

STATE BAR *of* TEXAS



ANNUAL REPORT
2015-2016

STATE BAR OF TEXAS
MISSION STATEMENT

The mission of the State Bar of Texas is to support the administration of the legal system, assure all citizens equal access to justice, foster high standards of ethical conduct for lawyers, enable its members to better serve their clients and the public, educate the public about the rule of law, and promote diversity in the administration of justice and the practice of law.

It is my pleasure to present to you the 2015-2016 State Bar of Texas Annual Report.

Each year, we strive to serve our members and protect the public by fulfilling our mission with dedication and professionalism. In practice, that means we constantly work to improve our existing programs and services while scanning the horizon for new challenges to confront.

A groundbreaking study released in February 2016 made it clearer than ever that substance abuse and mental health issues pose a serious threat to our profession. The study, by the Hazelden Betty Ford Foundation and the American Bar Association Commission on Lawyer Assistance Programs, found attorneys struggle with substance abuse and mental health issues at far higher rates than other professionals and the general public. Under the leadership of 2015-2016 President Allan K. DuBois, we faced this challenge head-on.



Through a video project and personal outreach, we spread the word that the Texas Lawyers' Assistance Program (TLAP) is there to offer confidential assistance for lawyers, judges, and law students who suffer from substance abuse and/or mental health problems. We also provided much-needed funding for the Patrick D. Sheeran & Michael J. Crowley Memorial Trust, which serves our colleagues who cannot afford medical treatment for these issues.

The State Bar Board of Directors committed \$250,000 to the trust, and we asked you—the legal professionals of Texas—to join in the giving. You responded admirably, helping us exceed our \$500,000 fundraising goal. (It's not too late to give at sheerancrowley.org.)

We are grateful for the generous support of the Texas Center for Legal Ethics, the Texas Bar College, the Texas Board of Legal Specialization, and the many sections and members of the State Bar who gave to assist our colleagues in need. And we couldn't have done it without the leadership and legwork of our tireless president, Allan DuBois.

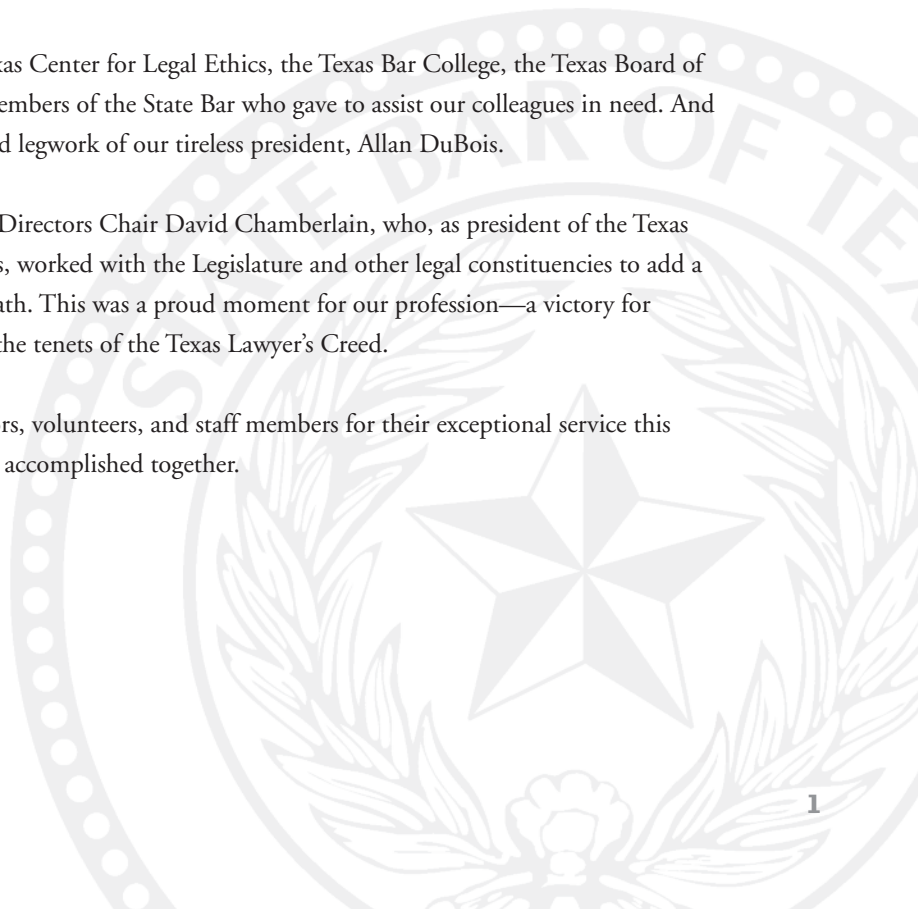
I also want to commend our 2015-2016 Board of Directors Chair David Chamberlain, who, as president of the Texas Chapters of the American Board of Trial Advocates, worked with the Legislature and other legal constituencies to add a civility and integrity pledge to the Texas lawyer's oath. This was a proud moment for our profession—a victory for professionalism and another step toward realizing the tenets of the Texas Lawyer's Creed.

Thank you also to all the State Bar officers, directors, volunteers, and staff members for their exceptional service this past year. The following pages underscore what we accomplished together.

Sincerely,

A handwritten signature in black ink that reads "Michelle Hunter".

Michelle Hunter
Executive Director



2015-2016 PRESIDENT

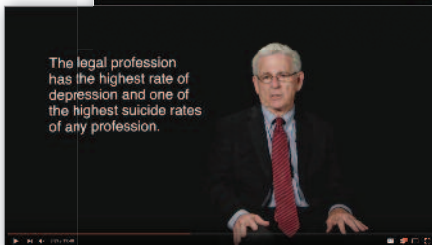
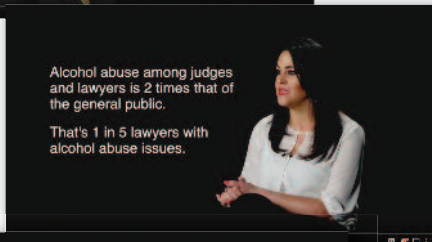
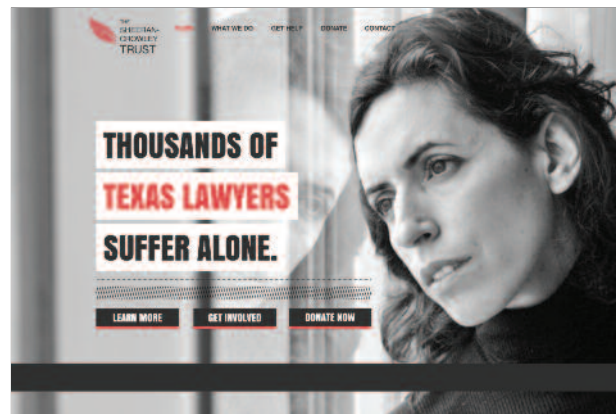
During his year as State Bar president, Allan K. DuBois focused on service, from encouraging lawyers to act as mentors to asking attorneys to assist veterans with legal needs. His mission was to raise awareness of the Texas Lawyers' Assistance Program, which helps lawyers, law students, and judges who suffer from substance abuse and mental health issues. He set a goal to raise \$500,000 in funding for the Patrick D. Sheeran & Michael J. Crowley Memorial Trust, which supports life-saving treatment, counseling, and prescriptions for uninsured attorneys who cannot afford



medical care. At the outset, DuBois worked with the State Bar Board of Directors to secure \$250,000 in funding for the trust. Propelled by that commitment, he reached out to the members of the bar, traveling the state to inform lawyers and judges about TLAP and ask for their assistance and donations. His dedication and persistence were rewarded—in June 2016, it was announced that more than \$500,000 had been donated to the Sheeran-Crowley Trust.

TLAP IS THERE

DuBois understands the value of personal experience and quickly realized that a video featuring Texas attorneys sharing their very real stories about substance abuse would be an invaluable tool in educating members about TLAP and its role in helping to save lives. *Courage, Hope, Help—TLAP Is There* debuted at the Bar Leaders Conference in Houston a month after he took office. The video features three lawyers who candidly speak about their struggles with addiction and depression—and how TLAP was there for them. The video has been presented around the state and is available to watch at texasbar.com/tlapisthere.



Courage · Hope · Help

SHEERAN-CROWLEY TRUST

In 1995, a small group of attorneys realized that 15 to 20 percent of Texas lawyers suffered from mental health issues such as substance abuse and depression with little or no financial resources. They created the Patrick D. Sheeran & Michael J. Crowley Memorial Trust. In the past three years alone, thanks in part to a donation by the State Bar of Texas, the trust has distributed more than \$235,000 in grants for inpatient treatment, outpatient treatment, and therapeutic and/or psychiatric outpatient care. The trust has helped hundreds of attorneys, but there are more who need assistance. To raise awareness, a website was created, sheerancrowley.org, that provides detailed information about the trust and easy ways to donate.

HELPING OTHERS

Texas lawyers are by their nature—and profession—advocates for others, championing the rule of law and justice for all, including those who cannot afford legal services. So it came as no surprise that the lawyers of the state were quick to answer the call for help for their own. Over the course of the 2015-2016 bar year, solo practitioners, small and large law firms, local bar and young lawyers associations, State Bar sections, and the State Bar of Texas generously donated funds to the Sheeran-Crowley Memorial Trust to provide financial assistance to Texas lawyers who need treatment for mental health and substance abuse issues.



SHEERAN-CROWLEY MEMORIAL TRUST

In 1995, a small group of Texas lawyers realized that as many as two in 10 of their professional peers suffered from mental health issues. They knew that with proper treatment, a lawyer could be restored to a productive life. They created the Patrick D. Sheeran & Michael J. Crowley Memorial Trust.

THE PURPOSE

The trust provides financial help to Texas attorneys who need treatment for substance abuse, depression, and other mental health issues. These attorneys are often without the means to pay for services. The trust is administered by volunteer trustees who are members of Texas Lawyers Concerned for Lawyers, an organization that works with the Texas Lawyers' Assistance Program of the State Bar of Texas.

THE IMPACT

In the past three years alone, thanks in part to a generous donation by the State Bar of Texas, the trust has distributed more than \$235,000 in grants for inpatient treatment, outpatient treatment, and therapeutic and/or psychiatric outpatient care. The trust has helped hundreds of lawyers. But there are so many more who need the trust's help. To see a video, go to sheerancrowley.org.

THE CHALLENGE

Mental health care is expensive. A psychiatrist charges an average of \$350 an hour. Inpatient treatment for a single month typically starts at \$20,000. Please make a tax-deductible contribution. For more information, contact TLAP at (800) 343-8527; donate at texasbar.com/trust-donate; or send a check, made payable to the trust, to: Sheeran-Crowley Memorial Trust, c/o Bree Buchanan, TLAP, P.O. Box 12487, Austin, TX 78711.

THANK YOU TO THESE GENEROUS DONORS AS OF JUNE 13, 2016

State Bar of Texas
Texas Bar College
Texas Center for Legal Ethics
Texas Board of Legal Specialization
State Bar of Texas Annual Meeting Fund
TexasBarBooks
Texas Lawyers Concerned for Lawyers
State Bar of Texas Staff
Jones, Andrews & Ortiz
Beth Myler
Dean and Christi Quinn
Fangzhong Tian
Atlas Hall Rodriguez
Judy Osborn
Hallett & Perrin
Lewis R. Sifford
The Roth Law Firm
Lewis T. LeClair
Thomas. C. Riney
Kacy Cigarroa
Zachry Law
David W. Copeland
Jones, Galligan, Key & Lozano
Megan Johnson
Denton County Bar Association
Max Wright
Linebarger Goggan Blair & Sampson
Trey Dowdy
Jerald G. Molleston
Arthur J. Wright
David J. Beck

Dallas Lawyers Concerned for Lawyers
Duncan Neblett
Sara Dysart
Terrance O'Rourke
Augustus Glaser
Avvo
Robert Galligan
San Antonio Young Lawyers Foundation
Capshaw Green

State Bar of Texas sections

James C. Watson Inn of Former Officers and Directors
Family Law Section
Labor and Employment Law Section
Real Estate, Probate and Trust Law Section
Hispanic Issues Section
Construction Law Section
Corporate Counsel Section
Tax Section
Insurance Law Section
Litigation Section
Judicial Section
Consumer & Commercial Law Section
Poverty Law Section
Intellectual Property Law Section
Appellate Section
Legislative & Campaign Law Section
Health Law Section
Criminal Justice Section
Business Law Section Council
Alternative Dispute Resolution Section

sheerancrowley.org



SHEERAN • CROWLEY
MEMORIAL TRUST

WHAT WE DO

BUILDING YOUR PRACTICE

The State Bar of Texas offers tools to help attorneys grow their practices. One is the Lawyer Referral and Information Service, which connects clients in need of legal representation with attorneys who can help. LRIS makes referrals in the 246 Texas counties that do not have local referral programs and offers participating attorneys access to the largest potential client pool possible. Callers to the service are given a 30-minute consultation with a participating attorney for \$20, with the attorney charging regular fees afterward if retained. LRIS attorney members receive 20 percent off TexasBarCLE products and services. The bar also offers the State Bar of Texas Career Center, which is a great online tool for both employers and job seekers. Visit the Career Center to post open positions or search online for legal-related jobs. Every other week, State Bar of Texas members receive a Job Flash featuring the latest jobs posted to the Career Center.

COMMUNICATIONS

The bar keeps members informed in a variety of ways. Each month, excluding August, members receive the *Texas Bar Journal*, which includes information and in-depth stories on current legal topics, human interest features, disciplinary actions, technology, and more. It can also be viewed online at texasbar.com/tbj. Members and the public can follow the bar on Facebook, Twitter, LinkedIn, Instagram, Pinterest, and Flickr for timely announcements on lawyers in the news, reminders about their membership, links to special articles, and information about events. The Texas Bar Blog provides more information about special events, award recipients, *Bar Journal* summaries, and attorney profiles, while Texas Bar Today offers curated legal news and commentary by Texas lawyer bloggers. Finally, the bar's YouTube channel, Texas Bar TV, showcases interviews with experts on the latest legal trends and hot topics.

CONTINUING LEGAL EDUCATION

TexasBarCLE is one of the top providers of continuing legal education in the country and often sets the national

standard for CLE content and delivery. During the 2015-2016 bar year, TexasBarCLE offered 174 webcasts, 816 online classes, 103 live courses, and 55 video replays. All programs are filmed and archived for online viewing, with more than 2,200 hours available as online classes. Also, more than 22,000 CLE articles are featured in the online library, including more than 1,600 ethics-related articles.

DISASTER RELIEF RESOURCES

The State Bar of Texas legal hotline—(800) 504-7030—connects low-income residents with local legal aid providers following declared disasters. The State Bar also shares disaster relief resources and connects attorney volunteers to disaster-related service opportunities online at texasbar.com/disasters.

DIVERSITY AND STATE BAR PARTICIPATION

Without its members' participation, the State Bar would be unable to meet its standards of excellence in service. In the 2015-2016 bar year, approximately 42,614 (43 percent) State Bar members belonged to one or more sections. The Office of Minority Affairs serves the bar's women, minority, and other diverse members. Initiatives such as the Texas Minority Counsel Program and the Texas Minority Attorney Program offer CLE and networking opportunities for diverse attorneys. In the 2015-2016 bar year, TMCP participants included more than 450 attorneys and 99 sponsoring law firms and corporations. Also in bar year 2015-2016, 100 attorneys participated in the Texas Minority Attorney Program.

EDUCATING THE PUBLIC

The State Bar, the Texas Young Lawyers Association, and the bar's Law-Related Education Department publish, in print and online, dozens of handbooks and pamphlets in both English and Spanish on such topics as health issues, senior citizen issues, employment law, veterans rights, family law, school law, and consumer and tenants rights. Law-Related Education holds teacher workshops and publishes educational materials for teachers and students. Law-Related Education's newest resource, *Liam Learns Seven*

Principles of the Constitution, is a video program that features Liam, a newly naturalized citizen of the United States, who has been hired to act in a video series on the seven principles of the Constitution. As Liam tries to explain each principle, he needs help from students to get it totally correct. To learn more, go to texasre.org.

EDUCATING YOUNG LAWYERS

In addition to providing continuing legal education for all lawyers, the bar plays an important role in educating young lawyers, helping them build a strong foundation for the practice of law. Programs include: *After the Bar Exam*, which offers links to more than 2,000 hours of CLE online classes and access to other helpful resources for students who have graduated from law school and are awaiting the results of the bar exam; *Transition to Practice*, a template mentoring program that is adaptable for bar associations of all sizes; and the Texas Young Lawyers Association's *Ten Minute Mentor*, a collection of 10-minute online videos of lawyers offering practical advice or tips on specific legal topics. Also, many State Bar sections offer free or discounted membership for first-year lawyers and law students. Sections often partner for law school seminars and mentoring programs. Finally, the State Bar of Texas Law Student Division provides an avenue for law students to connect to the bar before graduating, offering educational, networking, and scholarship opportunities.

ETHICS HELPLINE

The Ethics Helpline at (800) 532-3947 provides non-binding, non-confidential advice to licensed Texas attorneys on ethics questions, including information on how to access the rules and find relevant ethics opinions and caselaw to help them make informed decisions.

LAW PRACTICE MANAGEMENT

The Law Practice Management Program provides members with information on starting, maintaining, growing, or closing a practice. Free resources available at texaslawpracticemanagement.com include how-to brochures on topics such as setting billing rates and running a paperless office and links to the popular *Ten Minute Mentor* video series. Another guide to hanging out a shingle is the Texas Young Lawyers Association project *Office in a Flash*. This initiative provides useful materials for starting a practice, including information about business plans, firm structure, office logistics, technology, and how to obtain and

manage revenue. Don't forget to look for the Solo and Small Firm column in each issue of the *Texas Bar Journal*.

LEGAL SERVICES FOR ALL TEXANS

The State Bar of Texas is committed to ensuring that all Texans, regardless of income, have access to our courts. The Legal Access Division of the State Bar provides support to legal aid programs and pro bono attorneys by providing resources such as malpractice insurance, access to Westlaw, CLE, and language access services. It refers low-income Texans to local legal aid providers and works to expand the culture of pro bono in Texas. For more information, go to texasbar.com/probono and probonotexas.org. The Texas Access to Justice Commission works to expand access to justice for low-income Texans by advocating for systemic change, cultivating a culture of service, and increasing resources for legal aid. For example, in addition to raising more than \$1.2 million through its Justice for All Campaign, it works to pass legislation and reform policies, procedures, and rules to increase access to justice and coordinates Pro Bono Spring Break for law students each year. For more information, go to texasatj.org.

LOCAL BAR SERVICES

The State Bar of Texas Local Bar Services Department fosters and maintains relationships between the State Bar and local bar associations, offering a number of support services. Each year, the Bar Leaders Conference offers education and networking for local bar executives and volunteer leaders. Outreach to local bars helps to fulfill one of the purposes outlined in the State Bar Act.

MEMBER BENEFITS

The State Bar of Texas Member Benefits Program offers numerous resources to help attorneys with the everyday practice of law. The State Bar of Texas is the first and only bar association in the country to offer its members free access to both Fastcase and Casemaker legal research. Learn more about the hundreds of offerings available through the easy-to-navigate, one-stop shop for member benefits and services at texasbar.com/benefits.

PRESERVING HISTORY

The State Bar Archives Department serves as the official home for the permanently valuable records of the State Bar of Texas and its predecessor, the Texas Bar Association.

WHAT WE DO

Archives staff preserves and provides access to these records to support the historical information needs of State Bar members, volunteers, staff, and the public. On behalf of the Texas Bar Historical Foundation, the Archives Department also collects donated records and artifacts documenting Texas legal history.

PROTECTING THE PUBLIC

The Client-Attorney Assistance Program answers the Grievance Information Helpline to assist clients in communicating with their Texas attorneys and to provide information about the grievance process and other programs and services of the State Bar of Texas. In the 2015-2016 bar year, CAAP assisted more than 22,000 consumers of Texas legal services and provided dispute resolution communication assistance to 966 Texas lawyers and their clients. The Texas attorney discipline system is administered by the Office of Chief Disciplinary Counsel, whose work is overseen by the Commission for Lawyer Discipline. CDC represents the commission in disciplinary litigation. In the 2015-2016 bar year, the CDC Ethics Helpline received more than 6,200 calls, and the State Bar disciplinary system issued a total of 328 sanctions, resolving 560 filed grievances. Also, the Client Security Fund assists clients whose lawyers take funds belonging to them. Clients can apply to the fund after disciplinary proceedings are completed. Payouts are funded through an annual appropriation from the bar, interest on the corpus, and any restitution received. In the 2015-2016 bar year, 171 applications were presented and 115 were approved, resulting in grants totaling \$814,616.72.

TEXAS BAR CONNECT

In 2007, the State Bar of Texas launched the first private social network by a bar association, Texas Bar Circle. In the 2014-2015 bar year, a new platform with advanced features, called Texas Bar Connect, was launched to offer lawyers an enhanced way to interact. Texas Bar Connect features single sign-on, which enables users to easily log in to the platform

using their My Bar Page login information; special communities designed to facilitate discussion of practice-area-specific legal questions; a resource library that allows users to upload and share documents and articles; and a directory to easily search for a colleague, or connect with an attorney in a specific field of law.

TEXAS BAR PRIVATE INSURANCE EXCHANGE

The State Bar of Texas offers the Texas Bar Private Insurance Exchange, a multi-carrier private exchange designed for State Bar of Texas members, their staffs, and their dependents. Available to both individuals and employer groups, the Texas Bar Private Insurance Exchange offers a variety of insurance choices. In the 2015-2016 bar year, the total number of individuals enrolled in one or more insurance products increased by 12 percent (from 10,184 to 12,370).

TEXAS LAWYERS' ASSISTANCE PROGRAM

The Texas Lawyers' Assistance Program helps lawyers, judges, and law students whose professional performance and personal well-being is impaired because of mental health or substance abuse concerns, chronic stress, or cognitive decline. In the 2015-2016 bar year, TLAP provided direct assistance by answering 695 calls from members of the legal profession and made 158 presentations to more than 12,000 members at local bar association events, judicial conferences, TexasBarCLE events, and law schools. All communication with TLAP is confidential by statute.

TEXAS LAWYERS FOR TEXAS VETERANS

Texas Lawyers for Texas Veterans, a State Bar of Texas program to develop and assist pro bono legal advice clinics for military veterans and their families, continues to grow, and more than 30 local bar associations are now participating. Since its inception in 2010, over 23,000 veterans have been served by more than 7,000 volunteer attorneys, paralegals, and law students.

BY THE NUMBERS

The following information is collected pursuant to section 81.0215 of the Texas Government Code chapter 81 (the State Bar Act), which requires the State Bar of Texas to adopt a strategic plan every two years that includes measureable goals and a system of performance measures. The State Bar Act further requires the bar to report to the Texas Supreme Court the outcomes of these strategic plan performance measures.

As the basis of its current strategic plan, the State Bar identified six broad strategic categories guiding its goals and performance measures: 1) Service to the Public; 2) Service to Members; 3) Protection of the Public; 4) Access to Justice; 5) Sound Administration and Resources; and 6) Financial Management. The following data reflect results and outcomes of State Bar core services for the 2015-2016 bar year.

SERVICE TO THE PUBLIC

*Distribution of printed information regarding legal issues and topics of particular relevance to the public: **20,297** pamphlets*

*Distribution of multimedia information regarding legal issues and topics of particular relevance to the public: **58** news releases, media advisories, and op-eds*

*Distribution of online information regarding legal issues and related topics of particular relevance to the public: **29,786** pamphlets page hits and **1,366** media page hits*

*Visits to pages on State Bar-related websites containing legal information on legal issues of importance to the public: **29,786** pamphlets page hits, **1,366** media page hits, **981** unique hits, **17,502,774** total hits to the SBOT website, and **11,851,893** unique page views*

*Traffic to State Bar social media sites on legal issues of importance to the public: **24,435** interactions, **18,487** unique users, and **39,782,534** impressions for Facebook and Twitter*

*Courses provided to teachers by the Law-Related Education Department: **125** Law-Focused Education teacher training sessions and **7,326** teachers trained by LRE*

*Students taught by LRE-trained teachers: more than **271,000** students impacted by teacher training sessions*

*LRE/LFEI website hits: **141,957** visits to texaslre.org, **83,797** visits to texasbar.com/civics, **18,281** visits to texasbar.com/iwasthefirst, and **13,723** visits to texaslregames.org/justiceville_usa*

*Presentations by attorneys/judges using TYLA materials: More than **30** presentations to public school administrators, teachers, and students as well as other organizations*

*Number of those helped by Texas Lawyers for Texas Veterans: Since 2010, over **7,000** attorneys, paralegals, and law students have assisted more than **23,000** veterans through local bar associations and other attorney volunteer organizations*

*Lawyer Referral and Information Service referrals: More than **63,500** referrals*

SERVICE TO MEMBERS

Attendance for TexasBarCLE webcasts:

FY 2016 Offerings—**174**, Attendance—**9,032**

Attendance for TexasBarCLE online CLE:

FY 2016 Offerings—**816**, Attendance—**76,777**

Attendance for TexasBarCLE video courses:

FY 2016 Offerings—**55**, Attendance—**3,007**

Attendance for TexasBarCLE live courses:

FY 2016 Offerings—**103**, Attendance—**16,385**

Number of books, DVDs, and digital licenses by TexasBarBooks: **12,800**

Diversity of SBOT membership: **65%** male and **35%** female; **81%** White, **9%** Hispanic/Latino, **5%** Black/African-American, **3%** Asian, less than **1%** American Indian, and **2%** all others

Diversity of SBOT section membership:

42,614 attorneys are members in sections; **66%** are males, **34%** are females; **17%** are racial/ethnic minorities

Diversity of SBOT committee membership: **56%** male, **44%** female, and **32%** ethnic minority

The State Bar remains committed to offering its members unique access to resources, goods, and services to help them in their professional as well as personal lives. In the 2015-2016 bar year, there were a total of **346** benefit providers featured through the State Bar Member Benefits Program. Goods and services offered include lawyer-specific programs, financial services, travel discounts, car rentals, office supplies, health insurance through the Texas Bar Private Insurance Exchange, and professional liability insurance through USI Affinity and TLIE.

Visits to SBOT member benefits webpages: **113,420**

Visits to Texas Bar Private Insurance Exchange website: **113,867** unique page views

Number of members enrolled in one or more insurance products: **12,370**

Number of members enrolled in major medical insurance: **6,123**

Number of attorneys, law firms, and legal departments attending and participating in the Texas Minority Attorney Program: **100**

Number of attorneys, law firms, and legal departments attending and participating in the Texas Minority Counsel Program: **451** attorneys, **43** corporations, and **56** sponsoring law firms

The Texas Lawyers' Assistance Program assisted **695** lawyers, judges, and law students and made **158** presentations to almost **12,000** attendees at local bar associations, conferences, CLE events, and law schools.

Number who voted in 2016 SBOT elections (officers & directors): **18,450** (**19%** of eligible voters); **61%** voted online, **39%** voted by paper ballot

PROTECTION OF THE PUBLIC

Contacts the Client-Attorney Assistance Program received: **22,198** contacts

Dispute resolutions conducted by CAAP: **966** with an **85%** successful closure rate

BAR YEAR 2015-2016

	Total Sanctions	Total Complaints Resolved
Disbarments	22	52
Resignations	27	146
Suspensions	135	210
Public Reprimands	30	33
Private Reprimands	67	72
GRP	47	47
Total	328	560

Eligible applications considered by the Client Security Fund: **171**

Eligible applications approved by the Client Security Fund: **115**

Total amount of grants approved by the Client Security Fund: **\$814,616.72**

A Client Security Fund newsletter is published biannually (the next one will be published January 2017) on the bar's website and is sent to district attorneys offices, victim assistance offices, board members, grievance committee chairs, Supreme Court justices, Grievance Oversight Committee members, and co-relevant funds in the other **49** states and the provinces of Canada. A brochure about the fund is also published on the website. In addition, an application is available online and may be filed electronically.

The Ethics Helpline handled more than **6,200** calls.

Number of ethics publications by TexasBarBooks: **17** books and **2** DVDs

ACCESS TO JUSTICE

Legal aid referrals made by SBOT to members of the public and to inmates: **4,143**

Legal aid and pro bono attorneys using free legal research: **350** attorneys, **90** paralegals

Legal aid and pro bono programs using free malpractice insurance: **61**

Legal aid and pro bono attorneys who received scholarships to TexasBarCLE events in conjunction with the Legal Access Division: **210**

Organizations and interpreters participating in the Language Access Fund and work accomplished: **58** organizations and **128** on-site interpreters; **8,000** phone calls interpreted; **132** documents translated

Legal Access Division DVD CLE requests: **11**

Legal aid attorneys who received help through the Student Loan Repayment Assistance Program: **144**

Attendees at Legal Access Division annual seminars: **353** attended the Poverty Law Conference, **68** attended the Pro Bono Coordinators Retreat, and **30** attended the Pre-Trial Academy

Texas Lawyers for Texas Veterans: Since 2010, over **7,000** attorneys, paralegals, and law students have assisted more than **23,000** veterans through local bar associations and other attorney volunteer organizations

Number of sections that have pro bono initiatives (including grants, CLE scholarships, and internships): **24**

Total voluntary ATJ contributions through dues statements: **\$1,169,711** from **8,349** attorneys (**7.4%** of total attorneys)

Total amounts funded to legal assistance to the poor: federal funding—**\$31.1 million** to the Legal Services Corporation; state funding—**\$17.56 million** in general revenue, **\$3 million** for direct legal assistance to veterans and their families, and **\$10 million** to legal aid for victims of sexual assault and human trafficking

SOUND ADMINISTRATION AND RESOURCES

Trainings provided to staff: all staff members attended a communications training seminar; all employees offered extensive online training through the Employees Assistance Program service; customer service training offered to 40 employees with direct customer service responsibilities; all employees received computer/online/eRecords security training; all new employees received mandatory EEO training; 3 full staff meetings were held

Ethnic and gender diversity of SBOT staff: **65 (23%)** male and **220 (77%)** female; **182 (64%)** Caucasian, **24 (8%)** African-American, **76 (27%)** Hispanic, **1 (0.3%)** Asian, and **2 (0.7%)** American Indian

FINANCIAL MANAGEMENT

Financial audit: The result of the most recent financial audit (FY 2015) was an unmodified auditor's opinion, considered the highest and best opinion; the FY 2016 financial audit began August 1, 2016

Amount SBOT has set aside in reserves: **\$9,125,684**

THE TEXAS LAWYER'S CREED

A lawyer owes to the administration of justice personal dignity, integrity, and independence. A lawyer should always adhere to the highest principles of professionalism.

- 1. I am passionately proud of my profession. Therefore, "My word is my bond."*
- 2. I am responsible to assure that all persons have access to competent representation regardless of wealth or position in life.*
- 3. I commit myself to an adequate and effective pro bono program.*
- 4. I am obligated to educate my clients, the public, and other lawyers regarding the spirit and letter of this Creed.*
- 5. I will always be conscious of my duty to the judicial system.*

—The Texas Lawyer's Creed, Article I

*To request a copy of the complete Texas Lawyer's Creed,
go to texasbar.com/ethics.*

THE NEW LAWYER'S OATH

I do solemnly swear that I will support the Constitutions of the United States, and of this State; that I will honestly demean myself in the practice of law; that I will discharge my duties to my clients to the best of my ability; and, that I will conduct myself with integrity and civility in dealing and communicating with the court and all parties. So help me God.

STATE BAR of TEXAS
texasbar.com