

GUEST SPEAKER, PANELISTS, FACILITATOR AND DESIGN TEAM MEMBER INFORMATION

Dr. Heather Andersen is a management consultant, promoting excellence in executive leadership and assisting in the development of effective organizations. She also provides meeting design and facilitation for boards, commissions, and large community and staff gatherings. Prior to becoming a consultant in 1988, Andersen served as regional program manager for the University of Washington developing and delivering training curricula for the Northwest AIDS Education and Training Center, School of Medicine, on the psychosocial and cultural impact of the AIDS epidemic. She helped establish rural regional centers in Alaska, Montana, Idaho, Oregon and Washington and trained staff to deliver educational programs. She has a doctorate in Education-Educational Leadership from Seattle University and masters in Community Health systems from the University of Washington. She serves as Clinical Assistant Professor, Department of Psychosocial and Community Health, School of Nursing, University of Washington.

Her clients have included a number of community and migrant health networks and centers, Microsoft, Washington State Department of Corrections, National Court People of Color Against AIDS Network, Washington State Department of Social and Health Services and the King County Sexual Assault Resource Center among many others.

Stephen Carpenter has been a staff attorney at FLAG since 1993. He is a graduate of Drury College in Springfield, Missouri, and of Stanford Law School. At Stanford he was active in the East Palo Alto Community Law Project, was a *Stanford Law Review* executive editor, and later received a Skadden Fellowship which brought him to FLAG. Stephen's work at FLAG has centered on debtor-creditor issues, disaster assistance, guaranteed loans, discrimination in agricultural lending, federal commodity and conservation programs, sustainable agriculture, and the problems of farmers contracting for livestock production. Since January 2000, he has served as Senior Counsel in the Office of the Monitor in the *Pigford* case.

Stephen has conducted frequent FLAG trainings for farmers, advocates, and attorneys and has authored and edited several FLAG materials and publications. He is also author of "Discrimination in Agricultural Lending," *Clearinghouse Review* (1999); "Farm Service Agency Credit Programs and USDA National Appeals Division," *Drake Journal of Agricultural Law* (1998); co-author, along with Randi Ilyse Roth, of "Family Farmers in Poverty: Guide to Agricultural Law for Legal Services Practitioners," *Clearinghouse Review* (1996), and is the author of "Farm Chemicals, Soil Erosion, and Sustainable Agriculture," *Stanford Environmental Law Journal* (1994).

Teresa Nesbitt Cosby currently serves as the Executive Director of The South Carolina Centers for Equal Justice, a statewide legal aid program. Ms. Cosby graduated with a B.A. from Howard University and a J.D. from Howard University School of Law. She has served as Assistant Deputy Attorney General for the State of South Carolina and she

clerked for United States Magistrate Judge William M. Catoe, Jr. She is married to Dwain R. Cosby of Richmond Virginia, and has one child, Barrett Kristin.

Carl Flink joined Farmers' Legal Action Group, Inc. (FLAG) as a staff attorney upon graduation from Stanford Law School in 2001. Carl was a Stanford Law School Public Service Fellow and holds a B.A. summa cum laude in Political Science and Women's Studies from the University of Minnesota. In addition to collaborating with probono.net to develop ruraljustice.net, he is the content administrator for the www.lawhelp.org/MN farm folder designed for use by low-income clients.

Carl draws his inspiration to work for family farmers from his childhood summers visiting and working with his grandparents, Ray and Gertrude, on their northern Wisconsin dairy farm. He hopes to one day convince his grandpa, now 94, to change his opinion that "lawyers are crooks."

Carl's article "Finding a Place for Low-Income Family Farmers in the Legal Services Equation" appeared in the March-April 2002 issue of *Clearinghouse Review: Journal of Poverty Law and Policy*.

Before becoming a lawyer, Carl and his wife Emilie were soloists with the New York based Limón Dance Company, a modern dance company. The New York Times described him as a performer of "exceptional power, exceptional articulation." While he attended Stanford Law School, he and Emilie were also adjunct faculty members of the Stanford dance division. Currently, they are teaching specialists with the University of Minnesota Theater Arts and Dance Department.

Charles W. Fluharty is Director of the national Rural Policy Research Institute (RUPRI) and is Research Professor and Associate Director for Rural Policy Programs in the Harry S. Truman School of Public Affairs at the University of Missouri-Columbia. He also holds an Adjunct Faculty appointment in the UMC Department of Rural Sociology. He is the 2002 recipient of the Distinguished Service to Rural Life Award from the Rural Sociological Society, the 2002 USDA Secretary's Honor Award for Superior Service (jointly to RUPRI), the 2001 Friend of Rural Counties Award from the National Association of Counties, the 1999 National Rural Development Partnership Recognition Award, the 1998 Distinguished Service Award from the National Association of Counties, and the 1998 Recognition Award from the National Organization of State Offices of Rural Health. Chuck was born and raised on a fifth generation family farm in the Appalachian foothills of eastern Ohio, and is a graduate of Yale Divinity School. His career has centered upon service to rural people, primarily within the public policy arena.

RUPRI is an international, interdisciplinary policy research consortium designed to assist policymakers in understanding the rural impacts of public policies. This comprehensive approach to rural policy analysis involves scientists from member institutions at Iowa State University, the University of Missouri, the University of Nebraska, and the University of Ulster - Northern Ireland, as well as numerous researchers, policy analysts, and policy practitioners from other universities, research institutions, governments, and

non-governmental organizations. To date, over 200 scientists representing 16 different disciplines in 80 universities, 40 states, and three countries have participated in RUPRI projects.

Michael Hertz is the co-founder and Executive Director of Pro Bono Net. Hertz began developing Pro Bono Net under an Individual Project Fellowship from the Open Society Institute in 1998. Hertz earned his J.D. in 1988 from Columbia University Law School, an M.A. in history from the University of Chicago in 1984 and a BSFS from the Georgetown University School of Foreign Service in 1982. He is on an extended leave of absence from Latham & Watkins, where he is a litigation partner and a leader of the firm's pro bono program.

The mission of Pro Bono Net (PBN) is to increase access to justice for poor and moderate income people and other vulnerable populations through innovative use of technology, increased participation by volunteers and better collaboration among nonprofit legal organizations working on similar issues. PBN has taken huge strides toward creating a national technology platform – called LawHelp -- for public interest law and lawyers. This system has now been adopted by nearly 30 states that together contain over 70% of the lawyers and poor people in the country. The LawHelp platform is web-based and can be used at a low cost by hundreds of nonprofit legal programs including legal aid programs, other nonprofit legal groups (e.g., immigration and civil rights groups), pro bono programs, law school-based programs and court-based programs. The system can be used both to deliver legal information directly to the public and to support public interest and legal aid lawyers.

Jane Kretzmann joined the Bush Foundation in 1988. She is a senior program officer with responsibility for human services, refugees and immigrants, child development, and the environment. From 1975 to 1988, Jane worked in refugee resettlement, including ten years as the state coordinator for Minnesota's Refugee Program. Prior to that, Jane taught seventh grade. She earned her bachelor and master degrees from the University of Iowa. The Mission of the Minneapolis-based Bush Foundation is to “improve the quality of life in our geographic region through strengthening organizational, community, and individual leadership.”

Dina Merrell serves as Director of the American Bar Association Center for Pro Bono. The ABA Center for Pro Bono, a project of the ABA's Standing Committee on Pro Bono and Public Service, provides technical assistance and means for encouraging pro bono activity to and among pro bono programs, legal services programs, bar associations, law schools and other segments of the legal profession. As part of its mission, the Center produces publications on a variety of pro bono issues, maintains a nationwide pro bono clearinghouse library and provides peer consulting services for organizations interested in more in-depth assistance in developing, expanding or improving their pro bono programs (information about all can be accessed at www.abaprobono.org). During 2001-2003, Ms. Merrell also served as Counsel to the ABA Commission on Loan Repayment and Forgiveness. Prior to joining the ABA in 1999, Ms. Merrell was Special Counsel to the

Guardian of the Illinois Department of Children and Family Services and a Staff Attorney at Cook County Legal Assistance Foundation.

Dawson Morton graduated from NYU Law in 1999 and moved to rural Tifton, Georgia where he began work with LSC-funded Georgia Legal Services, Farmworker Division. Since that time Dawson has litigated Fair Labor Standards Act and discrimination cases for farmworkers working across southern Georgia. In his work recruiting for Georgia Legal Services he has become particularly acquainted with the difficulties of attracting, retaining and providing the support and training for talented law students and lawyers working in rural advocacy.

Claire L. Parins is the Director of Content Management & Training at the Illinois Tech Center for Law & the Public Interest where she manages a group of about 20 attorneys, students, and volunteers from across the state to build content for www.IllinoisLawHelp.org, www.IllinoisLegalAid.org, and www.IllinoisProBono.org. Before joining ITC, Claire was the Director of the ABA's Rural Pro Bono Delivery Project where she worked to generate resources and volunteers for low-income clients living in rural areas. While there, she distributed and managed 13 small grants to a variety of organizations across the country to help identify and develop more effective models for rural pro bono delivery. Claire also worked at the National Center on Poverty Law where she supervised the development and launch of www.povertylaw.org. Before joining legal services, Claire practiced employment and environmental law at Wildman, Harrold, Allen & Dixon in Chicago, and she is a graduate of Northwestern University and the University of Wisconsin Law School.

Articles she has written include: *Presence and Partnerships: Delivering Pro Bono Legal Services in Rural Communities*, Mar-Apr. 2002 Clearinghouse Review and *Information Technology for the 21st Century: Do Computer Screens Really Reflect Up*, Jul-Aug., 1999 Clearinghouse Review

Susan Patnode is the Executive Director of the Rural Law Center of New York, Inc. The Rural Law Center is a non-profit, legal services organization working collaboratively at state, county and town levels through direct services and local, community-based coalitions and partnerships to meet the needs of New York's low-income, rural population. She received her J.D. from Vermont Law School, and during her law school career, worked for Families USA, a national advocacy organization in Washington, DC. Prior to her work with the Rural Law Center, Ms. Patnode worked as a legal services attorney, as well as in her own private practice concentrating in Family Law. She is a certified arbitrator and mediator, and is an active participant and trainer in rural community mediation. In addition, Ms. Patnode is currently an adjunct faculty member at the State University of New York at Plattsburgh, where she offers courses in Family Law, Social Services Law and Women and the Law.

She is an active member of professional associations, committees and advisory boards on the county, state and national levels. She is a frequent speaker and panelist on issues and

strategies relating to the legal needs of low-income, rural clients. She has authored manuals, client workbooks and guides, as well as academic articles, including the bio-critical entry for “Sarah Weddington” in *Significant Contemporary American Feminists* from Greenwood Press (1999). At the Rural Law Center, Ms. Patnode has been responsible for the design and execution of several nationally-recognized, innovative program models. The Center’s work also includes programs that address issues of rural housing and pro bono support for micro enterprise. All Rural Law Center efforts are designed to result in direct services to rural clients in counties across the state...services that will strengthen independence and economic self-sufficiency, and improve overall quality of life for individuals, families and communities.

Melissa Pershing is a program counsel in the Legal Service Corporation’s Office of Program Performance. She served as lead planner on the LSC-sponsored Rural Issues and Delivery Symposium in Nebraska in November 2002. Prior to joining LSC, Pershing served as Executive Director of Legal Services of North Carolina, an 83-county legal services program with 12 field offices and statewide migrant farmworker, children’s advocacy, environmental and domestic violence units. Prior to joining LSNC, she was Director of Public Service Activities for the North Carolina Bar Association.

Before receiving her J.D. from Georgia State University Law School where she helped start the public interest law association, Pershing spent 13 years in corporate marketing and public relations. She was born and raised in a small factory town in Indiana, but has finally achieved the status of honorary southerner—having lived in Georgia, Florida and North Carolina over the course of the last 20 years

Randi Ilyse Roth served as a staff attorney at FLAG from 1986 - 1993, and served as executive director of FLAG from 1993 through the fall of 2003. She now serves as FLAG's "Of Counsel," consulting with FLAG staff as needed and as time allows. In January 2000, Randi was appointed by Judge Paul L. Friedman to be the Independent Monitor in *Pigford v. Veneman*, a class-action, civil rights lawsuit brought by African-American against USDA. The class includes approximately 22,000 African-American farmers. The Consent Decree provides that successful claimants are entitled to monetary and injunctive relief. The Monitor’s job includes issuing decisions in response to petitions for Monitor review, attempting to resolve class members’ concerns, reporting to the Court and to the Secretary of Agriculture on the implementation of the Decree, and more. From January 2000 through the fall of 2003, Randi worked as the executive director of FLAG while serving as Monitor in *Pigford*. In the fall of 2003, Randi resigned from the executive director position at FLAG in order to be able to devote all of her professional time to the *Pigford* monitor work.

In her seventeen years of legal work at FLAG, Randi focused on issues involving credit, contract farming, and discrimination in government agriculture programs. Randi's activities at FLAG included speaking at training events for farmers, advocates, and lawyers throughout the United States; designing, researching, and writing extensive training materials; writing articles for publications; testifying before legislative committees, providing backup support to lawyers and paralegals throughout the country;

and working as part of a litigation team that handled class action impact litigation. Randi was the primary author of a series of books known as Farmers' Guide to FmHA, which in various forms has sold more than 70,000 copies.

Randi received her law degree cum laude from Northwestern University Law School in Chicago, Illinois, and received her BA degree magna cum laude from Yale University in New Haven, Connecticut.

Don Saunders has dedicated the past 25 years to the delivery of quality legal services to poor people, nationally as well as on the local and regional levels. Since February 1995 he has served as Director of the Civil Legal Services Division at NLADA. He previously served as Legislative Counsel for NLADA and the Project Advisory Group from May 1990 through January 1995. Before coming to Washington, DC, he served as the Executive Director of the North Carolina Legal Services Resource Center, a state support backup center, in Raleigh, NC from January 1983 to May 1990. In that capacity, he actively engaged in legislative advocacy and appellate work covering a broad range of issues in housing, employment, disability and civil rights law. From 1976 to 1982, he was a staff attorney in the legal services program in Wilmington and the executive director of the program in Boone, NC. Don received his J.D. from the University of North Carolina School of Law in 1975 and his A.B. in Political Science from the University of North Carolina in 1972.

Cris Stainbrook, a Lakota, is the President of the Indian Land Tenure Foundation based in Little Canada, Minnesota. Prior to this position, Stainbrook held several positions with Northwest Area Foundation where he managed grant making programs in sustainable development, natural resource management, economic development and basic human needs, including affordable housing and youth development. During his four years as Community Activities Lead, he managed a rapidly growing staff and the implementation of new programs aimed at developing community-directed plans and philanthropic models.

Stainbrook was a founder of Native Americans in Philanthropy and served on the board of directors for 11 years. He has also served as an advisor to the Marbrook Foundation, Butler Family Foundation, Working Capital Fund, St. Paul Foundation, and Minneapolis Foundation, as well as serving on a number of committees with the Council on Foundations and Minnesota Council on Foundations. Prior to his work in philanthropy, Stainbrook worked with a number of Pacific Northwest tribes and Alaska Native villages to develop businesses and manage their natural resources. Cris holds a Bachelor of Science degree from the University of Iowa and a Master of Science Degree in Fisheries Science from Oregon State University.

The Indian Land Tenure Foundation's mission is to ensure that "land within the original boundaries of every reservation and other areas of high significance where tribes retain aboriginal interest are in Indian ownership and management."

Allison Thompson is the Executive Director of Three Rivers Legal Services in Gainesville Florida. The Three Rivers service area is composed of 12 counties that are all rural with the exception of one. She is the former director of Legal Services of the Virgin Islands, and she has also worked with other legal services program and for the Legal Services Corporation. Allison has worked for legal services in different capacities since 1974.

Steve Xanthopoulos is an attorney and the executive director of West Tennessee Legal Services, a rural program that is nationally known and recognized for its collaborative and innovative projects focusing on the delivery of holistic services to low income rural individuals, families and communities. With a number of multistate projects , WTLS is at the forefront of legal services programs that build community based partnerships to meet the needs of rural areas and clients with special needs such as fair housing, affordable supportive housing, the victims of crime and abuse, the disabled, the HIV/Aids community, children and the elderly

Linda Zazove is Deputy Director of Land of Lincoln Legal Assistance Foundation, Inc, an LSC-funded program serving 65 counties in central and southern Illinois. Linda serves on: the Board of the Illinois Technology Center for Law and the Public Interest, the Pro Bono Working Group of the Illinois Equal Justice Coalition, and the Civil Policy Group of NLADA. Since the Rural Symposium last year, she has been working on the Steering Committee to establish the National Rural Justice Center.