including programs that fulfilled the mandatory Elimination of Bias CLE requirement.

445
students served through the City Bar Pipeline Initiative

314
students attended the LSAT Prep Series

12
first-year law students will receive the 2018 Law Preview Scholarship

31
1L students were granted 2018 Diversity Fellowships

88
high school students participated in the Thurgood Marshall Summer Law Internship Program

Serving the Signatories to the Statement of Diversity Principles

In December 2003, the New York City Bar Association announced the adoption of the Statement of Diversity Principles to promote a commitment to strengthen diversity in the legal profession. To date, the current signatories to the Statement of Diversity Principles include 136 law firms and 22 corporate legal departments.

Diversity Champion Award

The Diversity and Inclusion Champion Award acknowledges individuals whose actions embody the Statement of Diversity Principles. This year’s Diversity and Inclusion Celebration Dinner honored the 2018 Diversity and Inclusion Champion Award Winners: Sheila Kearney Davidson, Executive Vice President, Chief Legal Officer, and General Counsel, New York Life Insurance Company; John Mbiti, Director & Counsel, Credit Suisse Asset Management LLC; and Susan L. Shin, Partner, Arnold & Porter.

Associate Leadership Institute

The Office for Diversity held its second annual Associate Leadership Institute (ALI), a multi-part series of high-level development training for mid-level and senior associates at signatory firms. This year’s program included training on topics such as executive presence and communication skills, mentor and sponsor relationships, and business development. The 2018 ALI class consisted of 63 Fellows from 37 law firms. Learn more about the Institute, which was selected as a 2018 recipient of the ABA Partnership Awards, at www.nycbar.org/ALI.

Our House is Your Home

In conjunction with the annual Celebration Dinner, the Office launched a campaign entitled “Our House Is Your Home” to celebrate the professional journeys of students who have walked through the House of the Association as City Bar Pipeline program participants. In profiles, featured alumni shared their first experiences at the City Bar and how mentors have played a role in their professional and personal development. Read the full profiles at www.nycbar.org/ourhouseisyourhome.

I first walked through the doors of the City Bar as a high school intern and am still active in the City Bar today as an attorney, 12 years later. The City Bar has been my home through the long and difficult journey to becoming a lawyer. I am fortunate to have mentors at the City Bar who are invested in my personal and professional success. It’s what makes the City Bar so unique.

Raabia Gasim
CUNY School of Law (2016)
Lawyer Assistance Program

The inherently competitive and demanding nature of the practice of law makes lawyers particularly vulnerable to stress, anxiety, depression, alcohol and drug use, and other issues that affect their personal and professional lives. The Lawyer Assistance Program (LAP) offers free, confidential help to attorneys, judges, law students, family members, and colleagues who experience physical, psychological, and social challenges that impact their personal lives and careers. LAP’s mission is to help attorneys build on their strengths by offering services that promote physical, emotional, and mental well-being.

LAP provides: evaluation and assessment; early identification of impairment; referral to appropriate treatment resources; short-term supportive counseling; monitoring and peer assistance; crisis intervention; consultation and information for those concerned about a legal professional; and CLE and educational programs on preventing, recognizing, and addressing addiction, stress, depression, anxiety, and other mental health issues. All lawyers, judges, law students, family members, and concerned others in the five boroughs of New York City and Westchester are eligible for LAP services. You do not have to be a member of any bar association to access LAP assistance.
Our Impact in 2017–2018

6,218 total persons reached through presentations
62 monitoring cases (court-ordered and voluntary)

1,205 total sessions
465 total clients

You are not alone.
Help is only a phone call away. For free, confidential assistance for yourself or someone you are concerned about, call or email LAP: 212.302.5787 or www.nycbar.org

Year in Review

2017 saw the release of the ABA report “The Path to Lawyer Well-Being: Practical Recommendations for Positive Change,” which opened the door for large law firms to begin a conversation about how they can establish an organizational infrastructure that promotes well-being. LAP provided presentations to lawyers and staff at twelve New York City law firms, addressing the high incidence of addiction and mental health problems in the profession. Presentations also provided guidelines for firms to recognize stress, minimize burnout, build resilience, reduce stigma, and provide empathy and support to lawyers and staff who may be struggling. LAP participated in an online ethics CLE for Lawline, received its first referrals from the Attorney Disciplinary Committees for Diversion Monitoring under the new NYS Disciplinary Rules, 22NYCRR Part 1240, and developed a protocol for lawyers and judges experiencing vicarious trauma as a result of working with clients who are experiencing trauma, abuse, violence, grief, and loss.

The information I have gained, tools I have been equipped with, and support network I have built have been invaluable to my ongoing recovery. In all, I am grateful to be sober and to be really invested in my recovery. This entire episode has proven an unlikely gift: I have been in desperate need of help to address my alcoholism and substance abuse and the LAP has put me in a position to get that help and make significant progress in my recovery.

LAP Participant
Join our Mission

Join us in helping individuals, families, and communities in need across New York City and beyond by making a gift to the City Bar Fund.

Your support powers City Bar Fund programming that helps open the door to the legal profession for underrepresented New York City students, assists homeless families in achieving independence and stability, provides legal representation to NGOs worldwide on critical human rights projects, and a wide array of other humanitarian and social justice initiatives.

The Association of the Bar of the City of New York Fund, Inc. (the “City Bar Fund”) is a tax-exempt non-profit corporation organized under section 501(c)(3) of the Internal Revenue Code. All contributions to the City Bar Fund are tax deductible to the full extent of the law. For more information about donating to the City Bar Fund, contact Bret I. Parker, Executive Director at 212.382.6620 or bparker@nycbar.org, or Christina Overton, Development and Communications Manager at 212.382.4784 or coverton@nycbar.org.
Ways to Give

Online
To donate online, please visit: www.nycbar.org/donate

Donor Advised Funds
Make a grant through a donor advised fund by suggesting the City Bar Fund to the administrator of your charitable fund. The City Bar Fund’s EIN is 13-6003018.

Workplace Giving & Matching Gifts
Support the City Bar Fund through your employer’s workplace giving, which may include donations through payroll-deductions or a Matching Gifts program that could double your contribution. The City Bar Justice Center participates in the Combined Federal Campaign, which is available to federal employees, under CFC #50267.

Gifts of Securities
The City Bar Fund welcomes your gifts of securities including stock, bonds and mutual funds. Please contact Tom Halter, Chief Administrative Officer at 212.382.6640 or thalter@nycbar.org to transfer securities in certificato form or electronically through your brokerage account.

Planned Giving
Including the City Bar Fund in your will or naming the City Bar Fund as a beneficiary of checking, savings, or pension accounts ensures that our work advancing justice and supporting the legal profession will continue for years to come.

Mail
To give by mail, please make a check payable to “City Bar Fund” and send to:

City Bar Fund
Attn: Development Department
42 West 44th Street
New York, NY 10036-6689

When Renewing Your New York City Bar Association Membership
With a few clicks of a button, New York City Bar Association members can include a charitable contribution to the City Bar Fund when paying membership dues.
Thank you to our supporters.

Your support makes a difference, locally and worldwide.

Every year, thousands of lawyers, legal professionals, law firms, corporations, organizations, and other committed individuals support the City Bar Fund and its four programs through philanthropic giving. We thank these generous donors for their support.
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<th>April 30, 2018</th>
<th>April 30, 2017</th>
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</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$1,711,896</td>
<td>$1,448,692</td>
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<tr>
<td>Investments at Fair Market Value</td>
<td>$6,528,824</td>
<td>$6,124,347</td>
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<tr>
<td>Pledges Receivable</td>
<td>$2,529,489</td>
<td>$3,008,863</td>
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<tr>
<td>Accounts Receivable and Other Current Assets</td>
<td>$137,422</td>
<td>$109,494</td>
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<td>Property and Equipment (net)</td>
<td>$101,451</td>
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<tr>
<td>Library books and works of art, at nominal value</td>
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<td>$1</td>
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<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$11,009,083</strong></td>
<td><strong>$10,824,629</strong></td>
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<table>
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<th>LIABILITIES &amp; FUND BALANCES</th>
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<th>April 30, 2017</th>
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<tr>
<td>Accounts Payable and Accrued Expenses</td>
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<td>Fund Balances</td>
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<td>$10,326,423</td>
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<tr>
<td><strong>TOTAL LIABILITIES &amp; FUND BALANCES</strong></td>
<td><strong>$11,009,083</strong></td>
<td><strong>$10,824,629</strong></td>
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Corporate & Law Firm: 19.62%
Government: 22.48%
Individual: 16.8%
Donated Services: 4.44%
Foundation & Trust: 9.87%
Other income: 0.92%
Support from Investment income: 11.06%
Annual CBJC Gala: 14.81%

Expenses by Function

Education & Research: 27.53%
Fundraising: 6.65%
General & Administrative: 3.61%
Community Outreach & Services: 62.21%