



# THE IOWA LAWYER

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*Award of Merit*  
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#### SUBMISSIONS

The Iowa State Bar Association seeks to publish original articles that advance the education, competence, ethical practice and public responsibility of Iowa lawyers. Members are encouraged to submit articles and manuscripts to the editor for possible publication. Submissions should be no longer than 1,500 words, although exceptions can be made. Footnotes should be kept to a minimum. Include a short bio of the author(s) and professional photo(s) when submitting. **NOTE:** Not all submissions are guaranteed publication. The editors and bar leaders review all submissions to make a determination of suitability for publication. Email all submissions to [communications@iowabar.org](mailto:communications@iowabar.org) in Microsoft Word format.

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## ABOUT THE COVER

Outgoing President Tom Lewis is posed with Phil Garland, the recipient of the 2019 ISBA Award of Merit, the highest honor the bar association bestows. Created in 1947, the Award of Merit recognizes an individual's selfless dedication to the legal profession, the bar association and the community. Garland embodies these principles and was granted the award during the ISBA's Annual Awards Gala on Wednesday, June 12. Read more about Garland and his contributions to the profession on page 8.

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# IN BRIEF

## IA FREE LEGAL ANSWERS

### HELP IOWANS IN NEED WITH VIRTUAL PRO BONO LEGAL CLINICS OVER YOUR LUNCH HOUR

Join fellow volunteer attorneys for IA Free Legal Answers Virtual Legal Lunch Clinics this summer and make an immediate, positive impact in an hour or less. Virtual legal lunch clinics are part of the ISBA's virtual walk-in legal clinic, IA Free Legal Answers, where qualified clients post civil legal questions to a secure website. By participating in virtual legal lunch clinics, you can answer legal questions and provide legal information to five or more qualified clients while you share ideas and good food with other attorneys.

Any Iowa-licensed attorney interested in learning how to perform pro bono service anywhere, anytime through this pro bono initiative is invited to virtual legal lunch clinics at the ISBA headquarters in Des Moines. Volunteer attorneys from across the state are invited to participate via video conference. New volunteer attorneys can start taking client questions during virtual legal lunch clinics where experienced project volunteers and attorneys with substantive knowledge in key practice areas will gather to serve together.

#### Attorneys who volunteer:

- Remain anonymous to clients (with limited exceptions)
- Are covered by the ABA and ISBA's malpractice insurance
- Perform limited scope representation (just within the website)
- Report that it takes 10-25 minutes to answer one question
- Can have their volunteer hours be considered pro bono publico service pursuant to Iowa Supreme Court Rule 32: 6.1.

**2019 IA Free Legal Answers Virtual Legal Lunch Clinics will take place at the ISBA headquarters and via video conference on the following dates between 11:30 a.m. – 1:30 p.m.**

Tuesday, July 16

Tuesday, July 30

Tuesday, August 8

Thursday, September 12

Thursday, October 10

Thursday, November 14

Thursday, December 12



For more information about IA Free Legal Answers Virtual Legal Lunch Clinics, or if you would like to get involved in this pro bono service opportunity, please send an email to **Attorney-IA-FLA@iowabar.org**.

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# PRESIDENT'S LETTER: THE YEAR AHEAD-ENGAGEMENT

**BILL BOYD, PRESIDENT**

**L**ike many Iowa lawyers,

I consider my involvement in The Iowa State Bar Association an important part of my career. I very much appreciate the opportunity to serve as president in its 146th year. It is a great honor for me.

Immediate past-president Tom Levis spoke about relationships in his president's letters. Like Tom, I am very appreciative of the relationships I have developed as a result of the ISBA. In fact, if it were not for the ISBA, I would not have ended up working for my law firm, Nyemaster Goode, P.C., 25 years ago. My wife, Diane, and I had decided that we would like to move back to Iowa from Washington, D.C. One of the first people I contacted was Bob Downer in Iowa City. Bob asked me if it would be acceptable to send my resume to Ed Hansell. Bob and Ed – both past presidents of the ISBA – were working on association matters. I am very grateful that Bob asked and that Ed then contacted me. As it turned out, I had the opportunity to work with Ed. I have learned a lot from him about the practice of law and the importance of service to the bar and community.

Diane and I are very glad to have moved back to Iowa. It has been a wonderful place to live, raise a family and work. One of the benefits is the opportunity to be involved in ISBA activities and getting to know and work with so many great people throughout Iowa. Having practiced outside of the state, I really appreciate the Iowa lawyer.

A couple of years ago, the Board of Governors adopted a mission statement that provides that the ISBA will strive to support our members and their service to clients, community and the judicial system. Goals I have for this next year are based on this mission.

Like other bar associations, we face challenges in continuing to be an important part of Iowa lawyers' lives. These include increased competition from many fronts that make it more difficult to recruit and retain members. How lawyers practice law continues to change, and these changes continue to accelerate. Our association must be nimble and respond.

Earlier this year, we established an Innovations Committee as well as a Lawyer Well-Being Committee. The engagement of these committees as well as our other committees, including our Diversity and Inclusion and Rural Access Committees, are an extremely important means of supporting our membership.

The Young Lawyers Division has worked hard to address obstacles facing young lawyers including law school student debt issues. I look forward to working with Abhay Nadiapuram, this year's YLD president (hear from him on page 10), and the other leaders of the YLD on these matters. I also am excited about working with Dean Jerry Anderson of Drake University Law School and Dean Kevin Washburn of the University of Iowa College of Law to see what the ISBA and law schools can do together to help ensure the success of new lawyers.

In addition, I look forward to working with the chairs of our sections in generating more engagement among our members. An important factor in the success of the ISBA is the substantive work of the sections. You can see the product of this work in CLE programming, practice manuals published by various sections, as well as the legislative proposals of the ISBA that become codified in the Iowa Code.

This past year, in my role as president-elect of the ISBA, I had the privilege of serving on the Supreme Court's Access to Justice commission chaired by Justice Brent Appel. The commission meets on a regular basis to discuss obstacles facing individuals in accessing justice. The problems are enormous and cannot be remedied

only by lawyers. Still, lawyers can play a significant role in solving these problems. A goal of mine for this next year is to focus on activities by which our members can help improve access. We have an active Legal Access Committee that is making great strides in this area.

Finally, Iowa can be very proud of having one of the finest court systems in the country. The ISBA has a strong relationship with the courts, the justices and judges. And we will continue to support our courts in the future.

With the help of President-elect Jerry Schnurr and Vice President Anjie Shutts, our tremendous staff, a great Board of Governors, our many section and committee members, and our other energetic volunteers, we will continue to work hard to be the association Iowa lawyers need.

A special thank you to Tom Levis for all of his work this past year on behalf of the ISBA in his role as president. It was a pleasure to work with him. He is a tireless advocate for the ISBA.

This next year, we plan to continue a program started under Tom – the "Table for Ten" tour around the state. These gatherings bring together bar officers and staff and our members – often over lunch – to discuss issues our members are facing in the practice of law as well as to provide updates on ISBA activities. If you have any interest in setting up a Table for Ten in your community, please let Dwight Dinkla, Harry Shipley (at the ISBA office) or me know.

During this next year, please contact me if you have any thoughts you would like to share on how the ISBA can better serve its members. My email is [wlb@nyemaster.com](mailto:wlb@nyemaster.com). My phone number is 515-283-3172.



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# 2019 ISBA ANNUAL MEETING IOWA'S LARGEST GATHERING OF LAWYERS

The 2019 ISBA Annual Meeting came to a close June 12, with more than 800 legal professionals attending this year's conference. The three-day event took place at the Iowa Events Center in downtown Des Moines and included more than a dozen CLE tracks and a variety of networking and social opportunities.



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## ABOUT THE PHOTOS

1. During the ISBA Annual Meeting Awards Gala, the gavel was officially passed from Tom Levis (right) to Bill Boyd (left), who will serve as the 133rd president of the bar association in 2019-2020.
2. The ISBA's past presidents in attendance gathered on stage as part of the ceremony for the investiture of Bill Boyd.
3. Approximately 800 lawyers and judges attended this year's Annual Meeting of the ISBA, held in conjunction with the Iowa Judges Association conference.
4. ISBA Assistant Executive Director Harry Shipley (right) held seminars to teach members about various ISBA services, including the new Child Support Calculator program that is now part of IowaDocs subscriptions.
5. The ISBA Young Lawyers Division sponsors an annual social event as a casual gathering in the ISBA's parking lot. This year featured barbecue food and live music.
6. Throughout this year's meeting, organizers incorporated wellness themes, including a healthy cooking demonstration held during one of the lunch hours.
7. The ISBA Annual Meeting provides the opportunity to get a whole year's worth of CLE credit in one place. This year's CLE tracks included case law updates, elder law, family law, real estate/commercial and bankruptcy law, litigation, probate, as well as several interesting plenary presentations and ethics credit opportunities.
8. A breakfast was held to thank the fellows of the Iowa State Bar Foundation, and this year's speaker was Lorraine J. May (pictured at podium), a shareholder with Hopkins & Huebner, PC. She spoke about her work with a program in Laredo, Texas, assisting asylum seekers in detention.
9. The justices of the Iowa Supreme Court are joined by the Iowa legal community for an annual luncheon that this year featured several speakers, including Emily Chafa (pictured) who portrayed Arabella Mansfield, the state of Iowa's (and the country's) first female attorney.
10. Dozens of vendors set up shop in the Iowa Events Center hallway to speak about discounted products and services available to ISBA members. The ISBA would specifically like to thank the following sponsors for their support of Annual Meeting: Diamond Gavel (\$5,000) - Iowa Title Guaranty; Gold Gavel (\$1,500) - Lockton Affinity and Reynolds & Reynolds.
11. A painting class coordinated by 515 Wine With Design was held as one of the optional evening activities.



**BE SURE TO MARK YOUR CALENDARS FOR NEXT YEAR'S ANNUAL MEETING, TAKING PLACE JUNE 22 THROUGH 24, 2020.**

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# GARLAND RECEIVES ISBA'S HIGHEST HONOR — AWARD OF MERIT

By **Steve Boeckman**, Communications Director Emeritus

**N**ot long after he graduated from Creighton University's School of Law in 1973, Phil Garland yearned to return to a small town like the one where he grew up in central Iowa. So, after three years working for a firm in Omaha, he and his wife, Jody, headed to Ventura in

northern Iowa where he took a part-time job as the assistant county attorney for Cerro Gordo County and set up a solo practice — Garland Law Firm.

Today the solo firm he started is a two-person firm. Carrie

Rodriguez, a 2015 graduate of the University of Iowa College of Law, joined the firm now known as Garland and Rodriguez.

The decision to move to a small town, and everything that evolved in the 40 years since, shaped him into the lawyer and the person he is today and earned him the highest honor The Iowa State Bar Association confers on a member — its Award of Merit. He received the award because of his “selfless dedication to the legal profession, the bar association and his community,” outgoing President Tom Levis read from the proclamation honoring the Waukee native.

“I only knew about three people in the area at the time,” Garland said, referring to the move. However, that all changed when he went to his first Cerro Gordo County bar meeting. About 50 of the 55 lawyers in the county were at the meeting. He met about 25 of them. After his third county bar meeting, he had met almost all of the attorneys in north Iowa. He remembers that “they were all very helpful to me.”

Lawyers helping each other, as well as members of the public, and taking

the time to meet and visit with each other are the two most important ingredients for a successful career in the legal profession, Garland has learned in nearly 50 years of practice.

In his acceptance speech, he acknowledged Will Keen who taught him how to read abstracts. That instruction turned out to be a godsend when a bank in Mason City assigned him all of its title opinions, which allowed him to get his practice established.

Keen also taught him, among other things, not to be afraid to call any lawyer for help whenever he needed it. “I haven’t been afraid to do that my entire lifetime,” he says. In his speech, he cited Professor Ron Volkmer at Creighton and Professor Patrick Bauer at the University of Iowa College of Law as two of many individuals from whom he sought advice on numerous occasions.

As for the importance of meeting face-to-face with other attorneys, Garland says: “It’s hard to be a jerk to somebody when you have to break bread with them.

“I told the chief justice that we ought to have 15 hours of mandatory lunches and forget the CLEs,” he continued, to laughter from the crowd. “I think we would be better for it.”

“While he disdains the phrases, ‘paying it forward,’ or ‘paying it back,’ his entire career has been rooted in both,” Levis read from the proclamation. “Evidence of his adherence to that philosophy can be seen in the many hours of pro bono legal work he clocks each year. He consistently makes the ISBA’s annual pro bono honor roll of Iowa attorneys who devote hours to legal services for clients who can’t afford an attorney.

“He serves his community and the area surrounding it as a high school religious education instructor at his church for the last 42 years, and as a former board member of the North Iowa Area Community College Foundation. He has been involved in countless other civic activities. Proof of the esteem in which his community holds him was demonstrated recently

when he was named grand marshal of Garner’s annual Duesey Days parade,” Levis read.

Despite a busy practice that takes him to the office most days before 6 a.m., Garland always has made time for the ISBA and for other organizations that want his help. He served on the ISBA Board of Governors from 2004 to 2009. He chaired the Scope and Correlations Committee from 2016 to 2017. And, he served as president of the Iowa State Bar Foundation Fellows in 2015-2016. He currently sits on the Foundation’s board of directors.

Perhaps his longest tenure in a leadership position with the ISBA, however, began with his appointment as chair of the Rural Practice Committee, established in 2010 by then President Frank Carroll. As chair, he has directed the association’s efforts to place new, young attorneys in rural areas as older attorneys retire. Because of his experience in rural placements, the Iowa Supreme Court tapped him to co-chair the rural practice section of its Access to Justice Commission.

Phil and Jody have four children — three sons and a daughter — and eight grandchildren. The couple is delighted when all four children, their spouses and their offspring journey home to Garner, usually during the annual Duesey Days celebration. The visits can be a bit chaotic, but it’s evident that Garland feels a great sense of pride and joy in seeing the fruits of what he and Jody started more than 45 years ago.

“The Iowa State Bar Association is fortunate to have Phil Garland as a member, and to benefit from his knowledge and experience and, most of all, his big heart,” Levis concluded. “The association looks forward to many more years of his generous contributions.”

“I sort of feel like George Bailey (from the movie “It’s a Wonderful Life”),” Garland said in concluding his remarks. “Thank you to all of you who helped make it so.”



# LUZZIE RECEIVES ANNUAL PRO BONO AWARD

By **Steve Boeckman**, Communications Director Emeritus



A key figure in the original design and implementation of Iowa Legal Aid's pro bono efforts was awarded the annual Rolland E. Grefe Pro Bono Publico Award at the June 12 Awards Gala that capped off the 2019 ISBA Annual Meeting. President-elect, Jerry Schnurr III, presented the award.

Christine M. Luzzie, or "Chris" as most people know her, received the award for her many contributions to pro bono efforts around the state. She retired earlier this year as deputy director of litigation for Iowa Legal Aid.

The Rolland Grefe award was established by Mary Grefe in memory of her late husband, Rollie, and in recognition of his long service to the ISBA, as well as his support for access to justice for all people. This year's honoree highlights the fact that pro bono is done most effectively when there is a solid foundation and infrastructure in place to support volunteer attorneys doing pro bono work.

After receiving her law degree from the University of Chicago in 1975, Luzzie spent four years in the Minnesota Attorney General's office and a year in clinical law at the University of Iowa before joining Iowa Legal Aid. Within two years of joining what was then known as Legal Services Corporation of Iowa, she began implementing pro bono programs. In addition to playing a major role in developing pro bono programs for Iowa Legal Aid, "she also provided support for staff and volunteers doing pro bono activities," said her long-time colleague, friend and former Iowa Legal Aid Executive Director, Dennis Groenenboom.

Included in that support was the development of a Volunteer Lawyers Project Practice Manual. She identified the topics that needed to be covered, wrote some of the chapters herself and edited the work of others. Then she ensured the manual was completed in a timely manner and was practical for volunteer attorneys. Originally a

two-volume hardcopy set, Luzzie played a key role in getting it transitioned into an electronic format several years later.

Continuing legal education for volunteer attorneys was another important project Luzzie took on. Again, she was instrumental in identifying the topics to be covered, providing some of the training herself, and assisting other staff members in preparing educational presentations that provided practical advice and guidance to volunteer attorneys. Over the years, she has provided technical assistance and guidance to hundreds of volunteer attorneys on individual cases that were referred and on which the volunteer attorneys needed some help.

More recently, Luzzie was asked to co-chair the pro bono committee of the Iowa Supreme Court's Access to Justice Commission. In that role, she was involved in surveying volunteer attorneys, analyzing the results and providing a report with recommendations for further action to the commission.

When Iowa Legal Aid hired a new pro bono manager, Luzzie took on the supervision of that manager as they worked to implement the organization's Pro Bono Innovation grants from the Legal Services Corporation.

Despite being occupied with pro bono activities and her many other responsibilities as litigation director, Luzzie also found time to give back to the legal profession in Iowa. She served in numerous leadership roles with The Iowa State Bar Association – as a Board of Governors member from 2002 to 2006, as a member of the Task Force on Pro Se Litigants from 2004 to 2005 and as chair of the Appellate Practice Committee from 2005 to 2012.

She also served in a variety of positions with the Iowa Supreme Court. She was a member of the court's Advisory Committee on Rules of Civil Procedure from 1996 to 2002, a member of the Iowa Rules of Professional Conduct Drafting Committee from 2000 to 2002, a temporary bar examiner from 2005 to 2008 and a member of the court's Pro Se Family Law Committee from 2006 to the present.

"I am pleased and honored on behalf of the Grefe family and The Iowa State Bar Association to present the 2019 Rolland E. Grefe Pro Bono Publico Award to Chris Luzzie," President-elect Schnurr said. "Please join me in recognizing and thanking Chris for her many years of spearheading and organizing pro bono programs that improve the legal profession and citizens' lives in Iowa."



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# A MESSAGE FROM THE INCOMING YLD PRESIDENT ABHAY NADIPURAM

**D**ear Fellow Young Lawyers, Thank you for the opportunity to serve as your 2019-2020 President of the Young Lawyers Division for The Iowa State Bar Association ("YLD"). Before we move too far into the year, I want to thank Maggie White for her service as a YLD officer the last

three years, including her last year when she served as president. Under her leadership, the YLD has become a national leader in the conversation about law student debt, has become a more efficient organization, and has become

an even more inclusive organization, reaching law students and lawyers that the YLD has never reached before. Thank you, Maggie, for everything you have done for the YLD. As we look forward to this year, I'm excited to lead the YLD alongside my friends Torey and Kristen, our YLD president-elect and secretary. I am proud to say that we are continuing the YLD tradition of having a diverse group of YLD officers leading this organization.

The YLD is an organization that serves a critical role. The YLD makes the lives of Iowa's young lawyers better.

To that end, the YLD has become a national leader in the conversation about law student debt and legal education reform. According to data from Law School Transparency, a non-profit organization based in North Carolina that the YLD has partnered with, private law school was nearly three times more expensive in 2018 than it was in 1985 after adjusting for inflation. Law School Transparency also found that public school was nearly SIX times as expensive in 2018 as it was in 1985. These numbers are not sustainable. So, we're doing something

about it. In 2018, the YLD and Law School Transparency partnered-up to issue a 35-page report titled, "A Way forward: Transparency in 2018." This report makes several basic recommendations aimed at strengthening the pipeline of law school graduates who will not only protect and improve the rule of law, but who will also reflect society's diverse population. In August, the report was endorsed unanimously by the ABA Young Lawyers' Division Assembly, and we are happy to report that the ABA has already begun to adopt some of our recommendations. Namely, at our urging, the ABA's accreditation arm, the Section on Legal Education and Admissions to the Bar, has added a young lawyer to its council. The section also adopted a measure, again at our urging, that raises the bar passage rate that law schools must achieve to remain accredited. Our report asks the section to add even more young lawyers to its council, take more action to require law schools to disclose more information and present the information in more user-friendly forms. While our efforts have been successful so far, there's more work to be done. This year, the YLD and Law School Transparency will continue its relationship to develop a more comprehensive report that outlines broader changes to our legal education system that must take place in order to decrease the cost of legal education in the United States, and so that entities such as U.S. News & World Report do not govern how law schools make decisions. We are calling this initiative the Blue Sky Initiative. The ISBA became the first bar association in the country to contribute financially to the Blue Sky Initiative by pledging \$30,000.

We are also focusing on ways to improve young lawyer health and wellness. According to a 2016 study published in the Journal of Addiction Medicine, young lawyers are the

segment of the legal profession most at risk for substance abuse and mental health problems. So, recently, the YLD Executive Council created the YLD Task Force on Health and Wellness, which will be led by my colleague Laura Wasson. The goal of the task force is to find tangible ways to ensure that young lawyers are living a healthy, active lifestyle and create mechanisms to prevent young lawyers from slipping into unhealthy habits and mental health problems. Being a lawyer is difficult, but it should not prevent young lawyers from sustaining a healthy practice. I want to personally thank our outgoing ISBA President, Tom Levis, for making this a priority. The YLD looks forward to partnering-up with him on our initiatives.

Finally, I want to highlight our initiatives in finding ways to diversify the Iowa bar. With the help of our YLD Diversity Chair, Gabe Walsh, we are re-launching our law student diversity mentoring program. The program's goal is to pair law students from Drake and Iowa who are part of underrepresented groups in the legal profession with lawyers in Iowa to help those students develop and build a network in Iowa with the hope that they stay here. The YLD Diversity Committee will also be working to develop a pledge that we hope Iowa's legal employers will take to hire and retain a more diverse workforce. Finally, thanks to the leadership of our President-elect Torey Cuellar, the YLD has created the Parental Leave Task Force, which is developing



▲ YLD President Abhay Nadipuram receives the gavel from outgoing YLD President Maggie White during the 2019 ISBA Annual Meeting Awards Gala.



Nadipuram is pictured during the Awards Gala with (left to right) Maggie White, YLD President-elect Torey Cuellar and Kyle McEntee, the founder of the non-profit Law School Transparency. McEntee, along with YLD member Kyle Fry, was presented the 2019 YLD Award of Merit.



ways that we can assist Iowa's legal employers—big and small—develop leave policies that are fair and ensure Iowa's young lawyers are able to reach the coveted work-life balance.

Of course, we are continuing critical



Kyle Fry presents to the Board of Governors during the March 2019 meeting. Fry, the chair of the YLD Debt Task Force and ISBA Innovations Committee, was also awarded the 2019 YLD Award of Merit.

programs that help young lawyers such as our Mentoring Program and Ask an Advocate, an anonymous question-answer forum for young lawyers. This year, we are broadening our outreach to law students by not only

## NEW YLD OFFICER

The incoming YLD Secretary is Kristen Shaffer, an attorney and vice president at Shuttleworth & Ingersoll, whose work focuses on family law and litigation.



involving law students at Drake and Iowa with the YLD, but also Creighton University. We are also proud that our very own Kyle Fry, inaugural chair of the YLD Innovation Task Force, is now leading the ISBA Innovation Committee, which is developing ways to innovate the practice of law so that we can continue to be competitive in the marketplace of legal services. I am also excited to announce that the YLD will be represented in the ABA House of Delegates. The ISBA Administrative Committee has approved the addition of a young lawyer delegate to join the three Iowa delegates to the ABA House of Delegates. Torey, Kristen and I will be seeking applications for that position. The YLD delegate will need to be

prepared to attend the ABA Annual Meeting, in addition to other meetings that the House of Delegates may call.

I look forward to an exciting year working with our engaged and motivated Executive Council, the ISBA Board of Governors and ISBA President Bill Boyd to fulfill our mission of improving the lives of Iowa's young lawyers. Thank you to all of those who have helped and will continue to help the YLD fulfill its mission. As always, please do not hesitate to reach out to Torey, Kristen and myself if you have any questions or we can be of assistance to you. Thank you for the opportunity to serve as your 2019-2020 YLD President.

**Abhay Nadipuram**

*YLD President*

abhaynadipuram@davisbrownlaw.com  
515-288-2500



# CLE Calendar

**August 14**

**How to Identify When Your Client Has Developed Intellectual Property that Should be Protected**  
Live Webinar

**August 21**

**Compassionate Leadership Tips for Family Lawyers**  
Live Webinar

**September 12-13**

**Bridge the Gap Seminar**  
West Des Moines Marriott

**September 16**

**Effective Use of Forensic Experts**  
Live Webinar

**September 26**

**The Ethics of Appellate Practice**  
Live Webinar

**September 30**

**Unbundled Legal Services = Unlimited Opportunities**  
Live Webinar

**October 9**

**Identifying When Your Client Has Developed Intellectual Property that Needs Protected**  
Live Webinar



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For additional event information, visit [www.iowabar.org/taxschool](http://www.iowabar.org/taxschool).



# BRIDGE THE GAP

September 12-13 | West Des Moines Marriott | [iowabar.org/bridgethegap](http://iowabar.org/bridgethegap)

## PROGRAM HIGHLIGHTS:

- ▶ State Case Law Update
- ▶ 1031 Like Kind Exchanges
- ▶ Ethics Case Law Overview
- ▶ Stand Your Ground Update
- ▶ A Prescription for Prosecution: Driving and Drugs
- ▶ Drug Testing and Employment Law
- ▶ Juvenile Law Discussion
- ▶ Top 10 Myths and Mistakes Made in Farm Estate Planning

## Registration Form: Bridge the Gap Seminar

Name: \_\_\_\_\_ Member #: \_\_\_\_\_ Phone #: \_\_\_\_\_

Address: \_\_\_\_\_ City, State, Zip: \_\_\_\_\_

E-mail: \_\_\_\_\_

### Registration Fees:

Prices below reflect the early-bird registration fees. Registering after **September 11th** will result in a \$50 late fee being added on to your registration fee amount.

\_\_\_ ISBA Members - \$300    \_\_\_ ISBA YLD Members (1-3 years) - \$200    \_\_\_ ISBA YLD Members (4-5 years) - \$230  
\_\_\_ Non-ISBA Members - \$400    \_\_\_ Para-Professionals - \$160    \_\_\_ Judges - Free    \_\_\_ Law Students - Free

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For questions: phone (515) 697-7874 or e-mail [cle@iowabar.org](mailto:cle@iowabar.org)

Cancellation policy: Registration refunds will be issued only if written notification is received by the Bar Office by September 5, 2019. Written notification can be mailed, faxed, or e-mailed to the bar office.

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# 2019-2020 NEW LEADERSHIP

## NEW VICE PRESIDENT AND GOVERNORS



**Anjela Shutts**  
ISBA Vice President  
Whitfield & Eddy Law  
shutts@  
whitfieldlaw.com  
515-246-5536



**Megan Rosenberg**  
Hampton – District 2A  
Cady & Rosenberg  
Law Firm, PLLC  
mrosenberg@  
hobsoncadyllaw.com  
641-456-2555



**David Nelmark**  
Des Moines  
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**Gilbert Caldwell III**  
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Chalupa, PLLC  
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caldwellandbrierly.com  
641-792-4160



**Henry Hamilton III**  
West Des Moines  
District 5C  
Administrative Law Judge  
Hhamil3@  
aol.com  
414-403-9082

## NEW SECTION CHAIRS

**Laura Schmitt**  
Business Law

**Robert Gainer**  
Commercial and  
Bankruptcy

**Brian Rickert**  
Construction Law

**Eric Nemmers**  
Corporate Counsel

**Amy Adkins**  
eCommerce

**George Eichhorn**  
Health Law

**Dr. Brian Farrell**  
International Law

**William (Bill) J. Miller**  
Litigation

**Christine Halbrook**  
Probate, Trust,  
and Estate Planning

**Jenna Lain**  
Taxation

**Aaron Oliver**  
Workers' Compensation

## NEW COMMITTEE CHAIRS

**Hon. Susan Christensen**  
(Co-Chair)  
Bench Bar Conference  
Committee

**Kay Oskvig**  
Public Relations Committee

# OUTGOING LEADERSHIP

The ISBA would like to recognize and thank the following individuals for their work serving the bar.

## OUTGOING GOVERNORS

**Patrick Vickers**  
District 2A

**Robert Livingston**  
District 4

**Mason Ouderkirk**  
District 5A

**Emily Chafa**  
District 5C

## OUTGOING SECTION CHAIRS

**Kay Oskvig**  
Administrative Law

**R. Scott Van Vooren**  
Business Law

**Desiree Kilburg**  
Commercial and Bankruptcy

**Philip Bubb**  
Construction Law

**Eldwin (Charlie) Nichols**  
Corporate Counsel

**Dennis Ogden**  
eCommerce

**Ben Fee & Alissa Smith**  
(Co-Chairs)  
Health Law

**James Sheets**  
International Law

**Timothy Semelroth**  
Litigation

**Chris Even**  
Probate, Trust, and Estate  
Planning

**James Goodman**  
Taxation

**Thomas Wertz**  
Workers' Compensation

## OUTGOING COMMITTEE CHAIRS

**Hon. Thomas Waterman**  
(Co-Chair)  
Bench Bar Conference  
Committee

**Leslie Behaunek**  
Public Relations Committee

# SPECIAL RECOGNITIONS

ISBA President Tom Levis recognizes the work of outgoing Board of Governors members during the final board meeting of his presidency on June 12. Pictured left to right: Mason Ouderkirk, Patrick Vickers, Tom Levis, Emily Chafa.



Outgoing Business Law Section Chair R. Scott Van Vooren was honored with the Outstanding Section Chair Award during the Annual Meeting Awards Gala, specifically for his work spearheading the completion of the ISBA's 2018 edition of the Business Law Practice Manual.



Outgoing President Tom Levis awarded two people the Excellence in Legislative Advocacy Award: Board of Governors member Jim Daane (right photo, pictured with Levis), who was recognized during the Board of Governors meeting on June 12; and Ray Beebe, who is retired corporate counsel for Winnebago Industries (left photo, speaking during the Annual Meeting Awards Gala). Both ISBA members worked tirelessly in contacting their lawmakers during the 2019 legislative session, specifically in regard to the Judicial Selection legislation.



Eric Goers, the chair of the Legal Access Committee, was recognized during the Annual Meeting Awards Gala with the Outstanding Committee Chair Award.





# BOARD OF GOVERNORS ANNUAL MEETING

ISBA BOG takes action to approve new legislation and supports student debt initiative at annual meeting

**M**embers of the ISBA Board of Governors (BOG) approved resolutions and recommendations submitted by committees, sections and others as part of the annual meeting of the ISBA Corporation and The Iowa State Bar Foundation June 12 and 13.

## ACTIONS

### Resolutions approved by the ISBA Board of Governors included:

- Honoring ISBA Immediate Past President Tom Levis in recognition of his service as ISBA President.
- Authorizing check signing privileges and banking.
- Honoring Deceased Members (December 2018-present): Richard R. Bittner, John Jacob Bouma, John W. Carty, Thomas Claypool,

Richard E. Croker, Richard H. Ellwood, David L. Hammer, Justice Daryl L. Hecht, Loyal R. Hibbs, Mary Margaret Lainson, Richard G. Langdon, William J. Lillis, Hon. Leonard D. Lybbert, Hon. Arthur A. McGiverin, Edmund A. McGinn, Patricia E. Merck, Charles E. Miller, Thomas E. Murphy, James L. Robertson, Conway T. Ryan, G. Robert Sackett, Larry D. Schlue, Joseph J. Straub Sr., Michael F. Travis and James H. Waters.

### Additional actions taken by the BOG included:

- Approval of the 2019-2020 budget.
- Approval of the appointment of The Iowa State Bar Foundation Board of Directors officers: President Frank Carroll, Vice President Jane Lorentzen, Secretary Gary Streit and Treasurer Mark Schuling.
- Approval of changes and additions to the Iowa Civil Jury Instruction 100.2 and Criminal Jury Instruction 100.8 that were approved and recommended by the Iowa Jury Instructions Committee.
- Approval of the Title Standard Committee recommended changes to Title Standard 5.6 Release of Dower by Agent.
- Approval of the ISBA Business Law Section's legislative proposal to replace the Iowa Business Corporation Act with the fourth edition of the Model Business Corporation Act as part of the ISBA's 2020 Affirmative Legislative Program.
- Approval of \$25,000 toward the ISBA YLD and Law School Transparency's national student debt initiative.

## REPORTS

### President's report - President Tom Levis (June 12)

ISBA President Tom Levis reported on the election of President-elect Jerry Schnurr, Vice President Anjela Shutts and ABA Delegate Jane Lorentzen by the general membership.

Levis (pictured in photo below at podium) expressed his thanks to the ISBA for the opportunity to serve and said that representing Iowa lawyers has been the most gratifying experience of his legal career.

### Legislative counsel's report (June 12)

Jim Carney, ISBA chief legislative counsel, provided governors with a summary of the last legislative session including the proposals in the 2019 ISBA Affirmative Legislation Program [See *The Iowa Lawyer*, June 2019, pp. 10-17 for a full summary.]

Carney highlighted significant legislation that will be part of next year's session including the probate cost bill. ISBA legislative counsel answered questions from the governors regarding changes impacting the judicial nominating commission and related processes.

ISBA Business Law Section Chair R. Scott Van Vooren requested that the BOG approve the section's legislative proposal to replace the Iowa Business Corporation Act with the fourth edition of the Model Business Corporation Act for the ISBA's 2020 Affirmative Legislative Program.

The ISBA's legislative team reported that the growth rate for the state's FY 2019 budget is approximately seven percent and that a zero percent growth rate is predicted for FY 2020. ISBA Assistant Legislative Counsel, Doug Struyk, stated that it is anticipated that there will be an estimated \$700 million in cash reserve funds in FY 2020.

### YLD president's report - YLD President Margret White (June 12)

YLD President Maggie White reported on the ISBA YLD's national leadership on issues related to law school access and affordability. White introduced Kyle McEntee,

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the executive director of Law School Transparency, a nonprofit that is partnering with the ISBA YLD to impact national law school rating systems (for example U.S. News & World Report), to increase transparency. McEntee provided the governors with an overview of efforts to reduce the cost of law school nationwide in a variety of ways. The ISBA YLD requested \$25,000 in funding from the ISBA BOG for this initiative, in part to encourage other states' bar associations and potential donors to help advance their efforts. The ISBA BOG approved the donation.

White reported that the ABA YLD House of Delegates added another seat for an Iowa YLD representative and noted that the ISBA YLD is presenting a debt summit for the ABA YLD.

#### **The Iowa State Bar Foundation Annual Meeting (June 12)**

Members of the ISBA BOG are members of the Iowa State Bar Foundation. Immediate ISBF Past President Elisabeth Reynoldson convened the annual meeting of the ISBF and requested approval of the appointment of the new ISBF Officers: President Frank Carroll, Vice President Jane Lorentzen, Secretary Gary Streit and Treasurer Mark Schuling.

Reynoldson provided an update on the ISBF's finances and commended ISBA and ISBF Past President Bill Scherle who raised nearly \$500,000 to date to grow the endowment over the next decade and support the ISBA Center for Law & Civic Education's Know Your Constitution and Mock Trial programs.

#### **Reports from the law school deans (June 12)**

Drake Law School Dean Jerry Anderson provided highlights and accomplishments from the year including a special IOLTA award of \$250,000 to continue the work of the Entrepreneurial/Transactional Clinic that provides legal assistance to help establish successful for-profit and nonprofit enterprises, especially enterprises located in underserved Des Moines neighborhoods. He also reported on

the Compliance and Risk Management Master of Jurisprudence program and its availability online to accommodate working adults. Anderson stated that 110 new law students are expected for the incoming class this fall.

University of Iowa College of Law School Dean Kevin Washburn provided governors with an overview of the new Semester in D.C. program starting this fall. Washburn stated that since the road to the White House begins in Iowa, many candidates, from both parties, are keenly interested in having staffers with Iowa connections. Students will be paired with alumni mentors and have the opportunity to deepen their understanding of federal law by working in a government agency, or with a judge or nonprofit public interest organization. Washburn stated that 150 new law students are expected for the incoming class this fall.



#### **Annual Meeting of the Corporation (June 13)**

ISBA Executive Director Dwight Dinkla (pictured above) and ISBA Assistant Executive Director Harry Shipley reported that ISBA staff contacted approximately 2,800 Iowa attorneys who are not members in order to recruit them to join the ISBA. Many of the attorneys contacted practice as in-house counsel, are government attorneys or are members of the judiciary. The ISBA Membership Committee and ISBA staff are making efforts to meet with non-members and find out what benefits they would like in order to join the ISBA.

Dinkla and Shipley provided the governors with information on efforts related to the ISBA website redesign; new member services such as the IowaDocs® Child Support Calculator and

Trustifi email security program; ISBA facility improvements and upkeep; and public outreach including the ISBA People's Law School and ABA/YLD Disaster Assistance.

Dinkla recognized ISBA member Hope Wood for her service through the IA Free Legal Answers project, part of the ABA's Free Legal Answers pro bono initiative. More volunteers are needed for the project to provide brief, limited legal answers and information pro bono to qualifying members of the public.

ISBA Ways and Means Committee Chair Eric Turner presented the 2019-2020 budget for approval by the board of governors. Highlights included a comparison of the ISBA with other state bar associations; he noted that the ISBA compares favorably on a wide variety of budget metrics.

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**Incoming President's Remarks  
President Bill Boyd (June 13)**

Incoming ISBA President Bill Boyd thanked Immediate Past President Tom Levis for his leadership during 2018-2019. Boyd plans to continue to support members in their practices in a variety of ways. His priorities this year include focusing on ISBA governance and strategic planning, engaging the ISBA's Grassroots Advocacy Network, ensuring that the judicial system remains independent and strong, advancing access to justice, and continuing efforts related to issues such as rural practice, innovation and diversity and inclusion. In addition, Boyd led a discussion on new and ongoing topics for ISBA BOG workgroups.

**Incoming YLD President's Remarks  
YLD President Abhay Nadipuram (June 13)**

Incoming YLD President Abhay Nadipuram introduced and thanked YLD leaders, including outgoing President Maggie White, President-elect Tory Cuellar and Secretary Kristen Shaffer, for their service. Nadipuram highlighted goals to get new attorneys involved in the YLD, find value in their ISBA membership, address law school debt concerns and increase diversity and inclusiveness. He reported on the creation of the ISBA YLD Health and Wellness Taskforce and the continuation of the mentoring program.

Nadipuram noted that there are openings on the YLD Executive Council in Districts 3B, 4 and 7 and encouraged applications for the positions.



**Dialogue with Iowa Supreme Court  
Chief Justice Mark Cady (June 13)**

Iowa Supreme Court Chief Justice Mark Cady (pictured above) will soon be invested as president of the National Judges Association. The Iowa Judicial Branch is preparing an annual report this year as part of ongoing transparency efforts. The report will also demonstrate work underway and provide information about plans for the future.

Governors were updated on progress to create a learning center at the Judicial Branch Building in collaboration with design and engineering students at Iowa State University. Six teams of students are developing plans for displays to provide a lasting legacy for Iowans; one of the plans will be selected in the fall.

**Iowa Lawyer Assistance Program  
(June 13)**

Iowa Lawyers Assistance Program Executive Director Hugh Grady and ISBA Past President and Lawyers Helping Lawyers Committee Chair Dan Moore reported on wellness initiatives the ILAP program is starting that will coincide with their substance abuse education and assistance. Free

CLEs are available for groups that are interested and can take place at county bar functions, law firms and other venues. Recent reports show young attorneys are at the highest risk for substance abuse issues. Funding for ILAP, an independent entity, is provided by the ISBA and the Iowa Supreme Court. ISBA Assistant Executive Director Harry Shipley will serve as the ILAP treasurer and continue to assist the program.

Moore assured governors and other ISBA members that contacts with ILAP are completely confidential.

**Ethics Committee Report (June 13)**

ISBA Ethics and Practice Guidelines Committee Chair Nick Critelli reported on the committee's ongoing efforts. Critelli recently hosted three online training sessions on practice by in-house counsel, surreptitious recording by lawyers, and lawyers naming themselves as executive trustee or conservator in wills, trusts or conservatorships that they draft. A total of 1,054 attorneys participated in the online trainings. An opinion regarding duties related to supervision and instruction of associates, Rule 5.345, will be issued this fall. The ethics hotline receives about 3.5 calls per week related to conflicts of interest and the migration of lawyers from one firm to another.

**ABA Delegate Report (June 13)**

ABA Delegate David L. Brown provided highlights on the ABA budget and reported that more meetings will take place in Chicago to keep travel expenses reduced. Brown recognized Alan Olson for his leadership in the general practice and litigation sections of the ABA House of Delegates. He also reported on law school admission testing and law school accreditation; law schools are now required to have at least 75 percent bar passage rate within two years of graduation in order to keep the school accreditation.



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**Thanks to Hon. Bethany Currie,  
District 2B, and Jim Daane,  
District 3B, for their  
contributions to this summary.**





# FAMILY LAW SEMINAR

October 24-25 • West Des Moines Marriott

## PROGRAM HIGHLIGHTS

Family Law Update

Changes to Juvenile Guardianships

Name Changes and Birth Certificates

Temporary Orders: Successful Tips from the Bench

Analyzing Small Business Owner's Tax Return

The Intersection of Elder Law and Family Law

[iowabar.org/familylaw](http://iowabar.org/familylaw)

# HOW MUCH SHOULD I SPEND ON MARKETING

By Matthew Nuzum



A realtor friend of mine had to leave the profession. After a little over a year, he wasn't earning enough money to make ends meet. I asked him some questions to better understand what was going wrong and I discovered he was spending an inordinate amount of money on marketing and wasn't sure if any of it was providing value. Every week a collection was made for door hangers, mailers and posting in those free magazines you see at the grocery store. Forty dollars here, two-hundred dollars there—week after week, money went out the door.

I think most small businesses, including law firms, understand his

plight. My mother owns an ice cream store in Adel and there is a never-ending array of opportunities to "get your name out."

Everyone understands that marketing is essential, but how do you know what marketing to do and how much should be spent doing it? I have good news—others have already figured out the answer to this question. In fact, it is a foundational concept for all business students.

In short, you can afford to spend up to the amount you will earn over the lifetime of your client. For example, if the average client is worth \$2,000 then you can afford to spend at most \$2,000 per customer you acquire. The rest

of the article will explain the lifetime value of a customer, cost of acquisition and how to measure your marketing effectiveness.

First, let's make sure one thing is clear: Marketing requires an investment of your time and your money. Since your time is valuable, we will not call any of the marketing free unless it involves doing something you would do anyway.

As far as I know, there is only one free marketing technique, and that is doing your job with excellence so that your reputation grows organically. There are some law firms that do not have a website, do not currently do any promotion and still have clients lining up. Firms with a stellar reputation will have to worry less about marketing than a new firm.

## LIFETIME VALUE OF A CUSTOMER

Some clients produce revenue over long periods of time, other clients will only need your services once or twice. Likewise, some client matters are far more costly than others. These factors combine into the lifetime value of a customer, a standard metric used by every type of business. There's an easy way to calculate and a complicated way. The complicated way is more accurate, but we'll keep it simple.

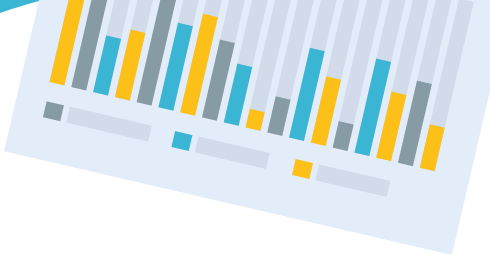
If you are a newer law firm, you'll have to estimate your calculations. Similarly, if you have recently changed your pricing model, you may not be able to rely on historical data. If you have historical data, use it for this calculation.

How many times do you expect to see your client and what is the typical

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28	29	30				

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amount you bill? For example, let's say a particular lawyer's most-used service is a flat-rate product that costs \$2,000 and he usually doesn't help the same client twice. However, 10 percent of his clients will do an extra \$2,000 worth of business. His lifetime value before overhead is \$2,000 + 10 percent of \$2,000 which is \$2,200.

Another lawyer may have 20 clients who use her services on a quarterly basis. She earns \$900 per quarter for each and she expects the typical client will stay with her five years. She also bills \$10,000 a month in additional services for those 20 clients. I always say that math is fun when you're counting money, so let's do a little algebra.  $(\$10,000 * 12 \text{ months}) + (\$900 * 4 \text{ quarters} * 20 \text{ clients}) = \$120,000 + \$72,000 = \$192,000$ . Divide by 20 clients to get \$9,600 per client, per year, and multiply by five years to get the lifetime value before overhead of \$48,000.

You now need to take your total expenses per year and divide them by your total clients. The first attorney has costs of about \$48,000 per year and serves about 200 clients during that time. The overhead per client is \$240, so his final lifetime value of a client is  $\$2,200 - 240 = \$1,960$ . The second attorney spends \$15,000 per year for her 20 clients, but she keeps them each for five years. That means her overhead per client is  $\$750 * 5$ , or \$3,750, leaving her final lifetime value at \$44,250.

If you want to get more complicated, you might realize that you have two or three different types of clients. Maybe you do divorces as well as estate planning. Moreover, you have two types of estate services. Young families use basic services while seniors have more complicated, and valuable, services. You would do the above steps three times and come up with a number you'll use for divorce work, another for young families, and a third for more complicated services. This makes sense because you may use very different marketing methods to reach these clients.

## COST OF ACQUISITION

Let's step into the shoes of the first lawyer. We know our typical client generates \$1,960. If I spend the full \$1,960 to acquire the client, then I have no profit. We have to spend less than \$1,960. But this first lawyer needs a lot of clients—200 per year, which is about four per week.

If he spends 60 percent of the \$1,960 on marketing, then he'll keep \$156,000 per year in profit. This means he can afford to spend about \$1,175 in marketing per client. That sounds like a lot of money, but if you're not careful, it can be gone in a flash.

After a little trial and error, this lawyer decides to spend \$2,000 per month on website services other than advertising. That is \$120 of that \$1,175 per client, leaving \$1,055.

He also decides that Facebook and Google ads are the next most valuable marketing methods. He knows that about five percent of the people who see his ad click it, and five percent of those clicks generate a new client.

You can pay for views or for clicks. Views are cheap, which is highly alluring, but his conversion rate for views is only 0.25 percent, or one in 400. His conversion rate for clicks, however, is five percent, which is one in 20. If he's willing to spend \$1,000 to get a client and it will take 20 clicks, then he can afford to pay \$1,000 divided by 20 clicks, or \$50 per click.

The second lawyer has a different strategy since her clients are highly

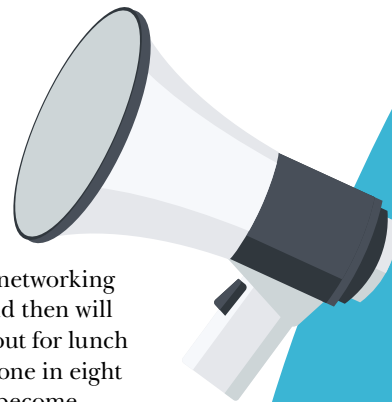
specialized. She attends networking events to meet people and then will take prospective clients out for lunch or coffee. She finds that one in eight people she contacts will become clients. She is willing to spend up to 20 percent of the \$44,250 lifetime value, which is \$8,850. She can, therefore, afford to spend \$1,100 per prospect. Rather than Internet marketing, she uses her money on travel and entertainment. Otherwise, the process is the same.

## MARKETING EFFECTIVENESS

One of the biggest mistakes I see is indiscriminate advertising. This is where you pay for advertising and either nobody sees the ad or the wrong people see it. Who is the target customer for a criminal defense attorney? Is a bridal magazine a good place for a criminal defense attorney? Probably not.

The opposite of indiscriminate advertising is targeting. Targeting is when you limit the reach of your message so that it is more likely to connect with the ideal client. For example, you may send a mailing to a set of zip codes, you may pay for Facebook advertisements that reach people who have expressed an interest in your subject matter, or you may have a poster in a place frequented by your typical client.

Many people don't realize it, but you can pay to have online advertisements shown to people who have been somewhere recently. For example, if your target customer often goes to a little



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league baseball game, you can find the little league parks in your area and show your ads to people who have been there. This also works with courthouses and hospitals.

Similarly, you can place a “web bug” on your website and show ads specifically to people who came to your site recently. A person who has been to a lawyer’s website is probably about to hire a lawyer, so you may spend a little more money to show your ads to that person. This is called “retargeting.”

Most online ad platforms let you create multiple variations of the same ad. For example, you can use different wording or a different graphic. The most successful marketers constantly refine their message and experiment. If you have an ad that’s worked well, you may allocate 80 percent of your budget towards that ad and 20 percent to new ideas. If one catches on, you can instantly adjust the ratios so that it gets displayed more often.

Similarly, when someone clicks an online ad, you can embed a few special characters at the end of the link so you can see which clicks actually generate phone calls and clients. If you find an ad generates lots of clicks but no phone calls, try something new.

Another great trick is to buy a few virtual phone numbers. That way you can list one phone number in your print ads, another on your website and a third phone number in your Google Maps listing. You can then track which number a person called and use that to decide what platforms are most effective.

The last trick to measuring effectiveness is to constantly ask new prospects how they heard about you. You may find that your referral network is your best method for new business. They may have called the phone number in the Yellow Pages, but they looked there because a mutual friend suggested you.



You should focus your marketing budget and energy on the methods that produce the best results. If you don’t track your effectiveness, you won’t know which methods work. Likewise, you need to use the marketing mediums that will reach your target customer. And lastly, don’t forget about the lifetime value of your clients. That will help you understand how much you can actually afford.

I’d love to hear your thoughts; I’d enjoy hearing about the unlikely place you’ve seen an attorney’s advertisement.



**Matthew Nuzum** is a law student from Ankeny, with a background in the high-tech business world. Contact him at [mattnuzum@gmail.com](mailto:mattnuzum@gmail.com)

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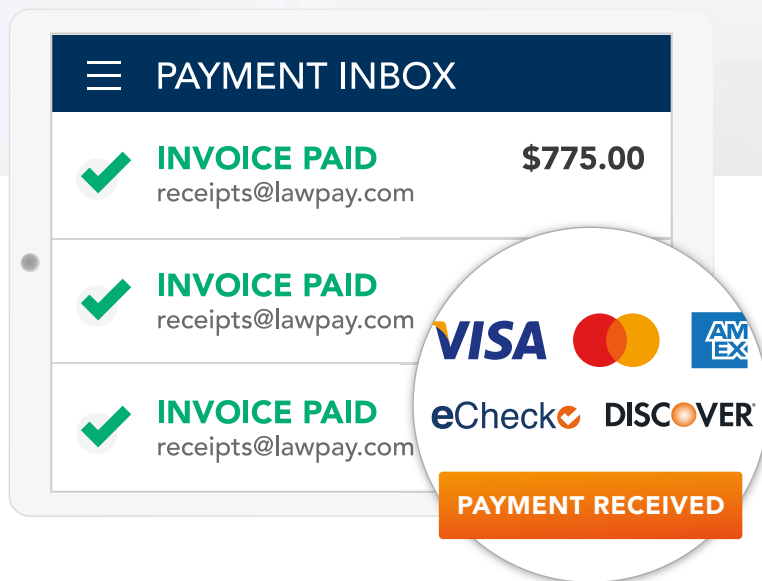


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# IN MEMORIAM

**John L. McKinney**, 88, of Ames, died June 13. McKinney was born in 1931 in Davenport. He attended the University of Iowa for both his undergraduate work and law degree, which he completed in 1955. He then served for two years as a Staff Judge Advocate in the United States Air Force. He became the Ames Municipal Court Judge on Jan. 1, 1962, a position he held until he went into private law practice in September of 1973.

**Arthur McGiverin**, 90, of Ottumwa, died June 2. McGiverin was born in 1928 in Iowa City. He received his J.D. from the University of Iowa College of Law in 1956. He practiced law from 1956 to 1965 with Barnes, Schlegel and McGiverin. He served as district court judge from 1965 to 1978, then served

"I am often asked what makes a good judge. This quote from the eulogy of New York State Supreme Court Judge Ted Jones captures what I believe answers that question: "[Judge Jones] had the character, the demeanor, the learning, the toughness, the intellect, the sense of justice, the understanding of people, the certainty of where he came from and how he got where he is that are all central to making a wonderful judge." Chief McGiverin was not only a good judge, he was a wonderful judge." — *Louis A. Lavorato, Chief Justice (Ret.) Iowa Supreme Court (1986-2006), speaking about his friend and former colleague Chief Justice McGiverin.*

on the Iowa Supreme Court from 1978 to 2000 where he became Chief Justice from 1987 to 2000. McGiverin was a member and past president of the National Conference of Chief Justices, and was nominated by President Bill Clinton and confirmed by the U.S. Senate to be a member of the State Justice Institute, serving from 1998 to 2000.

**James F. "Jim" Gaukel**, 83, of Mapleton died June 1. Gaukel was born in Sioux City. He received his J.D. from the University of South Dakota School of Law in 1962, and was admitted to practice law in Iowa on Oct. 5, 1962. He entered a law practice on Oct. 8, 1962, with John Beardsley of Onawa. Gaukel opened a part-time satellite office in Mapleton in 1962 which became his full-time solo practice in 1965 and grew into Gaukel, Nevins and Westergaard. He served as the Monona County Attorney and 35 years as Mapleton City Attorney.

# TRANSITIONS



MULDOON

**Ryan J. Muldoon** has joined Simpson Legal Group, LLC in Council Bluffs as a partner. He received his J.D. from Creighton University School of Law in 2011. Muldoon will practice primarily in personal injury, workers' compensation, commercial law and family law.



EISENLAUER

**Emily Eisenlauer** has joined Pearson Bollman Law, PLLC, as an associate. She practices out of the West Des Moines office and focuses on estate planning, elder law and probate/trust administration. Eisenlauer received her J.D. from Drake University Law School in 2018.



MATHER

**Nathan R. Mather** has joined Stanley, Lande & Hunter in Muscatine. He received his J.D. from New York University School of Law in 2003. He has extensive experience in litigation, estate planning, trusts and estates, real estate, labor and employment law, and bankruptcy.



MAURO

**Nicholas J. Mauro** has joined Carney & Appleby, PLC in Des Moines as a senior associate. He will be practicing in all areas of civil litigation—contract, medical malpractice and employment law. Mauro received his J.D. from the University of Iowa College of Law and has over 15 years of litigation experience.



EGLSEIDER

**Jessica Eglseider** has joined Hopkins & Huebner as an associate attorney in the firm's Des Moines office. Eglseider is a graduate of Drake University Law School. She will practice primarily in the liability and insurance defense group.



WASSON

**Laura Wasson** recently joined the Davis Brown Law Firm in Des Moines as an associate in the business division. Wasson has experience guiding entrepreneurs and businesses through formation, corporate governance, and mergers and acquisitions.

She also has experience advising community banks on corporate matters and all facets of regulatory compliance. Prior to joining Davis Brown, Wasson practiced at Dickinson Law in Des Moines.

**Siegrist & Jones, L.L.P.** in Britt has merged with **Bakke Law Office** in Forest City. Any of the attorneys or staff at the Britt or Forest City offices can be reached by email using the format "firstname"@sjlawoffice.com.

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Partner



# IN BRIEF JUDICIAL HAPPENINGS

## IOWA JUDGES ASSOCIATION AWARD OF MERIT

At the 2019 Judges Association Conference, District 8B Senior Judge Cynthia Danielson was given the Iowa Judges Association Award of Merit.

Judge Danielson, from Mount Pleasant, was appointed to the bench in 1999. She received her undergraduate degree from the University of Iowa in 1972, and her law degree in 1976. Judge Danielson worked in private practice from 1976 until her appointment in 1999. In that time, she served in many positions, including

Henry County Judicial Magistrate, Henry County Judicial Hospital Referee and City Attorney for the cities of Mt. Pleasant, New London and Olds. Judge Danielson has served on the Supreme Court Grievance Commission, the Supreme Court Task Force on Involuntary Hospitalization and the Supreme Court Child Support Guidelines Commission. She was also the Iowa delegate to the ABA's National Conference of State Trial Judges from 2005 to 2008.



**District 8B Senior Judge Cynthia Danielson is presented the Iowa Judges Association Award of Merit by District 5C Chief Judge Michael D. Huppert, during the Annual Meeting and Luncheon of the Iowa Judges Association.**

## IOWA COURT OF APPEALS SWEARS IN TWO NEW JUDGES

On Friday, June 7, Governor Kim Reynolds administered the oath of office to Iowa Court of Appeals Judges David May and Sharon Soorholtz Greer in a public ceremony in the House Chamber of the Iowa State Capitol.



**Judge May, of Polk City, was appointed to the Iowa Court of Appeals in April 2019. In February 2016, he was appointed as a district judge in Judicial Election District 5C. Judge May previously practiced law with Bradshaw, Fowler, Proctor & Fairgrave, P.C., in Des Moines.**



**Judge Soorholtz Greer, of Marshalltown, was appointed to the Iowa Court of Appeals in April 2019. Before her appointment, Judge Soorholtz Greer practiced law with Cartwright, Druker & Ryden in Marshalltown. She is a member of the American College of Trial Attorneys.**

## IOWA COURT OF APPEALS CHIEF JUDGE GAYLE VOGEL RETIRES

On Thursday, June 13, the Iowa Court of Appeals held a ceremony to mark the retirement of Chief Judge Gayle Nelson Vogel. Chief Judge Vogel, of Spirit Lake, was appointed to the Iowa Court of Appeals in 1996. She took on the role of Chief Judge in January 2019. She previously worked in private practice in Knoxville.

As a member of the Iowa Judges Association, she served on the juvenile law committee and was co-chair of the Iowa Court Improvement Project for several years. Chief Judge Vogel was instrumental in developing rules to expedite appeals in child dependency cases.

Chief Judge Vogel officially retired on July 1, and plans to serve as a senior judge following her retirement.



**Chief Judge Gayle Vogel's three sons spoke at her retirement ceremony: Timothy, Carl and Andrew.**

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# MINDING THE



## WHY EVERY NONPROFIT NEEDS A GIFT ACCEPTANCE POLICY

By Gordon Fischer

One are the days when a nonprofit's responsibilities were no more complicated than depositing checks or acknowledging a donor in a newsletter. Today, accepting and managing gifts is a more complicated undertaking that comes with heightened donor expectations, increased fiduciary obligations for board members and greater reporting requirements.

Gift acceptance policies are too often an afterthought for nonprofit organizations or not even on their radar screens until a problem erupts. While there is no federal legal requirement to adopt gift acceptance policies, the IRS considers them a best-practice for tax-exempt nonprofits and its Form 990 asks whether the nonprofit has one in place. Overall, gift acceptance policies provide necessary safeguards for both nonprofits and donors.

This article is intended to help you gain a greater understanding of gift

acceptance policies, what they should contain and how to advise your nonprofit clients when it comes to accepting and managing gifts.

### GIFT ACCEPTANCE POLICIES

Broadly, a gift acceptance policy describes the kinds of gifts a nonprofit will and will not accept and how they will be administered. Adopting written policies regarding gift acceptance is an important part of nonprofit overall best practices that serve to instill fiduciary discipline, provide legal protection and contribute to an organization's long-term viability by ensuring that the nonprofit will not accept gifts that it does not have the time or resources to manage.

The process of developing and adopting a gift acceptance policy also enables staff and boards to understand the complexities and challenges associated with certain kinds of gifts, focuses attention on donor stewardship, presents

new opportunities for fundraising and introduces clarity, control and consistency into the nonprofit development program.

A case-by-case approach to accepting gifts—or having no policy whatsoever—can lead to poor decision-making by boards who might be tempted by a dazzling but wholly impracticable gift or blinded by their own tastes and personal opinions. Haphazard or arbitrary decisions can also confuse and frustrate potential donors, who are left wondering why their proffered gift was rejected.

### CRAFTING AND ADOPTING GIFT POLICIES

Gift acceptance policies are created through collaboration among a nonprofit's development staff, board of directors and/or trustees, its director and legal counsel. Because each nonprofit is unique, it needs its own individual policy specific to its needs and mission and not one borrowed from another organization.

In addition to outlining its position on gifts, a nonprofit's gift acceptance policy provides a roadmap for boards of directors and other fiduciary decision-makers. A clear and well-designed policy also gives donors and prospective donors information they need for tax and other reporting purposes.

Once drafted, the gift acceptance policy needs to be approved and adopted by the nonprofit's board. The policy should not be considered written in



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stone or simply left on a shelf to gather dust. It should be reviewed every year to take into consideration any changes in the nonprofit's circumstances, accommodate unexpected types of gifts or reflect developments in tax law or technology. You can be assured that a gift acceptance policy written in 1946 does not address online donations and gifts of cryptocurrency.

## CRITICAL ELEMENTS OF A GIFT ACCEPTANCE POLICY

A good gift acceptance policy follows best-practices in transparency, financial control, legal responsibility and donor support. It should include the following elements:

- › The nonprofit's mission statement;
- › The purpose of the gift acceptance policy;
- › The use of legal counsel in matters relating to the acceptance of gifts;
- › The policy on restricted gifts;
- › The types of gifts the nonprofit will and will not accept;
- › Reporting requirements and responsibilities;
- › Gift acceptance committee; and
- › Adherence to ethical standards and accountability.

**Let's go over these 10 elements in more detail:**

- › Nonprofit's mission statement
  - A nonprofit's mission statement must be kept in mind when drafting and applying a gift acceptance policy. If the mission statement is not clear, memorable and useable, it should be revised.
- › Purpose of the gift acceptance policy
  - Clearly state the purpose of the policy and how it relates to furthering the nonprofit's mission.
- › The use of legal counsel in matters relating to the acceptance of gifts
  - Provide circumstances under which the nonprofit will seek legal counsel, such as when reviewing certain gifts like real estate and stocks, and transactions governed by contracts.
- › Policy on restricted gifts
  - Outline and explain the nonprofit's approach toward restricted gifts, whether there is an outright prohibition,

circumstances under which they will be accepted, or a broad policy that accepts all gifts that further its mission and purpose.

- › Types of gifts the nonprofit will and will not accept
  - Describe very clearly the types of gifts that are suitable for the nonprofit and consistent with its mission, and those that are not.
- › Reporting requirements and responsibilities
  - The policy should describe the nonprofit's reporting obligations, such as whether or not it will file IRS Forms 8282 and 8283 and, if so, what person or office is responsible for doing this. The policy should also require the nonprofit to provide written acknowledgement to donors who make single contributions greater than \$250.
- › Gift acceptance committee
  - A gift acceptance committee that reviews potential gifts and makes recommendations to the board should be composed of individuals who are well-versed in the nonprofit's mission, policies and operation and whose judgement is trusted.
- › Adherence to ethical standards and accountability
  - Nonprofits should include the Model Standards of Practice for the Charitable Planner from the National Association of Charitable Gift Planners in their gift acceptance policy. Among its guidelines are recommendations for how nonprofits should work with donors by encouraging them to discuss proposed gifts with outside advisors, and providing donors with a full and accurate description of charitable gift plans.

## TYPES OF GIFTS

Donors have a number of options when it comes to charitable giving. For nonprofits, though, not all gifts are created equal. Some gifts may be more costly or complex to manage than a nonprofit can handle, or the nature of the gift might fall outside its mission and goals.

### › CASH

- **Pro:** There are few drawbacks to cash in any of its negotiable forms (cash, checks, credit cards, wire transfers).
- **Con:** Dollar value generally is less than other kinds of gifts.

### › TANGIBLE PERSONAL PROPERTY

- **Pro:** Furniture, stamp collections, jewelry and motor vehicles, among others, often provide a specific benefit to a nonprofit (such as a work of art to an art museum).
- **Con:** May need to be insured, and may come with donor restrictions regarding display and transfer.



### › REAL PROPERTY

- **Pro:** A residence, farm, acreage or commercial property can hold a great deal of value.
- **Con:** Can be expensive to maintain and administer, and can entangle a nonprofit in legal obligations.

### › SECURITIES: PUBLICLY TRADED SECURITIES, CLOSELY HELD SECURITIES

- **Pro:** A popular way for donors to make charitable contributions.
- **Con:** Can be difficult to value and sell; require certain expertise to manage.

A gift acceptance policy needs to take into consideration all of the issues related to each of these types of gifts and provide clear and objective reasons the nonprofit can point to for accepting—or refusing—a gift.

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## REFUSING GIFTS

Refusing a gift can be difficult for both nonprofits and donors. A gift acceptance policy can help in this regard because it serves to manage the expectations of donors and guide the nonprofit's decision-making. The reasons for turning down a gift are many and are not always obvious.

There is still a mindset among many nonprofits that any donation is better than no donation. For new or less sophisticated nonprofits, turning down any gift can seem counterintuitive or even rude. That's why a gift acceptance policy that clearly sets out an organization's position on gifts is in the best interest of every nonprofit, no matter its size or its mission. A strong acceptance policy helps nonprofits say "no" by delineating important strategic and financial reasons for accepting some gifts while rejecting others.

## RIGHTS OF DONORS

If nothing else convinces a nonprofit that it must either adopt or revise its gift

acceptance policy, the specter of alienating existing donors or discouraging potential ones can often be the spur it needs. Building strong relationships with donors and enhancing donor retention are fundamental to any fundraising strategy and start with a formal gift acceptance policy.

At minimum, a well-thought-out gift acceptance policy informs donors of the way it intends to use their donations for the purposes for which they were given, and assures donors will receive timely and meaningful recognition.

Donors have a right to expect that their gifts will be used as promised and consistent with their intentions. Whether it is determining the criteria for naming rights for a new building or deciding how to acknowledge a \$10 check, a gift acceptance policy helps to enhance and preserve donor relationships—especially when gifts are rejected. For example, if a nonprofit has a formal, written policy of rejecting anonymous gifts, this makes it easier to explain to the donor why his or her anonymous

donation cannot be accepted even though it might be generous—and tempting.

## CONCLUSION

Gift acceptance policies are critical for promoting charitable giving as well as limiting risk to nonprofits. They also help donors by providing clarity and enhancing transparency when deciding to make a gift. Gift acceptance policies should be as integral to a nonprofit as professionally prepared employee and endowment policy handbooks, governing documents like articles and bylaws, and practices like board training.

Importantly, a gift acceptance policy can make it easier for a nonprofit to say, "thanks, but no thanks" to a gift. And, who knows, it could mean the opportunity to say "yes" to an even better one.



The Gordon Fischer Law Firm's mission is to promote and maximize charitable giving in Iowa. Fischer welcomes questions and collaboration at [gordon@gordonfischerlawfirm.com](mailto:gordon@gordonfischerlawfirm.com).

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# 2019 Summary in Brief

2019 Regular Session, 88th Iowa General Assembly

Special to the Iowa State Bar Association

Date convened: January 14  
Date adjourned: April 27

Length: 104 calendar days

**Bills introduced:**  
Senate Files: 703  
House Files: 841

**Study Bills proposed:**  
Senate Study Bills: 262  
House Study Bills: 259

**Bills and Joint Resolutions enacted:** 169

**Amendments filed:**  
Senate amendments: 263  
House amendments: 326

**Governor's actions:**  
Bills and Joint Resolutions signed: 167  
Bills item vetoed: 1  
Bills vetoed: 1

## LAWMAKERS PASS LEGISLATION IN 2019

### BUSINESS, LABOR, and INSURANCE

- Workers' compensation, idiopathic or unexplained falls. SF 507
- Limited liability company, creation and dissolution. SF 569
- Hemp production regulation. SF 599
- Sports wagering and fantasy sports. SF 617



Iowa General Assembly  
Website  
2019 Enrolled Bills

### CIVIL and JUVENILE LAW

- Notarial acts, use of electronic media. SF 475
- New construction, repair of construction defect. SF 532
- Judicial Branch appropriations, judicial salaries. SF 616
- Judicial nominating commissions and Chief Justice selection. SF 638
- Civil commitment of a sexually violent predator. HF 266
- Dependent adult, degradation. HF 569
- Juvenile court jurisdiction, minor guardianship proceedings. HF 591
- Guardianship and conservatorship for an adult or minor. HF 610
- Child foster care and child in need of assistance proceedings. HF 644
- Employee convicted of a public offense, negligent hiring. HF 650
- Juvenile court proceedings, service of process. HF 707
- Dissolution of marriage, conciliation participation. HF 719
- Official legal publications in electronic format. HF 743

### CRIMINAL LAW AND PUBLIC SAFETY

- Operating-while-intoxicated, habitual offender. SF 113
- Postconviction proceedings, underlying court records. SF 158
- Possession of a high-voltage pulse weapon on a college campus. SF 188
- Female genital mutilation. SF 346
- Sobriety and drug monitoring program. SF 364
- Agricultural production facility trespass. SF 519
- Expungement, robbery, and other criminal law related matters. SF 589
- Privately retained attorney by an indigent person. SF 590
- Sexual exploitation by a school employee. SF 603
- Lascivious conduct with a minor. HF 224
- Exploitation of a dependent adult by a caretaker. HF 323
- Suspension of Medicaid coverage for an inmate. HF 423
- Justice Advisory Board, creation. HF 634
- Postconviction DNA profiling procedure. HF 734

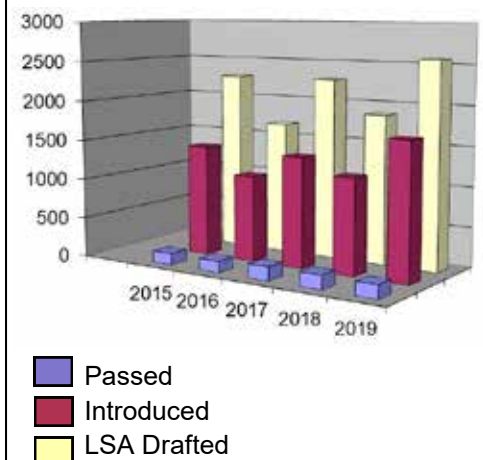
### TAXES

- Increased expensing allowance deduction for businesses. SF 220
- Property tax revisions. SF 634
- State tax return preparers, PTIN requirement. HF 590
- Beginning Farmer Tax Credit. HF 768
- Capital gain deduction for real property used in farming. HF 778
- State taxation, omnibus. HF 779

This page is produced by the Legal Services Division of the Legislative Services Agency and contains a partial listing of legislation of interest to the legal profession. A complete list and summary of legislation enacted during the 2019 Legislative Session may be found at [www.legis.iowa.gov/publications](http://www.legis.iowa.gov/publications) and then by clicking on the second to last link on the page titled "Summary of Legislation."

The Legal Services Division provides legal services to the General Assembly in a nonpartisan objective manner, including bill and amendment drafting, legal and legislative research, official Iowa law publications, standing committee staffing, and Legislative Council, statutory, and interim study committee staffing. Bill drafting services are also provided to state agencies, the Judicial Branch, and the Governor.

### TOTAL BILLS REQUESTED, INTRODUCED, AND PASSED DURING THE DESIGNATED YEARS



Information: Legislative Services Agency



# CLASSIFIEDS

## POSITIONS AVAILABLE

**Corporate/Transactional Attorney** – Nyemaster Goode, P.C., Des Moines, IA – Seeking a corporate/transactional attorney with 3+ years of experience for its Des Moines office. The ideal candidate would possess outstanding academic credentials and work experience, and would have a strong work ethic. The successful candidate will be involved in the firm's corporate/transactional matters. Please send a cover letter and résumé by postal mail to David Bower, 700 Walnut Street, Suite 1600, Des Moines, IA 50309, by fax to (515) 283-3108 or by email to [dbower@nyemaster.com](mailto:dbower@nyemaster.com). All inquiries will be held in confidence. Nyemaster Goode is an equal opportunity employer.

**Patent Associate** – Fredrikson & Byron, P.A., Des Moines, IA – Fredrikson & Byron, P.A. has an immediate opening in its Des Moines office for a partnership-track associate with 1-4 years of experience to join our patent group. An engineering background with demonstrated experience dealing with electrical, mechanical or software technologies is strongly preferred. Apply at [www.fredlaw.com/careers](http://www.fredlaw.com/careers)

**Labor Attorney** – Iowa Department of Natural Resources, Des Moines, IA – The Iowa Department of Natural Resources (DNR) has a job vacancy for a labor attorney position (Attorney 2), within the Legal Services Bureau located in Des Moines. This position serves as legal counsel to the department regarding personnel- and labor-related matters. Specific duties include providing advice and consultation to management related to general personnel and labor issues, including interpretation of policies, procedures and rules. Additional duties are to review, draft and revise departmental policies related to personnel and labor issues. For full job description and to apply: <https://www.governmentjobs.com/careers/iowa>

**Labor Law Attorney** – Fredrikson & Byron, P.A., Des Moines, IA – Seeking a labor law attorney with 10-15+ years of significant labor law experience including representing employers in union organizing, collective bargaining negotiations, unfair labor practice charge proceedings, and direct National Labor Relations Board experience. This position could work out of our Des Moines, Fargo, or Minneapolis offices. Apply at [www.fredlaw.com/careers](http://www.fredlaw.com/careers)

**Staff Attorney** – Disability Rights Iowa, Des Moines, IA – Seeking a staff attorney. The staff attorney shares responsibility with other legal and advocacy staff for providing information, technical assistance, outreach and training, and representation in administrative and judicial proceedings of clients with physical, cognitive or mental disabilities. Please send cover letter, resume and writing sample to DRI Operations Manager, Katie VandeVorde at [kvandevorde@drilwa.org](mailto:kvandevorde@drilwa.org). No telephone calls please.

**IDR Reviewer** – Iowa Department of Inspections and Appeals, Des Moines, IA – Effective Jan. 1, 2014, the Iowa Department of Inspections and Appeals ("department") must provide an independent reviewer meeting the criteria found in 2013 Iowa Acts, Senate File 394, to hold informal conferences with health care facilities desiring to contest a state citation, and assisted living programs desiring to contest the department's final findings. The independent reviewer must be licensed as an attorney in the state of Iowa, must not be employed or have been employed by the department in the past eight years, and must not have appeared in front of the department on behalf of a health care facility or assisted living program in the past eight years. For consideration, submit a cover letter and resume, a legal writing sample, and three professional references to Mindla White, Bureau Chief no later than Monday, July 1, 2019. Mindla may be contacted directly at 515-281-3765 with any questions.

**Legal Assistant/Paralegal** – Carmoney Law Firm, PLLC, Des Moines, IA – Carmoney Law Firm is currently seeking a qualified applicant to fill the position of paralegal. The paralegal will be responsible for assisting in the day-to-day operations of the law firm, including carrying out administrative services and providing support to the legal team. The ideal candidate for this position has a strong work ethic, exceptional problem-solving skills and excellent communication skills. To apply, visit <https://careers.iowabar.org/jobs/12472660>

**Attorney** – Stumme, Collins, Gritters & Epley, PLLC, Waverly, IA – Stumme, Collins, Gritters & Epley, PLLC, is seeking an energetic associate attorney with 0-5 years of experience for the general practice of law in a growing and vibrant community. Candidate will take the lead in the areas of family law, criminal defense and general litigation, with opportunity to practice in other areas as well, including tax preparation, real estate, estate planning, bankruptcy and collections. To apply, visit <https://careers.iowabar.org/jobs/12389326>

**Family Law Associate Attorney** – Arenson Law Group, PC, Cedar Rapids, IA – Arenson Law Group, PC seeks to hire an energetic, highly motivated attorney practicing in family law. Practice areas may include alimony, child custody, child support, divorce, juvenile law, marriage, parental rights, paternity, separation, shared parenting, surrogacy, and visitation. Please email James Arenson at [jarenson@arensonlaw.com](mailto:jarenson@arensonlaw.com) with any interest and questions. Only applications that include a cover letter and resume will be considered. Writing samples are accepted.

**Manager, Subrogation** – Great West Casualty Company, South Sioux City, NE – We are seeking a strong leader to join our established subrogation team. As the subrogation manager in our South Sioux City Regional office, you will advise, counsel and supervise a team of experienced subrogation representatives and attorneys while facilitating communication between subrogation, claims and our insureds. This position qualifies for relocation assistance. To learn more about Great West and our office locations, please visit our website [www.gwcnet.com](http://www.gwcnet.com).

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**Bill Northup, J.D.**, has 30-plus years' experience working with Iowa attorneys. Bill is now affiliated with the Liberty National Bank wealth management division. As a fiduciary, he specializes in creating comprehensive investment, trust and estate plans to assist you in serving your clients. Bill is available to meet in all corners of Iowa. Bill Northup, Liberty National Bank Vice President and Wealth Management Advisor. Contact Bill Northup at 515-252-3140 or at [billn@libertynationalonline.com](mailto:billn@libertynationalonline.com).

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**OFFICE EQUIPMENT** – Moving to a smaller office space by July 31 and have the following items for sale: 8 foot wooden conference table with protective glass top and 8 matching chairs; Black faux leather love seat for reception area or office; 2 glass-topped end tables and one glass-topped coffee table for reception area; IBM Wheelwriter 1000 Electric Typewriter; IBM Selectric Correcting Electric Typewriter; 3-shelf glass-front barrister bookcase; Olympus Digital Voice Recorder DS-7000 with charging dock.

Anyone interested can contact Jay A. Nardini, Nardini Law Office at 319-505-7233.

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# SPOTLIGHT ON SERVICE

As the ISBA begins the transition of leadership with the new fiscal year in July, the Public Relations Committee wishes to recognize all the Spotlight on Service honorees that have appeared so far in The Iowa Lawyer. The P.R. Committee wishes to continue this monthly recognition, but needs new nominations from members. If you would like to nominate a person or group to be recognized for his or her work in the community, please contact: **Melissa Higgins, mhiggins@iowabar.org**.



**NOVEMBER 2017**  
Kirk Schuler and  
Ben Parrott



**MAY 2018**  
Paula Dierenfeld



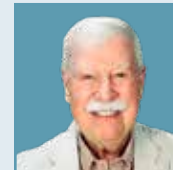
**OCTOBER 2018**  
Debra Hockett-Clark  
and Hope Wood



**DECEMBER 2017/  
JANUARY 2018**  
Iowa Correctional  
Institution for  
Women Book Club



**JUNE 2018**  
Shayla McCormally



**NOVEMBER 2018**  
David McCoid



**FEBRUARY 2018**  
Jim Locher



**July 2018**  
BrownWinick Day of  
Community Giving



**DECEMBER 2018/  
JANUARY 2019**  
Robert Blink



**MARCH 2018**  
Gary Streit



**AUGUST 2018**  
Matt Berry



**FEBRUARY 2019**  
Linn Law Club



**APRIL 2018**  
Joel Greer



**SEPTEMBER 2018**  
Christina Thompson



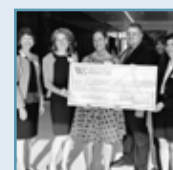
**MARCH 2019**  
Meghan Malloy



**APRIL 2019**  
2019 Dean's Cup  
Planning Committee



**MAY 2019**  
Anna Bergman



**JUNE 2019**  
"Whitfield Women"

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