



## Year End Report January 2003

### The Legal Services Training Consortium of New England

At the end of the Training Consortium's third year, we look back with something close to amazement at our many accomplishments, and forward with great anticipation to the exciting programs coming up in 2003.

A key part of the Consortium's success in our first three years is the extent to which we have promoted and realized our goal of using training to build "community, commitment and excellence in legal services practice." Focusing always on what distinguishes legal aid practice – to help individuals and groups secure and protect their essential human and legal rights – our training programs are a vehicle for ensuring that advocates have the knowledge, skills and attitudes necessary to obtain the best possible outcomes for clients. Our activities also provide opportunities for advocates to experience the larger legal services community of which they are a part, and, we hope, renew and heighten their commitment to providing outstanding legal services to our clients.

In our first three years:

- We sponsored **15 multi-day training programs and forums**, bringing together **close to 800 legal aid advocates** as participants, presenters, trainers and design team members.
- Our **Core Curriculum** now consists of **11 comprehensive training programs**,

including updated standards (such as *BLST* and *Affirmative Litigation*) as well as **new programs** (such as *Leadership & Justice* and *Case Planning & Discovery*) that we developed in response to our community's emerging interests and needs.

#### **This year:**

- We received a **3-year national technology grant from the Legal Services Corporation** to fund the **Distance Learning Institute**, through which we will adapt our Core Curriculum for remote access by legal aid programs within our region and nationally.
- We also received a **significant commitment** from **Practicing Law Institute**, the nation's largest provider of continuing legal education, to help us develop and produce CD ROM and streaming video-based lecture materials for the Distance Learning Institute.
- For a second year, **PLI** funded **David Cruikshank** to present a Training for Trainers.
- We established a partnership with the **American College of Trial Lawyers** and will host our first joint **Trial Skills training** with them in February 2003. Faculty will include ten ACTL attorneys and lawyers from Consortium programs, NLADA and Harvard's Criminal Justice

Institute.

- We designed **two new training programs– Case Planning and Discovery and Leadership & Justice** (offered in January 2003). Already, the **Leadership curriculum** is drawing national attention as a result of our work with NLADA’s national leadership initiative.
- We sponsored our first Advocacy Symposium, “**Seeking Justice for Unrepresented Litigants,**” that brought together advocates, court personnel, social service providers and others from across New England.
- We are in the process of designing a new addition to the Core Curriculum, **Community Lawyering and Alternative Advocacy Strategies**, which will be offered in May 2003.

#### **Nationally,**

- Consortium volunteers profiled our training programs at both the **NLADA Litigation Conference** and the recent **NLADA Annual conference**.
- We contributed two chapters to the **National Poverty Law Center’s New Advocates’ Manual** – one on “**Cross-Substantive Representation**” by Shari Zimble and another on “**Representing the Whole Client**” by Ellen Hemley.
- Increasingly, legal aid programs around the country are utilizing our Core Curriculum and seeking our assistance with the delivery of these trainings.

#### **In the coming year we will offer:**

- **Six programs from our Core Curriculum**

- A second **Advocacy Symposium**
- A day-long workshop on **designing community legal education materials**.
- We will also continue working on the **Distance Learning project**, with a first year goal of adapting BLST for remote access.

We continue to be heartened by the enthusiastic support we receive from our members and look forward to your ongoing involvement in the coming year.

#### **What We Do**

The Legal Services Training Consortium provides quality training specifically geared to the legal services community. To achieve its goals, the Consortium:

- Delivers a regular schedule of core curriculum legal skills trainings;
- Designs new and creative training programs to respond to emerging staff and client needs;
- Uses existing technology (such as CD ROM and internet-based training) to support delivery of local legal services training;
- Maintains a library of training resources through our legal services website; and
- Supports the development of new and experienced trainers, broadening the capacity of trainers for both regional and local deliveries.

#### **It Takes a Village**

It is true that “it takes a village” to run a Training Consortium. Simply stated, our Consortium is as successful as it is because of the incredibly hard-working, committed,

thoughtful and generous advocates and project directors who contribute hours, days and more to serve as trainers, Advisory Committee members and members of our many training design teams. This year alone we've had groups working to design the Advocacy Symposium as well as the Case Planning & Discovery, Leadership & Justice, Community Lawyering, and Trial Skills trainings. A hopefully complete list of our many volunteers is included on page 8.

We are also fortunate to have an extraordinary group of consultants and staff who work with us on our many projects: Wendy Janett, who oversaw design and coordination of the new Case Planning training as well as this year's deliveries of BLST and Administrative Hearing Skills; Shari Zimble, who led the design and coordination of the Advocacy Symposium with help from consultant Richard Zorza and who is working on the Community Lawyering project; Connie Lane, who is coordinating the upcoming Trial Skills training; and Hugh Calkins, Gene Koo, Shari Zimble, Steve Miller and Kelley Conrad, who are working with us on the many aspects of our Distance Learning grant. We'd also like to welcome Pamela King, who, bringing a wealth of community and professional expertise, will be working on a number of training design and administrative projects.

## Year Three Activities

### **Delivering the Core Curriculum**

The Consortium sponsored four Core Curriculum programs this year, including: **Basic Lawyering Skills Training** (bringing our total of new lawyers attending to 170!),

### **Case Planning & Discovery, Train the Trainer and Administrative Hearing Skills.**

**Leadership & Justice and Community Lawyering** were anticipated for Year Three, but are scheduled for January and May 2003.

### **Case Planning & Discovery**

We presented the first and highly successful delivery of Case Planning and Discovery Training in May under the guidance of Wendy Janett (Consortium consultant) and design team members Joanne Lewis (CLS), Karen Richards (VLA), Janet Gilligan (RILS) and Dick Bauer (GBLS). The CP&D training was developed to meet a longstanding need for training on the preliminary, analytic and fact-finding aspects of case development. Thanks to the dedication and talent of a highly skilled group of trainers who worked capably with a brand-new set of materials, participants learned how to organize a case and developed the skills necessary to gather the evidence needed to prove the case through informal or formal discovery. The final exercise was a mock deposition in which participants adeptly and sometimes humorously acquired needed information from a much-despised opponent. Due to continued demand for this training, we will refine the materials for a second delivery in fall 2003.

### **Seeking Justice for Unrepresented Litigants**

Collaboration! Evaluation! These themes were front and center at "Seeking Justice for Unrepresented Litigants" Our first Advocacy Symposium brought legal services advocates from throughout New England as well as leading innovators among court personnel, social service providers, evaluators, funders

and legal scholars. The Symposium culminated with the development of regional action plans for projects to address not just access to justice, but actual justice for poor unrepresented litigants.

### **Administrative Hearing Skills**

In June, the Consortium gave an encore presentation of its Administrative Hearing Skills Training. Approximately twenty participants, most new to client advocacy as well as administrative advocacy, attended. Under the experienced eye of capable trainers, participants had the opportunity to learn about advocacy techniques through interactive presentations and to practice analysis, planning, discovery and presentation skills. We utilized the Administrative Hearing Skills Manual developed by the Consortium for this training two years earlier, an invaluable tool for advocates for use both in conjunction with and separately from the training. We are pleased to have again shared this important component of our Core Curriculum with a new group of legal services advocates.

### **Community Legal Ed Reunion**

In October, ten advocates who attended the 2001 Community Legal Education training came back together to share information and learn from each other about the various ways they have been using community education skills introduced at the '01 training. The group suggested a follow-up session on designing community education materials which will be offered in April 2003.

### **Negotiations Skills Training**

In the interest of sponsoring training more locally, we worked with WMLS and our Connecticut members to sponsor a Negotiations training for their staff. Bob

Burdick presented the training. Our efforts to sponsor similar programs in other parts of the state were less successful and we will continue exploring ways to offer some of our programs in different parts of the region.

Regarding Negotiations training, we now have a multi-volume Negotiations training series developed by Practicing Law Institute which we can share with our members. The training consists of four video-tapes and a trainers manual. Please contact Ellen Hemley if you would like to view the tapes and materials.

### **Expanding the Core Curriculum**

The Core Curriculum teaches basic skills that legal services advocates need at various developmental levels. Since its inception three years ago, the Consortium updated or designed anew **eleven multi-day training programs** which are now part of our Core Curriculum. These are *Basic Lawyering Skills, Administrative Hearing Skills, Affirmative Litigation, Representing the Whole Client, Renewing the Role & Practice of Community Legal Education, Negotiations Skills, Case Planning & Discovery, Leadership & Justice, Trial Skills, and Training for Trainers*. We are also in the process of designing a new training on "*Community Lawyering and Alternative Advocacy Strategies*" which will be offered in May 2003.

### **A National Resource**

Moving forward on our commitment to provide our resources nationally, the Consortium continues to post training materials and other resources on the **NLADA** website. We also presented our first mini-training-of-trainers at the NLADA Litigation Directors' Conference thanks to the efforts of **Jim Breslauer (NLS), Ken Barnes (NHLA)**

and **Pat Rae** (WMLS). Over thirty litigation directors attended this session and we have since shared our training design and materials with many programs across the country. Since that presentation, **Jim Breslau** represented the Consortium as the lead trainer at an Affirmative Litigation training in Ohio and will likely serve as lead trainer when Maryland Legal Aid sponsors Affirmative Lit in the late spring. **Jim and Janet Gilligan** (RILS) also joined Ellen Hemley in presenting three sessions at the recent NLADA annual conference in Milwaukee at which we profiled the BLST, Case Planning & Discovery and Affirmative Litigation trainings.

### Distance Learning Institute

Work on the Distance Learning Institute is well underway. We have convened a talented group of volunteers and technology and curriculum design consultants to help us adapt our Core Curriculum programs for remote access. We are also in the process of convening a national Advisory Committee consisting of representatives from the legal aid, law school, education, technology and business communities. We have already met with PLI to sketch out our mutual expectations and look forward to an exciting partnership with them. Through the Distance Learning grant, we will:

- Adapt our “core curriculum” training programs for use via a combination of distance-learning technologies. A large part of the work will be converting existing training programs to formats that support distance learning. While this requires significant modification, the pedagogical goals will remain the same, e.g., ensuring that courses have an appropriate mix of theory and practice, include a range of training methods that

address different learning styles and that respond appropriately to different learning goals.

- Utilize a number of different distance learning tools including: 1) individual assessments and assignments posted and exchanged electronically; 2) lectures presented via streaming video and CD ROM; 3) associated reading materials and assignments posted electronically; 4) small group discussions and problem-solving conducted via e-meeting technology; 5) individual and team assignments accomplished asynchronously and via email, phone or in-person meetings; and finally, 6) skills-based practice sessions conducted locally or via video-conferencing.
- Pilot distance learning approaches within our programming schedule. For example, we will make use of a number of distance learning tools including moderated discussion groups and electronic resource libraries for several of our upcoming training programs including: *Leadership & Justice* (January ‘03), *Trial Skills* (Feb. ‘03) and *Basic Lawyering Skills Training* (March ‘03);
- Develop for each training program detailed trainer instructions and guidelines on how to use the curriculum both within and outside of the Consortium's region;
- Sponsor training of trainer sessions in-person and remotely so that training coordinators and other people responsible for training will know how to use the distance-learning curricula;
- Develop help pages and tutorials to support access by training participants; and

- Develop and document experience in the most effective e-learning techniques for the legal services community, “best practices” examples, and a generalized methodology for planning, organizing, and conducting e-learning programs that will guide future curricular initiatives.

### Developing Experienced Trainers

Twenty experienced legal aid advocates recently attended a two day “*Training for Trainers*” workshop presented by David Cruikshank, a consultant with Practicing Law Institute who is a former law professor and expert on the design and teaching of professional legal training. Judging from the enthusiasm of the participants, we more than achieved our goals of enhancing the training skills of experienced advocates. The training culminated with a stirring rendition of the new “Training for Trainers Themesong” to the tune of “I Will Survive”. We are grateful to NLADA, whose partnership with PLI allowed us to sponsor this event at minimal cost to the Consortium.

### Leadership & Justice Training

We are very excited to pilot our first delivery of “Leadership & Justice” which will take place on January 22 - 24. **Leadership & Justice** represents the collective commitment of legal aid programs throughout New England to develop and support an extended network of legal aid leaders who can successfully influence and mobilize others in the pursuit of our legal aid values and mission. The training is designed to enhance the leadership effectiveness of legal aid staff in both formal and informal leadership positions -- whether as intake staff, advocates, managers or projects directors. The training is built around seven core competencies that

successful leaders exhibit and is firmly rooted in the experiences, practices and values of the civil legal aid community.

We began the design of this training with a day-long focus group meeting in April 2002 attended by sixteen legal aid advocates, managers and project directors. The design reflects those individuals’ leadership concerns and interests. Special thanks also to Robert Barge (RILS), John Tobin (NHLA), Nan Heald (PTLA), Lonnie Powers (MLAC), Jacqui Bowman (GBLS), Shari Zimble (MLRI), Bonnie Allen (NLADA) and Camille Holmes (CLASP) who met with us in October to review and offer feedback on the draft training design and materials. We are especially appreciative of Julia Santiago’s extraordinary contributions to this project.

### Community Lawyering Training

The Consortium will sponsor “Community Lawyering & Alternative Advocacy” on May 19 - 22. “Community lawyering” is distinguished from traditional lawyering by its explicit focus on using legal knowledge and skills to “return power to the community... to make lasting changes that bring about social justice.” Community lawyers are characterized by their commitment to supporting community participation in decisions that affect community people’s lives. The **Community Lawyering training** will present a framework for developing community relationships, identifying community interests, and selecting and then translating problems into issues that can leverage significant improvements in the lives of low-income people and minority communities. The training will also include individual skill-building sessions on discrete community building and advocacy strategies including coalition building, leadership development, organizing, media and policy

advocacy and community legal education. We are most grateful to an experienced and creative design team including: Ross Dolloff, NLS; Zenobia Lai, GBLS; Sarah Parker-McKernan, LARC; Colleen Daley and Myra Hindus, Mass. Diversity Coalition; and Fran Fajana and Annette Duke, MLRI. The design team is chaired by Shari Zimble and Ellen Hemley.

### **Trial Skills Training**

The Consortium will sponsor its first Trial Skills training in partnership with the American College of Trial Lawyers on February 5 - 7. While interest in this training is very high, we've had to limit participation to 40 and hope to offer a second delivery sometime during 2003. Connie Lane, former director of LARC in New Hampshire, is working with Richard Zielinski, ACTL member and attorney at Hill & Barlow, Pat Rae (WMLS) and Janet Gilligan (RILS) on the design and coordination of this project. At the training, we will be joined by ten ACTL lawyers from around our region as well as Cynthia Works, Training Director at NLADA, Soffiyah Elijah, clinical instructor at Harvard's Criminal Justice Institute and legal aid trainers Pat Rae, Janet Gilligan and Ken Barnes of NHLA.

### **♪ New Songs**

We added a number of new songs to the Consortium songbook. The full lyrics for all of these tunes can be found at the end of this report and on our web page!

### **2003 Training Schedule**

<b>January 22 - 24</b>	<b>Leadership &amp; Justice</b>
<b>February 5 - 7</b>	<b>Trial Skills Training</b>
<b>March 3 - 6</b>	<b>Basic Lawyering Skills Training</b>
<b>April (date TBA)</b>	<b>Designing Community Legal Ed Materials</b>
<b>May 19 - 22</b>	<b>Community Lawyering Alternative Advocacy</b>
<b>Sept (date TBA)</b>	<b>Case Planning &amp; Discovery</b>
<b>Oct (date TBA)</b>	<b>Training of Trainers</b>
<b>Nov (date TBA)</b>	<b>Advocacy Symposium</b>

### **Conclusion**

We have accomplished a great deal together over the last three years. Through our Distance Learning Institute we will be able to extend, beyond the initial in-person events, the learning, information sharing and community-building that so distinguish Consortium activities. As we look toward the coming year, we will continue to strengthen our existing training programs, begin using our new technology options and expand our base of experienced trainers. We look forward another successful year working with all of you.

## Consortium Trainers and Presenters – 2003

### Basic Lawyering Skills Training

#### Trainers:

Robert Bowens, South Middlesex LS  
Bob Burdick, Boston University Legal Aid  
Fairlie Dalton, Neighborhood Legal Services  
Judd Esty-Kendall, Pine Tree Legal Assistance  
Janet Gilligan, Rhode Island Legal Services  
Cynthia Mark, Greater Boston Legal Services  
Randi Mezzy, Connecticut Legal Services  
Jean Murray, Vermont Legal Aid  
Dave Stowe, Connecticut Legal Services

#### Judges:

Ken MacIver, Merrimack Valley Legal Services  
Barbara Jackins, Private Bar  
John Mason, Private Bar  
Sandra Mayes, LACCM  
Jim Breslauer, Neighborhood Legal Services  
Faye Rachlin, LACCM  
Jon Mannina, LACCM  
Fran Fajana, Mass. Law Reform Institute

### Administrative Hearing Skills Training

Peter Benjamin, Western Mass. Legal Services  
Shirley Bergert, Connecticut Legal Services  
Marcia Crutchfield, Mass. Justice Project  
Alex Cuprak, Pine Tree Legal Assistance  
Randi Mezzy, Connecticut Legal Services  
Betsy Soule, South Middlesex Legal Services

### Case Planning & Discovery Training

Stefanie Balandis, Greater Boston Legal Services  
Ken Barnes, New Hampshire Legal Assistance  
Dick Bauer, Greater Boston Legal Services  
Jim Breslauer, Neighborhood Legal Services  
Janet Gilligan, Rhode Island Legal Services  
Todd Kaplan, Cambridge/Somerville LS  
Joanne Lewis, Connecticut Legal Services  
Karen Richards, Vermont Legal

### Advocacy Symposium

Rochelle Hahn, LARC  
Norman Janes, Statewide Legal Services  
Jan Chiaretto, Mass. Justice Project  
Jennifer Valiente, Legal Assis. Central  
Mass. Richard McMahon, New Ctr. Legal Advocacy  
Tom Garrett, LawLine  
Kathleen Caldwell, PTLA  
Richard Zorza, Consultant  
Lonnie Powers, MLAC  
Jane Tyrell, Mass.IOLTA  
Rob Fields, Hamden Cty Housing Court  
Russell Engler, N. E. School of Law  
Nancy Kierstead, New Britain Ct. Services Ctr.  
Tony Winsor, MLRI  
Jim Burdell, Tenancy Preservation Project  
Robert Nasdo, LACCM  
Lucinda Brown, Franklin County Futures Lab  
Marnie Warner, Mass. Trial Ct. Law Libraries



## ♪New Songs from the Consortium Songbook ♪

### **Training for Trainers Theme Song**

*to the tune of "I Will Survive"*

For years I did my trainings  
as a "talking head,"  
Participant involvement  
something I did dread.  
A flip chart, maybe powerpoint  
perhaps I would concede,  
But a training for trainers  
I surely did not need.

But now I'm changed!  
I'm starting new!  
My trainings have objectives and  
great plans for what I'll do.  
My lectures never more  
than 20 minutes at a stretch --  
This way the learners will be happy  
and they never will k'vetch!

Yes I am changed!  
I'm starting new!  
I use snow balls and brainstorming,  
case studies, and pairs, too.  
I facilitate discussions  
with much skill and some finesse,  
Activities all are timed,  
Materials never are a mess.

When laws are changed,  
Folks need to know.  
I can do it in a way now  
that will never bore them so.  
With an opening that catches them  
and makes them want to stay,  
They know what they'll be learning  
and it always is okay.

Yes, we are changed!  
Our hearts are moved!  
With advocates well trained  
Our client's lives will be improved.  
Resulting from our efforts  
Oh what changes we will see:  
Better skills and deeper learning,

No more "talking heads" for me!

Yes we are changed!  
Yes we are changed! ♪

### **Case Planning & Discovery** *to the tune of "Aloette"*

*Chorus:*  
Depositions!  
We take depositions  
Depositions  
We'll learn some stuff today.

First we swear the witness in  
Then we're ready to begin  
Witness in  
Then begin  
Oooohhh . . .

*Chorus*

Next we have to stipulate  
Do it now before too late  
Stipulate  
Not too late  
Witness in  
Then begin  
Oooohhhh . . .

*Chorus*

Plan your questions carefully  
Or objections there will be  
Carefully  
We must be  
Stipulate  
Not too late  
Witness in  
Then begin  
Oooohhhhh . . .

*Chorus*

Get a story that's a reach  
You can use it to impeach  
It's a reach

To impeach  
Carefully

We must be  
Stipulate  
Not too late  
Witness in  
Then begin  
Oooohhh . . .

*Chorus* 🎵

### **Case Planning Rag**

*to the tune of "Give My Regards to Broadway"*

Let's do some great case planning  
Start with a thorough interview  
Do all your legal research then  
List elements and proof to do

Decide on types of discov'ry  
That best fit evidence you need  
Make a case plan and sched-u-ele  
And then you'll certainly succeed! 🎵

### **Basic Lawyering Skills Training**

*(to the tune of "The Circle Game" by Joni Mitchell)*

Yesterday a client came to see me  
Told me of her problems most severe  
She was upset, very troubled and quite teary  
But I knew some ways to help to calm her fear

*Chorus:*

For objections, we bob up and down  
And negotiations go round and round  
We demonstrate our new skills expertly  
For clients' rights, we'll take a stand  
Fight to end poverty  
And we'll use the techniques from B-L-S-T

### **Chorus**

Using my new skills we worked out a plan  
Filed a lawsuit, and strategic motions, too

Called the TV station, lobbied her Con-gress-man  
To protect my client from her Waterloo

### **Chorus**

Next I spoke to colleagues 'round the region  
Got lots of help, found new plaintiffs galore  
The opponents were amazed to see our legion  
They were running scared to see what was in store

### **Chorus**

The opposition wanted to concede now  
They begged us to negotiate a deal  
We insisted that they meet our client's need now  
Make changes to empower her for real  
Chorus 🎵

### **Ode to a Hearing Officer**

*To the tune of "Officer Krupke" from "West Side Story"*

Dear . . .  
Kindly hearing officer  
I can't go on today  
It's not that I'm not ready  
My client's gone away  
So please do not be petty  
Continue it, okay?  
Please find  
Good cause  
Let's be on our way

Dear hearing exam'ner,  
Please don't be unfair  
Cause we can't have a hearing  
If the client's not there  
Couldn't we do it  
When she comes back here?  
It shouldn't be more than a year

Than a year, than a year,  
Than a single year  
It shouldn't be more than a year

Dear . . .  
Kindly hearing officer  
Oh won't you find for me?

My evidence is shaky  
It's hearsay, I agree  
My documents are lacking  
In authenticity  
But my  
Client  
Needs some sympathy

Dear hearing exam'ner  
Please do what is right  
My client has five children  
And no support in sight  
She battered, she's homeless,  
Bad luck is her fate  
If you would help her you'd be great

You'd be great, you'd be great,  
You'd be truly great  
If you could help her you'd be great

Dear . . .  
Kindly hearing officer  
This time I will safe face  
'Cause now I know the el'ments  
That let me prove my case  
I'll lay all my foundations  
Get evidence in place  
My opponent  
Had better start to brace

(more slowly)  
Dear hearing exam'ner  
I'll blow you away  
With presentation style  
And arguments that will sway  
You'll be so impressed that  
No choice will there be-e-e-e-e-e  
You'll find for my client, you'll see!

## Seeking Justice for Unrepresented Litigants

*to the tune of "My Favorite Things"*

Handouts and kiosks and simplified pleadings,  
Web-based attorneys with all that you're needing  
Lay advocates who can mediate and then  
Help in the courtroom so poor folks can win!

Collaboration! Evaluation!  
They're the means, you see,  
To accessing justice and then - just as key-  
Making justice a re-aaaa-li-ty.

Unbundling lawyers and filing from shelters  
Warm-lines and hot-lines - bureaucracy melters!  
Changed rules of practice and of ethics, too  
These are a few of the things we can do -with

Collaboration! Evaluation!  
They're the means, you see,  
To accessing justice and then - just as key-  
Making justice a re-aaaa-li-ty.

Librarians, magistrates, service providers,  
All working together - no longer "outsiders;"  
Working to make real the plans that we've laid,  
The power of joining our forces displayed!

Collaboration! Evaluation!  
They're the means, you see,  
To accessing justice and then - just as key-  
Making justice a re-aaaa-li-ty.



## **The Legal Services Training Consortium of New England**

*Building Community, Commitment and Excellence in Legal Services Practice*

The Legal Services Training Consortium of New England represents twenty-four legal services programs in New England who pool their resources to fund the design and delivery of training programs geared specifically for the legal services community. Consortium members believe that training and professional development are integral elements of our legal services delivery system through which we

- **communicate the values, vision and mission of legal services;**
- provide staff with **knowledge, skills and attitudes** necessary to provide effective, high quality legal services;
- help staff **respond creatively to emerging client needs;** and
- **develop a new generation of legal services leadership.**

### **MEMBER PROGRAMS**

#### **Massachusetts Members**

Greater Boston Legal Services  
Legal Assistance Corp. of Central MA  
Legal Services of Cape Cod and Islands  
Massachusetts Justice Project  
Massachusetts Law Reform Institute  
Massachusetts Legal Assistance Corp  
Merrimack Valley Legal Services  
Neighborhood Legal Services  
New Center for Legal Advocacy  
South Middlesex Legal Services  
Southeastern Mass. Legal Assistance  
Western Mass. Legal Services  
Volunteer Lawyers Project

#### **Rhode Island Members**

Rhode Island Legal Services

#### **Connecticut Members**

Greater Hartford Legal Services  
Connecticut Legal Services  
New Haven Legal Services

#### **Maine Members**

Pine Tree Legal Services  
Legal Services for the Elderly

#### **Vermont Members**

Legal Services Law Line  
Vermont Legal Services

#### **New Hampshire Members**

New Hampshire Legal Assistance  
Legal Advice and Referral Center  
Disability Rights Center

**Advisory Committee** Jacqui Bowman, Greater Boston Legal Services; Jan Chiaretto, Mass. Justice Project; Hugh Calkins, Pinetree Legal Assistance; Liz Segovis, Rhode Island Legal Services; Joanne Lewis, Connecticut Legal Services; Sarah Parker-McKernan, Legal Advocacy Resource Center; Pat Rae, Western Mass. Legal Services; Karen Richards, Vermont Legal Aid; Laurel O'Connor, New Hampshire Legal Assistance; Maria Del Rio, Legal Advice & Referral

**Staff:** The Training Consortium is directed by Ellen Hemley of Massachusetts Law Reform Institute with regular consulting assistance from Wendy Janett, Shari Zimble and Pamela King.